



GRUPO LANTERO  
Partner for Packaging Solutions

# Sustainability Report

20  
24

Protecting  
futures



# Index

- 4 Our Sustainability report**
- 6 About the Group**
- 8 Commitment to Sustainability**
- 10 People
- 24 Planet
- 36 Product
- 42 Transparency and Recognition**
- 44 Innotech**

# Our Sustainability Report

Sustainability has been part of our core purpose since Grupo Lantero began its activity. Five years ago, we decided to take a step further and formally integrate it into the heart of our business strategy. Today, with pride and a sense of responsibility, we present this report, which reflects not only what we have achieved, but also what drives us to continue moving forward with determination.

We are committed to purposeful innovation, with people at the heart of everything we do.

We live in a world marked by climate urgency, social transformation, and the uncertainty of constantly changing markets. In this context, Grupo Lantero has chosen to act. We are committed to innovation with purpose, to eco-design as a driver of change, and to the people at the heart of everything we do. Because we believe that the future is shaped in the present, through bold and consistent strategic decision-making.

This report highlights the results of that commitment: reduced emissions, energy efficiency, promotion of the circular economy, development of sustainable solutions, investment in talent and organisational culture, and a clear focus on transparency and continuous improvement. Each of these achievements is the result of the collective effort of our teams, collaboration with our customers and suppliers, and a shared vision of responsible progress.

Looking beyond the data and indicators, what really drives us is the conviction that packaging can be part of the solution. We believe that every container, every process and every decision can contribute to a fairer, cleaner and more humane future. A future in which sustainability is not an option, but the only way forward.

Our commitment does not end here. We will continue working with the same determination, expanding alliances, exploring new solutions and raising our

standards. Because we understand that sustainability is not a goal, but a way of doing business. A way to protect what matters, generate lasting value and leave a positive mark on the environment.

Thank you for joining us on this journey.  
**Let's continue, together, protecting the future.**

**Daniel Carreño**  
CEO (Chief Executive Officer)

**Andrés Lantero**  
President



# About the Group

Grupo Lantero is one of the leading global suppliers of innovative solutions in the packaging and graphic arts industry.

## Our Business Units



Rigid packaging



Cardboard Packaging



Flexible packaging



Cartonboard packaging and book printing



Annual revenue  
~ 750 M€



Industrial sites  
+ 28



Employees globally  
+ 2,500



Business operations in  
+ 80 countries



Corporate headquarters in  
**Madrid**  
Spain

# Commitment to Sustainability

At Grupo Lantero, we understand sustainability as a strategic lever for generating lasting value and making a real positive impact on society, the planet and business. It is not just a passing trend; it is a conviction that guides our decisions and defines the way we do business.



When sustainability becomes strategy, impact becomes legacy.

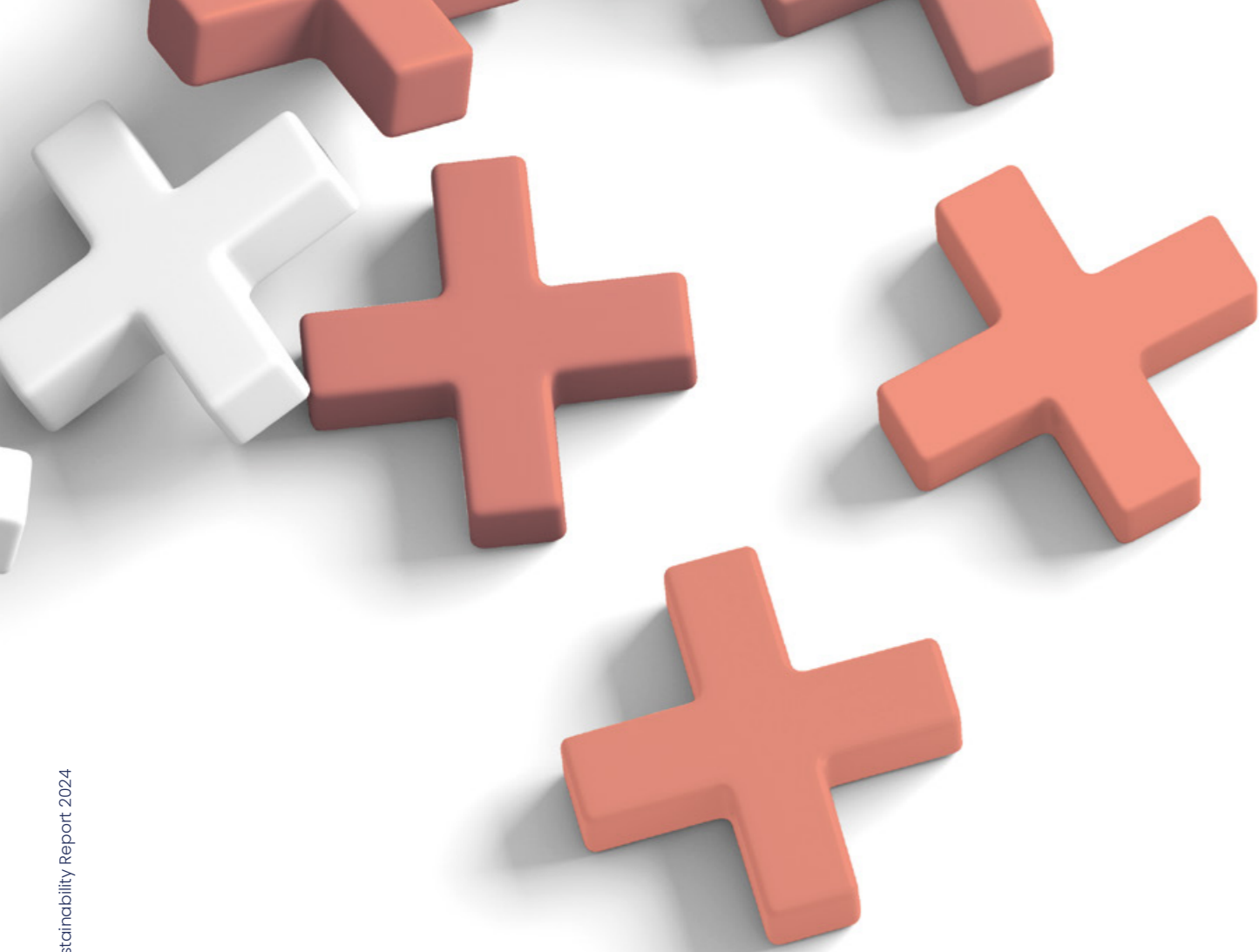
Since formally embarking on our sustainability journey in 2019 – by identifying our starting point and defining our goals – we have made steady progress, marking five years of active commitment to sustainable development. During this time, environmental, social and governance (ESG) criteria have been integrated into all our operations, consolidating a corporate culture based on transparency, efficiency and respect for our environment.

In 2024, we have stepped up our efforts, committing to innovation, eco-design and the principles of the circular economy in response to the global challenges facing the sector and the expectations of our stakeholders.

Our commitment does not stop here. We continue advancing towards a more responsible and resilient future aligned with the Sustainable Development Goals (SDGs), convinced that change is possible when it is integrated into the heart of the business.



(\*) The Sustainable Development Goals were established by the United Nations at its conference in Rio de Janeiro in 2012 to address urgent environmental, political and economic issues.



# People

the heart  
of our commitment

People are the driving force behind our purpose and the foundation of our sustainable success. Their talent, commitment and diversity are essential to build a strong, innovative organisation that is ready for the challenges of the future.

We invest in their professional and personal development, fostering a safe, inclusive, collaborative and positive work environment. We want everyone to feel valued, listened to, and have real opportunities for growth.



Our goal is clear: to create a place where every individual can develop fully and contribute, from their unique perspective, to a brighter future for the company and society.

**People**

# A Global, Diverse and Inclusive Culture

Diversity is not just a characteristic of our organisation: it is a force that drives innovation, creativity and growth.

With a presence in 10 countries and a team made up of people from 68 nationalities, we embrace multiculturalism every day. This cultural richness allows us to:

- Promote empathy and respect in all our interactions.**
- Better understand our customers all over the world.**
- Build more creative and resilient teams, where every voice counts.**

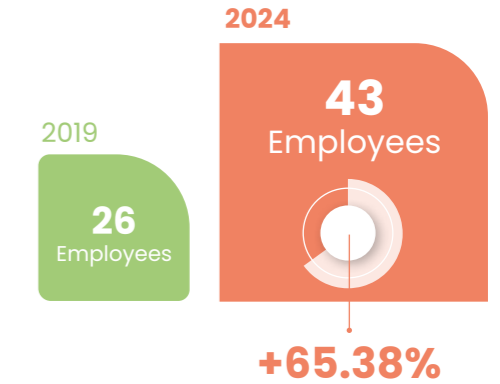
Presence in **+ 10 countries**

Team **+ 68 nationalities**

We are also committed to the inclusion of people with disabilities. In 2019, we had 26 employees with disabilities; today, in 2024, there are 43, representing an increase of 65.38% over the last five years. This growth reflects our ongoing efforts to build an accessible, equitable and respectful work environment.

➔ We promote an organisational culture based on **respect for differences** as an essential value.

**Disabled employees**

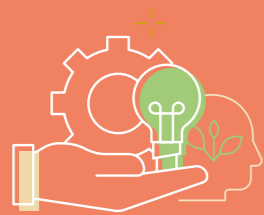


Diversity is a fact.  
Inclusion is a choice.  
And we choose to include, every day.

+ People

# Training

Over 250,000 hours in five years



We have provided 253,000 hours of training over the last five years, the equivalent of **over 28 years of continuous learning**, without breaks, day and night.

Training  
**+250.000**  
hours

This figure not only reflects an extraordinary investment in talent development but also conveys a commitment to professional growth at all levels of the organisation.



## Breakdown by employee group:

Operators  
**69,692** hours

The group with the highest training volume, reflecting a strong commitment to technical training and operational efficiency.

Supervisors  
**49,758** hours

Intensive training to strengthen operational leadership and direct team management.

Specialists  
**43,658** hours

Significant investment in advanced technical knowledge and continuous improvement.

Department heads and managers  
**+ 81,000** hours

It reflects a clear strategy of empowering interim managers, who are essential for tactical execution and the connection between strategy and operations.

Management  
**9,200** hours

Training focused on strategic leadership, organisational transformation, and high-impact decision-making.

This comprehensive strategy ensures that each professional profile has the necessary tools to grow, adapt, and contribute to our collective success.

+ People

# Contracts

Commitment to stable, high-quality employment



Committing to permanent contracts means committing to a strong and dedicated culture.



Permanent contracts  
**98 %**

In a global context marked by uncertainty, constant transformation and market volatility, Grupo Lantero has demonstrated a firm commitment to job stability and the creation of high-quality employment.

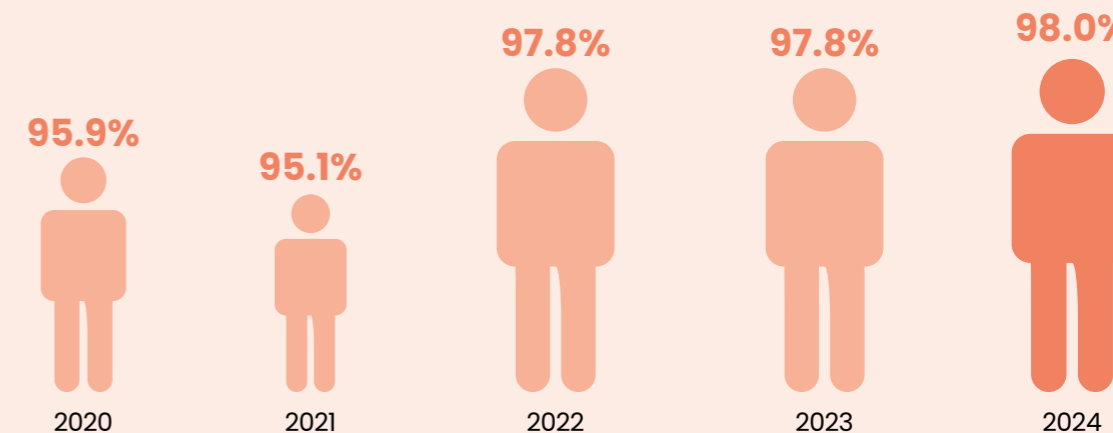


One of the key features of our personnel policy is the **gradual consolidation of permanent employment.**

In 2024, permanent contracts accounted for 98% of the total, reflecting a clear strategy aimed at reducing temporary employment and strengthening long-term ties with our teams.

This evolution not only protects workers, but also strengthens organisational resilience, promotes talent retention and contributes to sustainable employment.

### Permanent contracts from 2020 to 2024



+ People

# Safety and well-being

Sustained progress towards a safer working environment



### Harnessing technology to improve well-being

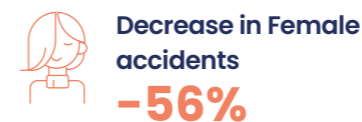
The robotisation of processes has been key to improving ergonomics and minimising risks. One example is the Estella plant, where the incorporation of robotic systems has eliminated heavy lifting tasks, significantly improving safety and comfort for operators.

The safety and well-being of people are our group's top priority. Between 2020 and 2024, we have made significant progress in reducing accidents, especially among women, thanks to everyone's commitment and the rigorous implementation of measures at all our centres. Although the results are positive, our goal is to have no serious accidents to report at any of our plants.

### Less accidents, more prevention



The total number of workplace accidents – both with and without resulting sick leave – has fallen by 14%. This improvement has been particularly notable among female employees.



Female employees  
-56%

### Reduction in accidents resulting in sick leave



The frequency of accidents resulting in sick leave has fallen by 41% across the entire workforce. Among female workers, the improvement has been particularly noteworthy.



Female employees  
-88%



Male employees  
-29%

### Fewer serious accidents greater protection



The severity index, which assesses the severity of accidents, has been reduced by 22% across the organisation, reflecting an increasingly safe working environment, even when incidents do occur.

All these results confirm a positive trend, driven by a strategy focused on prevention, continuous training and technological innovation, always working to improve people's well-being.

+  
People

# Social engagement

Educate, guide, and empower

In 2024, we strengthened our social engagement through initiatives that promote personal development and have a positive impact on the community.



Through our collaboration with the Tomillo Foundation, we welcomed vocational training students in areas such as electricity, electronics and IT, offering them real-life experience in industrial environments.

80 Tomillo students participated in key training activities in production, quality, administration, digital security, and project management, totalling 6 hours of specialised training.

Training activities  
**80 students**  
Production, quality, administration, digital security, and project management.



Specialised training  
**6 hours**



Volunteer training  
**5 activities**

Active participation  
**6 people**

We also carried out five volunteer training activities with the active participation of six of our volunteers/employees, demonstrating that social commitment is part of our culture.



These actions reflect a comprehensive vision of sustainability, where talent development and contribution to the environment go hand in hand.

+ People

# Strengthening the organisational culture



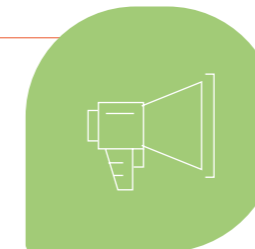
At Grupo Lantero, we actively work to build a **solid, participatory corporate culture** that is aligned with our values. Throughout 2024, we have carried out various internal campaigns focused on **sustainability, values, and transparent communication.**

Direct interactions with the CEO  
**12**

- 9 breakfasts
- 2 town halls
- 1 i-leaders

Newsletter  
**6 a year**

Internal Communications  
**+50**



We encourage direct dialogue between employees and key personnel through initiatives such as “Breakfast with the CEO” and meetings with other members of the executive committee. In addition, we hold two town halls (open gatherings for all employees) each year with the participation of the entire organisation, reinforcing affinity, active listening and a sense of belonging.

To reinforce this strategy, we have a corporate newsletter adapted to the eight languages spoken within the organisation, ensuring inclusive and accessible communication for all teams. This newsletter is shared electronically, but also in printed format, so that all employees are guaranteed access to it.

In order to ensure that information is effectively communicated throughout the organisation, we hold a session called i-leaders, where the company’s strategic vision and the business situation in the different areas of activity are shared with employees identified as “agents of change”.

Once again, we have participated in the “Race of the companies”, reaffirming our commitment to well-being, teamwork and sustainability, both in and outside the workplace.

These actions strengthen our identity as a group and reinforce our collective commitment to a shared purpose.



Five years after setting a course towards more environmentally responsible operations, Grupo Lantero proudly reaffirms its commitment to protecting the planet. We are fully aligned with the Sustainable Development Goals.



We celebrate the progress we have made and remain committed to continue making a positive and lasting impact on the world we share.

# Planet

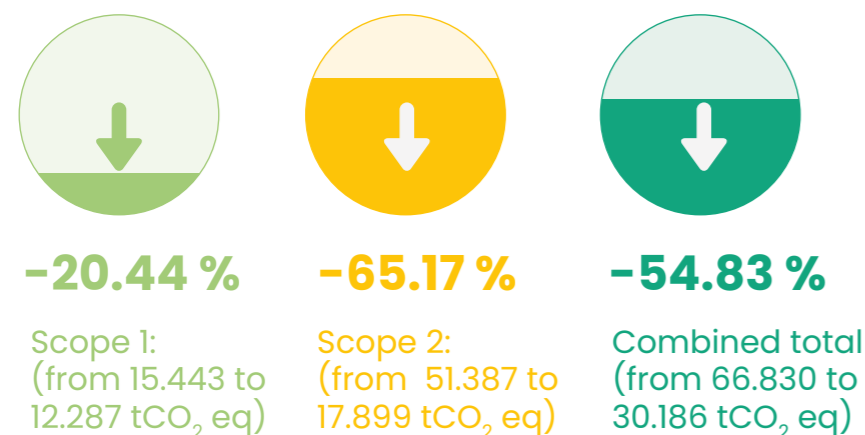
+ Planet

# Environmental management: Strategy with impact

Environmental management is an essential pillar of our business model. Every decision we make is guided by respect for the environment and a clear vision: to build, through action, a more sustainable future.

## Transformation in action: Reduction of GHG emissions (2019–2024)

In just five years, we have taken a significant step towards decarbonising our operations. Thanks to a determined environmental strategy aligned with our values, we have reduced our total greenhouse gas emissions by more than half:



**What's the significance of reducing emissions by over 36.000 tonnes of CO<sub>2</sub>?**

It's the equivalent of avoiding over **1.300 transatlantic flights.**

or to supplying energy to over **1.300 homes for a year.**

## Less energy, more commitment: moving towards real efficiency

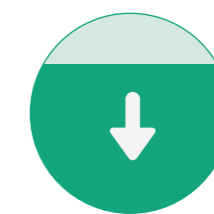
Grupo Lantero has achieved a significant reduction in its energy consumption over the last five years, reflecting its firm commitment to sustainability and operational efficiency:

**Overall reduction in energy consumption 15.72 %**

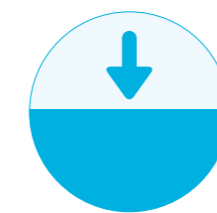
Overall, total energy consumption has been reduced from 876,800 GJ in 2019 to 738,933 GJ in 2024, representing an overall decrease of 15.72%.



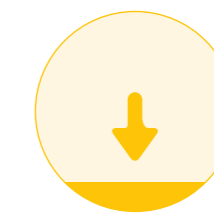
**16.63 %**  
Overall decrease in **natural gas**



**71.36 %**  
Overall decrease in **diesel**



**48.59 %**  
Overall decrease in **propane**



**13.87 %**  
Overall decrease in **electricity**



This development not only highlights our commitment to protecting the environment, but also our ability to carry out our operations using more efficient and sustainable energy solutions.

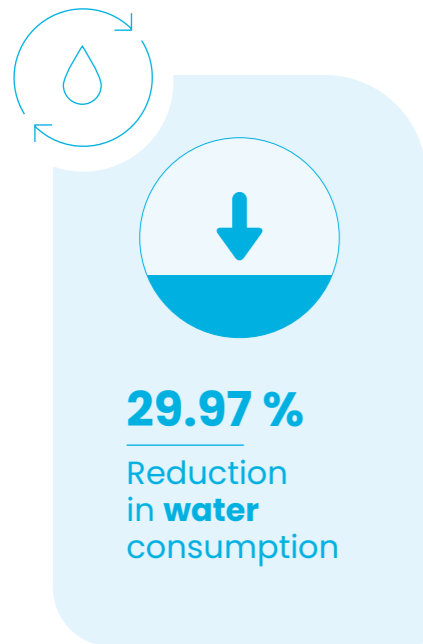
**Planet**

**We reduce waste, and reinforce our positive impact**

Between 2019 and 2024, the Lantero Group has reduced its total waste generation by 13.7%, reinforcing its commitment to cleaner and more efficient production.



This progress reflects a tangible improvement in the management of resources and a firm step towards a more circular economy.

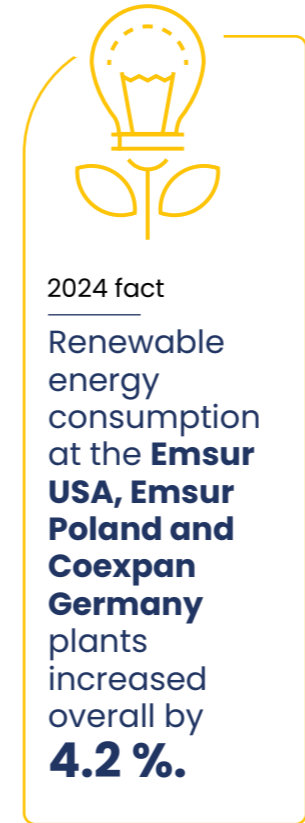


**Less water, more sustainability**

Between 2019 and 2024, the Lantero Group has reduced its water consumption by 29.97%, from 123,603 m<sup>3</sup> to 86,558 m<sup>3</sup>.

This progress reflects our commitment to the **responsible management of water resources** and to increasingly environmentally friendly production.

**Renewable Energy: A Leap Into the Future**



Between 2019 and 2024, the Lantero Group has taken a significant step towards sustainability, increasing its use of renewable energy from 0% to 30.2%.

In 2024, the Lantero Group has consolidated its commitment to renewable energy. All of the Group's plants in Spain operate exclusively with energy from renewable sources, either through self-supply with photovoltaic panels, or through contracts with guarantees of origin.

This commitment has crossed borders: the Emsur USA, Emsur Poland and Coexpan Germany plants have joined the renewable energy initiative, representing an overall increase of 4.2% in the use of renewable energy compared to the previous year.

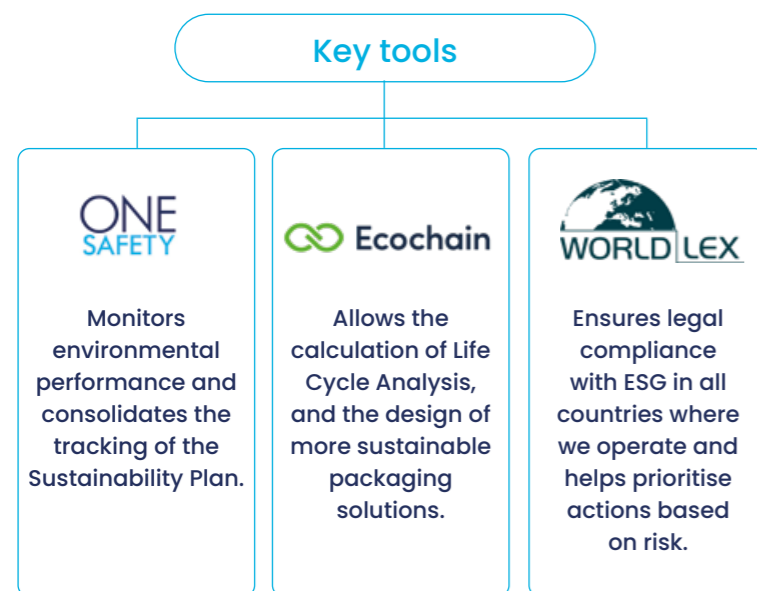


+ Planet

## Environmental management with strategic vision and pioneering tools

In a context of increasing regulatory pressure regarding ESG issues - which will only intensify in 2025 - Grupo Lantero has spent years anticipating these requirements. Since 2020, we have been implementing a sustainability policy based on 2019 data, with concrete actions to minimize our environmental impact, optimize resource use, and advance toward a circular economy.

To ensure rigorous monitoring of these actions, we use specialised digital platforms that enhance data quality and support decision-making. Among the key tools supporting this transformation are:



## We celebrated World Environment Day: small gestures, big commitments

In 2024, we reinforced our organisational culture and environmental commitment by celebrating World Environment Day. Under the slogan "Every little act counts", we launched an internal campaign to raise awareness among our team about the importance of generating positive impacts on the planet in our daily lives.

As part of this initiative, we gave each employee a reusable bottle made from recycled materials, promoting sustainable habits such as reducing single-use plastic and responsible consumption. This reinforces our values and connects people with the Group's environmental purpose, encouraging active and conscious participation.



# + Planet

## Circular economy



We renewed our certification for recycled material content under **UNE-EN 15343:2008**

Moving towards more circular packaging solutions is one of the key pillars of our sustainability strategy. In 2024, we promoted the development of monomaterial structures, the use of biomaterials and recycled materials, as well as the integration of recyclability and compostability criteria from the design stage, anticipating the regulations that will come into force in 2030.

This momentum has been reinforced by our participation in collaborative European innovation projects, centred at our Innotech centre, a benchmark in semi-industrial validation of new developments.

In this context of promoting circularity, it is worth highlighting the renewal of the ISCC Plus certification for the Coexpan plants in Madrid, France and Mexico. This standard certifies responsible sustainability management by the Group, allowing the use of chemically recycled material (rPS and rPP) from mixed plastic and bio-based material under the mass balance model.

We have renewed the UNE-EN 15343:2008 certification for recycled material content at our Coexpan plants in Spain, Italy and Germany. This was achieved through an external audit which verified the correct traceability and incorporation of recycled material in the certified product.

As part of our ongoing commitment to the circular economy, we participate in functional barrier consortia for both rPS and rPET, as 'Novel Technology'. The former is led by SCS (Styrenic Circular Solutions) and the latter by PETcore. Both associations are European leaders in

promoting circularity. The Group's various plants have been registered with the European Commission, and we are actively collaborating to advance the recognition of these processes as a new, safe alternative to the incorporation of recycled material.



### Our objectives 2030



Reducing our carbon footprint (tCO<sub>2</sub>) Scope 1 and 2



Increase the consumption of electricity from renewable sources

+ Planet

## Partnerships that amplify our impact

To maximise our impact on the circular economy, we actively participate in key initiatives such as:



PET Sheet Europe (PSE) is the sector group of PET sheet manufacturers in the EU and EFTA, created in 2016 within EuPC (European Plastic Converters). It represents the industry in dealings with European institutions and leads consortia promoting the approval of the use of functional barriers as an innovative technology for incorporating recycled material in contact with food.



Flexible Packaging Europe (FPE) is the association representing flexible packaging manufacturers in Europe. Its main objective is to defend the interests of the sector before European institutions, promoting realistic and fact-based legislation. FPE also acts as a source of technical and strategic information on the role of flexible packaging in the food industry and other key sectors.



**CEFLEX:** (Emsur). Consortium of European companies promoting the circularity of flexible packaging in different working groups.



**CHILEAN PLASTICS PACT:** (Coexpan). Initiative framed within the global network of the Plastics Pact launched by the Ellen MacArthur Foundation.



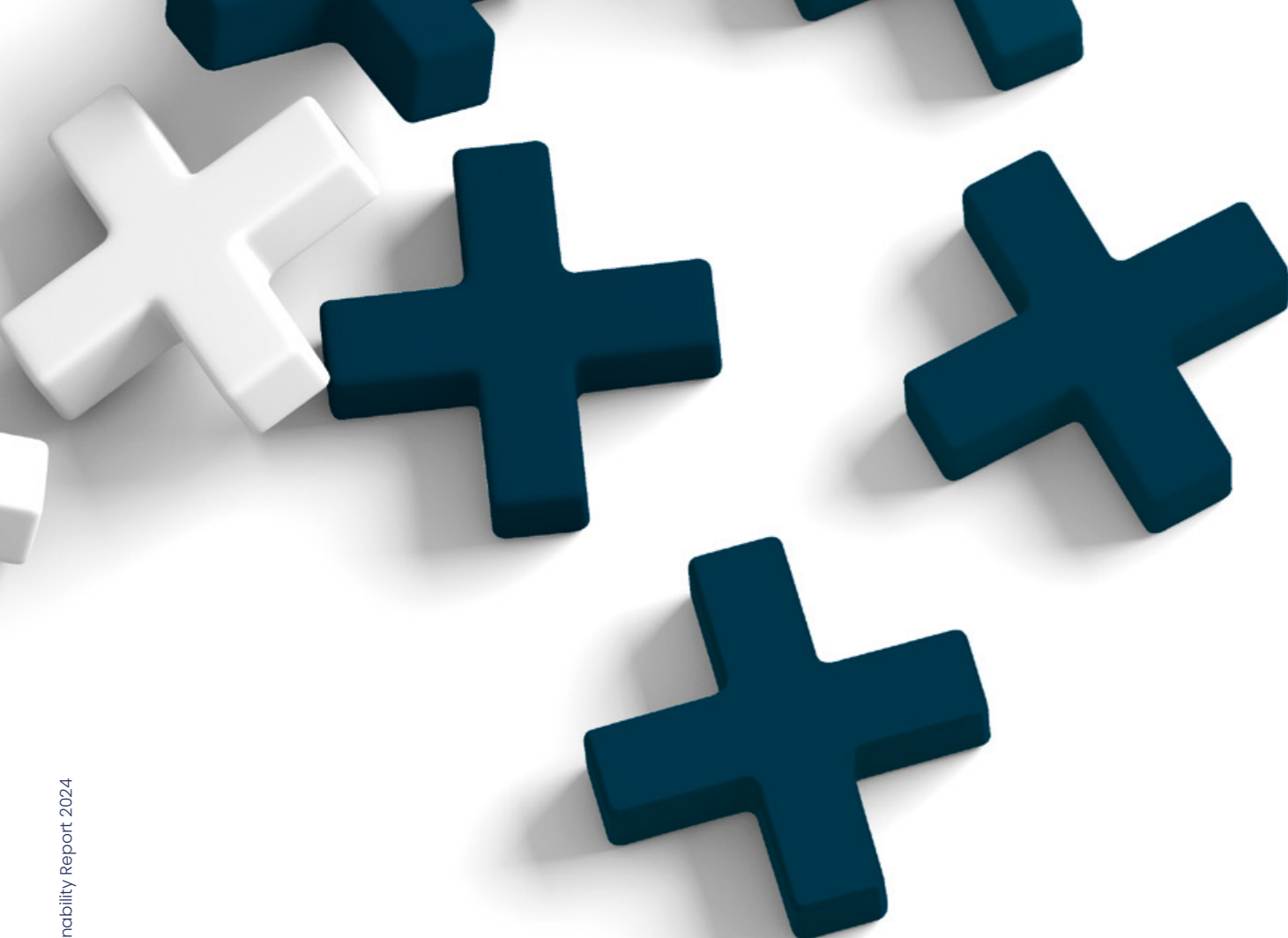
**SCS:** (Coexpan). Brings together industry players to increase the circularity of styrene polymers.



**HOLYGRAIL 2.0:** (Innotech). Project to demonstrate the technical feasibility of digital watermarks for the accurate sorting of post-consumer packaging waste in sorting plants.



**ASPACK:** (Estellaprint and Leca Graphics). In the ASPACK Quality Working Group, members of this association contribute their experience and knowledge to the development and analysis of quality and environmental projects.



# Product

We drive change through  
Packaging

Sustainability is the driving force behind our innovation. We transform packaging into a tool for positive impact, developing solutions that integrate eco-design, efficiency and environmental commitment.



Each of our developments is a clear example of how we turn sustainability into action, innovation into impact and packaging into a lever for transformation. Following, we present our main lines of work.

+  
Product

# Circularity driving change

We design packaging that keeps circularity alive: recyclables, with recycled content (rPET, rPS, rPP, rPaper), monomaterials and “Designed for recycling” structures. We actively collaborate with the entire value chain to accelerate the circular economy.

## Circular cup made of rPS

Enables yogurt containers to be recycled as raw material for new containers of the same type. This solution closes the packaging loop, promoting the use of recycled plastic through appropriate recycling streams. A firm step towards true circularity.



This packaging has been awarded the Packaging Innovation Award by the University of Santiago, Chile.



Doypacks monomaterials  
Full PP, Full PE



# Biomaterials with purpose

We develop solutions based on bio-based, biodegradable and compostable polymers. We innovate with materials such as PLA, PHA and bio-based blends to reduce the environmental footprint at source. We also develop bio-based cardboard packaging with zero or reduced paper fibre content.

## Leca Crush range

A collection of luxury pouches made with Crush cardboard, produced from agricultural by-products such as olive pomace, almond shells, cherry pits, coffee grounds and grape waste..

- **Crush Olive:** de-oiled olive pomace, -15% virgin fibre.
- **Crush Almond:** almond shells and skins, -15% virgin fibre.
- **Crush Cherry:** recovered cherry pits.
- **Crush Coffee:** roasted coffee residues.
- **Crush Grape:** by-products of wine fermentation.



A proposal that connects with **conscious consumers**, **reinforces the brand image** and demonstrates a genuine commitment to sustainability.



+ Product

# Optimised packaging, reduced impact

Less is more: we lighten structures, reduce thicknesses and improve processes to achieve more efficient packaging without compromising quality or safety. Examples: foamed structures and lighter solutions for rigid, flexible and cardboard packaging.

## Smart Safe Packaging: pharmaceutical innovation with impact

Leca Graphics presents a revolutionary case for medical vials that combines innovation, ergonomics and sustainability. Its intelligent design integrates the interior into a single piece and a single material, allowing for significant savings in raw materials, more efficient production and guaranteeing recyclability.

It includes a safety flap and an adjustable ergonomic adapter, ensuring protection during transport and handling.



It complies with the **highest standards of the pharmaceutical industry**, combining efficiency, safety and environmental commitment.

# Longer shelf life, less waste

We create packaging that protects more and does it better. We incorporate active barriers, oxygen scavengers and antibacterial solutions to extend the shelf life of products, making a decisive contribution to reducing food waste.

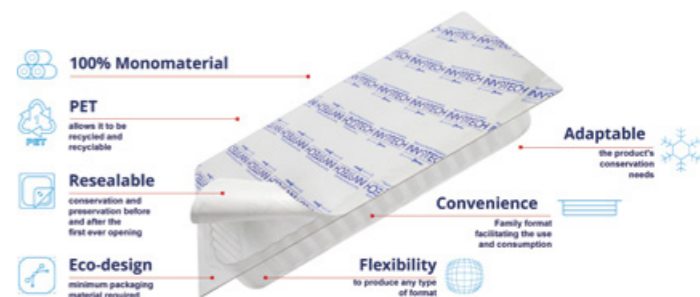
## RekeepEat: the future of conservation

Introducing RekeepEat, a revolutionary solution: a 100% single-material PET tray and lid that is resealable. Designed to extend the shelf life of food, reduce waste and facilitate recycling, this solution combines sustainability, practicality and efficiency.

#CONAMA2024  
CONARSO NACIONAL DEL MEDICAMENTO

ReKeepEat has been awarded the CONAMA (National Environment Congress) Prize in the category of **Eco-design: innovation for circularity.**

- **100% PET monomaterial:** Tray and lid made of the same material, no cross-contamination, fully recyclable.
- **Resealable closure:** keeps food fresher for longer, even after opening.
- **Totally versatile:** adapts to multiple formats and products.
- **Positive impact:** reduces the use of other packaging and promotes responsible consumption.



# Transparency and recognition

We are committed to continuously improving our performance while strengthening our credibility and transparency with all stakeholders every day. The best proof of this are the stringent third-party certifications we have been awarded in key areas, a clear reflection of our genuine commitment to sustainability. It is not enough to simply say it; we must prove it.



Our commitment to the planet and the environment is clearly reflected in the annual increase in the number of our plants certified under ISO 14001 or similar standards. We aim to certify all our plants in the medium term, as part of our continuous improvement process.

17 plants with ISO 14001 certification.



The integration of corporate social responsibility principles into everyday operations is key to implementing the global sustainability plan. Compliance with these principles is assessed at the Group's various plants through recognised platforms such as SEDEX and ECOVADIS.



Food safety is critical for some of the sectors in which we operate. The solutions we offer must perform their function to the highest quality standards. For this reason, all our plants that produce materials in contact with food are certified by BRC and/or FSSC 22000.



The ISCC PLUS sustainability certification system, applicable worldwide, assesses all sustainable raw materials, circular and biological materials, and renewable energies. This certification is an important recognition of the group's commitment to sustainability, specifically in terms of circularity, recycling and environmental management. It will also enable the use of recycled material (rPS and rPP) from mixed plastic and bio-based material under the mass balance model.



Our commitment to protecting the planet also includes certifications that guarantee wood-based products come from responsibly managed forests that provide environmental, social and economic benefits.

15 plants with FSC\* certification. 8 plants PEFC\* certification.

\* Both certificates apply to Gráficas Estella.

# Innotech: 5 years driving sustainable innovation

In 2024, Innotech celebrated its fifth anniversary, now firmly established as the leading open innovation centre in the packaging sector. Since its creation in 2019, its purpose has been clear: to transform the industry through collaboration, technology, and a strong commitment to sustainability.



## 5 years in figures

- +500**  
completed projects
- +2,000**  
trials conducted
- +1,000**  
customer visits received
- +1,000**  
hours spent on consulting and training
- +40**  
market-ready products developed

Over the past five years, Innotech has evolved into a dynamic hub where ideas are turned into real solutions. Its focus has been on anticipating market needs, especially in the field of rigid, flexible and cardboard packaging solutions, supporting all of Grupo Lantero's business units.

Innotech has not only been a driving force for transformation in the sector, but also a reflection of Grupo Lantero's commitment to a more sustainable future. Its track record demonstrates that innovation with a positive impact is possible when working with vision, collaboration and responsibility.



## Notable achievements

- 1** Development of pioneering solutions that have set new standards for sustainability and efficiency.
- 2** Reducing environmental impact through proposals offering high added value.
- 3** Consolidation of a collaborative innovation model that connects talent, technology and purpose.

# We are closing this chapter, but not our commitment



This report reflects the progress made since the formal launch of our Sustainability Plan: a journey marked by real advances, courageous decisions and a shared vision. We have demonstrated that it is possible to innovate with purpose, collaborate with impact and measure our progress with transparency.

Every action, every development and every achievement included here reflects a deep conviction: that packaging can and must be part of the solution.

And although this document closes a cycle, it also opens a new stage. Because our commitment does not end here.

We will continue  
to protect what  
matters.

**We will continue  
to protect  
the future.**

