



SUSTAINABILITY REPORT

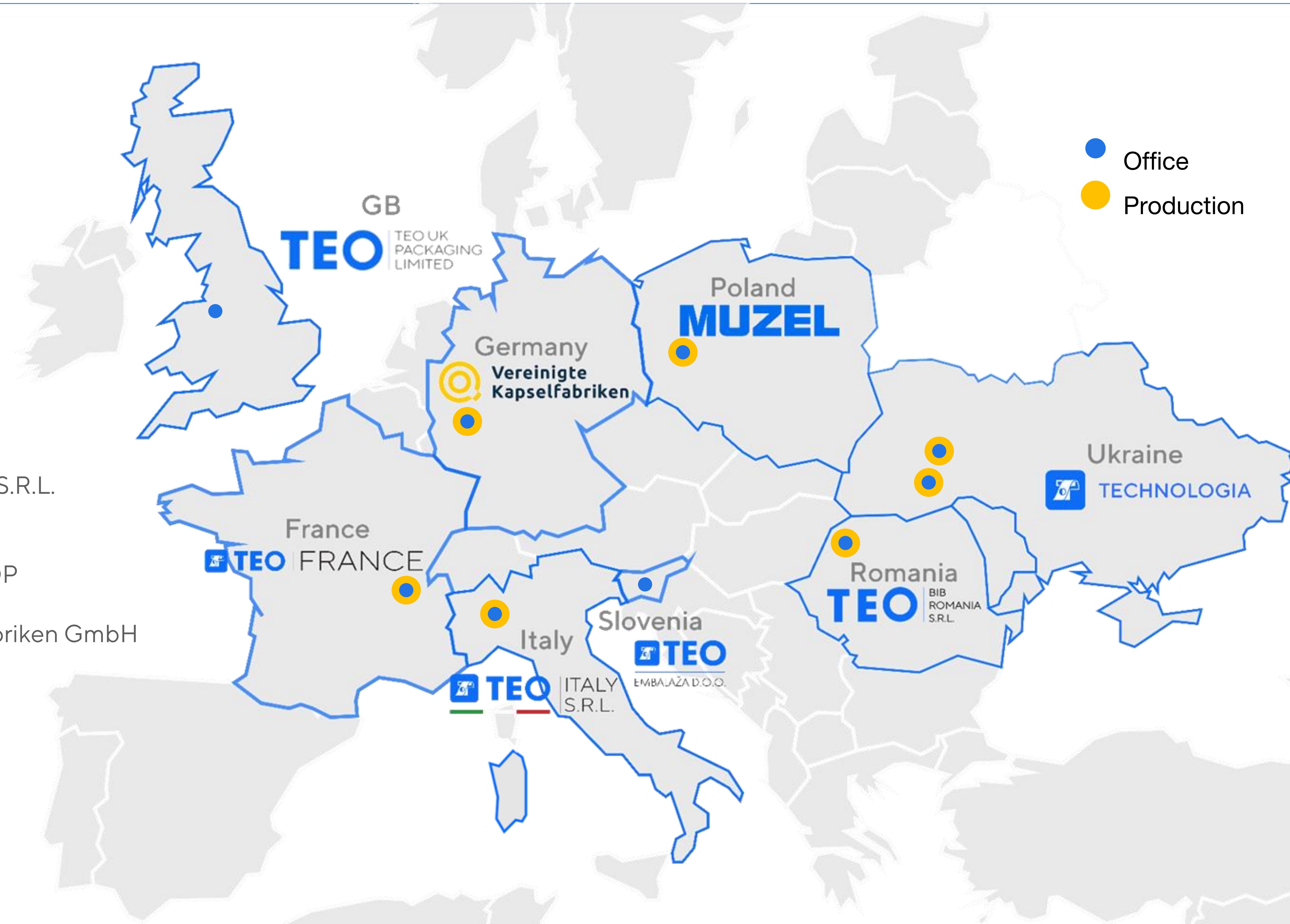
2025

EUROPEAN FOOTPRINT

60+ countries for export

7 production sites

Ukraine: TECHNOLOGIA JSC
Poland: MUZEL Sp. z o.o.
Romania: TEO BIB ROMANIA S.R.L.
Italy: TEO ITALY S.R.L.
France: TEO FRANCE S.A.S.
United Kingdom: TEO UK SHOP
Slovenia: TEO EMBALAŽA
Germany: Vereinigte Kapselfabriken GmbH



35

The ART of Packaging

35 years in packaging industry.

24/7 operation.

33 664 m² total production area.

900 employees.

*

BRC Global Standard for Packaging Materials

Status of an authorized economic operator (AEO)

BRCGS

Packaging Materials

CERTIFICATED





PEOPLE + INNOVATION AND INVESTMENT + PLANET = SUSTAINABILITY



TECHNOLOGIA GROUP adheres to a policy of honest and open labor relations.

The company employs more than 900 people. We value our employees and strive to ensure decent and safe working conditions, access to continuous lifelong learning, and to improve the quality of life of our employees and their families, as well as the communities where we operate, by promoting sustainable economic development and providing social support.



Ways to achieve global goals towards “a person is the greatest value”

- The Group is committed to fostering a culture of dedication to a common cause, teamwork, openness, transparency, and fair remuneration. Employees receive competitive salaries and have access to various benefits and support programs tailored to local needs across the Group companies.
- Provision of social guarantees, bonuses and employee support initiatives. Depending on the company, these include housing cost compensation, transportation and fuel cost reimbursement, company vehicles, gift certificates, support for vision care, and flexible, hybrid or remote working arrangements.
- Support for employees’ professional development through training programs, foreign language courses, and continuous learning initiatives. In 2025, training activities included professional development programs for production personnel, educational courses, and language training aimed at enhancing employees’ qualifications and career opportunities.
- The Group also supports workforce integration and employment opportunities through dedicated initiatives. These include support programs for military veterans returning to civilian employment and internship programs implemented in cooperation with educational and employment organizations to facilitate professional development and future employment opportunities.
- Ensuring equal access to professional self-realization for women and men. In 2025, [men represented 71% of the Group’s total workforce and women represented 29%](#). Among employees holding managerial positions, [63% were men and 37% were women](#).
- Support of social projects and participation in initiatives that contribute to the development of employees, local communities, and sustainable business practices.



The Group continuously invests in sustainable development, resource efficiency, and environmentally responsible production practices. Through investments in technology, infrastructure, and process optimization, the Group aims to reduce its environmental footprint while improving operational efficiency and supporting long-term sustainable growth.

Key environmental and innovation initiatives implemented across the Group include:

- Investments in production development, technologies, and research and development activities.
- Development and implementation of environmentally sustainable production solutions and continuous improvement initiatives.
- Waste segregation and recycling programs at production facilities and offices.
- Energy-saving measures, including LED lighting systems and automatic lighting control sensors.
- Monitoring and optimization of resource consumption to improve operational efficiency.
- Recovery and reuse of energy resources, including heat recovery systems in production processes.
- Air quality improvement measures and initiatives aimed at reducing emissions and environmental impact.
- Responsible waste management and recycling initiatives supporting the circular economy.
- Environmental awareness activities and projects supporting sustainable development and responsible use of natural resources.



Reducing environmental impact remains one of the Group's key priorities. The Group focuses on waste reduction and recycling, efficient use of energy and resources, responsible waste management, emissions reduction, and continuous environmental improvements across its facilities. Ongoing investments in sustainable technologies, energy-efficient solutions, and environmental management systems contribute to compliance with European standards and support the achievement of the Group's sustainability objectives.



Stages of waste management process:

- Waste collection from production lines;
- Sorting by material type;
- Compaction and baling of recyclable waste using a dedicated press;
- Transportation and temporary storage;
- Regranulation of polyethylene film waste, enabling the return of industrial scrap to the production process;
- Transfer of recyclable materials to authorized recycling partners.

Polyethylene waste

Combined plastic

Aluminium waste

Paper

PVC waste

Plastic containers





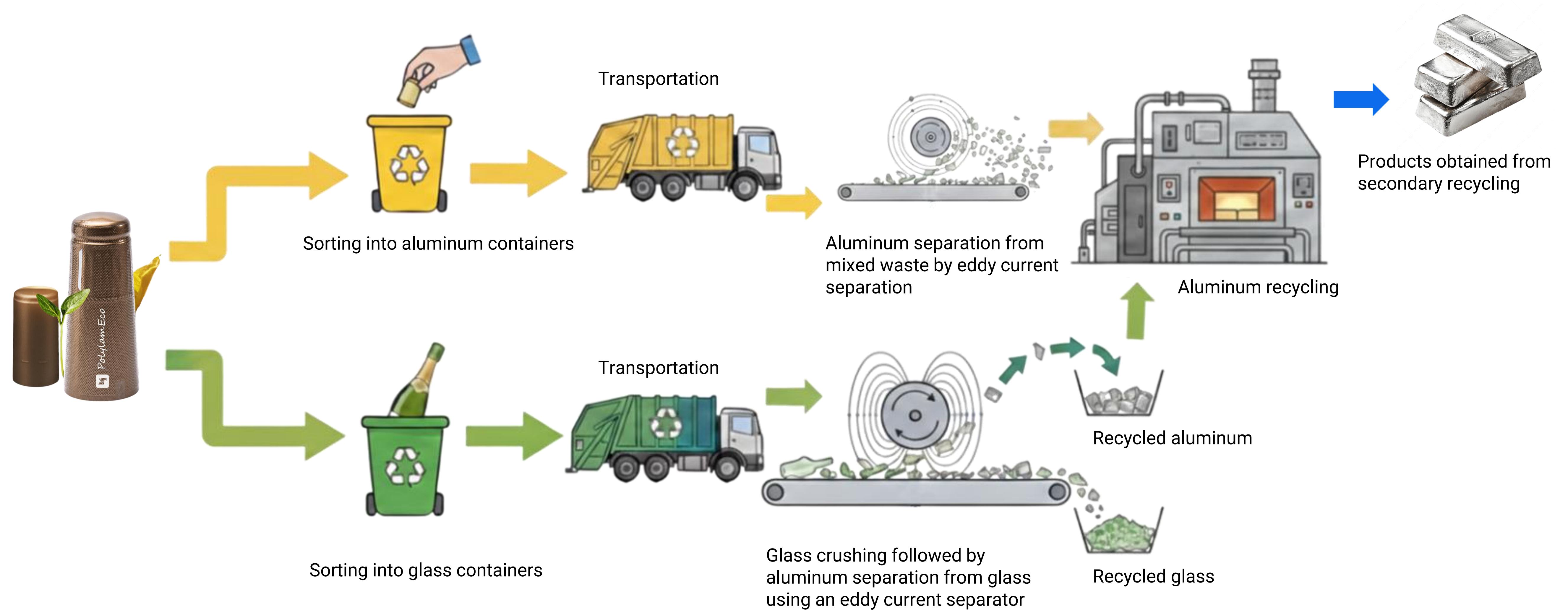
Pyrolysis Boiler Implementation: Our New Step Towards Sustainable Manufacturing

Due to the high-temperature decomposition of fuel reaching up to 1200 °C, pyrolysis gases significantly enhance fuel combustion efficiency, enabling the boiler to achieve up to 90% efficiency even when using low-quality fuels.

This high-temperature gas generation process allows for a versatile range of solid fuels to be utilized, ranging from common firewood to diverse industrial waste such as car tires, railway sleepers, rubber, plastic, fabric, leatherette, bitumen, printing waste, OSB, chipboard, MDF, HDF and more. These fuels can be used in a 1:1 ratio with firewood or independently.

The boiler's design incorporates unique features that enable it to operate continuously for up to 12 hours on a single fuel load, boasting a high level of automation, equating to gas and liquid fuel boilers.

Aluminum is 100% recyclable without losing its unique properties and can be **recycled indefinitely**.



In 2025 we recycled :

84_t
aluminum scrap (foil)



348,7_t
PE film



* processing ALU waste into blocks started in 2018

ENVIRONMENTAL KPI



We keep resources in use and minimize waste disposal.

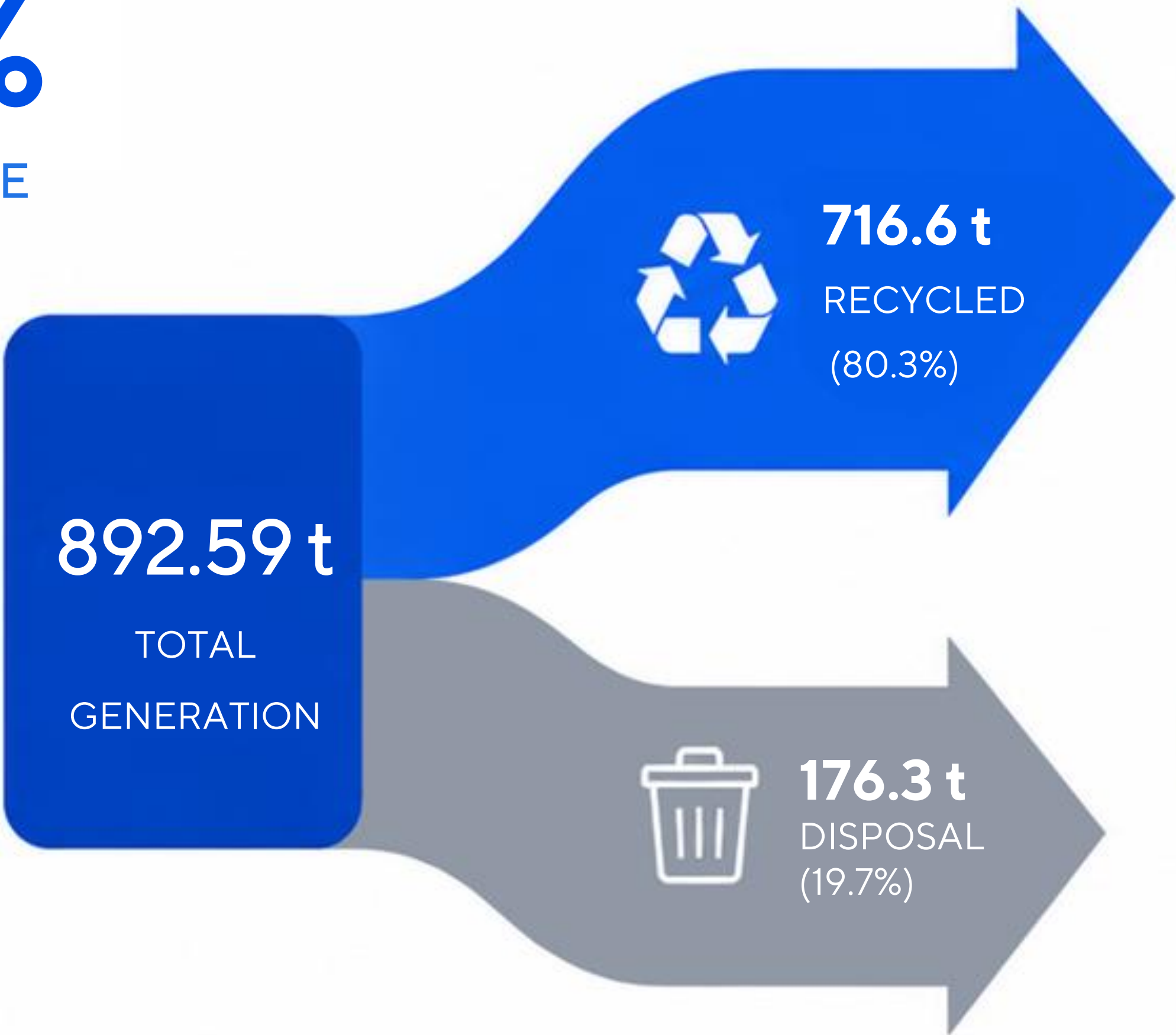
TOTAL GENERATION



- Diverted to Recycling **716.6 t (80.3%)**
- Minimized Disposal **176.3 t (19.7%)**

FROM WASTE TO RESOURCE

Maximizing circularity, minimizing impact.



MAXIMIZED RESOURCE VALUE (RECYCLED) — 716.6 t

Waste Category	Total (t)	Share of Recycled
 Metal / Aluminum	217.8	30.4%
 PE / Plastic	395.11	55.1%
 Paper & Cardboard	77.7	10.8%
OTHER (Not Material Recycling)		
 Wood	26.0	3.6%
TOTAL	716.6	100%

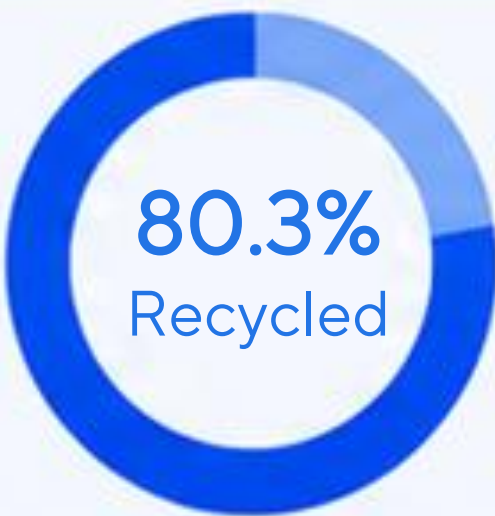
MAXIMIZED RESOURCE VALUE (RECYCLED) – 716.6 t

Waste Category	Total (t)	Share of Recycled
 Composite Packaging	59.5	6.7%
 Household & Other Waste	116.8	13.1%
TOTAL	176.3	19.7%



We prioritize circularity

Over four-fifths of generated waste is returned to the economy through recycling.



716.6 t

of materials returned to the circular economy



176.3 t

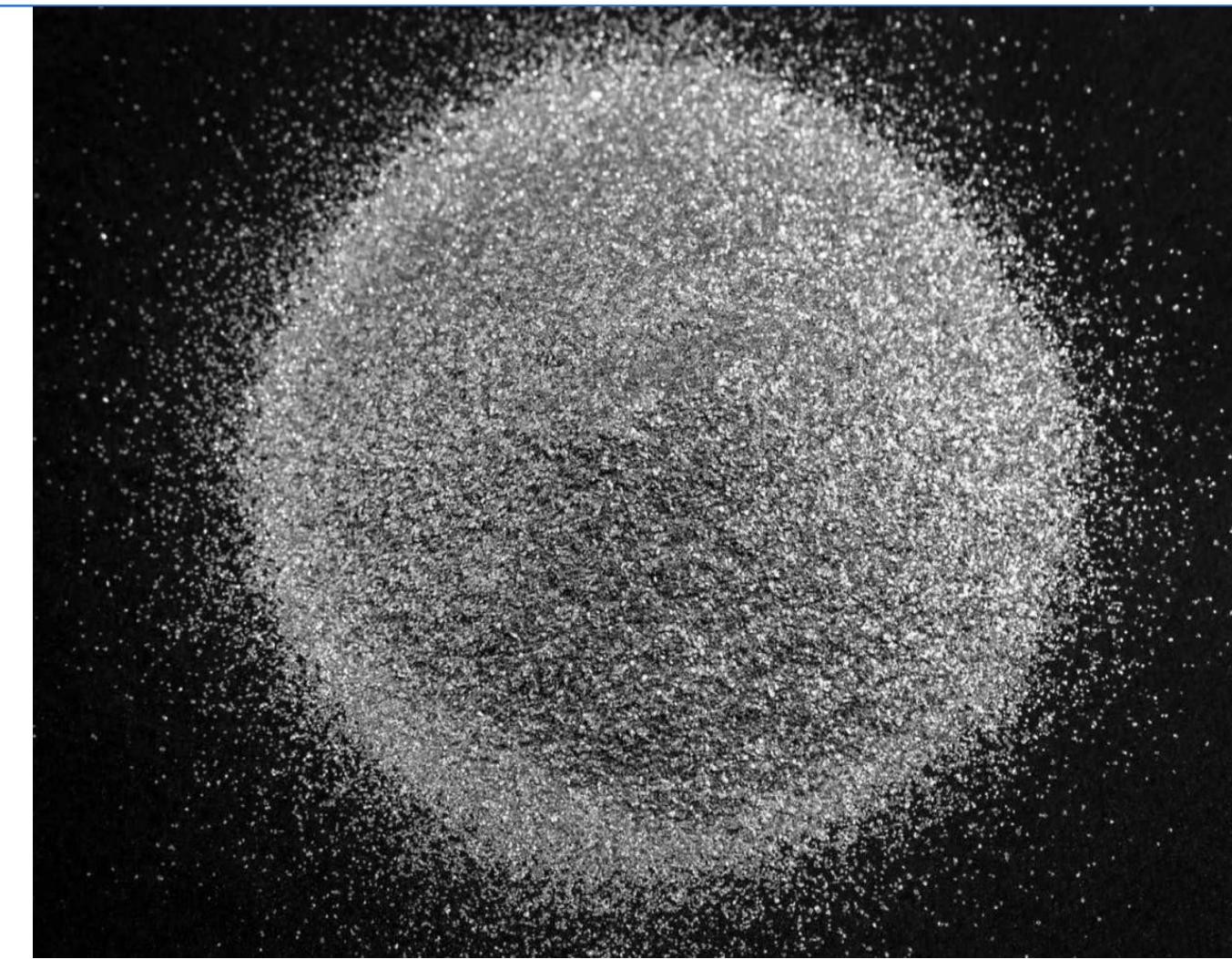
of materials required final disposal.



Less waste. More value. Stronger future.

Minimizing disposal today for a more sustainable tomorrow.

THE REPURPOSING PRODUCTION WASTE



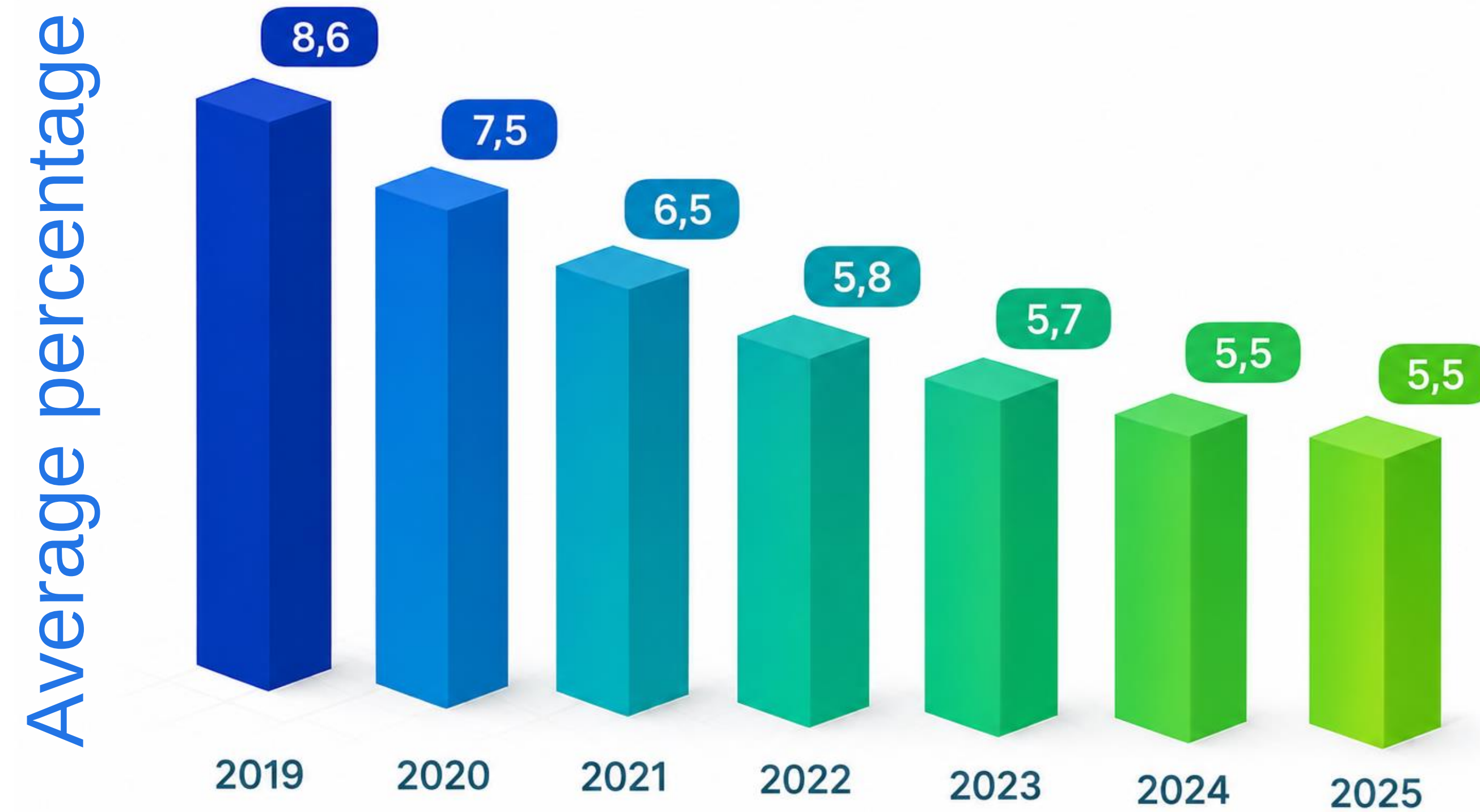
The **recycling of aluminium foil**, especially when it's a poly laminate type with layers of other materials, presents a distinctive challenge. However, when processed, it is converted into fine aluminium powder and granules. These by-products are valuable in various industrial applications, including the manufacturing of welding electrodes and in metal smelting. This recycling approach reduces waste and contributes to the efficient use of materials by giving discarded foil a new purpose and extending its life cycle.

Polymeric waste is incorporated into sand-polymer mixtures to produce paving slabs, curbs, and manhole covers. This approach not only enhances the mechanical properties and longevity of these products but also contributes to environmental sustainability by recycling plastic waste. The polymeric materials in the mixture improve the flexibility, strength, and resistance to weathering of the final product, making it a more resilient and eco-friendly option for infrastructure.



SCRAP RATE REDUCTION

Over the past 7 years, TECHNOLOGIA JSC has achieved a **36%** reduction in waste, driven by continuous technical innovation, improved production planning, systematic KPI monitoring, and targeted professional development initiatives.



This plastic-free foil capsule is 100% recyclable and reflects our dedication to reducing plastic waste. Let's work together to build a world where business and the planet are in harmony!



Made of mono-material



Simplicity & ease of recycling



Creation of any design



Unlimited recyclability



*The mono-material capsules fully comply with the food contact materials Regulation 1935/2004.



LABELS AS PART OF
A RESPONSIBLE FUTURE

Aluminum is a material that can be recycled multiple times without losing its physical properties. Within the circular economy, it helps to reduce the consumption of primary resources and optimize production cycles.

ENVIRONMENTAL COMPATIBILITY

GreenTech Eco-Capsule for Wine:
30% Recycled Materials
100% Brand Presence



ENVIRONMENTAL COMPATIBILITY



Future-proof your brand with the PolylamEco bottle capsules.

Designed to help brands stay ahead of EU PPWR regulations, the PolylamEco capsule combines innovation with proven sustainability. With over 70% certified recyclability, it has earned an impressive "Good" rating of 17/20 from Interzero.



interzero[®]
zero waste solutions

Certificate

Made for Recycling
TECHNOLOGIA JSC

We hereby confirm the recyclability of the following packaging:
Capsules "PolylamEco": CAPSULE FOR BEVERAGE BOTTLES; DECORATIVE CAPSULES FOR BOTTLES.

Test results

Good

17 from 20 Points

International Assessment
Test result of recyclability for:
Test result reduced by recycling infrastructure for:

**DE,AT,IT,FR,ES,BE,NL,UK,SE,NO,FI
DK,PL,SI,PT,AU,US,CN,HK,SG**

Recycling infrastructure
Mass fraction of packaging available for recycling:
Designated recycling stream for this assessment
Recyclability grading

**>70%
Aluminium
C**

Recycling infrastructure
Criteria and evaluation methodology of the bifa Umweltinstitut GmbH, tested by the Fraunhofer Institute for Process Engineering and Packaging (Fraunhofer IVV), last updated: 01.09.2025
Testing is based on the criteria for material recyclability:
DIN EN 13430
Minimum standard from ZSVR

This certificate 3539 is based on the prior packaging analysis with corresponding number 3574 and is valid until 12.11.2027 (two years after issue). Any change in the packaging components will render this certificate invalid.
Köln, dated 14.11.2025

Test and evaluation executed by
Interzero Recycling Alliance GmbH

Evaluation methodology developed by
bifa Umweltinstitut GmbH


Frank Kurat
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Managing Director
Interzero Plastics Innovations d.o.o

 
bifa Umweltinstitut
Prof. Dr. Nadine Warkotsch
Managing Director

INTERZERO-CERTIFIED INSERTING BAGS



zero waste solutions

Certificate

Made for Recycling
TECHNOLOGIA JSC

We hereby confirm the recyclability of the following packaging:
Inserting-bags

Test results
Good
17 from 20 Points

Testing standard:
Criteria and evaluation methodology of the bifa Umweltinstitut GmbH, tested by the Fraunhofer Institute for Process Engineering and Packaging (Fraunhofer IVV), last updated: 01.09.2023

International Assessment
Test result of recyclability for: DE,AT,IT,FR,ES,BE,NL,SE,NO
Test result reduced by recycling infrastructure for: DK,PL,UK,SI,PT

Testing is based on the criteria for material recyclability: DIN EN 13430
Minimum standard from ZSVR

Mass fraction of packaging available for recycling 97%

This certificate 3236 is valid until 27.05.2026 (two years after issue). Any change in the packaging components will render this certificate invalid.
Köln, dated 29.05.2024

Test and evaluation executed by
Interzero Recycling Alliance GmbH



Frank Kurat
Managing Director
Interzero Recycling Alliance GmbH



ppa. Dr. Maria Ullrich-Krump
Managing Director
Interzero Plastics Innovations d.o.o.

Evaluation methodology developed by
bifa Umweltinstitut GmbH



bifa
Umweltinstitut



Prof. Dr.-Ing. Wolfgang Rimmel
Managing Director

97%
recyclability



Inserting Bag (Bag-in-box)

Smart Packaging for a Sustainable Future

T-TAP PTO



**T-TAP
REVOLVER**



Our commitment to sustainability fuels innovation in creating eco-friendly products and technologies that anticipate trends and provide innovative solutions. As part of this, we have developed a new tap that meets the [EU Single-Use Plastics Directive 2019/904](#) and ensures the opening indicator remains attached to the packaging closure to improve recyclability and prevent environmental leakage.



The product in Bag-in-box packaging has advantages during transportation and storage.

During the entire life cycle (from production to disposal), packaging leaves a much smaller carbon footprint. Less plastic, less water, less energy, less packaging weight, less trucks.

Thanks to its rectangular shape, the filled product takes up less space and fits perfectly on the pallet. Empty packaging is delivered flat. There is no need to use chemicals to wash the returnable packaging again. The result is lower production and labor costs.

RECYCLABLE

You can **already** order a package consisting **only of PE**.

We also manufacture a polyamide-free (PA-free) barrier **structure containing 97% polyethylene (PE)**. This solution enhances packaging recyclability and supports the transition toward a **more circular economy**.



Bag-in-box packaging – solution that protects the environment

Single bags
for hand filling machines



3.0 liters
7 200 pcs.

Bags in WEB for automatic
and semi-automatic
filling machines



3.0 liters
8 400 pcs.

Reduce the cost of transportation
and storage.

About 7 200 empty single bags can
be stockpiled on the one pallet.

About 237 600 empty single bags
can be placed in one truck.

About 8 400 empty bags in WEB
can be stockpiled on the one pallet.

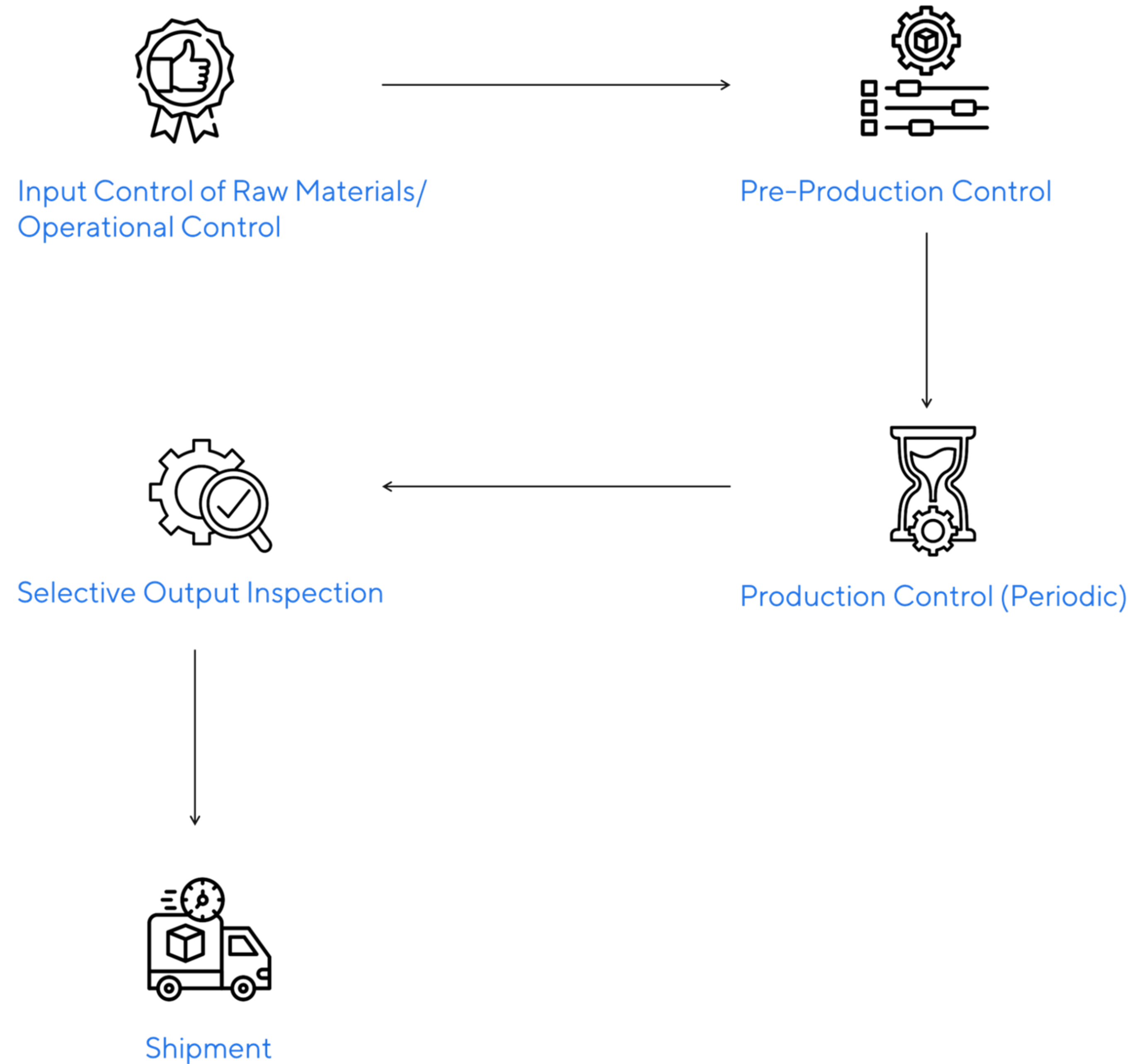
About 277 200 empty bags in WEB
can be placed in one truck.

RETURNABLE PACKAGING

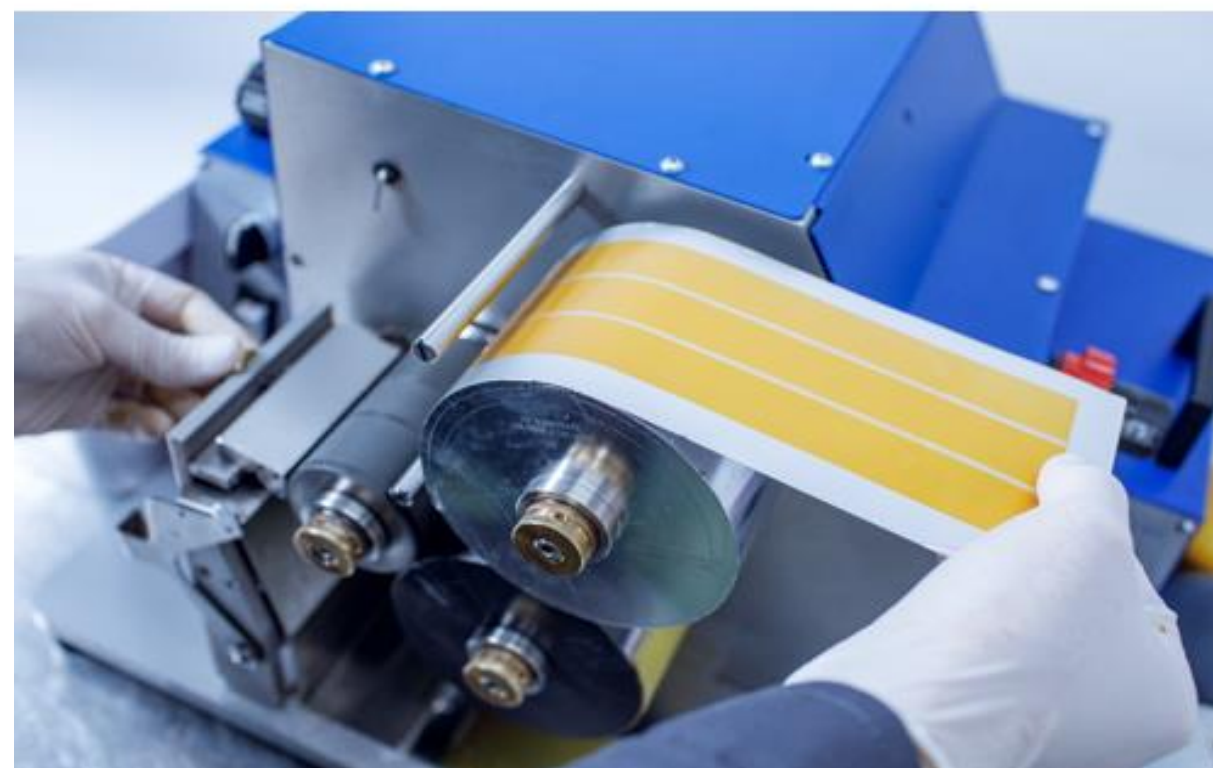
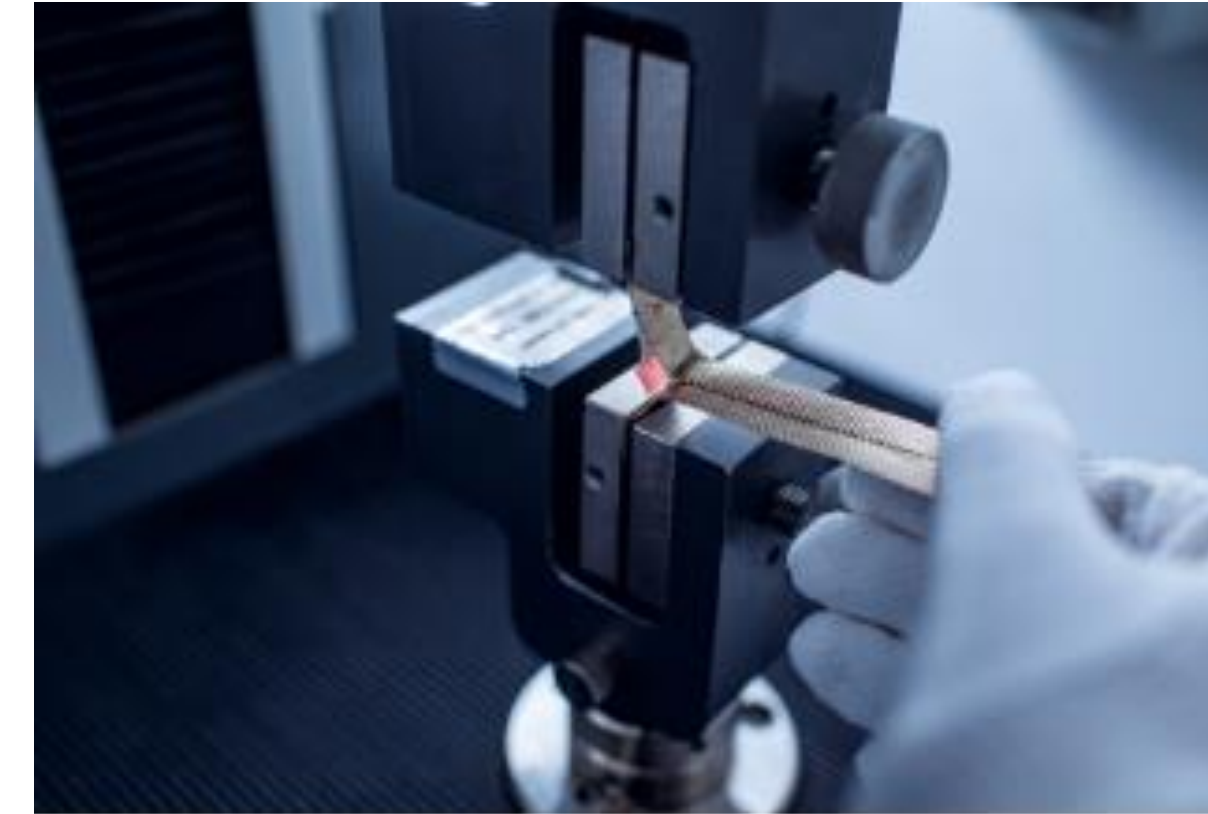
We support returnable packaging programs aimed at waste reducing.



PRODUCTION QUALITY – 24/7



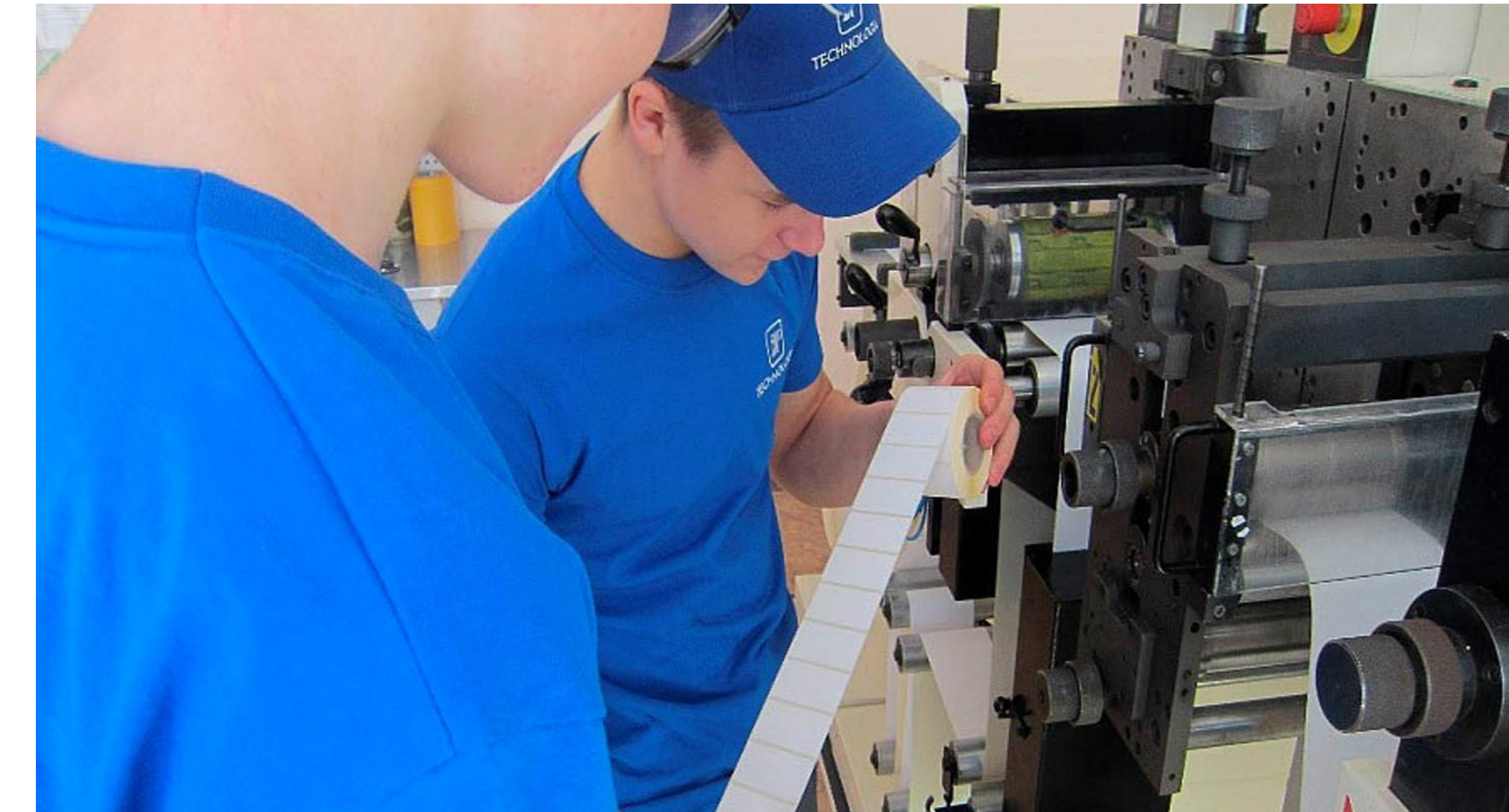
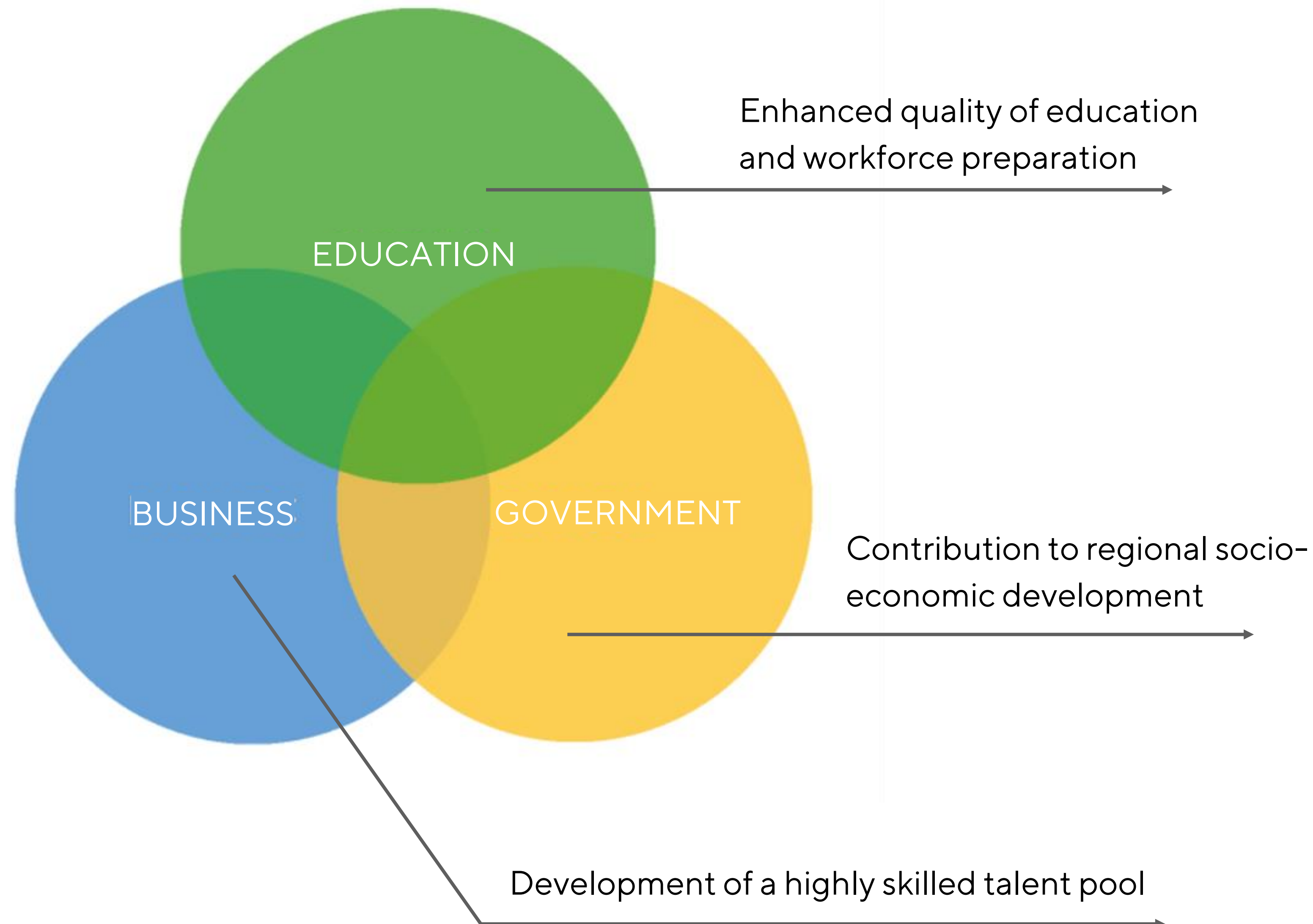
- Waste-free use of UV inks in printing process
- Color LAB
- Ink selection and preparation – less ink and time needed to set up equipment for new production run



-19,7 % less time and ink wasted on equipment setup

DUAL EDUCATION CENTRES

Dual education fosters effective cooperation between educational institutions, businesses, and public authorities. It combines theoretical learning with practical workplace experience, enabling students to acquire relevant competencies and successfully transition into employment.



THE AIM OF THE FOUNDATION

We focus our support on the refurbishment of the children's health facilities and purchase of medical equipment, financial support for orphanages and other social programs.

OUR PROGRAMS



Medicine



Education, culture,
art and sport



Orphanages



Support
people with
disabilities



Community
Association



Targeted support

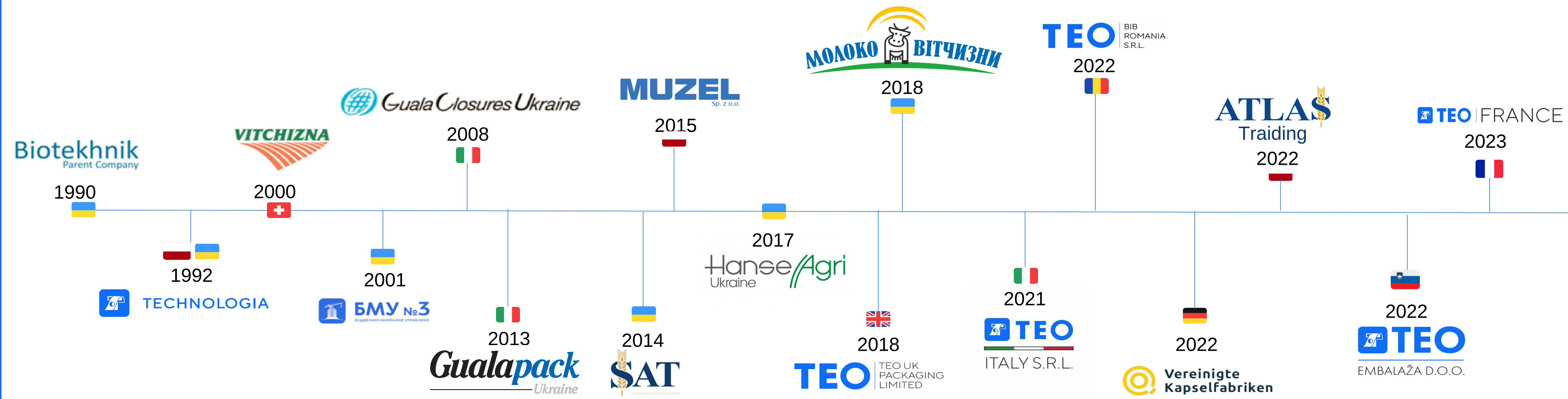


interzero[®]
zero waste solutions



Empowering responsible supply chains

TECHNOLOGIA GROUP cares and shares responsibility for future generations.



TECNOLOGIA GROUP

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