

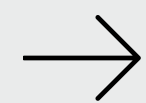
Plastic Energy Sustainability Report

FIFTH EDITION - SEPTEMBER 2025



Table of contents

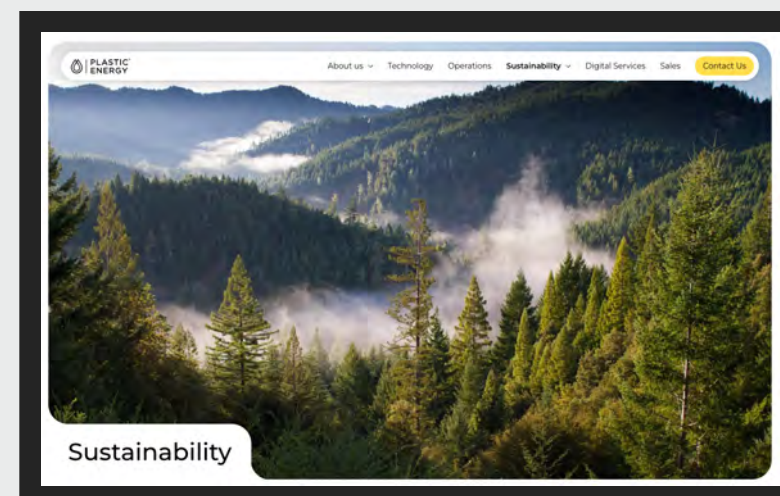
Opening message from the CEO	3	Our sustainability commitments		Governance	
About Plastic Energy	4	Our sustainability commitments	11	Compliance	25
2024 sustainability progress		Our partnerships	12	Supplier engagement	25
Key progress	7	Plastic Energy at events across the world	13	Looking ahead	27
Project progress	8	Plastic Energy awards	14		
Chemical recycling policy progress	9	Our sustainability goals	15		
		UN Sustainable Development Goals (SDGs)	16		
		Environment			
		Technology	18		
		Environmental footprint	20		
		Social			
		Safety	22		
		People	23		



We look to ensure sustainability is incorporated into every aspect of our business model, with a continual focus on improving our sustainability goals year on year.

Explore more

www.plasticenergy.com/sustainability/



Reporting disclosure

Detail and transparency are key parts of our work. This report, our fifth annual edition, includes our strategy, progress against our goals, and key challenges and trends we see in creating a circular economy for plastic.

Opening message from the CEO

A momentous milestone



Ian Temperton
CEO



I joined Plastic Energy in 2019 and took over as CEO in mid-2024.

In that time, I've seen the company grow from a start-up into an industrial platform, perfectly positioned to transform the plastics industry.

We commissioned our first commercial plants in Spain in 2016 and 2017. Since then, our plants in Almeria and Seville have continuously processed plastic waste that others can't handle, turning it into TACOIL™, a recycled oil that can replace virgin fossil oil in steam crackers. TACOIL™ is already being used by major global brands to make food-grade packaging and other high-quality plastics, demonstrating not just technical excellence but market appetite too.

Plastic Energy provides a solution to the "P" in "SPAC" – Steel, Plastics, Ammonia, Cement. These are the materials on which modern life is built, but whose production and disposal contribute over 20% to global GHG emissions. These are also known as the "hard to abate" sectors – because there are, as yet, few commercially proven ways to reduce emissions from these materials.

Chemical recycling tackles a portion of these hard-to-abate emissions – by reducing carbon emissions from the plastics value chain (by 78%, compared with incineration, based on our current design, with scope to increase further) and by diverting plastics from landfill and incineration – an urgent problem, as despite decades of effort, global recycling rates for plastic are still only at around 9%.

"I've seen the company grow from a start-up into an industrial platform, perfectly positioned to transform the plastics industry."

"By scaling up our technology, we are demonstrating that Plastic Energy is well-placed to tackle hard-to-abate emissions."

This year represents a momentous milestone, as we mechanically completed and began commissioning two large scale industrial facilities in joint venture partnerships with two of Europe's leading petrochemical companies – SABIC and TotalEnergies. The SABIC Plastic Energy Advanced Recycling (SPEAR) plant is located in the Netherlands, and TotalEnergies Plastic Energy Advanced Recycling (TEPEAR) plant is located in France.

In mid-2025, we reached another important milestone, when we produced our first TACOIL™ from SPEAR.

These milestones mark a transformation for the industry – for three reasons.

First: the future of chemical recycling depends on scale. This is important not just for commercial viability (like any process industry, economies of scale apply to chemical recycling) but to ensure that the technology makes an impact. Our vision is to produce circular feedstocks to displace virgin fossil oils at cracker scale. This will require building TAC™ plants with at least 10x the production capacity of what we have today.

Second: the petrochemical sector – globally but particularly in Europe – needs a renaissance. Plants across Europe are being mothballed because of oversupply and competition from lower cost assets in Asia and the US. European petrochemical players need a new, more sustainable business model, focused on decarbonization and higher-value, lower-carbon products. This pivot will help to rejuvenate petrochemical sites like Chemelot and Grandpuits,

sustaining jobs in this strategically important industry. Chemical recycling is one of the technologies that can enable this pivot, along with other industries like Sustainable Aviation Fuel, to give former petrochemical sites a new lease on life.

Finally: this is an important milestone for Plastic Energy. Our technology has evolved over the past 10 years – and the company has too. We've climbed a steep learning curve, and after delivering these two JV plants, we have our sights set on more growth: larger scale, faster deployment, enhanced economic returns – and of course, lower environmental impact.

This inflection point for the company could not come at a better time. Demand for plastic is not going away, which is why it's more important now than ever to build the infrastructure for recycling. Policymakers are setting the tone. The EU's Packaging and Packaging Waste Regulation (PPWR), which is set to take effect from 2030, will create regulated demand for chemically recycled plastic in all packaging placed on the European market. Other jurisdictions such as India and Japan are already following in the same direction.

With regulation kicking in and new commercial facilities proving the technology at scale, the chemical recycling industry is poised for a significant upswing ahead of 2030. At Plastic Energy, we're uniquely positioned to meet the growing demand for circular plastics, providing proven, scalable technology that turns today's waste into tomorrow's feedstock.

Ian Temperton
CEO

¹Plastic Energy LCA: managing 1 tonne of mixed plastic waste via the TAC™ process has up to 78% CO2 eq. savings compared to incineration with energy recovery (currently a status quo method of plastic waste disposal across Europe)

About Plastic Energy



About Plastic Energy

Plastics remain an indispensable material due to their functionality and design flexibility. Recent studies have demonstrated that using plastics for packaging, consumer goods, and automobiles results in lower life cycle greenhouse gas emissions compared to alternative materials.

Polymer demand across the globe is projected to double or triple by 2050, posing a challenge for the waste management industry and the plastic sector's carbon budget. Currently, less than 10% of all plastic waste produced is recycled, with the majority going to landfill and incineration. In the face of growing polymer demand, there is also an urgent need to decarbonise the plastics industry by transitioning to circular and renewable feedstocks over virgin fossil fuels.

Chemical recycling provides a viable solution to this problem with its dual ability to recycle polyolefins – which are difficult to recycle through mechanical means – and produce recycled content for contact-sensitive applications, another limitation of mechanical recycling.

For over a decade, Plastic Energy has been driving the circular transition for plastics through our cutting-edge technology that can transform post-consumer plastic waste into a feedstock, called TACOIL™, which replaces fossil oils in the production of new plastics. As the industry shifts from a linear to a circular model, Plastic Energy is helping to meet the demand for recycled materials, particularly the use of recycled plastics for food-grade packaging products.

“For over a decade, Plastic Energy has been driving the circular transition for plastics through our cutting-edge technology.”

About the report

Plastic Energy has been publishing our annual sustainability report since 2021 to establish our commitment to sustainability, one of our core values.

Since our inception, our vision is to be a technology company that is part of the solution for a healthier and more sustainable planet through reducing the detrimental environmental impact of plastic waste, while creating a circular economy for plastics and thereby reducing carbon emissions from the plastic life cycle.

This report highlights the progress we made in 2024, and outlines the goals within our technology roadmap to improve our environmental footprint.

As our company grows larger and our operations span further, we intend to integrate and adopt global industry sustainability reporting standards in our reporting practice to ensure continued accountability.

Our presence

We have been operating two commercial-scale TAC™ plants in Spain (Seville and Almeria) for nearly a decade. These were the first pyrolysis plants in the world to be registered under EU REACH, which authorises the production and sale of chemical products in the EU, and to receive ISCC PLUS certification validating that our feedstocks are exclusively derived from post-consumer plastic waste.

In 2024, we completed construction on two large scale JV projects in the Netherlands (SABIC Plastic Energy Advanced Recycling – SPEAR) and in France (TotalEnergies Plastic Energy Advanced Recycling – TEPEAR).

We also operate offices in the UK, Spain, Malaysia, and Singapore, as well as a research laboratory in Loughborough.

Our Seville plant, which has been operating since 2017.

Our team in front of our Almeria plant, which has been operating since 2016.



²In 15 out of 16 applications examined across packaging, building, automotives, building, consumer durables, plastic products release 10% to 90% fewer emissions across the product life cycle compared with alternatives. Meng, Brandao, Cullen "Replacing Plastics with Alternatives Is Worse for Greenhouse Gas Emissions in Most Cases", American Chemical Society (2024).

³Reporting period: 1st January to 31st December 2024

2024 Sustainability Progress

Key progress	7
Project progress	8
Chemical recycling policy progress	9



Key progress in 2024



Commercial

Two of our large-scale joint venture projects in Europe, SABIC Plastic Energy Advanced Recycling (SPEAR) and TotalEnergies Plastic Energy Advanced Recycling (TEPEAR) both reached mechanical completion.



Sustainability

We published a new life-cycle assessment (LCA) on our updated chemical recycling technology, which demonstrated that chemically recycling plastic waste using our technology has a 78% lower carbon emissions footprint compared to the status quo waste management pathway of incineration.

The LCA work has also enabled us to identify the highest carbon emission points along our TAC™ process and inform the development of our technology decarbonisation roadmap.



Safety

In 2024, we saw improvement in the safety culture across the company, with increased participation in our Plan Engage programme. As part of Plan Engage, we donate €10 to charity for every safety suggestion, safety walk, or hazard reported.

In 2024 we donated a total of €5,000 to charity which was raised from the initiative.



Digital Services

The Digital Technologies team was given new emphasis in our corporate structure, to provide focus to our use of artificial intelligence (AI), automation, and other forms of digital innovation to optimise the performance of our technology.

The core of the offer is Plastic Energy's proprietary advanced control system (ACS), which was developed on over 10 years of operational learnings from our Spanish plants to make the day-to-day operations of the TAC™ process more intuitive and efficient.

Once operational, these will be among the largest scale chemical recycling plants in the world.

Project progress

Achieving mechanical completion at SPEAR and TEPEAR.

Another project milestone: the TotalEnergies Plastic Energy Advanced Recycling plant begins commissioning in Grandpuits, France.



Breaking new ground: the commissioning of the SABIC Plastic Energy Advanced Recycling plant.



Chemical recycling policy progress

Global policies that contribute to a conducive environment for chemical recycling continued to advance in 2024, with particularly promising policy commitments from the UK and EU to foster industry uptake of chemical recycling technologies.

Packaging and Packaging Waste Regulation (PPWR)

The PPWR legislation sets out quotas for reusability and recycled content, rules for design for recyclability, and adding some items to the banned list under the SUPD. Under the PPWR, there is a 25% recycled content mandate for non-PET contact-sensitive packaging by 2040, a demand that would mainly be fulfilled through chemically recycled outputs such as our TACOIL™.

This is the first time on a global scale that these packaging-focused rules have been adopted into legislation. The mandatory recycling targets embedded in legislation also mark a key shift away from voluntary targets previously driven by the private sector, providing an added impetus for circular polymer demand.

The European Council gave its final approval for the PPWR on 16th December 2024 and it entered into European Law in January 2025.

UK Plastic Packaging Tax advances with agreement to implement fuel-use exempt mass balance accounting

Towards the end of 2024, the UK government confirmed that a mass balance with a fuel-use-exempt approach will apply to plastic packaging using chemical recycling as part of compliance with the Plastic Packaging Tax (PPT). The PPT applies to companies who manufacture or import plastic packaging components that contain less than 30% recycled plastics. The current PPT rate (as of April 2025) is GBP £223.69/tonne.

This mass balance approach for chemically recycled plastics is scheduled to come into effect in April 2027. It was previously

expected to be enacted in 2029, marking an acceleration of 2 years by HMRC. The specific mass balance approach is still under technical evaluation, but industry bodies are pushing for alignment with the EU's dual-use / fuel-use exempt approach, as well as details on its site-level mass balance allowance (MBA) for chemically recycled plastic.

Plastic Energy is an active member of the British Plastics Federation (BPF), which is in dialogue with HMRC on the implementation on this and other policies relevant for chemical recycling.

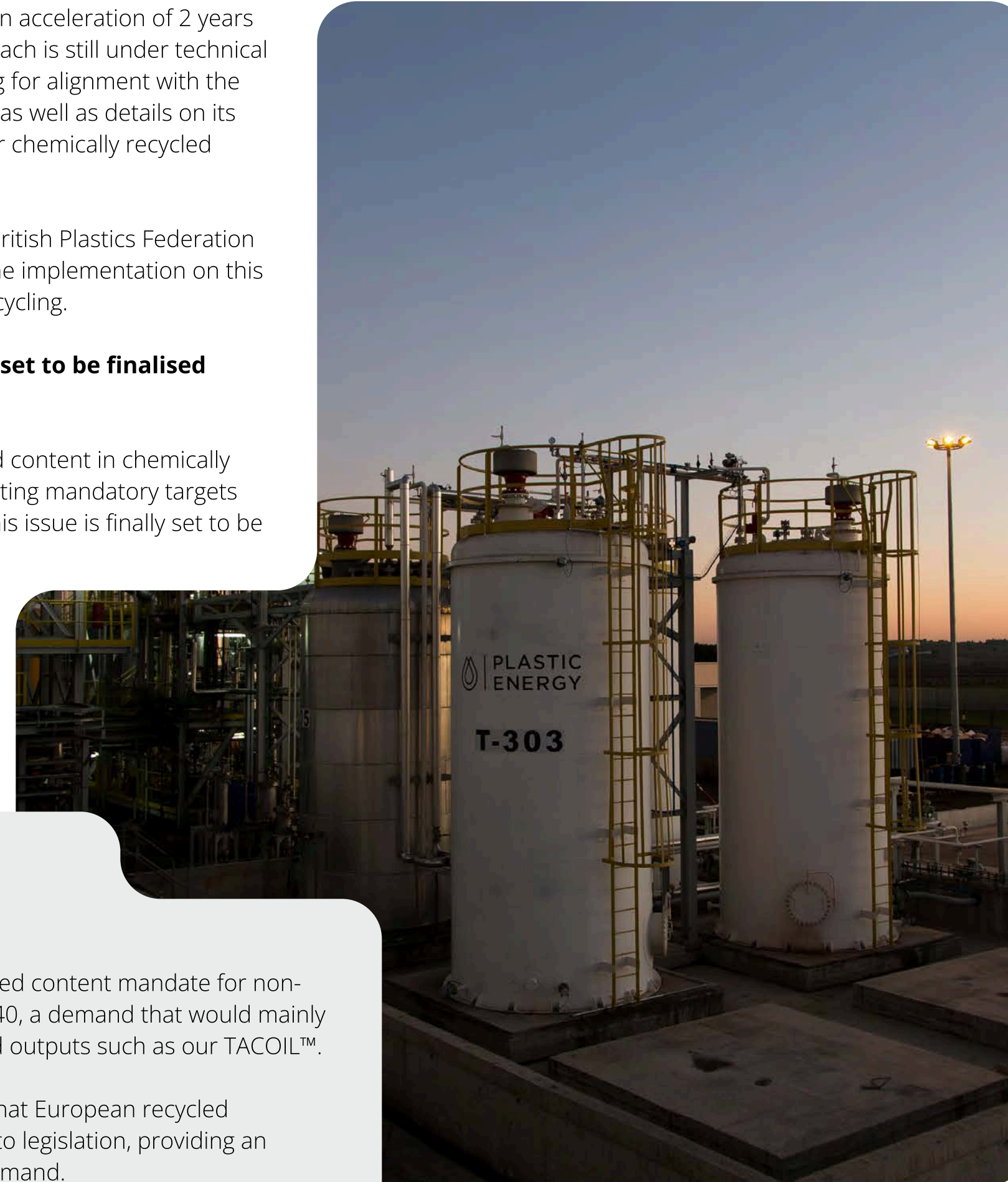
Approach to mass balance accounting set to be finalised within the EU by end 2025

Uncertainty over the calculation of recycled content in chemically recycled products for the purposes of meeting mandatory targets has hampered investment in the sector. This issue is finally set to be resolved by the end of 2025.

Momentum builds for reusable and recycled packaging

Under the PPWR, there is a 25% recycled content mandate for non-PET contact-sensitive packaging by 2040, a demand that would mainly be fulfilled through chemically recycled outputs such as our TACOIL™.

This is the first time on a global scale that European recycled packaging rules have been adopted into legislation, providing an added impetus for circular polymer demand.



A draft implementing act under the Single Use Plastics Directive (SUPD) was released for public consultation on 8th July. For the first time in EU legislation, the draft act sets out the approach to mass balance based on a fuel-use exempt model, with the expectation that the approach will be the same for the Packaging and Packaging Waste Regulation (PPWR) and other relevant directives such as the End of Life Vehicles Directive (ELVD).

One topic that was much debated within the industry was the crediting approach for 'dual-use products' which are chemical outputs that can be attributed to either fuels or 'recycled/circular' product streams. There is broad consensus that credits should be allocated for materials that remain in the recycling pathway, and not for those that are more likely than not to end up as fuels.

The Commission has set a target of autumn 2025 to put the act to a vote.

Global plastics treaty underway

The United Nations Environment Programme (UNEP) held INC-5.2 during August 2025 at the Palais des Nations in Geneva. The resumed fifth session of the plastic pollution treaty negotiations were held over ten days with intense discussions, but concluded without reaching consensus on a treaty text.

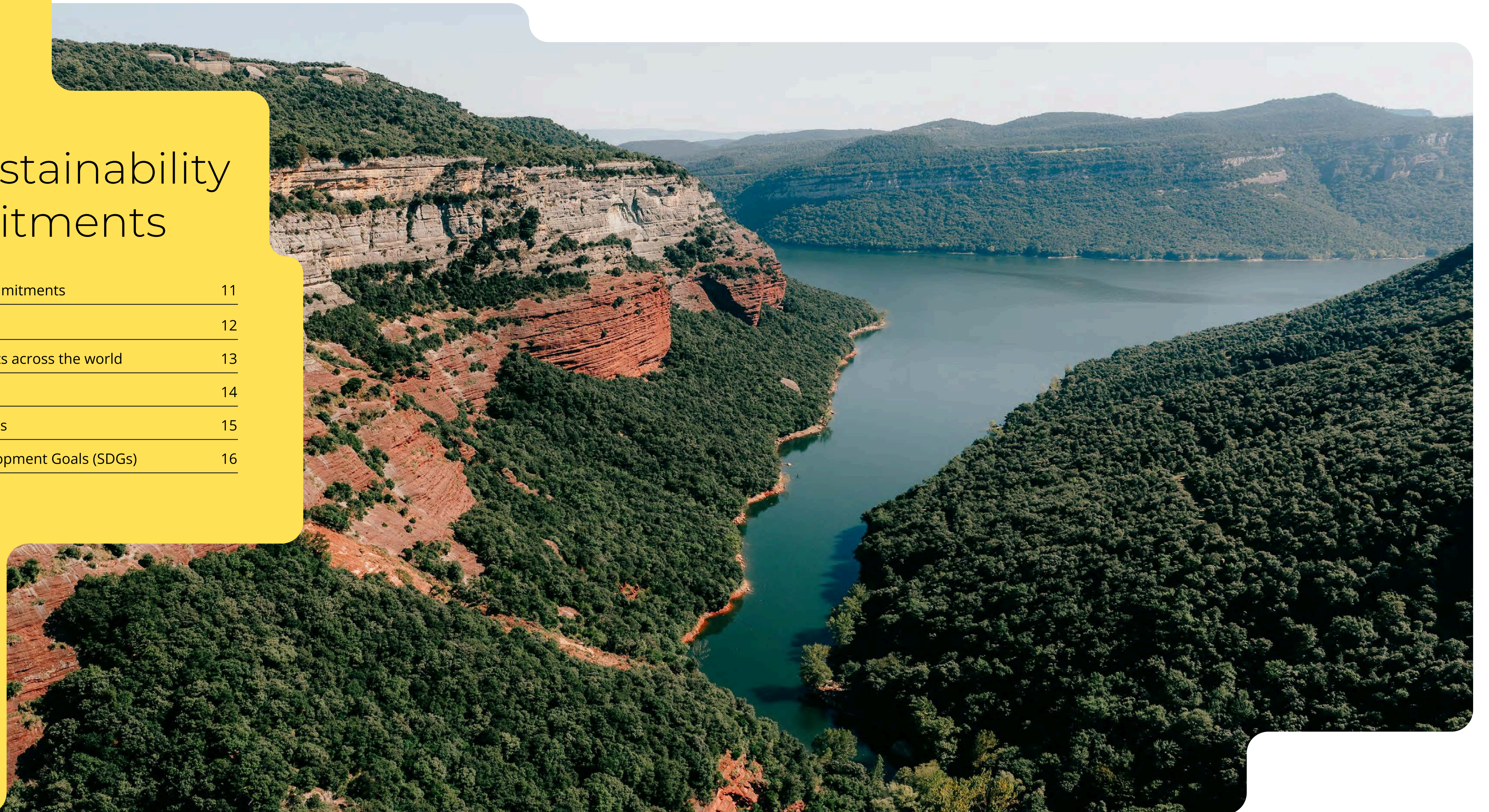
The main points of contention included whether the treaty should cover the full life cycle of plastics (from production and design to post-consumer disposal) or focus only on waste management. Core conflicts around managing plastic production caps and the control of 'chemicals of concern', and whether measures should be legally binding or voluntary, remained.

Despite these divisions, negotiators reaffirmed their intent to continue the process, and the session was adjourned with plans to reconvene at a future, as-yet-unscheduled meeting.

Crucially for chemically recycling, two areas of consensus appear to be the importance of Extended Producer Responsibility (EPR) frameworks and the need for recycled content mandates to boost demand for recycling. These policies, if adopted widely, would have a transformative impact on both the availability of feedstock supply for chemical recycling and the demand for the end product.

Our Sustainability Commitments

Our sustainability commitments	11
Our partnerships	12
Plastic Energy at events across the world	13
Plastic Energy awards	14
Our sustainability goals	15
UN Sustainable Development Goals (SDGs)	16



Our sustainability commitments

Sustainability is at the heart of what we do.



We are committed to integrating ESG principles throughout our company and seek to apply these principles across our operations by:

- Acting responsibly, with respect for the environment and with a view to minimising our impact on the environment;
- Complying with the law, wherever it applies, including health, safety, environmental and social legislation, plus aligning with industry best practice;
- Respecting human rights, enforcing the prohibition of slavery and child labour;
- Providing a safe and healthy work environment;
- Acting with integrity, transparency, and accountability in our management structures, policies and processes;

- Promoting diversity and inclusion, and practising non-discrimination in the recruitment process, and at all levels of the organisation (employees, boards, committees, etc.);
- Taking into account ESG risks when evaluating potential stakeholders or business partners;
- Conducting business in an ethical and socially responsible manner;
- Being a responsible member of the communities in which we operate.

Our mission is to contribute to the creation of a circular economy for plastic by diverting plastic waste away from landfills, incineration and our oceans.

OUR MISSION

- Contribute to the creation of a circular economy for plastic by diverting plastic waste away from landfills, incineration and our oceans
- Reduce the dependence of countries on fossil oils
- Support countries to reach recycling targets, reduce the CO2 footprint of plastic production and end-of-life, and reach international sustainability goals
- Boost local economies and communities through the creation of new jobs
- Play a significant role in solving the global plastic problem
- Be world leaders in chemical recycling
- Scale up our technology globally

Our partnerships

Industry partnerships

We are active members of several industry associations where we advocate for policies supportive of chemical recycling.



We are also signatories of:



Technology partnerships

Our R&D teams are involved with academic institutes and research projects to share and develop recycling technology knowledge and know-how.

Loughborough University

For over 10 years, Plastic Energy has held a long-standing partnership with Loughborough University to further enhance and optimise our chemical recycling technology. Plastic Energy operates a state-of-the-art facility at Loughborough University Science and Enterprise Park (LUSEP). This is where our research and development (R&D) team develops solutions for optimising our process in line with our overarching decarbonisation goals.

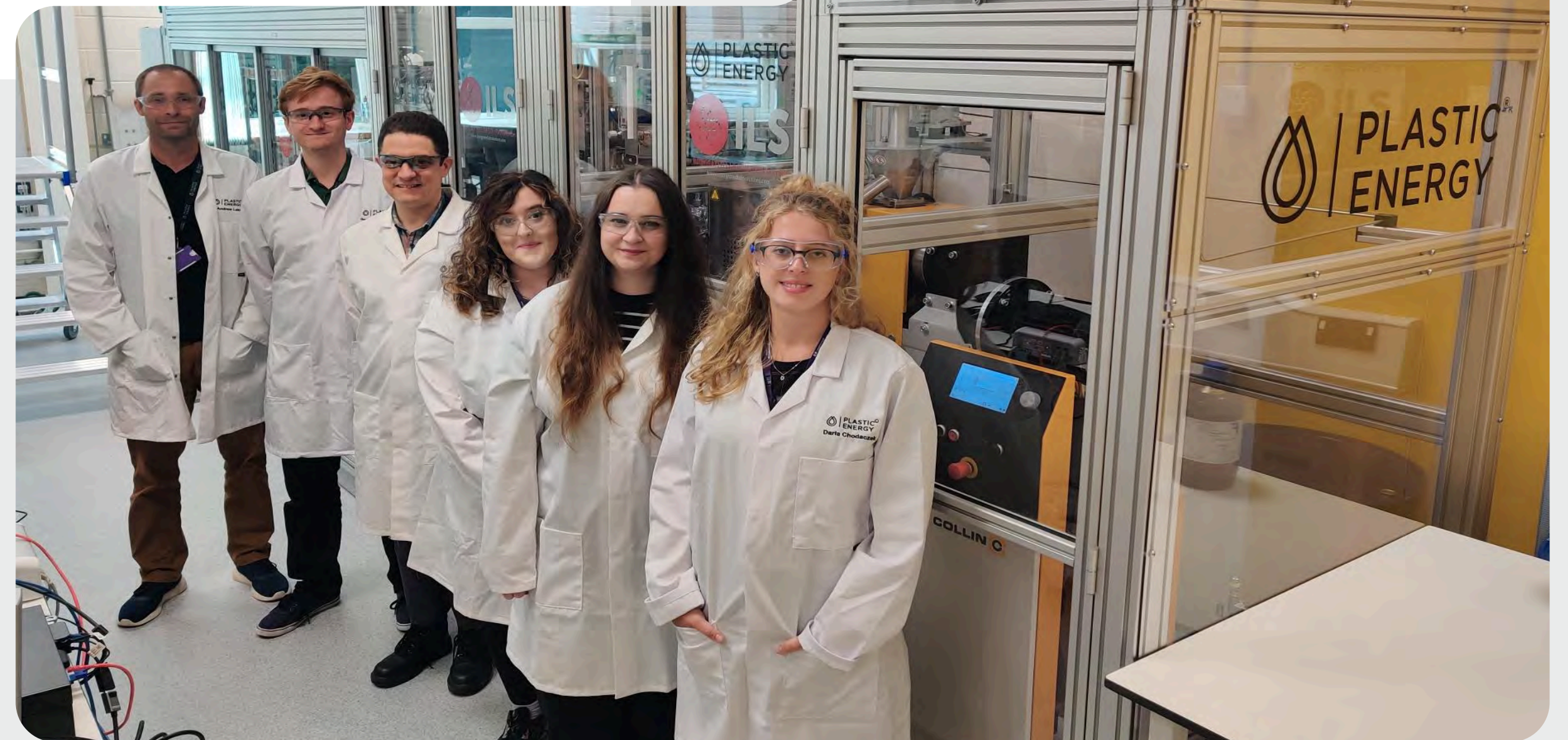
Since 2023, our Loughborough site also houses our pilot plant where our research scientists are able to perform pilot-stage trial operations in a fully automated and enclosed system.

SEARCULAR



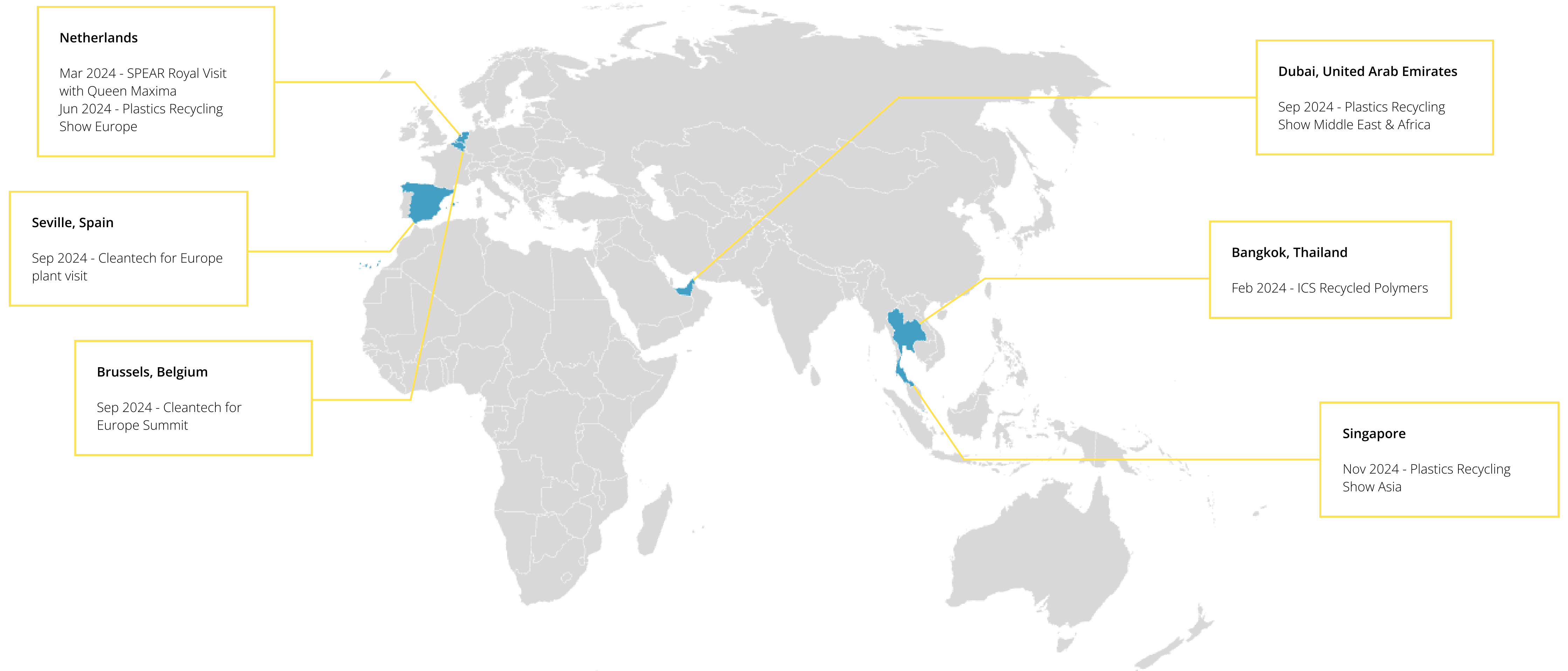
Plastic Energy is part of SEARCULAR, an EU-funded project to recover and recycle marine plastic. SEARCULAR is trialling circular fishing gear solutions to prevent thousands of tonnes of marine plastic from ending up in the ocean every year, while also supporting sustainable fisheries.

The pilot project is led by Spanish Research Institute AZTI and involves several European researchers and industry specialists across a spectrum of collecting, cleaning, sorting, and recycling plastic fishing gear.



Plastic Energy at events across the world

We are regular contributors and attendees of key cleantech and plastics recycling conferences around the world where we showcase the advancements of our proven TAC™ technology and the benefits of chemical recycling in the industry.



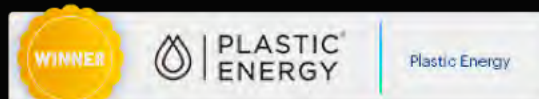
Plastic Energy awards

We are proud to be recognised for our achievements as a chemical recycling technology provider.

In 2024, we won the ICIS Innovation Awards for Best Process Innovation from an SME, and we were also finalists for the Plastic Recycling Awards Europe and UK Green Business Awards.



FINALIST



Our sustainability goals

We have set ourselves realistic and measurable long-term goals to hold ourselves accountable in our sustainability journey.



	OBJECTIVE	TARGET DATE	BASELINE	HOW
Environmental	To reduce direct CO ₂ eq. process emissions by an additional 45% in our TAC™ plant design, compared to the current baseline.	2027	Current plant design in which synthetic gas is combusted to provide heat to the reactor.	Valorising a portion of our synthetic gas stream as a feedstock.
Environmental	Offering an option for electrified heating to our reactors.	2027	Current plant design in which heat to the reactors is provided through combustion of synthetic gas.	Release of an electrified reactor design.
Social	Target 10% increase from the baseline in female employees across the company. Target 10% increase from the baseline in female representation on the Executive Committee.	2027	Currently 30% of employees across the company are female. Currently 22% of the Executive Committee are female.	To incorporate diversity and inclusion considerations when hiring and selecting members of our Executive Committee.

UN Sustainable Development Goals (SDGs)

Driving plastic life cycle transformation foundational to UN SDGs

Plastic Energy's work aligns with several United Nations Sustainable Development Goals (SDGs), particularly those focused on responsible consumption and production, clean energy, and climate action.

Our technology converts plastic waste into valuable resources, contributing to a circular economy and reducing reliance on fossil fuels, whilst reducing otherwise useful environmental contaminants reaching landfill; ultimately leaching into water and ecosystems.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



We are demonstrating how the power of technology can contribute to solving the plastic waste problem through local recycling solutions.

13 CLIMATE ACTION



Chemical recycling supports climate action goals by reducing GHG emissions when compared to current disposal alternatives, such as incineration. It also reduces the high risk of environmental leakage and unsustainable approaches associated with landfills and dumpsites.

3 GOOD HEALTH AND WELL-BEING



Reducing plastic mismanagement and land/water pollution leads to improved well-being and health, giving greater access to clean water and natural environments. As we develop plants in emerging markets, notable social benefits will include the formalisation of the waste management sector and the associated social, economic, and health benefits.

8 DECENT WORK AND ECONOMIC GROWTH



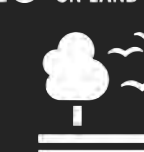
The development of each plant directly creates local jobs, as well as indirectly creating jobs in the surrounding areas (logistics, construction, transport etc.). This will bring social and economic benefits to society.

14 LIFE BELOW WATER



Through the implementation of chemical recycling and the reduction of plastics entering the sea and land, we aim to help keep natural habitats clean and pristine.

15 LIFE ON LAND



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We have supported education on the power of circularity and the need to make the most out of our planet's resources through promoting a circular economy of plastics.

Environment

Technology 18

Environmental footprint 20



Technology

In 2024, we made significant strides in developing a strategy to reduce carbon emissions from our TAC™ process. Our recent LCA work has helped us to identify and understand the parts of our technology which have the largest emissions impacts, which has informed our strategy on how to optimise these areas to be more efficient.

LCA

In January 2025, we released our second Life Cycle Assessment (LCA). This is an analysis of the environmental performance of a process or product across the stages of its whole life cycle - beginning with the extraction of raw materials, through processing, transportation, use, and disposal.

LCA is a core part of our technology development, as it allows us to understand how we can improve the environmental impact of our TAC™ recycling process and the resulting products.

OUR LCA SHOWS OUR RECYCLING PROCESS HAS UP TO 78% CO2 EQ. SAVINGS COMPARED TO INCINERATION WITH ENERGY RECOVERY.

The results of this study demonstrate the potential of our TAC™ process as a well-established chemical recycling technology producing a valuable alternative feedstock for the chemical industry and a viable waste management pathway for mixed plastic waste treatment. A circular economy of plastics minimises plastic leakage into the environment and allows necessary contact-sensitive plastic applications to be made more sustainably.

EF 3.1 Climate change – total (GWP) [kg CO₂ eq.]



The LCA concluded that, considering the limited availability of non-renewable resources and increasing global temperatures, innovative plastic recycling technologies are required to deal with current and future global environmental challenges. To reach higher recycling rates, it is important that more packaging fractions are designed for recycling, while encouraging the development of chemical recycling technologies at industrial scale.

Our 2025 LCA demonstrated the following headline results:

- 1. Base case CO₂ eq. savings:** Managing 1 tonne of mixed plastic waste via our TAC™ process has up to 78% CO₂ eq. savings compared to incineration with energy recovery (currently a status quo method of plastic waste disposal across Europe).
- 2. Further savings as the grid decarbonises:** When using 100% renewable electricity, the CO₂ eq. savings of managing 1 tonne of mixed plastic waste, compared to incineration with energy recovery, increase from 78% to 89%.
- 3. Improvements from increased valorisation of by-products:** Valorising syngas and char from our TAC™ process into valuable by-products can lead to additional overall CO₂ eq. savings. We are conducting extensive R&D to maximise the output from our process.

Technology

FUTURE IMPROVEMENTS AND EFFICIENCIES

Our LCAs have consistently demonstrated that the chemical recycling of mixed plastic waste (MPW) has lower carbon emissions compared to the current status quo of waste-to-energy in Europe. This LCA has enabled us to see more clearly where in our process the largest carbon emissions are, and to focus on reducing these pain points.

We have made progress both in increasing our recycling rate by valorising our syngas and char into valuable products, and in exploring the feasibility of electrifying the source of heat to our reactors. These improvements will further improve our LCA results.

We are also keenly aware of our water footprint, and our team of process engineers have been developing a wastewater optimisation system which would achieve 'zero liquid discharge' at our plants. Implementing this option would allow wastewater to be treated and reused efficiently within the plant. The water used throughout our process varies greatly in its composition which had made it challenging to find a viable solution, but we have been working with external partners to develop a flow scheme which is adaptable enough to handle these changes in a cost-efficient way.

TACFILLER

As part of our TAC™ process, we recover fillers present in waste plastic. We have used these by-products to create a mixed mineral and carbonaceous product called TACFILLER.

It is now commercially available to rubber and plastic companies as a lightweight reinforcing filler for their products. Our tests have demonstrated it can act as a substitute for a portion of carbon black in rubber compounds.

TACFILLER creates a unique opportunity for rubber and plastic manufacturers to replace fillers - made of virgin mineral and carbon black - with a recycled material.

Digital technologies

We have developed extensive operational know-how from our commercial plants in Spain which have been operating for nearly a decade. This has also materialised in the development of a smart Advanced Control System (ACS) by our in-house team of automation engineers which provides a host of data analytics and automation features to facilitate operation of our TAC™ plants.

As part of its key features, the ACS can provide real-time plant activity insights and the ability to track waste plastic feedstock as it undergoes the TAC™ process to provide additional traceability for our TACOIL™ product.



Environmental footprint

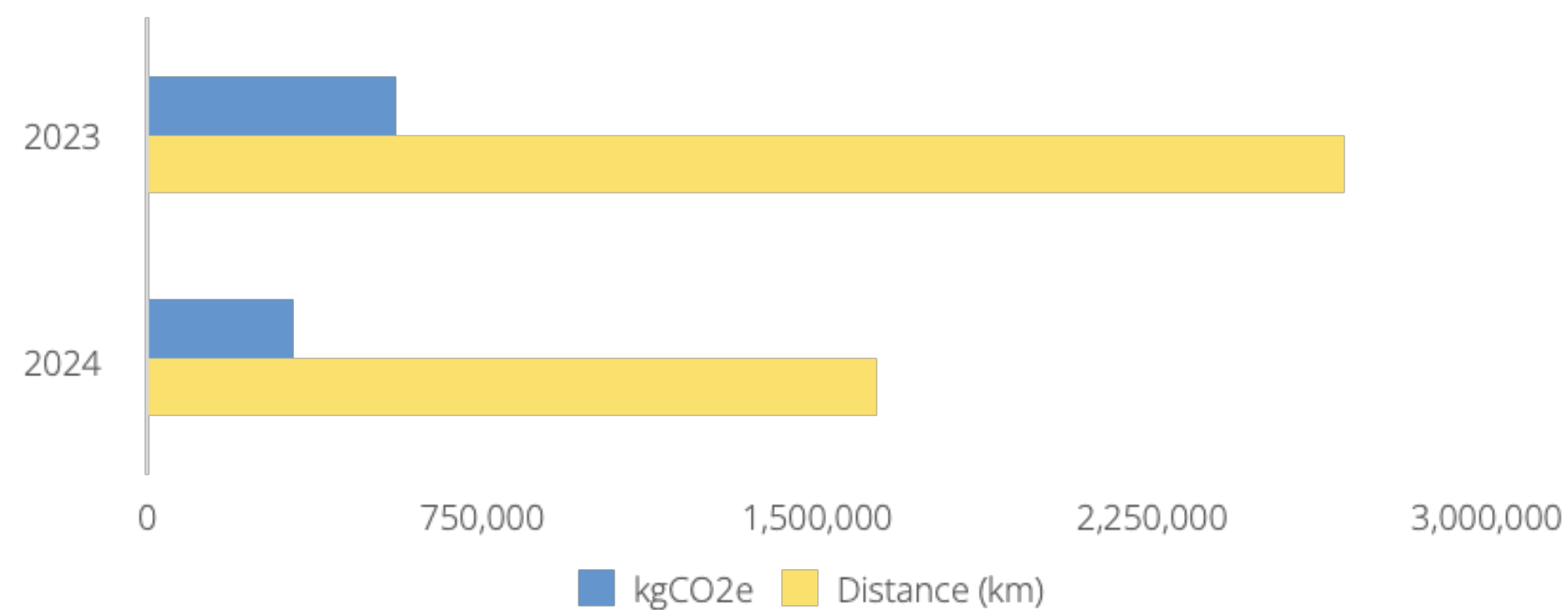
Electricity

All the TAC™ plants and offices under our operation use electricity from renewable sources or derived through Renewable Energy Certificates (RECs). We will continue to source renewable electricity for all future projects we operate.

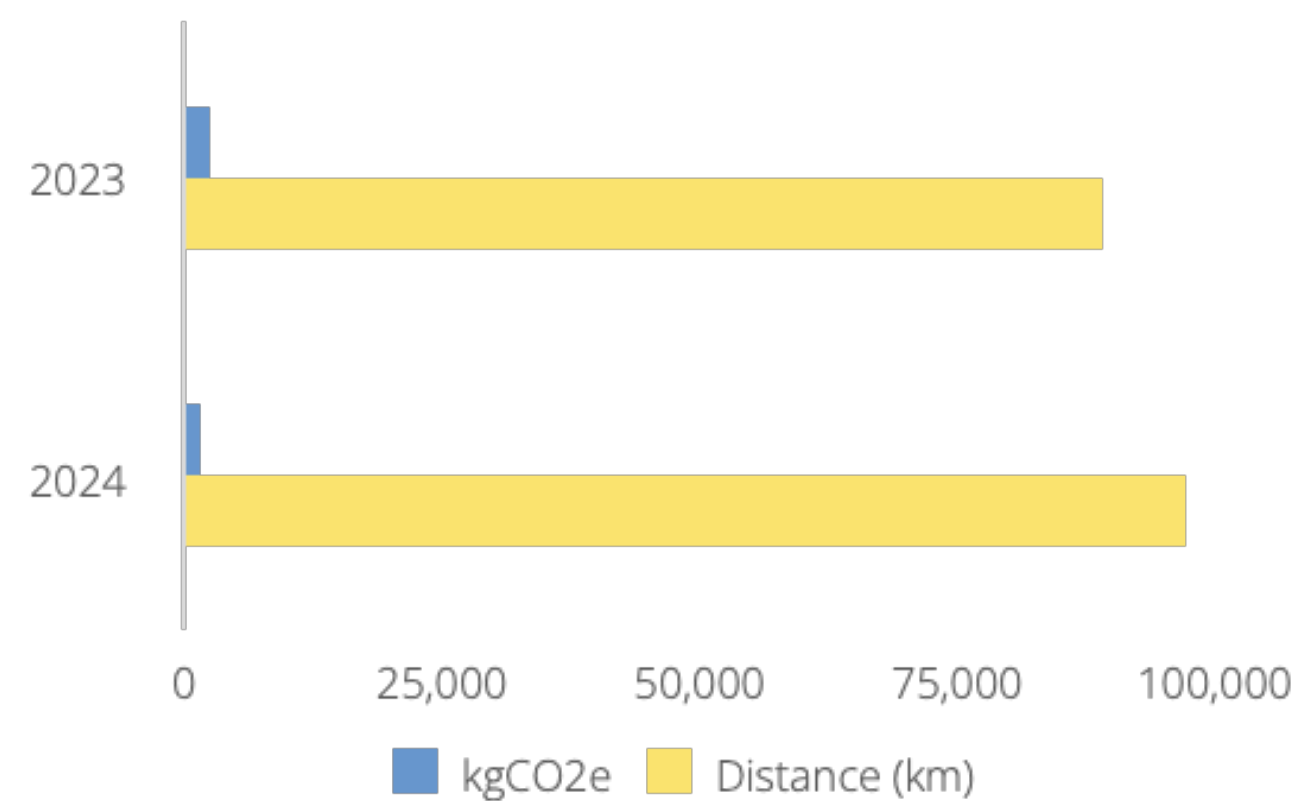
Travel emissions

In 2024, flight distances travelled by our employees nearly halved compared to the previous year, in part due to our internal travel policy which incentivises train travel over airplanes.

Plane travel emissions



Train travel emissions



IN 2024, FLIGHT DISTANCES TRAVELLED BY OUR EMPLOYEES NEARLY HALVED COMPARED TO THE PREVIOUS YEAR.



Social

Safety 22

People 23



Safety

Our health and safety initiatives raised €5,000 for two local charities near our plants in Almeria and Seville.

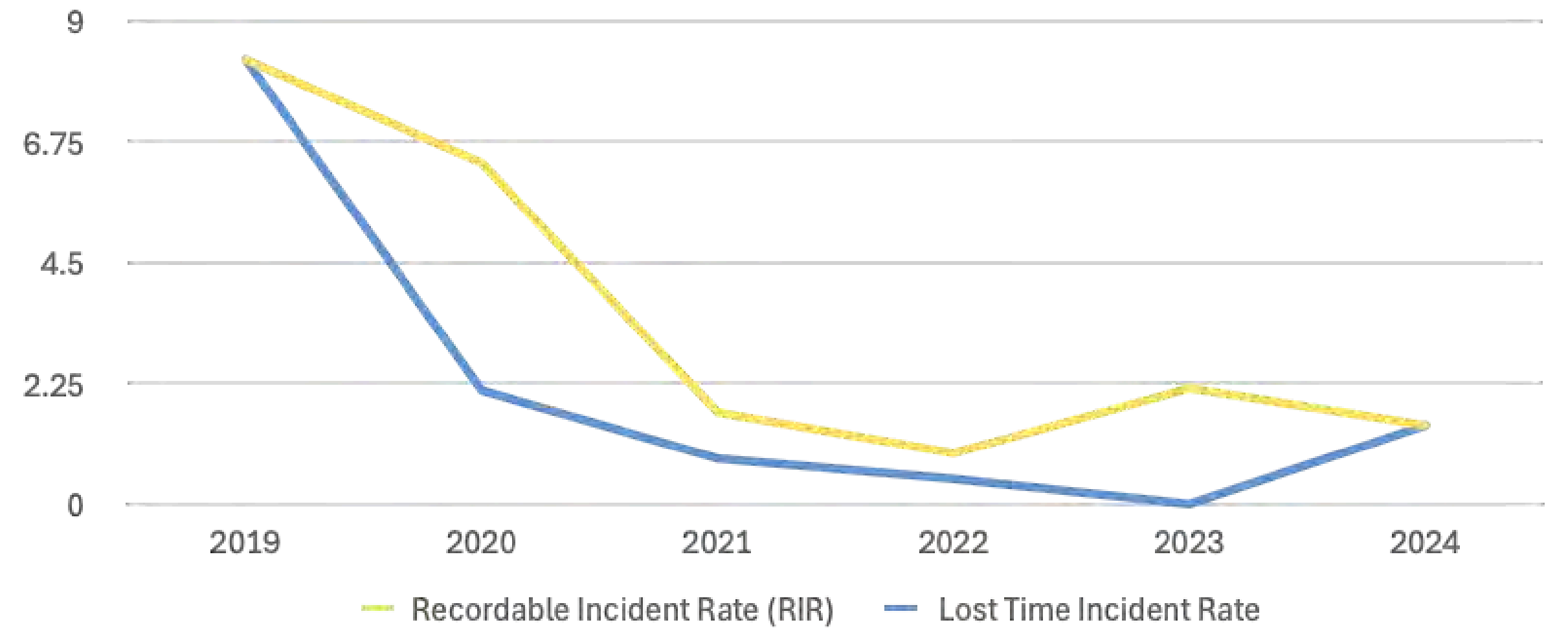
We have enhanced our health and safety performance over the years by promoting a 'Safety First' culture at all our company sites. Our Plan Engage programme was launched in 2022 to foster engagement in safe working conditions, which are critical to the development of continued safety performance across Plastic Energy. Through Plan Engage walks, increased hazard reporting with closure of hazards, improved work planning, and the adoption of Last-Minute Risk Assessments, our safety culture has considerably improved.

As part of our Plan Engage initiative, we donate €10 to charity for every safety suggestion, safety walk, or hazard reported. In 2024 we donated a total of €5,000 to two charities chosen by our teams in Seville and Almeria.

Our Seville team chose to donate to a local charity called Asociación Todos Juntos, which supports children and adults with learning difficulties. They are a small charity run by mothers and families, and Plastic Energy's donations have made a huge difference to their ability to operate and provide services. Our Almeria team chose to donate to Madre Coraje, a charity which helps impoverished communities in Spain, Peru, and Mozambique by providing humanitarian and climate aid, with a particular focus on environmental sustainability.



OSHA Rate



People

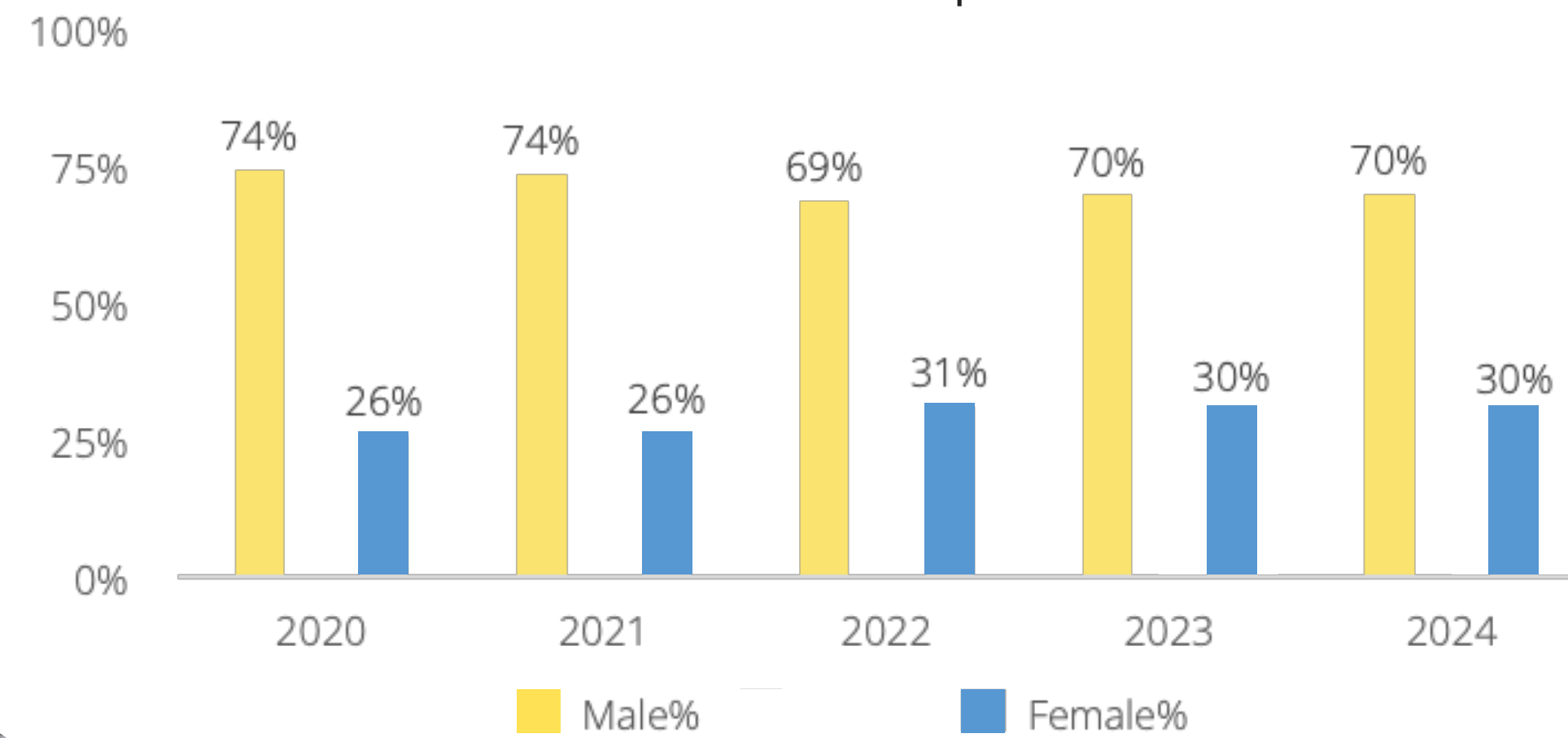
Gender diversity

At Plastic Energy, we embrace and value diversity in all forms as we aim to develop a community of diverse talent, working in an environment of mutual respect, fairness, and equality.

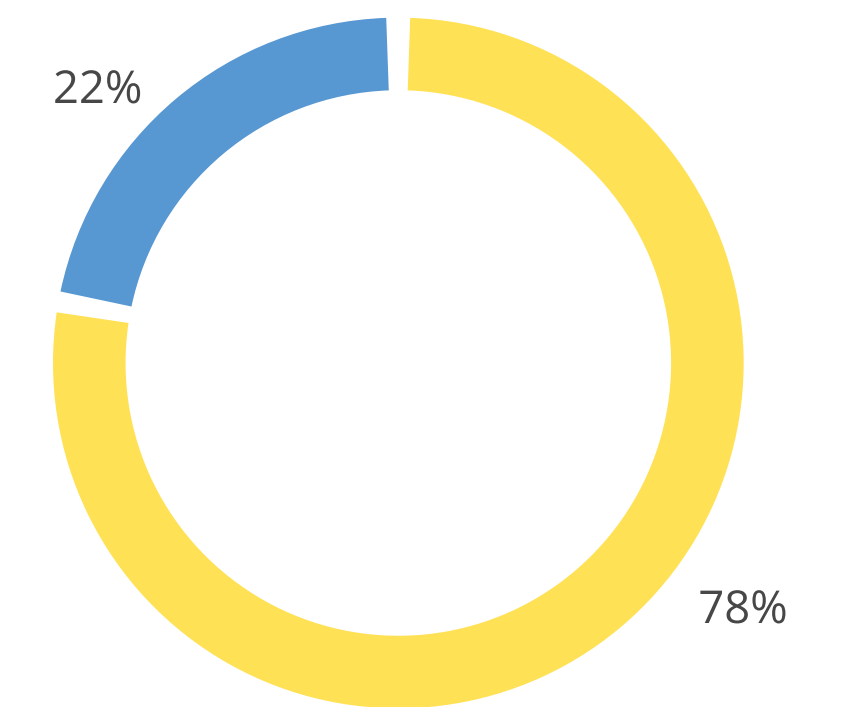
Over the past few years, we have been striving to close the gender gap between our employees who identify as male or female, especially in an industry where the proportion of males is typically higher.



Company-wide Gender Split



Executive Committee Gender Split



Governance

Compliance 25

Supplier engagement 25



Compliance

Anti-bribery and corruption

Preventing fraud, bribery and corruption is a priority for all levels of our organisation. This is evidenced by compliance being a fixed item agenda for all Board meetings and by the appointment of a group Compliance Officer.

There is a robust Anti-bribery and Corruption (ABC) policy which sets out the group's approach in relation to fraud, bribery, corruption, and sanctions. The ABC Policy applies to all Plastic Energy group companies, all employees, directors and those working 'for' and 'with' Plastic Energy.

The ABC Policy is complemented by the group's Gifts & Hospitality Policy, as well as a Whistleblowing policy with an external hotline. Compliance training is provided to the Board of Plastic Energy Global SL, the Executive Committee and employees. Training is territory specific and provided by a reputable external law firm.

All investors and material customers, suppliers and partners are required to provide Know Your Customer (KYC) information, allowing us to assess anti-bribery and corruption and sanctions risks, which may include filling in a KYC Questionnaire requesting, for example, information regarding whether adequate policies are in place and details of any compliance breaches. Contractual requirements for compliance with anti-bribery and corruption laws are also included in all key contracts. In addition, robust provisions covering compliance with applicable sanctions laws and rights arising in the event a party, or its related parties, become sanctioned, are included in contracts with suppliers and other partners.

We seek the advice of external law firms and compliance specialists as and when required.

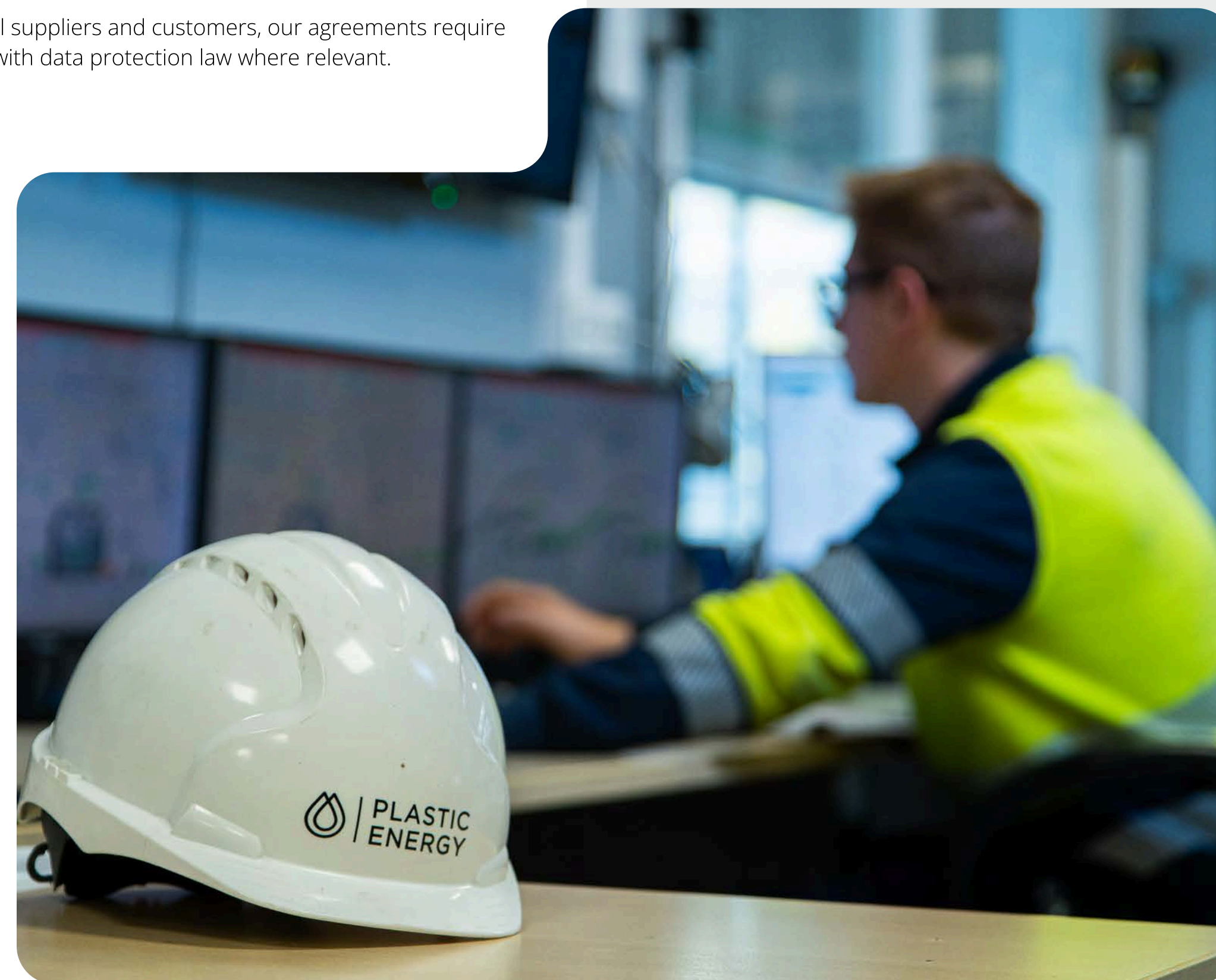
Tax

With operations and offices across the UK, Europe and Asia, we have a dedicated Tax Manager. They are responsible for ensuring we comply with relevant taxation obligations, accurately account for taxes when due, and carry out tax planning.

Data protection

We follow strict cyber risk and data protection policies to ensure the personal data of our employees is processed fairly, lawfully, and transparently. Our policy abides by the relevant data protection regulations for the jurisdictions in which we operate. We are also certified to the Cyber Essentials standard.

With external suppliers and customers, our agreements require compliance with data protection law where relevant.



Supplier engagement

To achieve our vision of a sustainable plastics value chain, we have developed a Supplier / Licensee Code of Conduct that sets out the principles and commitments required of our suppliers and licensees as part of a business transaction with us. One of the central principles of the Code is to ensure that those we contract with respect the human rights of all people, with regard to the UN Guiding Principles on Business and Human Rights, along with other internationally established Principles.

Under the Code, those who agree to abide by the Code are responsible for ensuring that they, their employees, officers, directors, and any subcontractors comply with the standards set out in this Code. The Code also asks that every signatory ensures their suppliers, contractors and business partners, participating in the delivery of products or services to Plastic Energy, also comply with the Code. The Code is incorporated into our licensing agreements as part of the standards that our licensees sign up to.

The requirements within the code of conduct have been incorporated into the Supplier Onboarding Procedure, managed by the procurement department, which ensures that any supplier requesting to work with Plastic Energy shall have all the attributes requested in the Code of Conduct, further enhanced by additional requirements in the questionnaire issued to suppliers as part of the onboarding procedure.

Looking Ahead



Looking ahead

The key milestones for Plastic Energy in the coming 12 months will be the start-up of our JV plants, SPEAR and TEPEAR. Taking these plants to stable operations will mark an important milestone for the whole industry.

In parallel, our technology development roadmap comprises a number of new products to be launched in the coming 18 months, which target the improvement of economic returns as well as a reduction in carbon emissions.

We look forward to continued progress in policy including in the finalisation of the fuel-use excluded mass balance approach to accounting for recycled content, as well as further clarity on other details within the PPWR. Other EU policy packages such as the Clean Industrial Deal and the Circular Economy Act expected in 2026 will also likely provide further support for recycling and innovative clean technologies.

We are also encouraged by progress in other parts of the world – including moves towards recycled content requirements in India and Japan, and the proliferation of Extended Producer Responsibility (EPR) schemes. We hope for a positive outcome from the Global Plastic Treaty negotiations that can accelerate progress in both of these areas on a global level.

“We have defined a roadmap to decarbonise our technology, optimise the efficiency of our TACOIL™ production, and valorise the by-products from our TAC™ process into other circular products.”

In addition, through our technology roadmap, we continue to focus on the improvement and optimisation of our technology, targeting a higher recycling rate, greater throughput, as well as reduced environmental impact.

The chemical recycling industry is poised for a significant upswing as we approach 2030, when mandatory targets within the PPWR kick in. As a first mover in the industry, Plastic Energy is well-positioned to scale up our technology deployment in order to meet the increase in demand for circular plastics and tackle plastic waste.

We are committed to continually optimising the energy efficiency of our process. We have defined a near-term technology roadmap to decarbonise our technology, optimise the efficiency of our TACOIL™ production, and valorise the by-products from our TAC™ process into other circular products.






CONTACT

 info@plasticenergy.com

 plasticenergy.com

 [Plastic Energy](https://www.linkedin.com/company/plastic-energy)

 [@plasticenergyrecycling](https://www.instagram.com/plasticenergyrecycling)