



RLG

by Reconomy

Impact Report 2024

Introduction

Welcome to RLG's 2024 Impact Report.

This report offers a comprehensive summary of our sustainability performance, reflecting our ongoing commitment in creating meaningful and measurable impact across the environment and society. It covers the entire calendar year of 2024 and, unless otherwise stated, it includes data from Reverse Logistics GmbH entities operating in Germany, Austria, Italy, Hungary, Poland, Romania, Canada, the United States, Argentina, Chile, Colombia, Mexico, and India.

Guided by a forward-looking materiality assessment, this report focuses on the most significant sustainability topics for our business and stakeholders, with a strategic outlook extending five years into the future. It also reflects on the progress we've made over the past years, from strengthening our environmental performance to deepening our social impact, it lays a strong foundation for the road ahead.

We monitor and report our progress in accordance with the frameworks and principles of EcoVadis, the Global Reporting Initiative (GRI), the Task Force on Climate-related Financial Disclosures (TCFD), the Science Based Targets initiative (SBTi), the Carbon Disclosure Project (CDP) and the Taskforce on Nature-related Financial Disclosures (TNFD).

RLG is part of Reconomy Group, please see the Reconomy Group Sustainability report for a broader perspective of the actions undertaken group-wide.



Contents

02 Introduction

04 Welcome Message

05 2024 Highlights

06 Our Company

08 Our Approach to Sustainability

15 Get in Touch

16 Annex

Welcome Message

We are proud to introduce our third public Impact Report, another important step in our journey to drive meaningful change through transparency, action, and accountability. At RLG, sustainability is not just a responsibility - it's the foundation of our circular business model and shapes everything we do.

This past year has been especially exciting as we've reached new milestones. We expanded our data capabilities to capture a broader range of business insights, such as initiating the assessment of how resources flow through our operations and using transactional data from our suppliers to measure value chain emissions precisely. We were also awarded the EcoVadis Platinum Medal, placing us in the top 1% of companies assessed globally. This recognition is not just a tremendous improvement from our last assessment; it is a powerful validation of our ongoing efforts and motivates us to keep pushing forward.

Our work continues to focus on tackling sustainability challenges and advancing circular economy solutions that benefit business, society, and the planet. We've supported our customers in optimising their operations across the entire value chain - enhancing visibility, control, and environmental impact. At the same, we are refining our own practices and setting clear and

measurable goals to keep improving from within. By aligning these internal improvements with the challenges we help our customers address, we are building a comprehensive, purpose-driven approach across our entire value chain.

Thank you, to all our colleagues, for your energy, expertise, and unwavering commitment to making a meaningful impact. I'm excited for what we'll accomplish together in the year ahead as we continue to lead with purpose and promote circularity at every level of our work.

Patrick Wiedemann
Chief Executive Officer



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2024 Highlights



19%

reduction in Scope 1 emissions* and a 52% reduction in Scope 2 emissions*



19%

of our global company cars use alternative fuels



57%

of electricity from renewable sources



10%

of colleagues volunteered a total of 436 hours



83%

of supplier spend allocated to small and medium sized enterprises (SMEs)



>5,400

customer site visits



We achieved
EcoVadis Platinum



663

suppliers assessed
during 1,198
supplier site visits



RCA Circular Economy Conference (Alberta)

We showcased our circular economy technologies, contributing to meaningful discussions on the future of sustainable systems and innovation.



TECHNO Expo (Hamburg)

We engaged with major players in the automotive sector, identifying new opportunities for take-back systems and responsible material disposal.



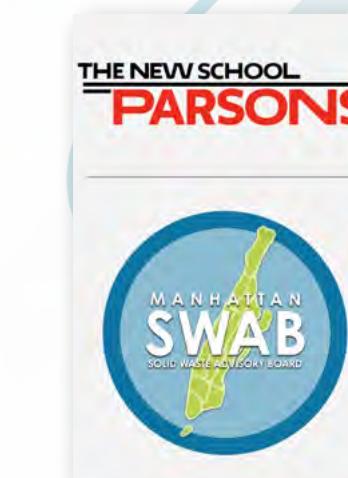
Sustainable Brands Conference (San Diego)

We shared expertise on how robust data collection supports compliance and drives impactful sustainability initiatives across the retail sector.



Retail Sustainability Conference (Toronto)

We shared expertise on how robust data collection supports compliance and drives impactful sustainability initiatives across the retail sector.



The Fashion Act Summit (New York)

We joined policy and industry stakeholders to discuss the evolving textile regulations and the path towards a more sustainable fashion industry.



We joined the Ellen MacArthur Foundation to collaborate on advancing the *circular economy*

*: intensity, relative to the 2022 baseline

Our company

RLG is committed to empowering businesses with the insights and solutions they need to better understand their environmental impact and accelerate progress towards their sustainability goals. We combine advanced technology, deep expertise, and passionate people to drive the transition to a circular economy by minimising waste, conserving resources, and moving towards our vision of a waste-free world powered by circular growth. Sustainability is not only embedded in our own organisation; it's also at the core of everything we deliver to our clients. Through our products and services, we help them operate more sustainably and meet their environmental objectives. Our culture is driven by who we are and what we value, through principles that form an essential part of our identity across the Group and all our companies.

Our data-driven solutions for returns, reuse, recycling, and responsible disposal ensure consistency and efficiency across global operations. We offer a comprehensive portfolio of services and products designed to support environmental goals and regulatory compliance, including:

- Environmental Compliance: Supporting the operation of Producer Responsibility Organisations (PROs) and helping businesses meet environmental legislation requirements.
- Data Management: Meeting Extended Producer Responsibility (EPR) data needs while delivering valuable insights and transparent reporting.
- Deposit Return Systems: Creating scalable systems that increase material recovery and recycling rates.
- Circular Take-Back: Developing tailored programmes to extend product lifecycles and recapture materials.
- Consultancy and Advisory: Providing strategic guidance on circular economy practices and compliance pathways.



26 local hubs



+600 colleagues



+80 countries served



Our locations

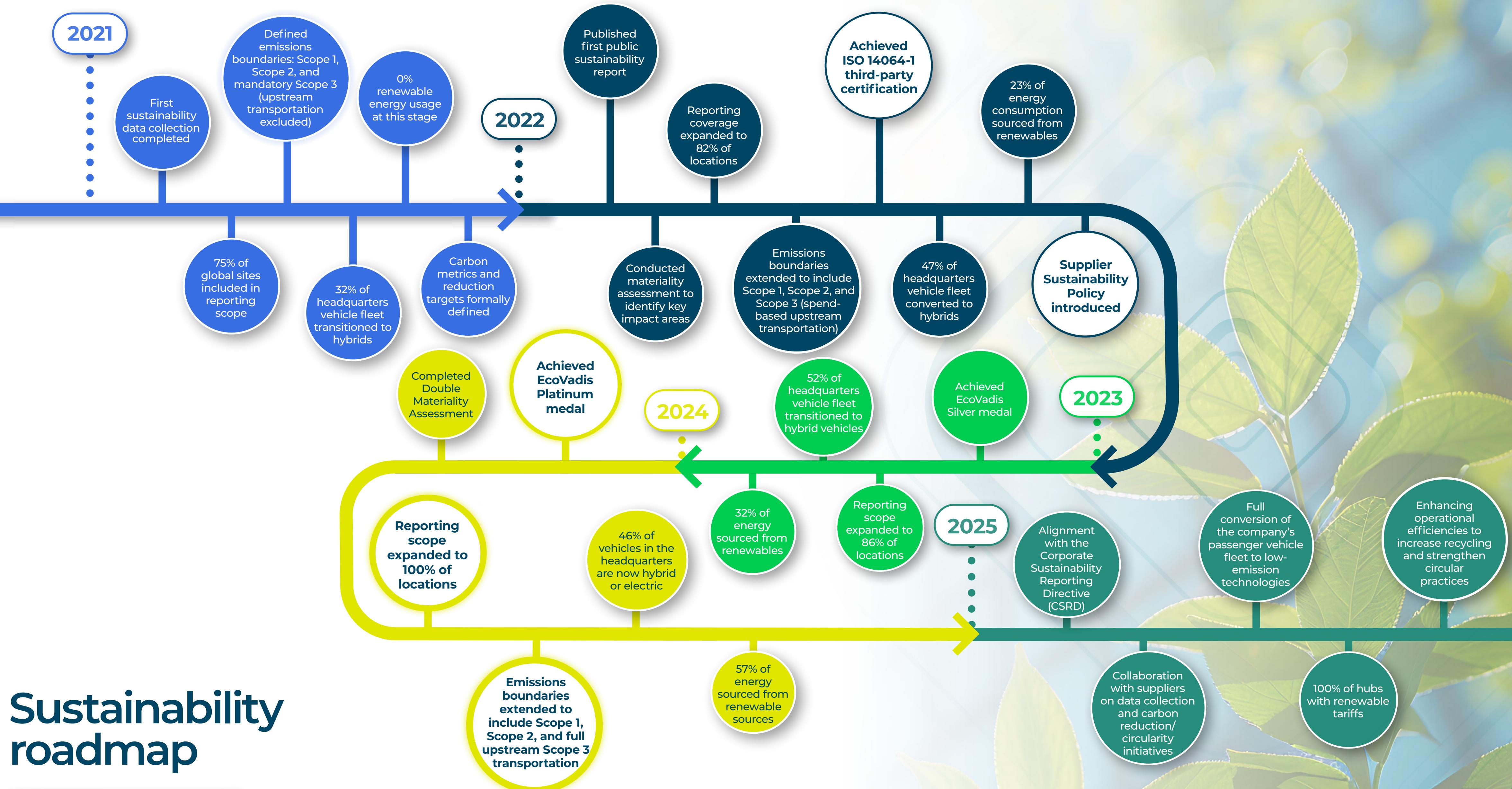


Our approach to sustainability

Driving the transition to a circular economy is central to everything we do. By integrating sustainability goals and data into our core strategy, we're not just scaling our business - we're intentionally shaping a future where every decision reflects our values and contributes to long-term, meaningful impact.

 Sustainability - Reverse Logistics Group





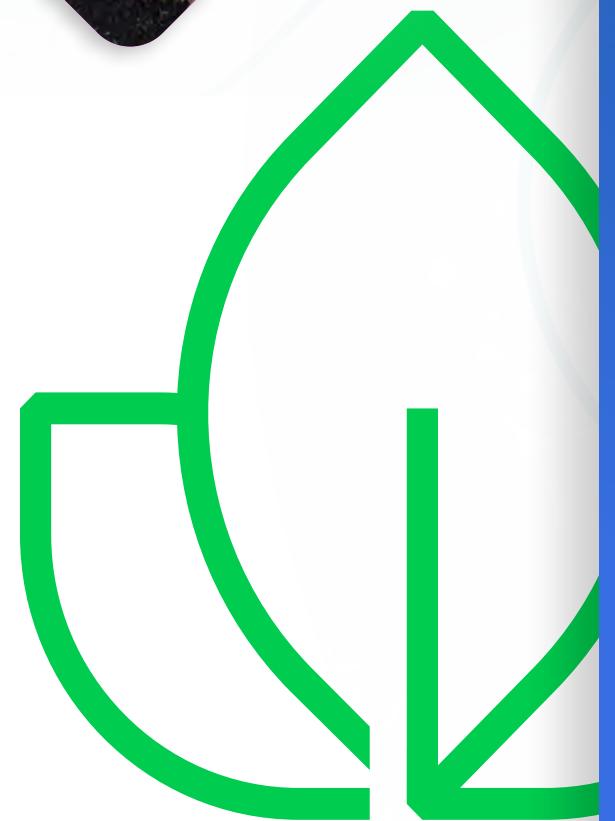
Our sustainability performance

Environmental value:

Our goal is to reduce the climate impact of our operations and ultimately create a net positive contribution to the environment through robust and effective environmental management. We're proud that our targets have been formally submitted to and validated by the Science Based Targets initiative (SBTi), reinforcing our commitment to credible, science-aligned climate action. Implementing these across our international offices is a complex but vital undertaking to ensure consistent progress across all regions, embedding sustainability into the core of our global operations.

Goal	Objectives	Progress	On track
Tackling climate change	Reduce 33.6%* Scope 1 emissions by 2028	19% reduction*	
	Reduce 33.6%* Scope 2 emissions by 2028	52% reduction*	
	Electricity sourced 100% from renewables by 2028	57% of energy sourced from renewable sources	

Notes: *: vs. our 2022 baseline, based on intensity: tCO₂e/€ added value



Supporting EPR progress

In Romania, we launched our textile Extended Producer Responsibility (EPR) project, aligning strategic resources to support the development of a robust infrastructure that reflects stakeholder interests and aims for long-term sustainability. The initiative integrates professional support and efficient operational design to drive responsible textile management, embedding transparent planning and reporting practices that respect local specificities, preparing for Romania's upcoming textile EPR legal framework. By balancing the needs of both customers and service providers, the project ensures accountability and promotes circular value creation throughout the textile lifecycle.

In the US, we continue to support packaging reduction for our customers through our collaboration with Valpak. We have hosted numerous webinars to educate the public on best practices for EPR compliance, reaching thousands of participants. As a knowledge partner of the EPR Academy, an online platform for continuing education in EPR, we're helping to build industry expertise. We're also supporting Producer Responsibility Organisations (PROs) across the country as they navigate the evolving and expanding EPR landscape.



RLG is certified according to ISO14064-1:2018, achieving the quantification and verification of our Greenhouse Gas Emissions.



Steps towards sustainable improvements in our operations

In 2024, our Austria office strengthened its sustainability efforts: all staff now drive electric vehicles, and our delivery vans have transitioned to using eco-diesel as a step towards reducing environmental impact.

Leading end-of-life tires management in Peru

Our collective management plan for End-of-Life Tires in Peru continues to grow sustainably each year. We are driving forward innovative solutions such as granulation, pyrolysis, and co-processing in cement kilns. This growth is strongly aligned with regulatory compliance by tire producers and importers.

Today, we are proud to be the largest collective system in Peru, representing around 13 automotive brands and tire importers. In just two years since launching our plan, we have successfully met national targets for tire collection and recovery, demonstrating the effectiveness and impact of our collaborative approach.



Social value:

With our global operations, we recognise the unique opportunity and responsibility to promote education and raise awareness around end-of-life materials management. By doing so, we aim to strengthen social resilience and support more sustainable practices in the diverse communities where we live and work. This includes engaging with local stakeholders to build capacity, share knowledge, and encourage circular behaviours at every level.

Gender diversity

	All Colleagues	Management
Men	61%	44%
Women	39%	56%



436
hours of employee volunteering

78K
Euros in company donations



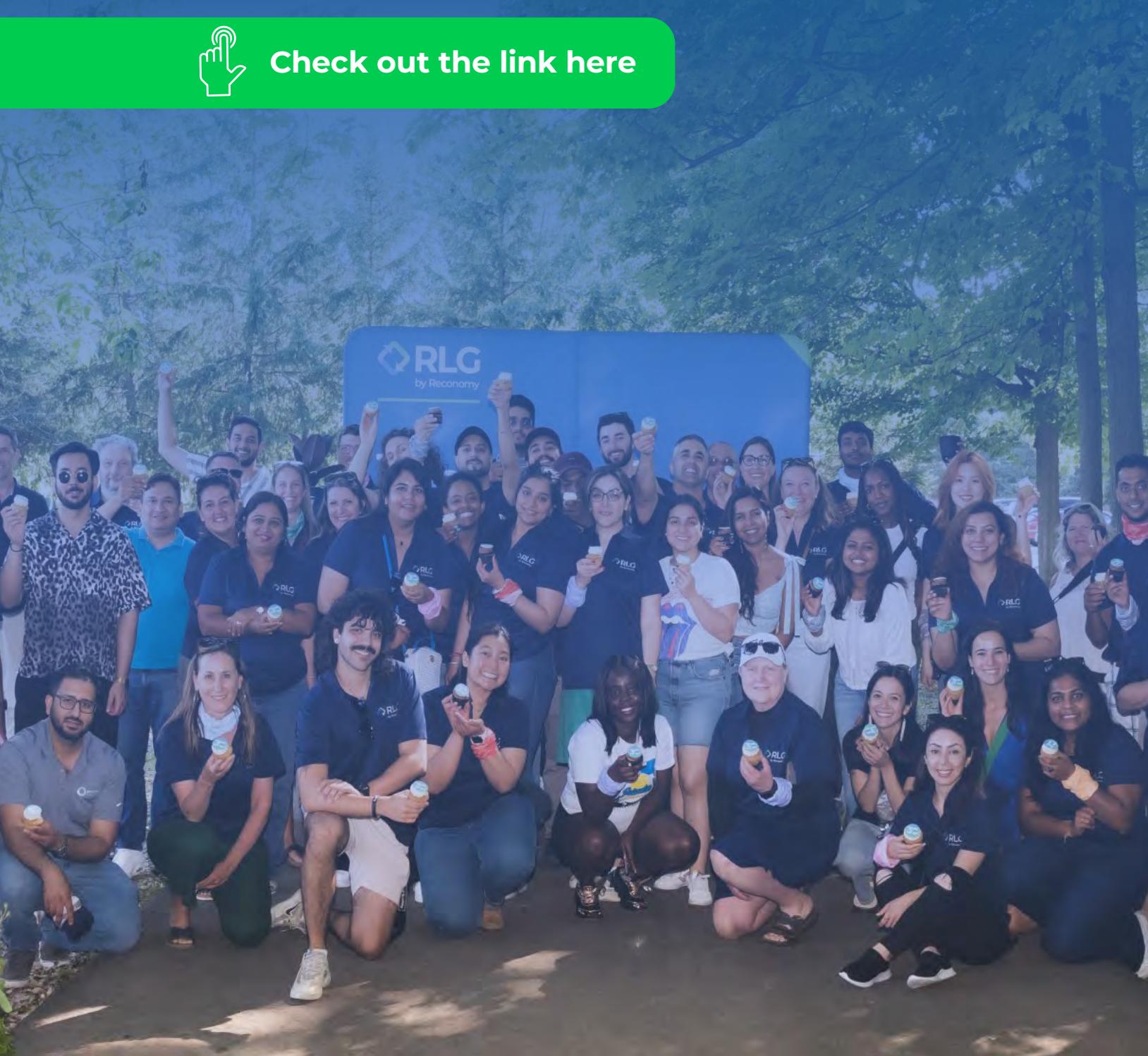
Across all RLG offices, we had amazing employee engagement activities that not only brought our teams closer together but also made a positive impact on the communities and areas we supported.



Through educational initiatives like WEEE4Future in Europe and Clean to Green in India, we're actively promoting responsible e-waste management and making a real difference in the communities we serve. With the support of our partners, we raise awareness, educate communities, and empower individuals and communities to take action through workshops, school sessions, and collection drives. By making sustainability accessible and relatable, we're helping people make informed choices and contribute to a circular economy - locally and globally.

Do you want to know more about our social awareness campaigns?

 Check out the link here



RLG Canada: Recognised as one of the best places to work

In 2024, RLG Canada earned national recognition from Canadian HR Reporter as one of the Best Places to Work. This distinction highlights companies that go beyond standard practices to build genuinely supportive, inclusive, and empowering work environments.

What sets our Canada office apart is its strong emphasis on employee experience, from fostering a culture of belonging and inclusion to offering competitive pay and benefits. A key element is the commitment to psychological safety, where open communication, respect, and support are the norm.

At the same time, we continued to strengthen sustainability engagement through education, collaboration, and community involvement. We hosted an Earth Day webinar focused on PFAS (Per- and polyfluoroalkyl substances), and in our second year partnering with the University of Waterloo's Environment and Business program, we worked with two student groups on their capstone projects exploring PFAS reporting and identifying synergies in global plastics regulations.



RLG India expands consultancy services to drive sustainability and compliance

In response to increasing regulatory requirements and a growing emphasis on Environmental, Social, and Governance (ESG) principles, RLG India has broadened its consultancy services to better support organisations on their sustainability journey across industries.

Recognising the need for strategic alignment and transparency, the team is now offering expertise in Extended Producer Responsibility (EPR) compliance, ESG strategy development and implementation, Business Responsibility and Sustainability Reporting (BRSR) guidance, and Support with Voluntary Disclosure Initiatives (VDIs).

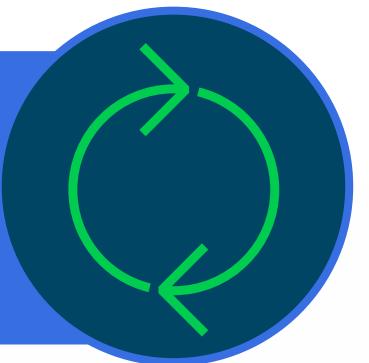
These services are designed to assist companies in navigating both national and international sustainability frameworks, enhancing compliance while contributing to broader environmental and social goals.



Business value:

We continuously expand and innovate across our product portfolio to enhance the sustainability of end-of-life materials management. Collaborating with customers, suppliers, and partners, we aim to increase global circularity.

In 2024, we collected and recovered
589,410 tonnes of materials



261 Extended Producer Responsibility (EPR) assessments in almost 50 countries



Furthermore, we had an exciting year from a business development side:

Advancing textile sustainability

In 2024, we launched a tech-enabled service to support businesses with textile Extended Producer Responsibility (EPR) and introduced our first Producer Responsibility Organisation (PRO) in Italy, ReDress. ReDress helps brands prepare for Italy's upcoming EPR obligations, offering compliance, data, and circularity solutions. As EPR expands, we're rolling out our PRO model across Europe, starting with Germany, Poland, Austria, Romania, and the UK, helping businesses stay ahead of regulation and drive circularity.

Deposit return scheme project in Uruguay

We are supporting the implementation of Uruguay's first Deposit Return and Refund System (DRS), the first in Latin America. The programme incentivises the return of recyclable packaging, including PET, aluminium, glass, and cartons. As the primary technology provider, we are delivering a comprehensive IT solution to integrate system stakeholders and ensure secure data and financial management. Our logistics platform will further support optimised collection and end-to-end material traceability. This initiative establishes a regional model for effective recycling and resource recovery.

Scope 3 Insights

We launched Scope 3 Insights, a product designed to help businesses manage their Scope 3 carbon emissions using real-time, transaction-level logistics data. By capturing emissions from actual movements, it enables timely decision-making and a clearer view of sustainability performance. With full logistics data access or oversight of the reverse supply chain, Scope 3 Insights offers real-time tracking and detailed insights, helping companies refine and accelerate their sustainability strategies.



Get in touch

Please contact us if you have any questions or would like to learn more about sustainability at RLG.

**Leonor de Toro Oviedo,
Sustainability Manager**
leonor.detoro@rev-log.com



Annexes



Stakeholder engagement

Our customers

We engage actively with our clients to foster innovation and continuously improve our services. Through seminars, conferences, workshops, and one-on-one meetings, we maintain open lines of communication and promptly respond to customers' questions and concerns about environmental services and impacts.

Our suppliers:

We work closely with suppliers to uphold the highest standards of quality, safety and efficiency. Guided by our supplier policy, we conduct regular assessments and drive ongoing engagement efforts that increase transparency and reinforce a resilient and responsible supply chain.

Our people:

We run an annual MyVoice engagement survey, frequent pulse surveys, and host quarterly communication forums and business briefings for colleagues.

Our local communities and NGOs:

We engage with communities and NGOs to ensure our programmes reach the intended beneficiaries and drive impact. Through strategic partnerships, we also help expand industry knowledge and innovation.

Government and regulators:

We engage proactively to advocate for circular economy initiatives. We engaged with US state regulators on hazardous household waste as part of setting up PRO, collaborated with Circular Materials Ontario for the Common Collections Scheme in Canada, engaged with the Environmental Ministry in Italy and participated in Euratex's Textiles PRO Forum focussed on EPR, among others.

Our Investors:

We conduct quarterly briefings on maintaining profitability and responsibility, ensuring our Group remains a diverse, equal, and inclusive organisation, and increasing accuracy and transparency in reporting.

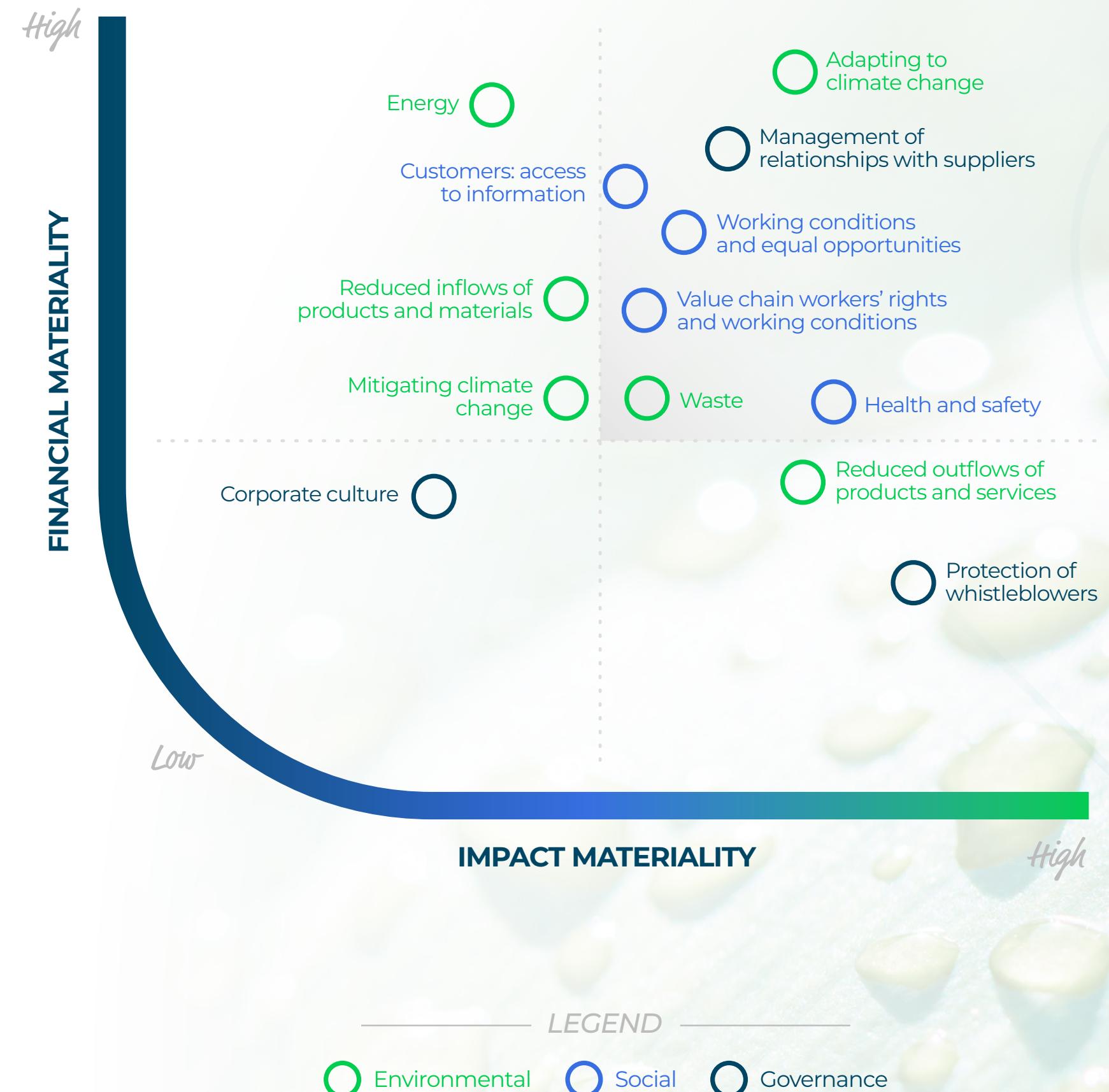
Materiality Assessment

We first conducted a materiality assessment in 2022 to define key topics for our three-year strategy. As that period ends, we're reassessing to ensure continued relevance. In parallel, we're preparing for CSRD by strengthening internal systems and improving data accuracy to align with new reporting standards. Our process of identifying, prioritising, and validating topics involved input from stakeholders across our value chain.

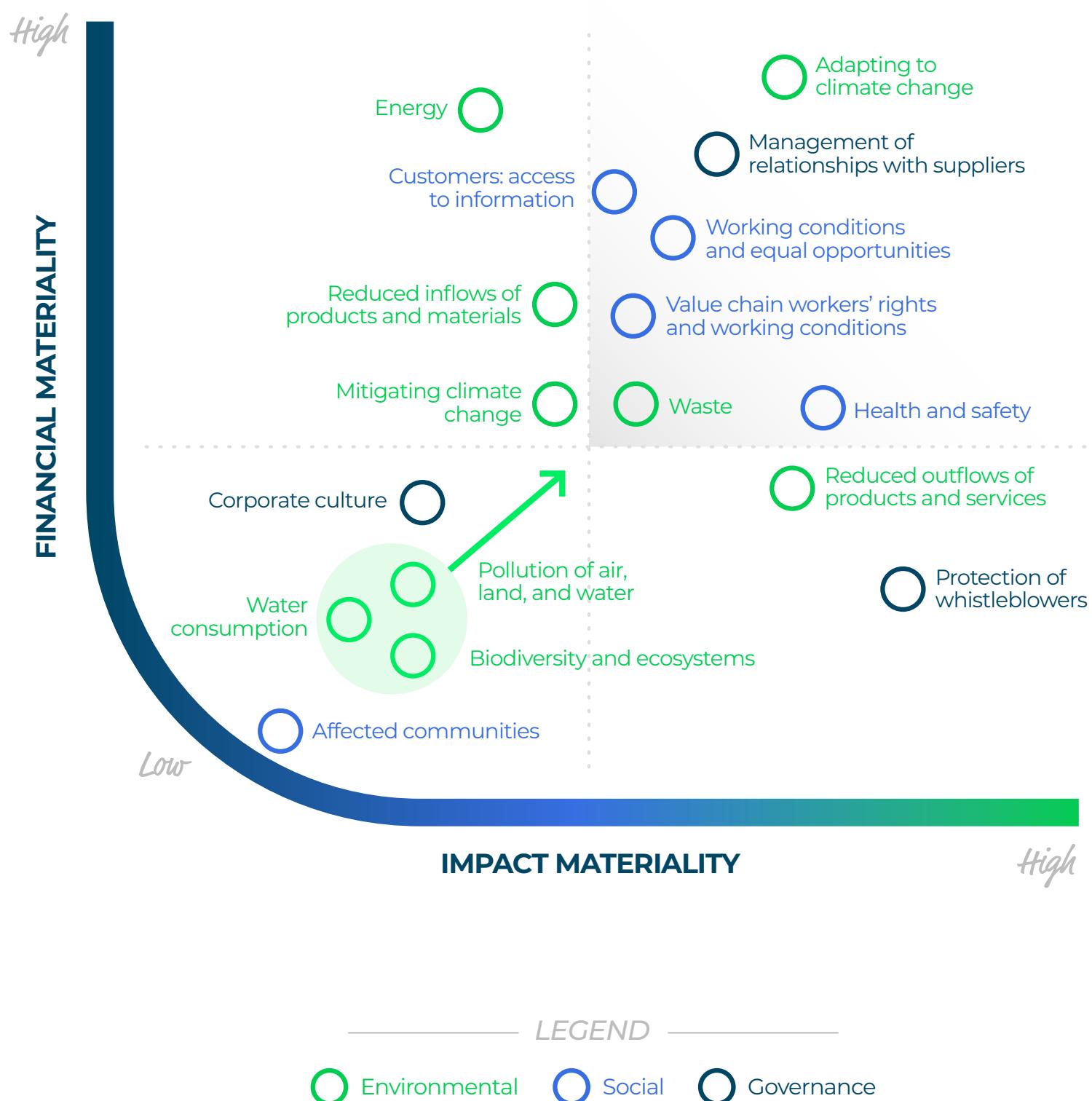
As part of our CSRD readiness, we conducted our first double materiality assessment to align key issues with our strategy and better understand our impacts and stakeholder priorities. Building on our GRI-based reporting, this structured process helps us meet European and global sustainability standards by:

- 1 Reviewing internal and industry data
- 2 Mapping stakeholders and benchmarking key topics
- 3 Gathering feedback to refine our approach

Own Operation Double Materiality Matrix



Value chain Double Materiality Matrix:



We identified the following material topics as critical to our business:

- **Climate adaptation:** Limit business disruption from climate events, mitigation challenges in existing assets and transportation, and lack of access to renewables and increased energy costs.
- **Resource use and the circular economy:** Impacts of reduced outflows, legislation opportunities, and limitations and costs of recycling infrastructure.
- **Our own workforce:** Climate, health and safety, working conditions, data protection and information security, and equal opportunities to attract and retain talent.
- **Workers in the value chain:** Risk of poor working conditions, human right violations, and reputational damage.
- **Consumers and end users:** Transparency of data for customers for improved decisions on waste reduction.
- **Business conduct:** Lack of transparency in the supply chain.

These topics are core to our strategy, and we're committed to addressing them to drive long-term sustainability and impact. In 2025, we'll revisit our targets, KPIs, and data to align with our evolving priorities and ensure continued progress.

GRI table

The Global Reporting Initiative (GRI) is a leading organisation in global sustainability reporting. It promotes sustainability reporting as a tool for organisations to improve their impacts and contribute to sustainable development.

RLG has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.

GRI 2 - General Disclosures		
GRI Standard	Disclosure	Location (page number or external reference) and additional information
GRI 2-1 Organisational details	Legal name of the organisation	Reverse Logistics GmbH
	Nature of ownership and legal form	Privately owned, Limited company
	Location of headquarters	Munich, Germany
	List countries of operation	Page 7
GRI 2-2	Entities included in the organisations sustainability reporting	The entities included are: Reverse Logistics GmbH, RLG Systems Hungary Kft, RLG Systems Polska sp. z o.o, RLG Systems RO SRL, RLG Systems Schweiz GmbH, RLG Systems Italia Srl, RLG Health Care GmbH, Reverse Logistics Group Austria GmbH, Reverse Logistics Group Americas, Inc., RLG Systems Canada Inc., RLG Argentina SRL, RLG Chile SpA, Reverse Logistics Group Colombia S.A.S, Returns Management Group Mexico S. de R.L. de C.V., Reverse Logistics Group Peru S.A.C., RLG Asia Pacific Pte Ltd, Reverse Logistics Management Consulting Co., Ltd., RLG Systems India Pvt. Ltd., Reverse Logistics Group Vietnam
GRI 2-3 Reporting period, frequency and contact point	Reporting period-Start Date	01-01-2024
	Reporting period-End Date	31-12-2024
	Publication date of the report or reported information	15-07-2025
	If sustainability reporting period does not align with financial reporting period, explain the reason here	Aligns
	Contact point for questions regarding the report	Leonor de Toro, Sustainability Manager, leonor.detoro@rev-log.com
	Reporting cycle	Annual
	Changes in the list of material topic and topic boundaries	This year's report has expanded to include 100% of RLG operational locations and now covers the full (mandatory and additional) Scope 3 emissions (Supply chain emissions: upstream transportation). We have reassessed our materials topics, see page 17-18
	Changes in the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) for carbon emissions continues to be improved by moving away from spend to direct data.	The same standards have been used however we have changed the software tool used to measure carbon emissions. The methodology for carbon emissions continues to be improved by moving away from spend to direct data. The new system also integrated Well to Tank emissions and it was realised that this had been omitted from previous years inventory. This has meant an uplift in some Scope 3 categories of around 15%. We are now reporting upstream emissions (previously excluded) for almost all our entities.
GRI 2-4	Restatements of information	No restatements made

GRI 2-5 External assurance	Description of the organisation's current practice with regard to seeking external assurance for the report	RLG annual financial accounts are externally audited. In addition, the organisations' Scope 1,2 and 3 carbon emissions are also audited annually and certified to ISO 14064-1.
	Description of the relationship between the organisation and the assurance provider	The assurance was conducted by an independent external provider with no other business relationship with the organisation's beyond this engagement.
	Description of the highest governance body or senior executives involved in seeking external assurance for the organisation sustainability report	The Group Finance Director and Group Sustainability Director have overall responsibility and manage the relationship with external audit organisations.
	Description of what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process	The assurance provider conducted a verification audit of our greenhouse gas (GHG) emissions data in accordance with ISO 14064-1. The audit was performed at a limited level of assurance, applying a materiality threshold of 5%
GRI 2-6 Activities, value chain and other business relationships	Description of the organisation's activities	Page 06
	Sector in which the company is active	Recycling, waste management, compliance schemes, returns, logistics and warehousing
	Relevant business relationships	Page 16
	List of stakeholder groups	Page 16
	Description of the organization's supply chain, such as its main elements as they relate to the organisation's activities, primary brands, products, and services.	See Reconomy Sustainability Report, pages 65-66
	Significant changes to the organisation and its supply chain	None
GRI 2-7 Employees	Total number of employees (Average headcount)	651
	Total number of Full-Time Equivalents (Average FTE)	637
	Region (RG)	Global
	Describe significant fluctuations in the number of employees during the reporting period and between reporting periods	Increase in numbers employed in line with services' and markets' expansion.
GRI 2-8 Workers who are not employees	Total number of workers who are not employees and whose work is controlled by the organisation	0
GRI 2-9 Governance structure and composition	Number of Board committees that have ESG oversight in their charters	4 (Group-wide level)
	Percentage of Board committees that have ESG oversight in their charters	80% (Group-wide level)
	Total number of board members	7
	Number of female employees on the Board	0
	Percentage of female employees on the board	0%
	Number of board members who are LGBTQ / part of under-represented groups	0
	Percentage of board members that are LGBTQ/ part of underrepresented groups	0%
	Number of board members with industry experience	7
	Average Board tenure	6.7
	Tenure range	between 2 and 7 years
GRI 2-11	Chair of the highest governance body	Guy Wakeley, Chief Executive, guy.wakeley@reconomy.com

GRI 2-12 Role of the highest governance body in overseeing the management of impacts	<p>Identifying and managing economic, environmental, and social impacts</p> <p>How does the highest governance body consider the outcomes of these processes</p>	<p>See Reconomy Sustainability Report 2024, page 16</p> <p>See Reconomy Sustainability Report 2024, page 67. At a Group level, the Board is responsible for managing our sustainability and environmental risks. Oversight is delegated to the Sustainability Managers, and on a day-to-day basis, sustainability and environmental risks and opportunities are managed by the Sustainability taskforce across each RLG location.</p>
GRI 2-15	<p>Consulting stakeholders on economic, environmental, and social topics</p> <p>Conflicts of interest</p>	<p>See Reconomy Sustainability Report 2024, page 36</p> <p>RG_Anti Bribery Corruption Policy: https://www.reconomy.com/wp-content/uploads/2022/04/RGPOL_011_anti-bribery_corruption.pdf</p> <p>Commitment to avoid conflicts of interest, including ownership in companies related to vendors, suppliers, competitors, or contractors, which must be disclosed to managers. Disclose any financial indebtedness to competitors or suppliers, except for typical consumer debt.</p>
GRI 2-19	Remuneration policies	Our remuneration practices prioritise equitable compensation, performance-based incentives, and regular reviews of the reward structures.
GRI 2-20	Process to determine remuneration	Informed process that considers performance, market benchmarks, and business objectives.
GRI 2-23	Policy commitments	https://www.reconomy.com/legal/
GRI 2-24	Embedding policy commitments	Our organisation integrates sustainability commitments into governance and strategy, engaging employees and suppliers. Regular performance measurement and stakeholder engagement drive ongoing policy improvement
GRI 2-25	Processes to remediate negative impacts	We follow a continuous improvement cycle that includes identifying impacts, implementing corrective actions, monitoring effectiveness, and engaging stakeholders
GRI 2-26	Mechanisms for seeking advice and raising concerns	https://rev-log.com/whistleblower-protection-act/ and Regular employee feedback surveys.
2-27 Compliance with laws and regulations	Total number of instances of non-compliance associated with the environment	2
	Total number of non-monetary sanctions	0
	Total number of instances for which fines were incurred	2
	Total monetary value of significant fines	No significant fines for non-compliance with laws and regulations were incurred during the reporting period. Significant is defined as fines that are material in value, publicly disclosed, or indicate serious breaches of laws or regulations.
GRI 2-28 Membership associations	Memberships and associations	CDP, Science-Based Targets initiative, UN Global Compact, EcoVadis, Ellen MacArthur Foundation
GRI 2-29 Approach to stakeholder engagement	Approach to stakeholder engagement	Page 16
2-30 Collective bargaining agreements	Collective bargaining agreements	Working council to facilitate collective bargaining agreements, fostering dialogue and ensuring fair labour practices and employee representation

GRI 3: Material Topics 2021		
GRI Standard	Disclosure	Location (page number or external reference) and additional information
GRI 3-1 Process to determine material topics	Defining report content and topic boundaries	Reconomy and RLG have undertaken a materiality assessment to understand what matters most and this along with an assessment of the most relevant SDG's has influenced the Sustainability Strategy, policies, objectives, targets and KPIs. Page 17-18
GRI 3-2	List of material topics	Page 17-18
GRI 204 Procurement Practices		
GRI 204-1 Proportion of spending on local suppliers	€ Total Spend % of total spending or procurement budget by Region Definition used for 'local supplier'	101,329,720.62 € 83.3% Small and Medium Enterprises with same location as operations
GRI 205: Anti-corruption		
GRI 205-1 Operations assessed for risks related to corruption	Total number of operations assessed for risks related to corruption Significant risks related to corruption identified through the risk assessment	All (100%) governance body members and employees receive communication on our Code of Conduct and other Anti-bribery and corruption materials as appropriate to their role and function, and all (100%) receive regular mandatory training annually on ethics and ABC. All suppliers receive information on our expectations through our Supplier Policy to ensure awareness and understanding of Anti-bribery and corruption requirements. Geographical risk, sectoral risk and use of business partners.
GRI 205-2 Communication and training about anti-corruption policies and procedures	Communicated to Region Do you have an anti-corruption training? Is this training given to parts the supply chain? How often is such training provided? What is the content of the training? Who received the training? For this group, where does the training take place? For this group, how many people currently received the training? For this group, what percent of the current group received the training?	All (100%) governance body members and employees receive communication on our Code of Conduct and other Anti-bribery and corruption materials as appropriate to their role and function, and all (100%) receive regular mandatory training annually on ABC. All suppliers receive information on our expectations to ensure awareness and understanding of Anti-bribery and corruption requirements All regions Yes No Annually Equity, diversity and inclusion, GDPR, Anti-bribery and corruption, business ethics and modern slavery All employees E-learning 360 63%

GRI 205-3 Confirmed incidents of corruption and actions taken	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0
	Number of public legal cases regarding corruption brought against the organisation or its employees during the reporting period	0
	Total number of confirmed incidents of corruption	Confirmed incidents of corruption: None Number of confirmed information security incidents: 12 — none classified as high or critical, and none with business impact Number of confirmed Whistleblowing reports received: None
	Nature of confirmed incidents of corruption	-

GRI 302: Energy

GRI Standard	Disclosure	Location (page number or external reference) and additional information
GRI 302-1 Energy consumption within the organisation	Total energy consumed	714,079.42 kWh
	Total non-renewable energy consumed	309,521.36 kWh
	Percentage of energy consumed that is non-renewable	43.34%
	Total energy from renewable sources	404,558.06 kWh
	Percentage of renewable energy	56.66%
	Total energy produced that is renewable	0
	Percentage of total energy produced that is renewable	0
GRI 302-3 Energy intensity	Energy intensity (kWh/€ annual gross profit)	0.01
GRI 302-4 Reduction of energy consumption	Total amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	We reduced our non-renewable energy use by over 76000 units thanks to a significant increase in renewable energy integration
	Types of energy included in the reductions	All types of renewable energy

GRI 303: Water and Effluents

GRI Standard	Disclosure	Location (page number or external reference) and additional information
GRI 303-1 Interactions with water as a shared resource	Interactions with water as a shared resource	Whilst we have a management approach for water use in our offices, we consume relatively small volumes for offices and sanitation.
	Description of the approach used to identify water-related impacts	We continue to review risk and opportunity related to water across the organisation. We have utilised the GIST Impact tool to evaluate and assess water related impacts
	Description of how water-related impacts are addressed	We continue to monitor risks as part of our risk management protocols. We also provide water data directly to EcoVadis as part of their rating process.
GRI 303-5 Water consumption	Total water consumption	3.43 Ml
	Total water consumption from all areas with water stress	0

GRI 305: Emissions	
GRI 305-1 Direct (Scope 1) GHG emissions	Total direct (Scope 1) GHG emissions
	Biogenic CO2 emissions
	Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all
	Base year for the calculation, if applicable, including: the rationale for choosing it, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions
	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source
	Consolidation approach for emissions
	Standards, methodologies, assumptions, and/or calculation tools used
GRI 305-2 Energy indirect (Scope 2) GHG emissions	Energy indirect (Scope 2) GHG Emissions (location-based)
	Energy indirect (Scope 2) GHG emissions (market-based)
	Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all
	Base year for the calculation, if applicable, including: the rationale for choosing it, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions
	Consolidation approach for emissions
	Standards, methodologies, assumptions, and/or calculation tools used
	We report in both market and location based but use market based to take account of the renewable energy purchased.
GRI 305-3 Other indirect (Scope 3) GHG emissions	Total indirect (Scope 3) GHG Emissions
	Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all
	Base year for the calculation, if applicable, including: the rationale for choosing it, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions
	Consolidation approach for emissions
	Standards, methodologies, assumptions, and/or calculation tools used
	See Reconomy Sustainability Report, page 71
	Scope 1 and 2 GHG emissions intensity (tCO2e/€ annual gross profit)
GRI 305-4 GHG emissions intensity	Scope 3 emissions intensity ratio (tCO2e/€ annual gross profit)
	Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
	Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all
	CO2e

GRI 306 - Waste		
GRI Standard	Disclosure	Location (page number or external reference) and additional information
GRI 306-2 Management of significant waste-related impacts	Waste generation and management of significant waste-related impacts	We continue to reduce and manage the waste generated across our main office estate in alignment with the waste hierarchy. By ensuring effective segregation we achieve high reuse and recycling rates

306-2 Management of significant waste-related impacts	Actions, including circularity measures, taken to prevent waste generation in the organisation's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated	See Reconomy Sustainability Report, page 31. We aim to consistently manage waste across our estate using the waste hierarchy and consistent recycling system
GRI 306-3 Waste generated	Total waste generated (hazardous and non-hazardous waste)	Total waste generated: 93.83 t, of which hazardous: 0.24 t
GRI 306-4 Waste diverted from disposal	Waste recovered	86.27 t
	Waste recycled	2.19 t
	Waste reused	0 t
	Total weight of waste diverted from disposal	87.66 t
	Percentage of total waste diverted from disposal	88.87%
	Type of waste (RG)	All waste
GRI-306-5 Waste directed to disposal	Waste directed to disposal (landfill)	5.05 t; Percentage of waste directed to landfill: 5.39%; Landfill diversion rate: 94.61%
	Type of disposal method (RG)	Recycled, Incineration (with energy recovery), Landfilling
	Type of waste (RG)	All waste

GRI 308 - Supplier Environmental Assessment

GRI 308 - 1	New suppliers that were screened using environmental criteria	All (100%) suppliers receive communication of our Supplier Policy Charter subject to environmental indicators
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Negative environmental impacts in the supply chain: None Percentage of targeted suppliers who have signed the supplier code of conduct: 100% Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements: 100% Percentage or number of targeted suppliers covered by a CSR assessment: 39% Percentage or number of targeted suppliers covered by a CSR on-site audit: 0%

GRI 401: Employment

GRI 401-1 New employee hires	Organic net new hires	85
	Total number of employee hires	231

GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Paid leave, Life Insurance, Pensions/Retirement provision, Healthcare, Parental leave. Other benefits offered to employees differ by work location; benefits package may include: medical; dental; vision; retirement savings/pension termination indemnities; short-term and long-term disability insurance; business travel accident coverage; flexible work arrangements; paid time off (vacation, personal days, sick leave, marriage leave, child care leave, compassionate leave, study leave, military leave and holidays); educational assistance; meal benefits; child care support; employee referral program.
GRI 403: Occupational Health and Safety		
GRI Standard	Disclosure	Location (page number or external reference) and additional information
GRI 403-1 Occupational health and safety management system	<p>Description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered</p> <p>Employee Health and Safety - General Narrative</p>	<p>All workers and activities</p> <p>Our H&S Management system is led by a 'Plan, Do, Check, Act' circular approach. Using this, we've put in place several documents, processes, and procedures, outlined below, which form our H&S management system, and which are used to support our contract service delivery.</p>
	Employee Health and Safety - Why it matters	We place significant value on our health and safety duties under the Health and Safety at Work act. 1974, the Management of Health and Safety Regulations 1999 and accompanying protective legislation, and our Chief Executive, Guy Wakeley, recognises that he has a responsibility to ensure that all reasonable precautions are taken to provide and maintain working conditions which are safe, healthy and comply with all statutory requirements and codes of practice.
	Employee Health and Safety - How we manage it / who's responsible	Within Reconomy, ultimate responsibility for health and safety rests with our Chief Executive, Guy Wakeley. RLG has Compliance and H&S Managers in each location, who are tasked with day-to-day management of health and safety.
	Employee Health and Safety - Our commitments/Expect milestones	At Reconomy, we continually assess the Health and Safety of our organisation and Supply Chain and aim to continuously improve processes and procedures – within our own company facilities and at customers' and suppliers' sites. Our customers can be confident that H&S will be of paramount importance when delivering services, in alignment with their principles.
	Employee Health and Safety - Our performance	As part of our HSG65 model of H&S systems, our Plan, Do, Check, Act, approach ensures preventative and corrective action is undertaken throughout all areas of the business and throughout our contracts. Preventative Risk Assessments and Method Statements (RAMS) are drawn up for every new process where there are potential hazards. Further prevention, in the form of Safe Systems of Work (SSoW), are put place for any potentially high-risk situation that has been identified.
	Has the organisation implemented an occupational health and safety management system?	Yes, according to ISO45001 at some locations
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Workspaces at our offices undergo site-based inspections in compliance with local regulations, which cover safety and fire standards.
GRI 403-3	Occupational health services	Health check-ups are offered to employees: Workstation screening, Flu-vaccinations, ergonomics of the workplace. Additionally, Mental health workshops and prevention are offered depending on location.
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	All (100%) employees go through a mandatory onboarding training on Health & Safety and Fire protection.
GRI 403-5	Worker training on occupational health and safety	All (100%) employees go through a mandatory onboarding training on Health & Safety and Fire protection.
GRI 403-6 Promotion of worker health	Description of workers' access to non-occupational medical and healthcare services, and the scope of access provided	Health check-ups are offered to employees: Workstation screening, Flu-vaccinations, ergonomics of the workplace. Additionally, Mental health workshops and prevention are offered depending on location.

GRI 403-9 Work-related injuries	Total number of hours worked by all employees	1,067,972.55 h
	Description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered	All workers and activities
	Total number of work-related fatalities	0
	Rate of fatalities as a result of work-related injury	0
	Type of injury	Slips, trips and falls, Transportation incidents, Mental health.
	Number of recordable work related injuries	2
	Total recordable injury frequency rate	0.30%
	Lost time injury rate (LTI) for direct workforce	3.47

GRI 404: Training and Education

GRI Standard	Disclosure	Location (page number or external reference) and additional information
GRI 404-1	Average hours of training per year per employee	2
	Number of training hours provided to employees	277
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	100%

GRI 405-1 Diversity and Equal Opportunity

GRI Standard	Disclosure	Location (page number or external reference) and additional information
GRI 405-1 Diversity of governance bodies and employees	Percentage of female employees	39%
	Percentage of male employees	<p>61%</p> <p>Gender Distribution by Country:</p> <ul style="list-style-type: none"> Austria: 176 employees (91.5% Male, 8.5% Female) Canada: 74 employees (51.4% Male, 48.6% Female) Munich: 230 employees (52.2% Male, 47.8% Female) Hungary: 4 employees (75.0% Male, 25.0% Female) India: 82 employees (78.0% Male, 22.0% Female) Italy: 18 employees (22.2% Male, 77.8% Female) Poland: 41 employees (22.0% Male, 78.0% Female) Romania: 57 employees (54.4% Male, 45.6% Female) US: 29 employees (48.3% Male, 51.7% Female) LATAM: 26 employees (34.6% Male, 65.4% Female) Vietnam: 6 employees (50.0% Male, 50.0% Female) <p>Note: Some locations, such as Austria, have a significantly higher proportion of male employees due to the nature of roles such as logistics and transportation, where the workforce is primarily composed of truck drivers, a profession that remains predominantly male in the current labor market. The gender distribution reflects sector-specific characteristics, particularly in subsidiaries focused on logistics operations. The company remains committed to improving gender diversity where possible, including initiatives to attract female talent and ensuring equal opportunities for development, promotion, and leadership positions.</p>
	Percentage of female employees in management	44%
	Percentage of male employees in management	56%
	Percentage of employees under the age of 30	25%
	Percentage of employees between the ages of 30 and 50	59%
	Percentage of employees over the age of 50	16%

GRI 405-2	Ratio of basic salary and remuneration of women to men	RLG's global mean (average) unadjusted pay gap: 40% The mean unadjusted gender pay gap is calculated as the percentage difference between the average earnings of men and women, without accounting for factors such as role, experience, or hours worked. This gap should be considered in the context of our overall workforce demographics, including the lower representation of women in senior leadership roles.
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GRI 406 - Non-discrimination		
GRI Standard	Disclosure	Location (page number or external reference) and additional information
GRI 406-1	Incidents of discrimination and corrective actions taken	None
GRI 408 - Child Labour		
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	None
GRI 409 - Forced or compulsory labour		
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	None
GRI 410 - Security practices		
GRI 410-1	Security personnel trained in human rights policies or procedures	All (100%) employees go through a mandatory onboarding training on Human Rights
GRI 411 - Rights of Indigenous People		
GRI 411-1	Incidents of violations involving rights of indigenous peoples	None
GRI 413 - Local Communities		
413-1 Operations with local community engagement, impact assessments, and development programs	Percentage of operations with local community engagement, impact assessments, and/or development programs	All (100%) operate a community engagement programme
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	None
GRI 414 - Supplier Social Assessment		
GRI 414-1	New suppliers that were screened using social criteria	All (100%) suppliers receive communication of our Supplier Policy Charter subject to social indicators
GRI 414-2	Negative social impacts in the supply chain and actions taken	None

Contribution towards United Nations Sustainable Development Goals				
SDG	SDG Target	RLG activity	RLG KPIs	
Make cities and human settlements inclusive, safe, resilient and sustainable	 11 SUSTAINABLE CITIES AND COMMUNITIES	Reduce the adverse per capita environmental impact of cities	Provide access to safe, accessible and sustainable waste management	Total amount of material collected and recovered: Page 13
Ensure sustainable consumption and production patterns	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Achieve the sustainable management and efficient use of natural resources. Reduce waste generation through prevention, reduction, recycling and reuse.	Estimated amount of waste reductions achieved by the company as a result of initiatives	We are developing and facilitating the circular economy by recycling into open and closed loops. DRS Uruguay project: 85% return rate increase for in-scope material (projected, vs. 2023)
Take urgent action to combat climate change and its impacts	 13 CLIMATE ACTION	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Reducing our own impact, adapting to climate change, encouraging our supply chain to do the same, support our customers' sustainability and carbon reduction objectives. Set and meet time-bound targets to reduce GHG emissions: absolute targets; intensity targets; reporting progress; time-bound targets; science-based assessment that limits temperature change to 2°C	Greenhouse gas GHG emissions (Scope 1, 2, 3): See GRI 305: Emissions Energy consumption within the organisation (Energy intensity): See GRI 302: Energy
			Engagement in initiatives that promote resilient practices in order to address climate change in surrounding communities	Awareness campaigns: Page 12

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