

The background of the entire page is a watercolor illustration. It features a soft, textured landscape with various shades of green and beige. In the foreground, there are several dark green, conical evergreen trees. Behind them, rolling hills and mountains are depicted with lighter, misty green washes, creating a sense of depth and atmosphere. The overall style is artistic and naturalistic, consistent with the 'ESG' (Environmental, Social, Governance) theme.

ESG REPORT

YEAR

2025

NATUR-PACK, A.S.

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**NATUR
PACK**

NATUR-PACK, a.s.
Bajkalská 25
821 01 Bratislava
+421-2-700 21 222

ADDRESS

Dear partners, clients and coworkers,

Sustainability and responsible business has become one of the key issues not only in Europe but also in Slovakia during recent years. Companies are nowadays facing growing expectations – from the public, state institutions and their own employees – that their operations will have a positive impact on the environment, society, and the economy.

Being a Producer Responsibility Organization (PRO), we are fully aware that our mission reaches beyond fulfilling the legal obligations. NATUR-PACK acts as a long-term partner of manufacturers, local governments and the public in building a system of separate waste collection and recycling, that works well, is highly trusted and brings measurable results. The ESG principles – environmental, social and governance aspects – are a natural extension of this approach.

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In addition to ensuring financing of the separated waste collection we also help to reduce the environmental footprint of the entire system. We are fully aware that the long-term sustainability is possible only in cooperation – between manufacturers, local governments, collection companies, recyclators and citizens. We cooperate with those who share the same values and translate them into particular solutions in practice.

In 2025, we focused on linking environmental goals with economic efficiency and transparency. We continued to digitalize the processes, to increase data quality and to implement tools that allow us to better evaluate the impacts of our activities. Moreover, we have strengthened the educational and communication activities towards the general public, because a real development is not possible without an informed consumer.

Social issues and responsibility towards public and employees are equally important components of our strategy. We support the professional growth of our employees, equal opportunities and safe working environment, being fully aware that employees are the most important capital of our company.

We express our gratitude to all partners who have collaborated with us on this journey – manufacturers, local governments, collection companies, colleagues and public. I sincerely believe that together we can further develop a system that will not only be effective, but also responsible towards future generations.



Michal Sebiň
Director
NATUR-PACK, a.s.

MANAGEMENT STRUCTURE

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**Mgr. Mária
Trošanová, PhD.**

*Environmental
Department
Director*



Ing. Viera Vantová

*Economic
Department
Director*



**RNDr. Michal
Sebíň, PhD.**

Director



Ing. Mária Bonková

*Commodity
Department
Director*



Mgr. Marek Brinzík

*Communication
and Marketing
Director*



Mária Molnárová

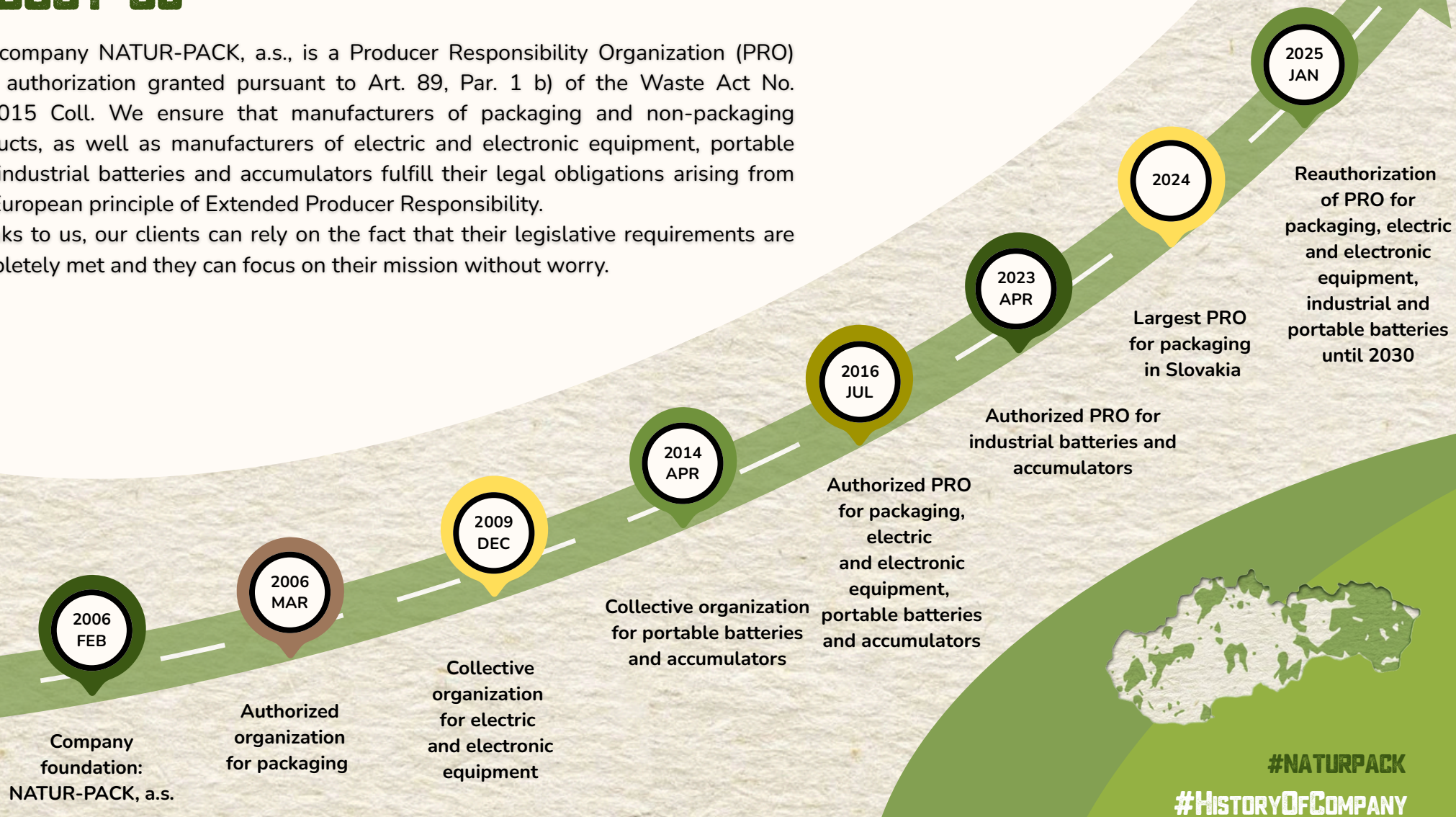
*Sales
Director*

ABOUT US

The company NATUR-PACK, a.s., is a Producer Responsibility Organization (PRO) with authorization granted pursuant to Art. 89, Par. 1 b) of the Waste Act No. 79/2015 Coll. We ensure that manufacturers of packaging and non-packaging products, as well as manufacturers of electric and electronic equipment, portable and industrial batteries and accumulators fulfill their legal obligations arising from the European principle of Extended Producer Responsibility.

Thanks to us, our clients can rely on the fact that their legislative requirements are completely met and they can focus on their mission without worry.

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COMPANY VALUES

CIRCULAR ECONOMY AS A STANDARD

- Ensure **efficient and transparent fulfillment** of legal obligations of manufacturers
- **Ensure system** for collection, recovery and recycling of all waste types according to the authorizations granted
- Active support to legislation and **EPR principles** pursuant to the circular economy with a stable and transparent market environment



PARTNERSHIPS

- **Trust and cooperation** to create sustainable solutions (clients, suppliers, municipalities, state administration)
- **Expert advisory and high quality services**
- Support to open dialogue and transparency in communication

EDUCATION

- Strengthening public **environmental awareness**
- Support to professional growth of employees

INNOVATIONS

Application of latest technologies for improvement of services, effectiveness and environmental performance



CERTIFICATES

SUCCESSFUL RECERTIFICATION: ISO 9001:2015 AND ISO 14001:2015

NATUR-PACK, a.s., uses long-established and verified systems: Quality Management System according to the standard ISO 9001:2015 and Environmental Management System according to the standard ISO 14001:2015, through an internationally renowned company SGS Slovakia, spol. s r. o.

Successful recertifications in 2015, 2018, 2021 and 2024 confirm that we constantly improve quality and effectiveness of our processes in order to increase quality of our services and customer satisfaction.

#ISOCERTIFICATION

#NATURPACK





EcoVadis

OBTAINING THE EcoVadis AWARD – BRONZE MEDAL

NATUR-PACK, a.s., participated in the international sustainability assessment EcoVadis, which assesses organizations in the areas of environmental approach, ethical behavior, working conditions and supply chain management.

Based on the comprehensive review of the internal processes, policies and measures we received a bronze medal. This award confirms that the company NATUR-PACK, a.s. applies transparent and responsible management principles in the sector of sustainability, and actively supports their further development.

#GLOBALSUSTAINABILITYRATING

#NATURPACK

REFERENCES OF MUNICIPALITIES

CITY OF KOŠICE

City of Košice and the company NATUR-PACK, a.s. have concluded a contract on participation in the system of collective management with the reserved waste stream in accordance with the applicable legislation in 2016.

In the course of our mutual communication when solving operational tasks and proposing changes to the established system we highlight and appreciate the attitude of the company employees. We emphasize their expertise, operability and deep interest in solving our requests. The cooperation lasts several years, and the positive outcomes have a growing trend. As the contractual arrangements contain also providing of information activities on the city territory, we consider necessary to appreciate personal and active approach of the employees in their creation. Given our previous experience in this area, we can conclude that the decision to select a contractual partner was correct.

Mgr. Marcel Čop, Director of the Košice Municipality

ASSOCIATION OF MUNICIPALITIES RAJECKÁ DOLINA

The PRO NATUR-PACK acts as our long-term partner who permanently demonstrates his responsibility and complex approach to waste collection, recovery and recycling in the framework of a professional relationship lasting 8 years.

We appreciate highly the expertise, transparency, communication and active consulting when searching solution of our specific requirements, as well as permanent investigation of new collection and energy recovery capacities for raw materials and waste. Similarly, we rate very positively regular electronic delivery of materials for education and information to the professional and non-professional public regarding waste separation and recycling.

*Ing. Milan Lipka, Chairman, Board of Directors,
Association of Municipalities Rajecká dolina*

LENDAK MUNICIPALITY

Lendak municipality cooperates with the PRO NATUR-PACK, a.s., since the beginning of 2020. We evaluate the cooperation positively. The company NATUR-PACK, a.s., is considered trustworthy and experienced in waste management issues, especially in the separated waste collection. We especially appreciate that we can turn anytime to the representatives of NATUR-PACK with any question in the waste management issues, not only legislative ones, and they are ready to answer.

Information campaign represents an important benefit for the environment, especially the short, but highly instructive videos they regularly elaborate, publish and deliver to us – to make them available to our citizens. Moreover, training materials for teachers allow them to educate and lead our children and youth to ecological behavior; understanding that we have to start with ourselves.

Pavel Hudáček, Mayor, Lendak



#PARTNERNEARLY10YEARS
#RESPONSIBILITY
#APPROACH
#EXPERTISE
#OPERABILITY
#EDUCATION



ZDRUŽENIE OBCÍ
RAJECKÁ DOLINA

#PARTNERNEARLY10YEARS
#RESPONSIBILITY
#APPROACH
#EXPERTISE
#TRANSPARENCY
#EDUCATION



#PARTNER5YEARS
#CREDIBILITY
#PROFESSIONALISM
#APPROACH
#EDUCATION

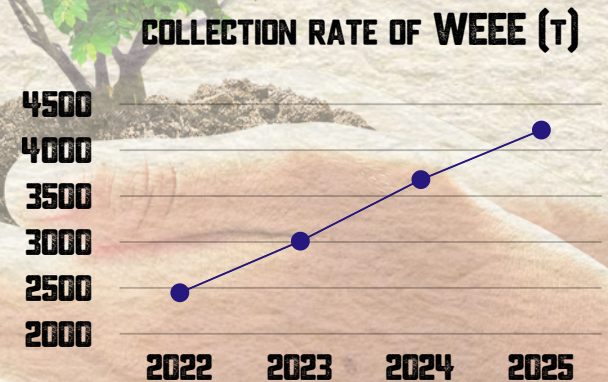
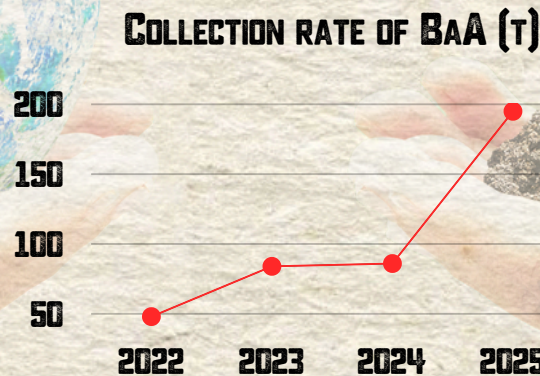
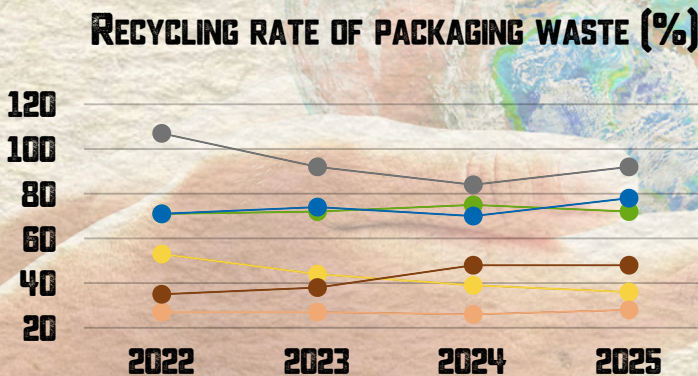
ENVIRONMENT

"WE UNDERSTAND THE CLIMATE CHALLENGES AS AN OPPORTUNITY FOR RESPONSIBLE INNOVATIONS."

Environment forms a basic element of our company philosophy, as well as starting point for all our decisions. As a company performing its activities exclusively in the rented offices, we understand the need to contribute to the sustainable development and to minimize our environmental footprint. Environmental protection is a core issue of our activities, and at the same time also a commitment that goes beyond legal obligations. As a company responsible for the Extended Producer Responsibility system, NATUR-PACK, a.s., actively contribute to the waste collection, recovery and recycling. Our goal is not only to ensure waste collection and recycling, but also to create conditions for sustainable business for our partners.

NATUR-PACK, a.s., actively supports circular economy by ensuring collection, recovery and recycling of packaging waste for our clients. Our activity helps the companies to meet their legal obligations, to reduce the environmental burden and to contribute to the sustainable development. In addition to the transparent reporting, we perform campaigns, expert advisory services, educational projects for increasing the awareness on separated waste collection, and innovations resulting in increased recycling rate and reduced amounts of waste in landfills. Together with our partners we create conditions for circular economy and contribute to the protection of the natural resources. Our activities bring results and together we reduce our impact on the environment.

● GLASS ● PLASTIC ● PAPER AND PAPERBOARD ● PAPERBOARD BASED COMPOSITE ● METALS ● WOOD ● BAA ● WEEE



GREENHOUSE GAS EMISSIONS

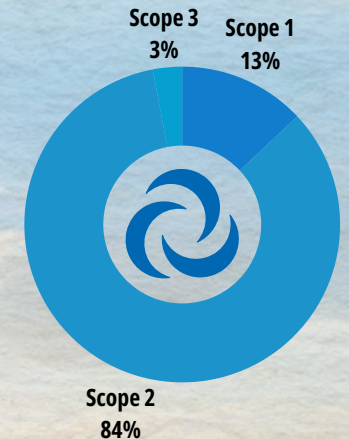
"REDUCING GREENHOUSE GAS EMISSIONS IS THE KEYSTONE OF THE SUSTAINABLE DEVELOPMENT."

In 2025, NATUR-PACK, a.s., performed for the first time a comprehensive calculation of its carbon footprint in compliance with the GHG Protocol method, thus joining organizations that approach environmental responsibility systematically and transparently. Moreover, we laid the foundations for the systematic monitoring and reduction of our environmental impacts. We are doing our best to minimize our environmental footprint by means of an effective energy, water and waste management in our office performance. On the basis of the VSME Standard, we recognize indirect emissions from the energy supplied, we prefer digital processes over printing, we thoroughly separate the waste and we cooperate with our partners in its recovery. Our ambitions include not only meeting of legal obligations, but also active formation of the environmental awareness of the public and support to the systematic changes in the waste management sector. As we are performing in the rented offices, we do not know precisely the electricity, water and heat consumption – these data were calculated by using the reference values as stated in the Regulation No. 362/2012 Coll. and Regulation No. 397/2003 Coll.

Scope 2 reached up to 84 % of the total emissions of the company NATUR-PACK, a.s. in 2025. This proportion is typical for administrative organizations. Electricity consumption dominates as it covers lighting, IT infrastructure, air-condition and other equipment.

Scope 1 (13 %) covers mainly fuel consumption for the business trips, while 3 (3 %) is low as it comprises only limited indirect emissions from water, waste and procurement. Sum of Scope 1 and Scope 3 represents only commendable 16 %, resulting in a minimal direct environmental impact. Higher Scope 2 proportion points the area which could be effectively managed. The calculation results mean an important basis for the future monitoring and reduction of the environmental footprint, while the company plans to expand data availability in cooperation with the renters and partners.

Category	Year 2025 (t)	Proportion (%)
Scope 1	75,75 t	13%
Scope 2	501,83 t	84%
Scope 3	18,46 t	3%
Total	594,04 t	100%



OUR ENVIRONMENTAL VISION

"ENVIRONMENTAL SUSTAINABILITY BEGINS WITH EVERY DECISION WE MAKE."

NATUR-PACK, a.s. is aware of the importance of a systematic approach to reducing environmental impacts, and therefore has developed its own environmental strategy in accordance with the principles of VSME standards. This strategy is based on the outputs of the carbon footprint calculation, audits pursuant to the ISO 14001:2015 standard and the EcoVadis platform. Our key targets include the following:

- 1** Setting targets for emission reductions Scope 1 and Scope 3 – including particular measures for energy consumption reduction and support to the ecological approaches.
- 2** Improvement of data availability and collection of more accurate data.
- 3** Circular economy support – cooperation with suppliers on the waste reduction and material recycling.
- 4** Increased environmental awareness – information campaigns and education of the public as well as employees.

Key areas of the company's environmental strategy

Circular economy

Waste collection and recycling

Enhancing environmental awareness – public and employees

Partner cooperation

Sustainability Report, ECOVADIS, ISO 14001

Energy and greenhouse gas emissions



EMPLOYEES

"COMPANY'S SUSTAINABILITY STARTS WITH PEOPLE..."

NATUR-PACK, a.s., builds on values strengthening cooperation, mutual trust and open communication. Our employees, clients and broader communities influenced by our activities play a key role in achieving the long-term targets. We believe that real success can only be achieved if all stakeholders are actively involved in a joint process.

This part of the report offers a view to our employees, along with the introduction of NATUR-PACK, a.s. initiatives in 2025 that included lecturer eco-education in schools, support to the environmental campaigns and projects, company volunteering, education of the public and active communication by means of the social media in order to increase awareness of the proper waste separation, collection and recycling.

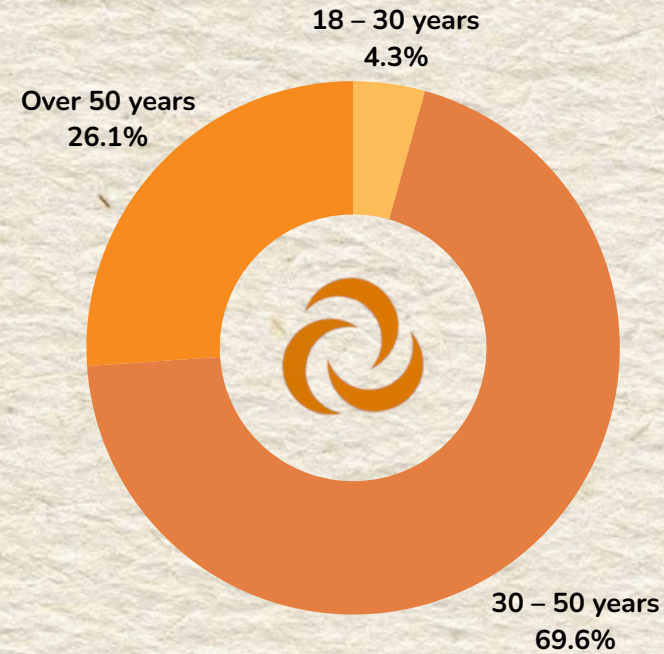
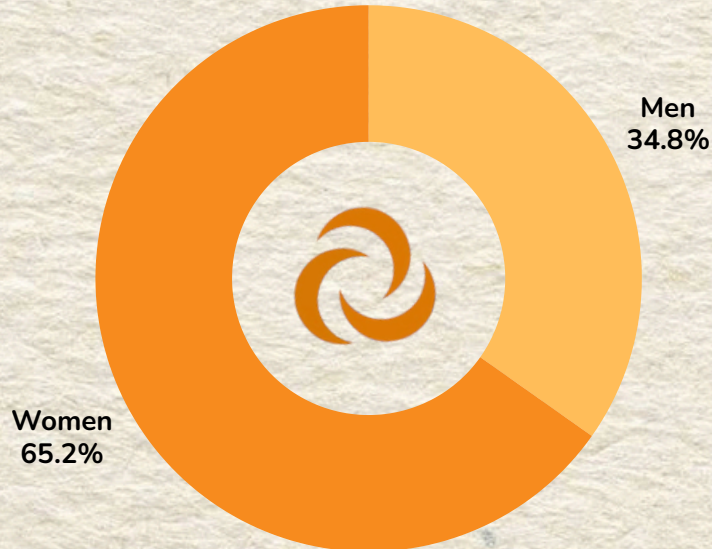


#EMPLOYEES
#NATURPACK

STABILITY AND GENDER DIVERSITY

NATUR-PACK, a.s., maintains a stable and loyal team in the long term, as all employees work on the basis of permanent employment contracts. This approach creates a sense of security, supports long-term motivation and enables the building of a strong corporate culture based on trust and cooperation. In terms of gender diversity, the team is dominated by women, who make up approximately two-thirds of the workforce. This balance brings a wider range of perspectives and supports open communication. Moreover, a stable team reduces recruitment costs, facilitates the transfer of experience and supports sustainable growth of the company. The long-term turnover rate is below 5%. In 2025, the turnover rate increased to 30%, which was the result of a combination of adverse external factors and the need to adapt the organizational structure to current market conditions in order to ensure the long-term stability of the company.

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AGE STRUCTURE OF EMPLOYEES

The age structure of the company's employees shows that the majority of the workforce falls into the middle age category of 30 to 50 years, which ensures stability and experience in the team. Younger employees aged 18-30 are a minority, which can be an opportunity for the talent management planning and attracting new young professionals. The group of employees over 50 years represents experienced workers who share their expertise while continuously mentoring the younger colleagues. Overall, this age diversity supports a combination of experience and new perspectives, which is important for the long-term sustainable development of the company.

EDUCATION, HUMAN RIGHTS

The company organizes professional seminars and trainings for its employees, focused on the waste management legislation, waste management and environmental regulations; each employee completes an average of approximately 5 days of training per year. The education approach combines expert trainings, safety programmes and soft skill development, ensuring they are well prepared for the up-to-date challenges, they are able to cooperate effectively and they feel motivated and supported.

Gender balance is maintained at the managerial positions (female to male ratio 1.33), that supports inclusive and fair atmosphere. NATUR-PACK introduced the code of conduct and human rights policy covering prohibition of child and forced labor, human trafficking, discrimination and prevention of occupational accidents, with employees having a safe grievance mechanism at their disposal. A complex approach to remuneration, education and human rights protection supports trust, transparency and long-term sustainable development of the company.

COMPANY POLICIES AND CODES

NATUR-PACK, a.s., policies and codes address areas such as:

Child labor

Forced labor

Human trafficking

Discrimination

Prevention of occupational accidents

Code of ethics



HEALTH AND SAFETY FIRST

Workplace safety is a clear priority for the company. There were no work-related injuries or deaths in the reported years 2024 and 2025, confirming the effectiveness of preventive measures, training and safety processes. A stable and safe environment allows employees to work without risk and with confidence.

EMPLOYEE PARTICIPATION

Employees of NATUR-PACK, a.s. have the opportunity to submit improvement proposals and ideas, both for optimization of internal processes and for the services provided. The company supports continuous refinement of environmental behavior and actively involves employees in the process of identifying potential improvements.



GOALS AND STRATEGIES IN SOCIAL ISSUES

Our employees are a key pillar of the success of the NATUR-PACK, a.s., and an irreplaceable part of fulfilling the goals in the field of sustainable development and social responsibility. We strive to create an environment that is stable, stimulating and inclusive, supports the personal and professional growth of each team member and reflects the values of our company. As part of the quality and environmental policy, we are committed to investing in employee education and the development of their professional capabilities, especially in the field of environmental protection.

The company has chosen as one of its main missions to build a highly professional team that is anchored not only on high professional skills, but also on ethics, cooperation and loyalty, thereby ensuring that employees are able to effectively fulfill the company's goals in the area of sustainable development, social responsibility and quality services for all partners.

Part of our approach is fair remuneration that reflects the actual performance and contribution of employees, supplemented by benefits aimed at a healthy lifestyle and a balance between work and personal life. We also pay careful attention to work safety and health protection. We believe that an investment in our employees is also an investment in the long-term sustainability and future of the entire company. NATUR-PACK, a.s., defined the following goals for the coming period:

Introduction of self-assessment questionnaires for employees to continuously monitor satisfaction, development needs and working environment.

Organization of professional and motivational training for all departments.

Implementation of joint corporate activities with an emphasis on strengthening communication and cooperation between individual departments.



"TRANSPARENCY AND ETHICS ARE OUR STRENGTH."

MANAGEMENT

Corruption and bribery undermine a fair business environment, weaken trust and hinder sustainable development. That is why transparency and zero tolerance for any unethical practices are the key elements of responsible business. Within the ESG approach, it is increasingly shown that companies that build on ethics and trust not only gain public respect, but also stable and long-term partnerships.

NATUR-PACK, a.s., has long been perceived as a reliable and fair partner. In the monitored period, no cases of convictions or fines related to corruption or bribery were recorded. This result is not accidental – it reflects a culture based on trust, transparency and responsibility, which are firmly embedded in the company's daily practice. NATUR-PACK thus makes it clear that ethical behavior is not just an obligation, but a natural part of its DNA.

MANAGEMENT - STRATEGY

NATUR-PACK, a.s., is fully aware of the importance of transparent and ethical management of its processes, especially given its role in the Extended Producer Responsibility system. As part of a long-term strategy to strengthen governance mechanisms, the company plans to gradually introduce the practices in accordance with ISO 37001 – Anti-corruption Management Systems. The aim is to ensure that processes and decision-making procedures are set up to minimize the risk of corrupt behavior, conflict of interest or unethical practices. The implementation of this system will contribute to increasing the trust of all stakeholders, including business partners, public institutions, local governments and civil society.

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IMPLEMENTÁCIA ISO 37001:2025



COMMUNITY SUPPORT – PUBLIC EDUCATION

EVENTS

Collection Yard with Braňo Jobus – part of the platform School of Depositing and Separation

Program Collection Yard with Branislav Jobus is performed since 2019. In 2022, we incorporated also depositing and since 2023 this program travels through selected Slovak cities in cooperation with the organization Slovakia Deposits. In 2024 it was as the first program included in the platform of ZMOS (Association of Cities and Municipalities of Slovakia), entitled School of Depositing and Separation, joined by multiple PROs.

Festivals Vrbovské vetry and Huncútoko

We also participate in education at the family festivals Huncútoko and Vrbovské Vetry by providing comprehensive education for both, young and elderly participants. We cooperate with a team of our experienced lecturers and the PRO NATUR-PACK team also actively participates in the event.

Experiential educational program in CEV KOSIT

Since 2017, we cooperate with the collection company KOSIT on education at the Environmental Education Center. The program is a huge success, attended by thousands of children and youth every year. The program includes an excursion to the ZEVO (waste-to-energy plant) and then an interactive lecture on the rules of proper waste separation and prevention.



OUR PLANS...

PUBLICATION AND EDUCATIONAL ACTIVITIES

NATUR-PACK, a.s., plans to continue its systematic publishing activities in the coming year, which are focused on the issues of EPR, raising awareness of proper waste management and supporting environmental education. As part of this activity, the company will regularly publish articles on renowned portals and magazines, such as Odpady-portal, Čierna labuť, ODPADY and others, with the aim of informing the public about current topics related to the circular economy, recycling and sustainable waste management.

The company will also continue to implement local educational activities focused on three basic areas: packaging and non-packaging products, electric and electronic equipment, and batteries and accumulators. These activities are designed to appeal to all age groups and are intended for all partner municipalities and schools. The educational activities are prepared in accordance with the applicable legislation and reflect the need for regular public education on responsible waste management. Their aim is to promote environmental awareness, motivate active participation in waste separation and systematically contribute to the transition to a circular economy.

Through these initiatives, NATUR-PACK not only strengthens its publishing and educational activities, but also fulfills its commitment to systematically contribute to the transition to a circular economy, sustainability, environmental responsibility and transparent communication with the public and local communities.

"WASTE CALENDAR" APPLICATION

The launch of the mobile application Waste Calendar is another important part of the planned communication activities. This application is designed to be a practical tool for the general public, providing clear information about waste collection schedules and supporting the correct separation and handing over of individual types of waste. The application will be available for download in the App Store and the Play Store, ensuring its easy access for all users. The preparation of the application is already completed and its launch is planned for the upcoming period. Thus, NATUR-PACK responds to the growing demand for digital solutions in the field of environmental education and services for municipalities and citizens.



SOCIAL MEDIA

NATUR-PACK, a.s., actively communicates and educates the public through five social media, with educational content dominantly focused on separation, recycling and waste prevention, using interactive campaigns, competitions and videos.

At NATUR-PACK, a.s., we believe that we are among the leaders in online environmental education in Slovakia.



#LETUSTALK

#ADVISORYWINDOW



28K CONTACTS 

4K **SUBSCRIBE** 



12K **SUBSCRIBE** 



8,5 MIL. VIEWS



70K VIEWS/MONTH

COOPERATION IN THE VALUE CHAIN

COOPERATION WITH CLIENTS

NATUR-PACK builds long-term partner relationships with its clients, actively involving them in joint educational and communication activities. The aim of these collaborations is to raise public awareness of the correct waste separation and recycling, as well as to support responsible consumer behavior. Important partners include Kaufland, Martinus, Mondi SCP, Chemosvit, Vetropak Nemšová and 4Home, with whom NATUR-PACK implements thematic campaigns, educational videos and projects supporting sustainability. At the same time, the company educates in the form of lectures and training for many of its clients (DM Drogerie Markt, BILLA, DHL).

PARTNERSHIPS WITH MUNICIPALITIES

NATUR-PACK has long-term cooperation with the local governments across Slovakia, which are a key partners in raising public environmental awareness. The company works closely with them to implement information and educational campaigns, as well as to support changes in the waste separation systems.

SCHOOL OF DEPOSITING

The platform "School of Depositing and Separation" represents a significant project in this area, which was created in cooperation with ZMOS (Association of Cities and Municipalities of Slovakia) and the initiative Slovakia Deposits. The aim of the project is to educate residents, schools and municipalities about the correct principles of separation and recycling in an interactive way, with NATUR-PACK playing the role of a professional guarantor and educational partner.



SCHOOL OF DEPOSITING AND SEPARATION

ESG REPORT 2025



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