

Paptic Sustainability Policy

October 2025

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Paptic works to replace plastics in packaging with sustainable, recyclable, and circular solutions to decrease the use of fossil raw materials. We exist because the world needs better packaging.

Paptic Sustainability Policy aims to demonstrate the company's alignment to make fact-based choices to be transparently sustainable partner to our customers and other stakeholders, and to enhance resource efficiency and circularity in society. Paptic's Sustainability Policy steers our work throughout the company.

As a participant in the UN Global Compact, Paptic is committed to the UN GC Ten Principles, including the UN Universal Declaration of Human Rights. Our positive contribution to the world is made by people that we respect as they are – as individuals with full human rights.

We support the UN Sustainable Development Goals with our choices and solutions. Paptic aims to make a positive contribution with its actions enhancing circularity and respecting the planetary boundaries, mitigating climate change, safeguarding biodiversity and providing customers with sustainable packaging solutions that are fit to circular economy.

- **Wood-based fibre from sustainable sources.** We are committed to using fibres from sustainability managed forests, and certified and traceable sources. Sustainable forest management notice natural values and safeguards biodiversity.
- **Bio-based raw materials.** We are constantly explore and research possibilities of bio-based raw materials to provide our customers with fully sustainable and well-functioning solutions.
- **Resource efficiency** leads our way in innovation and manufacturing to continuously improve our environmental performance, and to minimise the environmental impacts and emissions in air and water.
- **Being fit to circular economy.** All the materials we produce are designed to be light-weight and to be suitable for existing and efficiently working recycling systems. Paptic materials are used to replace fossil plastics films and hence decrease the generation of plastic waste and microplastics. We promote circularity and fibre recycling over many life cycles.

We work with a mindset of reliability and innovativeness, and we provide our customers and other stakeholders with comprehensive and transparent information.

Paptic Sustainability Policy leans on our Code of Conduct. This Policy is applicable to all Paptic employees, and to anyone working or acting on behalf of Paptic.

In Espoo, Finland
1 October 2025



Tuomas Mustonen, CEO

Sustainability Policy Governance

Paptic's Sustainability Policy is based on our Code of Conduct, and it is supported by our other policies and guidelines. Our policies are revised every other year, or more frequently as needed. Our policies are approved by the Board of Directors and signed by company CEO. This Policy is applicable to all Paptic employees, and to anyone working or acting on behalf of Paptic.

Responsibility	Responsible position
Policy owner	Sustainability Director
Policy author	Sustainability in collaboration with Communications
Policy review	Management Team
Policy approval	Board of Directors; the Policy signed by CEO
Implementation of the policy	The Policy Owner is responsible for general company-level implementation