



Sustainability Report 2024

keter.com



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Letter from our CEO



Best Wishes
Udi Sagi,
Chief Executive Officer,
Keter Group

Dear all,

At Keter, we are guided by the unwavering belief that mutual respect and putting people first are the foundation of every success, a principle that drives all our actions and defines who we are. Caring for people is the cornerstone of the Keter spirit, and this year, we invested more than 100,000 hours in learning programs, more than double the hours in 2023, supporting employees in their personal and professional development. We also achieved a significant improvement in our safety record, reflecting greater adoption of a culture of safety across Keter. We strive to create a supportive, inclusive and inspiring workplace for all employees, while embracing our responsibility to support the communities where we operate.

Alongside our care for people, innovation and operational excellence remain central to our company values and sustainability approach. In 2024, we continued to drive our sustainability commitment forward, thanks to the dedicated efforts of our global Keter team.

In terms of innovation, Keter has always understood and responded to the diverse challenges of consumers' daily lives. We remain committed to developing innovative, well-designed and cost-effective products. Our innovation is rooted in sustainable principles, aiming to incorporate recycled content and ensure our products are recyclable to advance a circular economy. We also collaborated with retail customers to design products that meet specific consumer needs identified through targeted research.

As for operational excellence, we pursued enhanced automation, efficiency and waste reduction across our global plants. In 2024, we achieved a 22% reduction in normalized GHG emissions, progressing toward our 2025 target of 25%. We also doubled renewable energy procurement and reduced landfill waste to 5%, advancing toward our goal of zero waste to landfill.

Together, we are molding a future where innovation, sustainability and care for people are not just aspirations but the foundation of everything we do. Let us continue to push boundaries, inspire change and create a better tomorrow, one step, one idea and one act of care at a time.

Udi Sagi
Chief Executive Officer



The Keter Everyday 2025 Sustainability Pledge



Better Products
for Better Places

Better Planet

Better Business

- **55%** of recycled content in total production
- **30%** of sales from innovation
- Product end-of-life programs implemented **in all regions**

- **25%** reduction in greenhouse gas emissions from production per ton of product (base year 2018)
- **Zero waste** to landfill from production

- **35%** women in management and above
- **90%** employee participation in a Keter wellbeing program



About Keter



KETER FACTORIES OPERATIONAL REACH

CANADA	POLAND
U.S.	SPAIN
HUNGARY	UK
ITALY	ISRAEL
LUXEMBOURG	
NETHERLANDS	

Keter Group is a global leader and innovator in durable consumer lifestyle solutions for in and around the home. With products available in almost 100 countries, our global scale empowers us to positively impact consumers every day, everywhere around the world.

Inventors, creators, and problem-solvers who are passionate about designing products that make everyday spaces more liveable.

Our Business

Keter's products are available in more than 25,000 retail outlets worldwide and through multiple online ecommerce platforms, as well as Keter's own ecommerce channel. With a focus on sustainable innovation driven by consumer insight, we manufacture an extensive range of indoor and outdoor furniture, tool storage, storage and home, office and organization solutions.

In 2024, Keter maintained 20 manufacturing plants in 10 countries, as well as global sales and support centers. Our products are known for long-lasting usability, attractive design and unparalleled functionality. In 2024, our corporate sales were generated in Europe (51%), North America (42%) and other countries (7%).

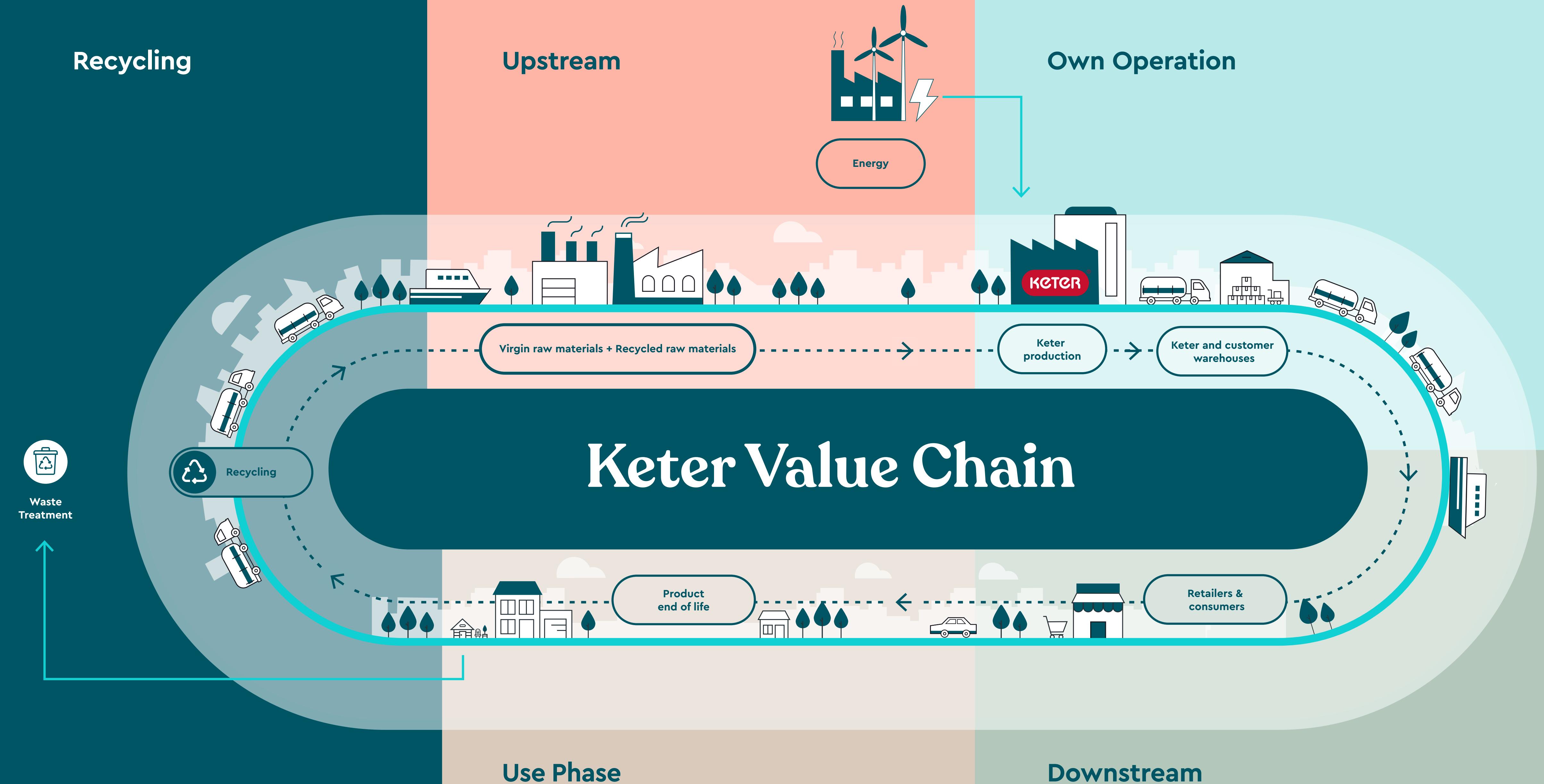
In early 2024, the lenders of the Keter Group acquired full ownership of Keter from BC Partners.



Recycling

Upstream

Own Operation





Our Brands and Products

KETER

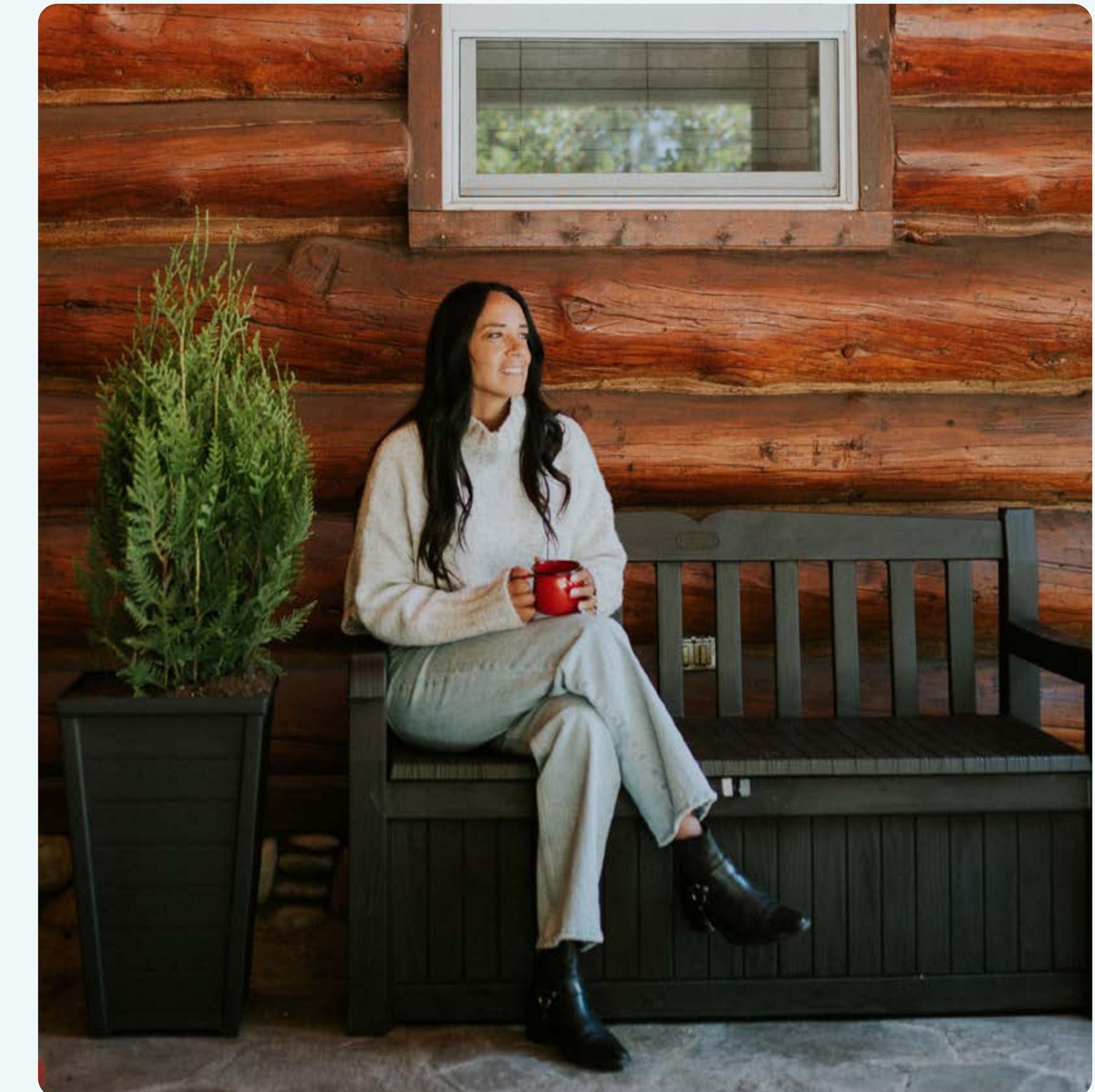
Create amazing spaces

Space is precious. Whether a garden or a garage, a balcony or a shed, space is too valuable to waste.

At Keter, we give people the tools they need to transform their spaces from ordinary to amazing. For over 70 years, we have been making good design accessible to everyone. Offering a wide range of products that surprise and inspire, are practical and made to last. Good design isn't just about how something looks but also how it works. It is how we unlock the potential of any space to make it amazing. In a world where space is precious, we make every space count.

Additional brands

of the Keter Group:

[Stewart](#)[breezesta™](#)[ADAMS USA](#)[CASUAL LIVING UNLIMITED](#)[ALLIBERT](#)[AP medical](#)



Our Brands and Products

CURVER.

Welcome home

One minute you recognize your home; the next you don't. Mess just happens. There's a name for this – it's called life. Curver inspires you to feel like you can get your home back and to enjoy living in a stylish and organized way. Because sometimes all you really want is for home to feel like home.

Additional brands of the Keter Group:

[Stewart](#) [breezesta™](#)





Our Purpose

At Keter, we're driven to invent. We create lifestyle solutions for in and around the home in ways only we can. We design with the most innovative technologies and build with sustainable materials to create products that enhance peoples spaces and elevate their experiences. We're constantly looking for the new to shape what's next — relentless in our pursuit of solving the needs of today while designing for tomorrow.

We're shaping what's next for a better day.

Four principles drive our brand and product development:

- We invent what's new and next
- We create solutions for the global marketplace
- We design with people in mind
- We build in a sustainable manner





Innovation

We continuously innovate products and processes to meet the needs of our customers and consumers.

Entrepreneurship

We are passionate, optimistic and never give up.

One team

We are ONE Keter.

Agility

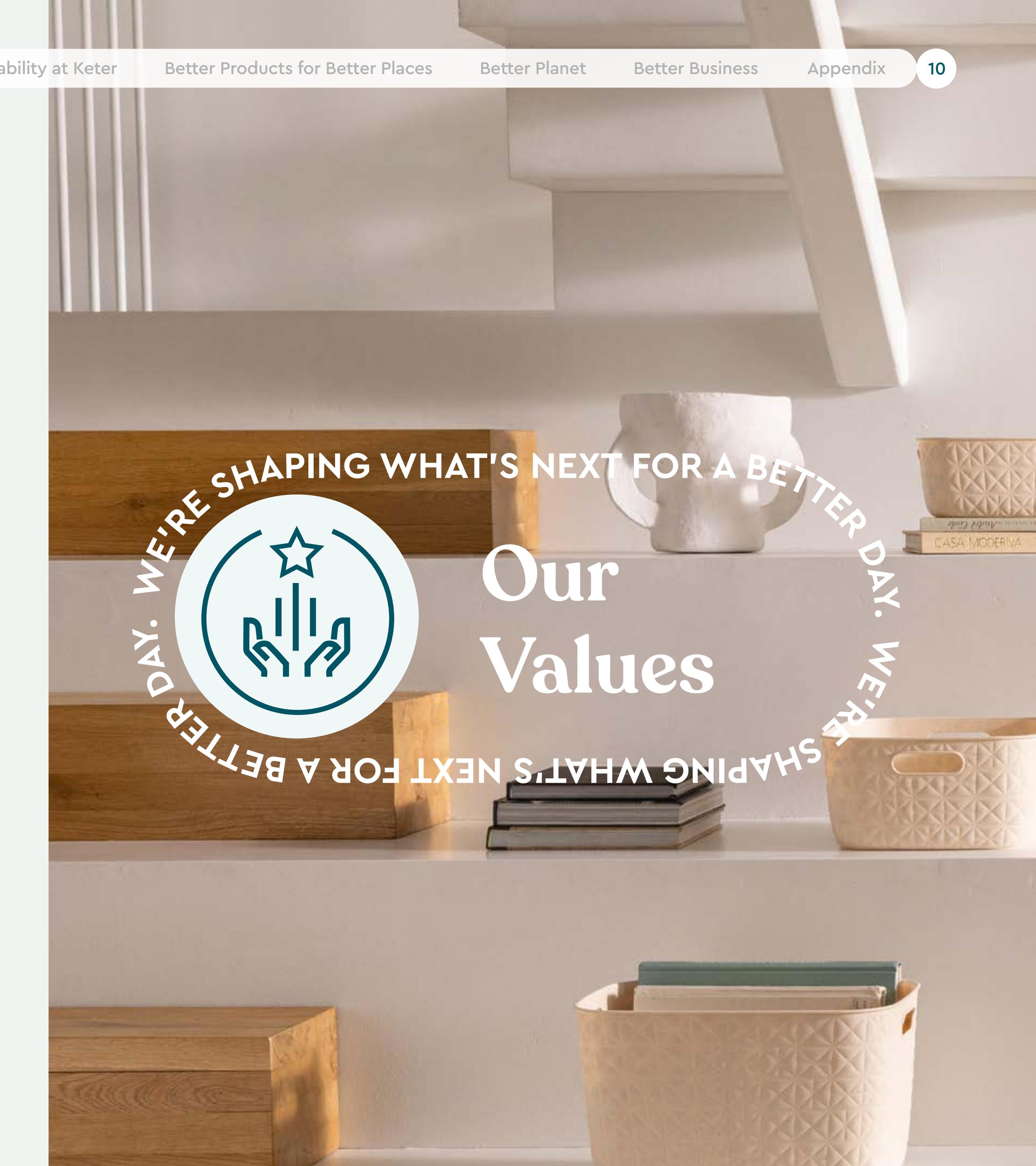
We respond positively to change.

Respect

We believe in diversity and ensure that everyone feels welcome, valued and safe in the workplace.

Accountability

We deliver what we promise.





Sustainability at Keter

At Keter, we believe in a better world, and that it's up to us to help shape what's next for a better day. Everything we do must be guided by our aspiration to invent and create in ways that improve the quality of life for our customers and deliver value for all. As part of a global community, we aim to be a positive contributor to a prosperous future for people and for the planet. Our strategic approach to sustainability is supported by measurable goals and focused on the areas in which we can make the biggest impact.

We defined our sustainability priorities in a comprehensive materiality assessment conducted in 2019, drawing input from a wide range of sources and stakeholders. These priorities reflect our most significant impacts on people, communities and the planet, aligning with global imperatives as defined by the United Nations Sustainable Development Goals (SDGs).

In 2024, we reconfirmed these priorities as still relevant while recognizing the need to refresh our assessment in the light of changes in our business, society and the environment in recent years.

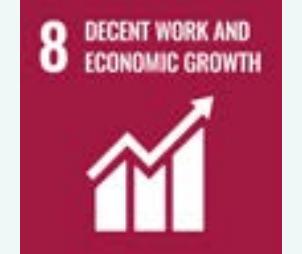
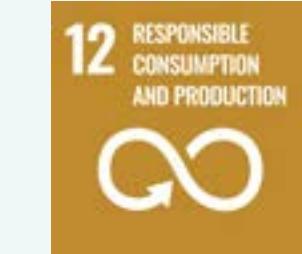
Keter's Material Impacts

Consumer Benefit
Product Innovation
Circular Economy

Climate Change
Supply Chain
Management

Ethical Conduct
Responsible Employer
Community Investment

Alignment with the UN Sustainable Development Goals





Our 2024 Sustainability Performance

- Achieved
- Significant progress
- More work to do

Pillar	Goals	2025 Targets	Progress in 2024
Better Products for Better Places	Deliver affordable, innovative lifestyle solutions for different people and places and advance a circular economy through use of recycled content and recyclable design.	55% of recycled content in total production	● 43% achieved (2023: 41%). We continue to work on technologies and sourcing to increase viable sources of recycled raw materials. See section: Advancing Circularity
		30% of sales from innovation	● 26% of sales from innovation (2023: 27%). See section: Innovating and Shaping What's Next
		Product end-of-life programs implemented in all regions	● Continued progress in Europe, including partnerships to expand impact. See section: Advancing Circularity
Better Planet	Mitigate climate change risk through operational efficiencies and environmentally positive actions throughout our supply chain.	25% reduction in greenhouse gas emissions from production per ton of product (base year 2018)	● 22% cumulative reduction per ton of product achieved versus 2018 baseline (2023: 26%). Over the same period, absolute Scope 1 & 2 GHG emissions reduced by 21%. See section: Protecting Our Climate
		Zero waste to landfill from production	● 5% of waste was sent to landfill (2023: 6%). 7 plants (2023: 5 plants) representing 36% of global production globally achieved Zero Waste to Landfill. See section: Zero Waste
Better Business	Deliver business, and social value through ethical conduct, an engaged workforce, and community investment.	35% women in management and above	● 34% of executive and management levels were women (2023: 32%). See section: Empowering Our People
		90% employee participation in a Keter wellbeing program	● 69% of employees confirmed their participation in at least one wellbeing event in our regions (2023: 80%). See section: Advancing Employee Health, Safety and Wellbeing

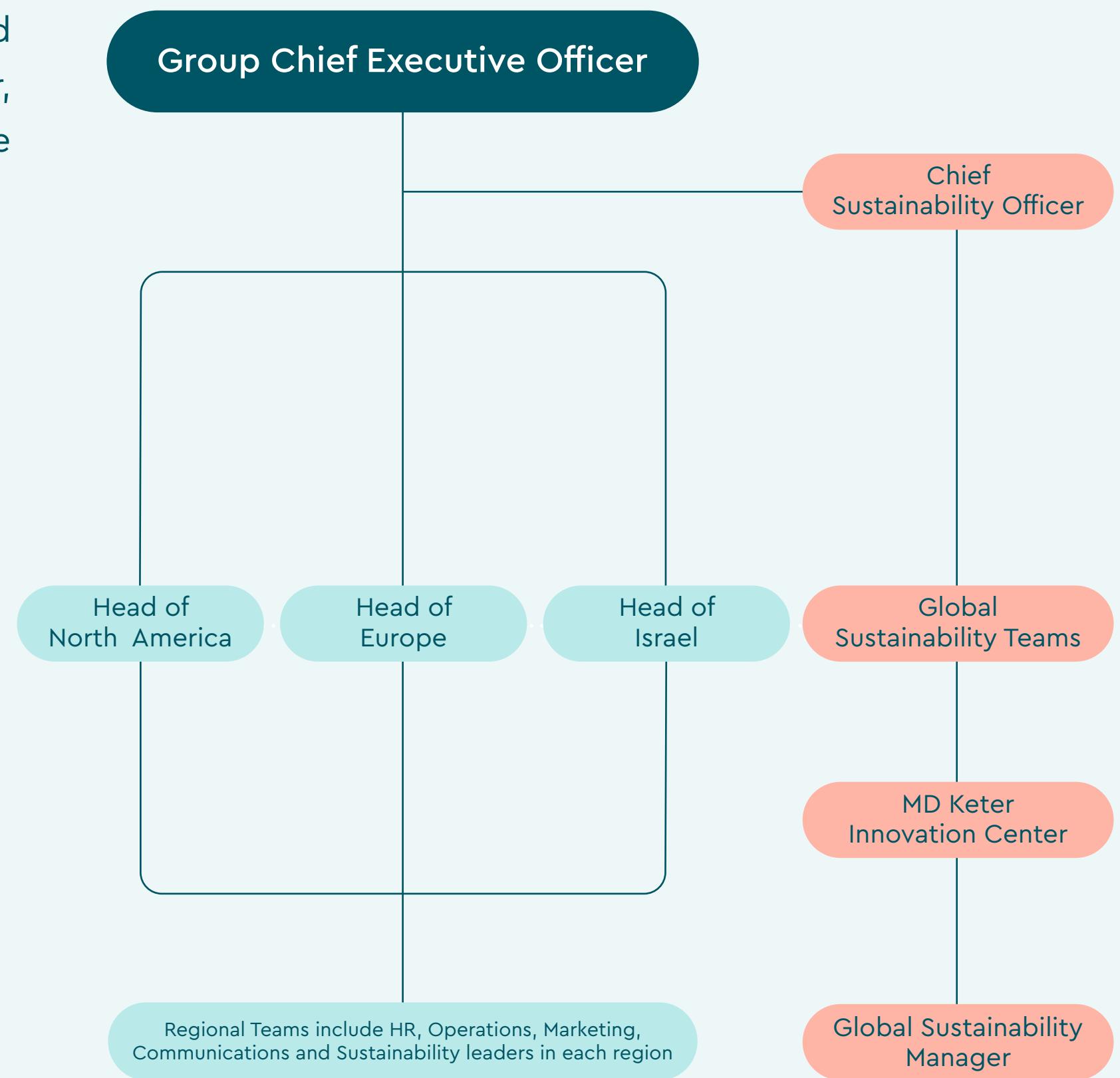


Sustainability Governance

Accountability for the delivery of our sustainability strategy and performance rests with our Chief Executive Officer and the broader executive team. To drive implementation training and communications consistently throughout our regional operations, we maintain a networked structure led by our global Chief Sustainability Officer (CSO), who is also an executive team member. The CSO is supported by specialists at the corporate center and Global Sustainability Team representatives in each region. At the regional level, teams are in place to apply sustainability practices in each country.

In 2024, the Global Sustainability Team met weekly and reported quarterly to executive management on progress against our sustainability strategy and goals and cross-organizational sustainability initiatives. Regionally, teams met monthly to review progress in each region. At the global level, we communicate regularly on sustainability matters with quarterly newsletters to inspire employees with progress updates from across Keter and training events covering aspects of sustainability.

In 2024, we held more than 10 sustainability-focused meetings and training events for employees across Keter, and sustainability managers and teams participated in more than 15 external conferences and webinars.





2024 Sustainability Highlights

**BETTER PRODUCT
FOR BETTER PLACES**



111

111 new products launched globally

26%

26% of total sales from innovation through new products launched in the past 4 years

247

247 new patents applications for Keter products in 2024, with a total number of registered patents of 2,850

98%

98% recycled polyaluminium (POLYAL) content in new outdoor planter range developed in collaboration with key partners



2024 Sustainability Highlights

BETTER PLANET

22%

22% reduction in GHG emissions (Scope 1 & 2) per ton compared to 2018 base year

43%

43% recycled content in overall production

5%

5% of total waste to landfill, the lowest rate ever achieved

7

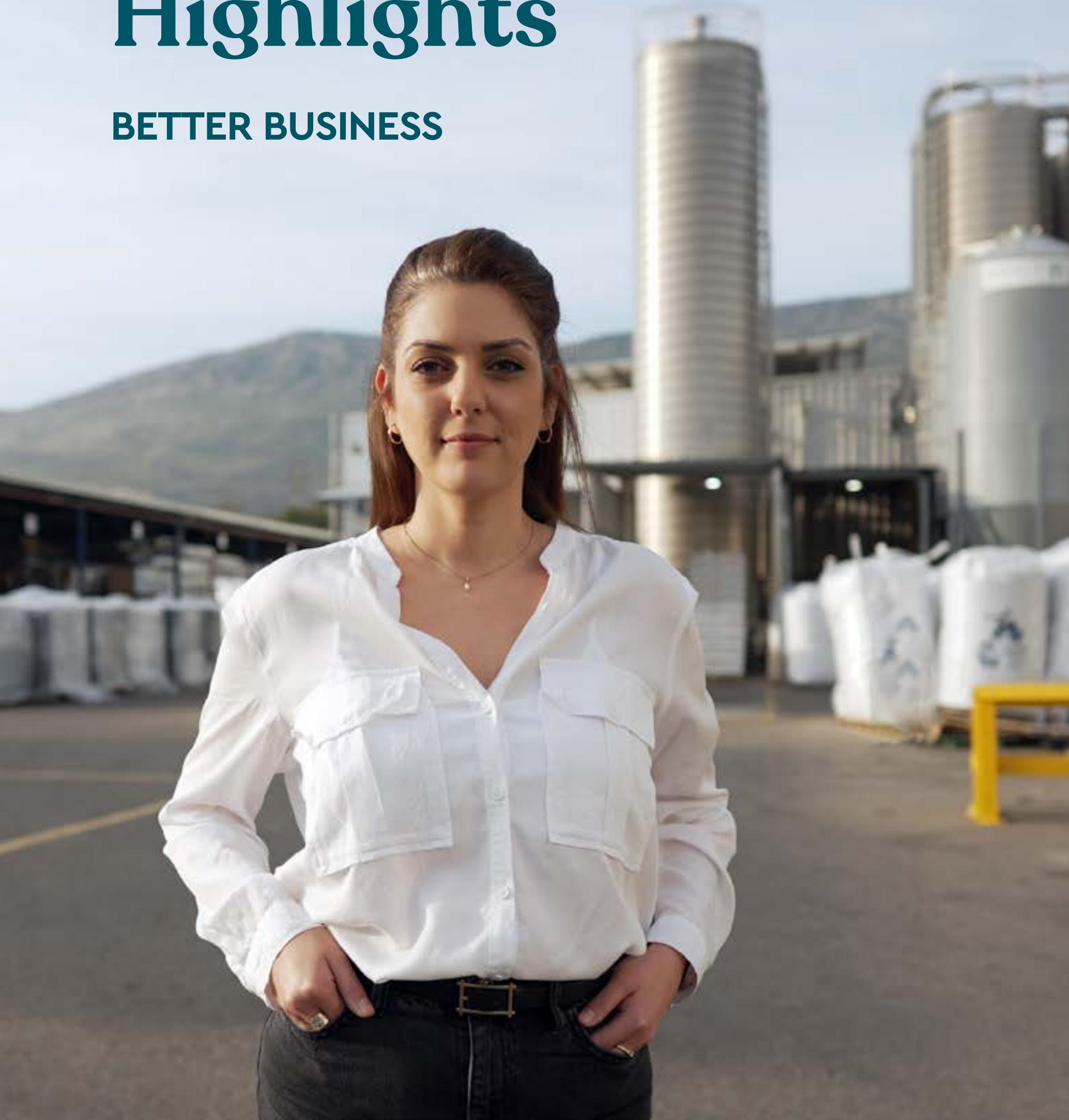
7 plants achieved Zero Waste to Landfill representing 36% of our global production





2024 Sustainability Highlights

BETTER BUSINESS



34%

34% women in executive and management roles at Keter globally

36%

36% reduction in Total Recordable Injury Rate for employees and contractors

103,741

103,741 hours invested in training (2023: 40,800), with an average of 21 training hours per employee during the year

69%

69% of our total global employees participated in one or more wellbeing events



Better Products for Better Places

At Keter, we provide home and garden solutions with a wide product portfolio to meet a diverse array of lifestyle, home décor, organization and storage needs.

Our products are designed with a high content of recycled raw materials and made to last for many years; when they reach the end of their first life, they could come to life again in another form through recycling.

Better Products for Better Places means affordable lifestyle solutions based on innovative technologies and sustainable materials, meaning that customers can enjoy Keter products knowing we have taken steps to minimize our impact on the planet.





Affordable Lifestyle Solutions

Keter's products are designed for people who seek maximum functionality, comfort and convenience while respecting the planet. Our long-life, resin-based product ranges are durable in all weather conditions and climates and meet a variety of home, office, garden and yard organization, storage and hosting needs at prices that compare favorably to products made from wood, metal, glass or other materials. With sustainable design at our core, we offer consumers useful, comfortable, affordable and durable products.

Offering Consumers More Choices

We continuously strive to expand choices for our customers, including the way they connect with Keter and purchase our products to meet their lifestyle needs. Our direct-to-consumer sales channel (Keter.com) continues to grow in several countries including North America, Europe and the UK. In 2024, we expanded the channel to bring our presence to a total of 8 countries.

With each new geography, we establish targeted product selections and a distribution infrastructure to enable

customers to source the products they love directly from Keter in the most efficient way. Our direct-to-consumer channel complements the existing online and in-store offerings of our large retailer customers in different countries, offering consumers a complete range of options to suit their purchasing preferences.

Co-creating With Our Customers

Nothing give us more satisfaction than co-creating products with our customers, designing and deciding together at each step of the way, to create affordable, functional and appealing products that are meticulously targeted to make lives better and easier for consumers. We are thrilled to have completed the development of a first-of-its-kind line of products, co-created with our longstanding customer, Target.

The idea was born in 2023 when Target visited our Canada plant to discuss innovation and opportunities to more closely meet consumer needs in a sustainable way. After months of intensive research into consumer habits, hundreds of

different concepts and shared design drawings, 17 different product prototype molds and regular joint team meetings, a new home organization and storage line of products was confirmed as an innovative addition to Target's "brightroom" range.





Affordable Lifestyle Solutions

The new range offers a flexible, multi-functional modular system for stackable storage and organizer units of different sizes, that can be combined to meet a host of different needs from organizing jewelry and accessories, to games and crafts, to larger items including kitchen and bathroom products. Each unit can easily be moved around with the addition of wheels, or can simply be placed on a shelf, desk or floor. This kind of total adaptability is a direct response to research undertaken by Target to determine consumer preferences and requirements: consumers asked for more accessibility, more versatility, more diversity and more organization possibilities in different parts of the home.

Following intensive collaboration over almost two years, the initial exclusive range was launched in 2025.

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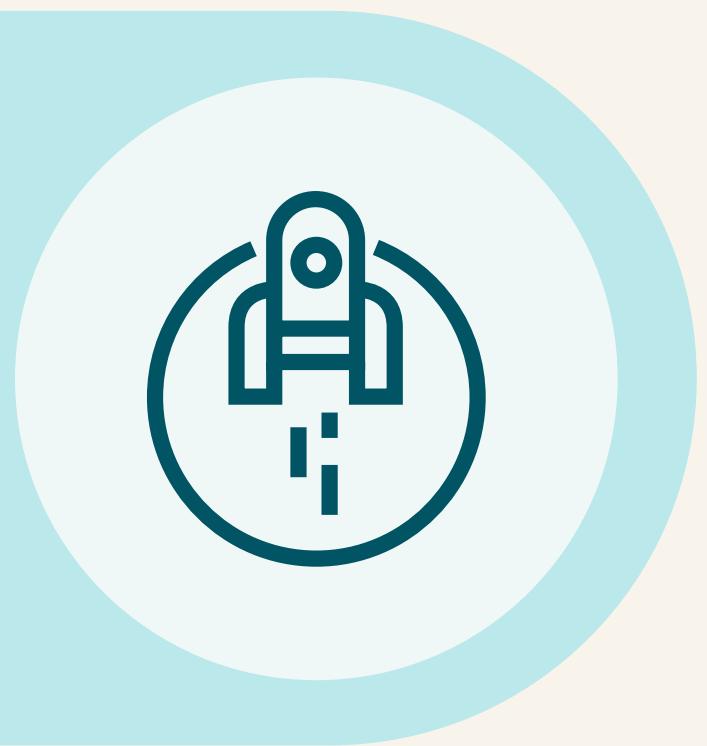
With continued collaboration, consumer insight and sustainable innovation, we expect this range to expand significantly and become a leading home organization solutions for Target. We believe the co-creation of this line leverages the best of Target's retail capabilities and Keter's innovation and design leadership.

— Eran Messalem,
New Product Development Leader,
Keter, North America





Innovating and Shaping What's Next



Innovation is how we do business and Keter continues to deliver new products across our global markets, offering customers creative and appealing designs, exceptional functionality and more sustainable product profiles to support the lifestyles of today.

Keter holds 2,850 registered patents for our proprietary innovative product designs, with several more in the pipeline. In 2024, we applied for more 247 new patents.

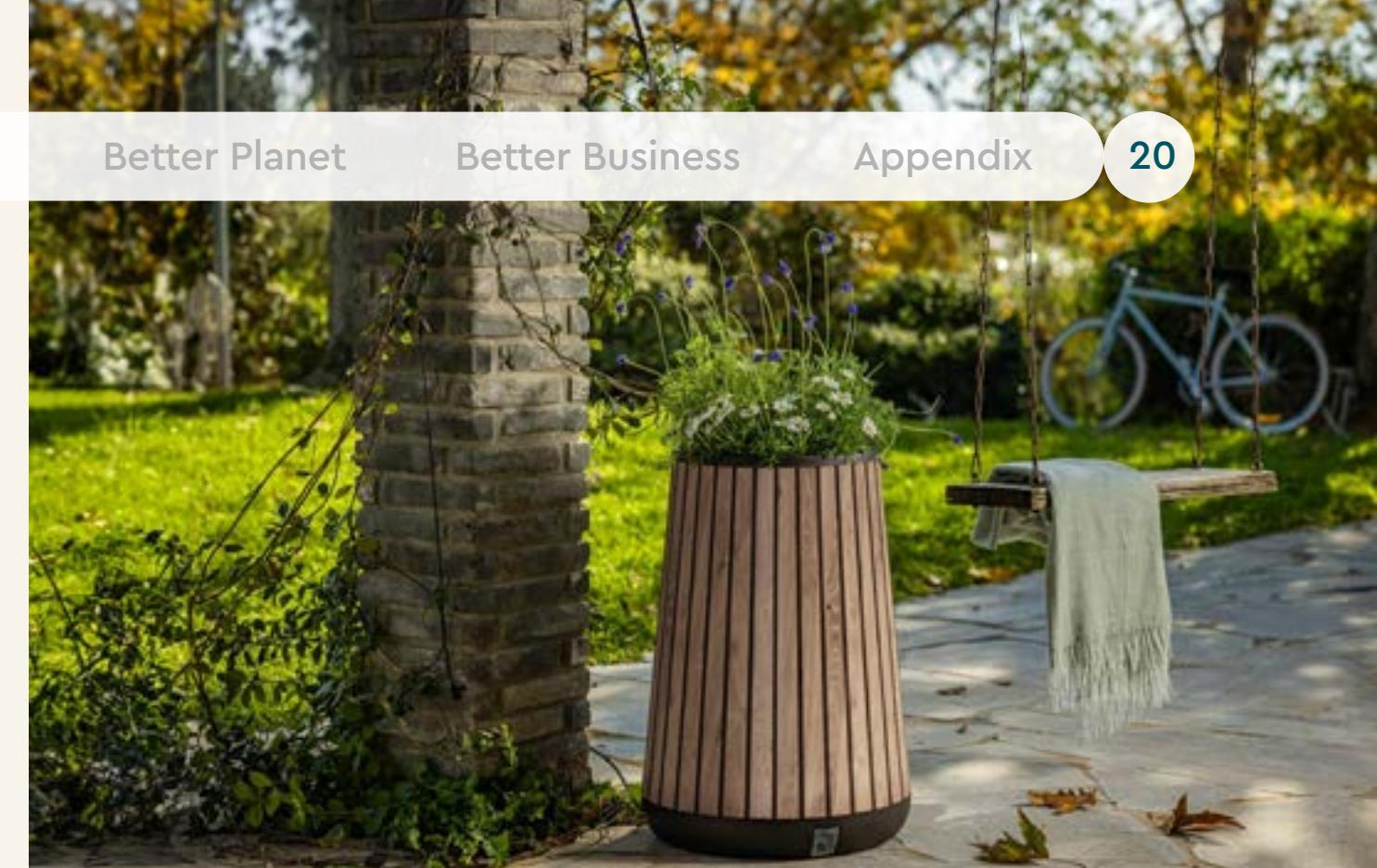
Delivering Innovative Products

In 2024, we delivered more sustainable innovation.

Some examples include:

Easy-assembly Deco Planters: We created a new line of Deco Planters to meet the needs of customers and consumers. Deco Planters are large items and take up much space in transportation and on retail shelves, and consumers are not always able to transport large items in their own vehicles. Responding to this feedback, we developed a full range of large planters that can be flat packed for transportation and storage, and easily assembled in the home. This is the first time we have attempted, and succeeded, in creating a flat packed planter, significantly reducing the transportation and storage space for such items and enabling customers to easily bring the planter home in their own vehicles.

All our Deco Planters are coated with our patented wood-like finish, and include a built-in smart watering system and drainage tray for water level indication, so that no water gets wasted as run-off after watering. Additionally, all our planters are fully recyclable.





Innovating and Shaping What's Next

In 2024, we launched 111 new products and product variations in our markets globally.

The New-Style Bar Gazebo: Based on ongoing feedback from consumers who continue to maintain the trend of entertaining outside at home, we launched our revolutionary Bar Gazebo, combining two popular products, our outdoor bar and our gazebo. The Bar Gazebo is a Keter-unique development, combining the best of our technology and creativity to deliver a durable, versatile unit that can be self assembled to offer a complete garden entertainment solution.

The Bar Gazebo can be assembled in just a few hours and is built to withstand tough weather conditions. Made from recycled raw materials, it offers an environmentally favorable, space-saving addition to any garden entertainment setting.



We continue to develop unique solutions for home and garden entertainment, embracing customer needs, with an aim of democratizing solutions that only the most affluent could afford. With Keter's durable, easy-to-maintain and budget-friendly offerings, we are providing families with better products that blend in with their lifestyles and better places to enjoy with family and friends. We have many new products in our lineup for 2025.

— Zvika Zak, Managing Director,
Keter Innovation Center



Developing Sustainable Technologies

Our dedicated Raw Materials Division works tirelessly to discover, develop, assess and commercialize a variety of raw materials from multiple sources around the world, aiming to expand sustainable options to deploy more recycled materials in our production. We work closely and collaboratively with raw material suppliers, often co-creating suitable materials and processes using innovative technologies.

In 2024, we succeeded in implementing a higher rate of recycled input, achieving up to 85% (previously 40-50%), in our black-colored products and parts for Keter's toolboxes.

In 2024, we also worked on developing new recycled material group using for injection in order to increase recycled content in dark-colored products. Following further tests, we will consider incorporating this material in 2025.

Please also read about our breakthrough achievement in recycling polyaluminum in the section: [Advancing Circularity](#).



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In any given year, we work closely on a range of materials, working with multiple suppliers and testing numerous materials. It's a long process and in many cases, even though a material might pass quality tests, commercialization may prove problematic due to capacity, regulatory or other supplier constraints. However, we learn as we go, and with the best resin technology experts in our industry, we continue to deliver innovative options for our customers, consumers and planet.

— Oran Hazan, Materials Laboratory Manager & Raw Materials Engineer



Innovating and Shaping What's Next

Improving Quality

In addition to advancing the development of new materials, our Raw Materials Division also drives continuous improvement in our quality processes.

In 2024, we made additional concerted efforts to upgrade and standardize quality procedures and implement new quality protocols, including:

Advancing a Quality Culture

In 2024, we introduced a new Quality Trustees certification course and commenced training for selected participants. We also implemented a biweekly Quality Forum for Professional Communities to advance learning on organizational quality topics. Additionally, to improve quality compliance, we assigned a designated action owner for all corrective actions raised through quality inspection procedures. This resulted in a significant increase in corrective actions completed on time from 83% in 2023 to 92% in 2024.

Improving Raw Materials Quality

In 2024, we continued efforts to drive compliance with raw materials specifications and standards across our entire portfolio. We updated our Raw Material Specifications (RMS) and enhanced laboratory capabilities through standardizing laboratory tests for new equipment and training all technicians. With an aim to ensure full compliance of incoming raw materials with our RMS and formulation requirements, we introduced new incoming inspection procedures across all Keter plants and started to provide suppliers with quarterly and annual summaries of their quality performance, to take active part in a continuous improvement process. As a result of these efforts, raw material non-compliance dropped to below (5% in 2023/2024) from approximately 20% in 2022.

Reducing Scrap

As part of our quality processes, we also work across our plants to lower scrap levels. Scrap is generally reprocessed in our plants, so it does not typically contribute to waste. However, minimizing scrap contributes to improved efficiencies, better stock control and lower maintenance requirements.

In 2024, we implemented a comprehensive plan to reduce scrap across our plants in Israel, focusing on identifying the root causes at each factory. We implemented a number of changes across our injection molding, packing and storage processes, resulting in a reduction of almost 40% in scrap levels from injection molding in the past two years.



Advancing Circularity

As one of the largest resin users in the world, we use our scale and influence to promote circularity across our sector and improve the overall carbon footprint across our industry. To achieve meaningful progress, we believe a systems-thinking approach is necessary from all players in the value chain, including consumers upon whom we rely to segregate and return plastic-based goods for recycling. We welcome industry collaboration to advance technologies that enable incorporation of plastic waste into recycling systems. Our in-house recycling plant in the U.S., Trigon Plastics, collects and processes plastic waste from a range of sources, processing in excess of 5,000 metric tons of post-consumer plastic scrap annually.

In 2024, we again achieved significant progress through partnerships to further drive innovation and circularity through our value chain.

Partnering with Tetra Pak for Packaging Circularity

In 2024, after years of effort, Keter Iberia succeeded in recycling polyaluminium, a material typically discarded in landfills. A key use of polyaluminium is in the production of single-use beverage cartons, that are composed of cardboard and a thin protection layer made from polymers and aluminium (POLYAL). Typically, only cardboard has been effectively recycled. Our collaboration with Tetra Pak over a number of years resulted in a breakthrough success in developing a circular process for the recycling of POLYAL content in Tetra Pak's Tetra Brik® cartons, achieving a recycled content of up to 98% in an all-new wood- and concrete-finish outdoor planter range.

Recycling of POLYAL posed many challenges including texture, homogeneity of the recycled material, and moldability. For these reasons, we selected to deploy POLYAL in outdoor garden planters, where these slight imperfections are less critical while maintaining our overall product quality and safety standards. Keter continues to push the boundaries of sustainability by integrating circular economy principles

into its production process. By repurposing POLYAL waste, collaborating with key industry players and engaging both consumers and businesses, we are taking meaningful steps toward a greener future.



Advancing Circularity

With our new process for recycling polyaluminium, we created 252 planter products on average from every 200,000 discarded Tetra Brik® cartons, from avoiding significant landfill waste.

In 2024, our POLYAL-based grey or black planter box range with concrete texture in different sizes were launched in Europe, distributed through Adeo Group, a European leader in DIY offerings. With this solution, Keter Iberia not only recycles waste but also enables consumers to contribute to environmental preservation, because ongoing success relies on consumers recycling food cartons, as well as ensuring a process in place for collection and recovery. We have collaborated effectively with Tetra Pak and other partners to drive awareness and consumer cooperation, including the co-creation and distribution of point-of-sale displays and other materials.

Range of Planters deploying 98% POLYAL



53 ROUND PLANTER

produced with
329 beverage cartons



40 SQUARE PLANTER

produced with
315 beverage cartons



WOOD PLANTER S

produced with
75 beverage cartons



40 ROUND PLANTER

produced with
180 beverage cartons



48 SQUARE PLANTER

produced with
317 beverage cartons



WOOD PLANTER M

produced with
166 beverage cartons



Advancing Circularity

Furthermore, our POLYAL recycling solution helps Tetra Pak achieve compliance with the revised Packaging and Packaging Waste Regulation (PPWR), which enters into force in early 2025 and will apply across Europe from 2026. PPWR aims to minimize packaging waste and promote prevention, reuse and recycling; reduce the use of primary raw materials; increase the use of recycled content; and ensure all packaging is recyclable in an economically viable way by 2030.

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Our commitment to a low-carbon circular economy motivates us to participate in projects which help keep the recycled materials from our packaging in circulation and give them a second life. The collaboration between companies from different sectors, such as Tetra Pak with Keter, enhances the strengths of each one, generating innovative solutions that range from designing products with recycled materials to creating new applications.

— Virginia Rodríguez, Head of Sustainability, Tetra Pak Iberia

At Adeo Group, we are convinced that sustainable development is a global responsibility. Industry and distribution must work together and combine their efforts. Sharing the same values and goals, developing joint projects, and communicating and commercializing our products with total transparency and professionalism is what unites us with the Keter group in this challenge.

— José María De Las Heras,
Director of International
Cooperation, ADEO Services

”



Circularity and Technology



In 2024, Keter POLYAL Planters range was featured in the Solutions Explorer of the Solar Impulse Foundation. This recognition highlights Keter's innovative approach to sustainable product design and reinforces its role in driving eco-friendly practices in consumer goods.

[Learn more](#)

In November 2024, we presented our POLYAL initiative at the Foro Iberia event, which was organized around the theme: "Recycling Carton Beverage: Challenges, Opportunities & Giving New Life to this Material." The event brought together companies and innovators in the circular economy to showcase products and solutions made from recycled materials.



My thanks to Tetra Pak for organising the third Foro Iberia where different sustainability experts shared our knowledge and vision for the future. We were proud to share Keter's POLYAL project, a dream come true in terms of recyclability.

— Maria Esteve Arrola, Managing Director, Keter Iberia

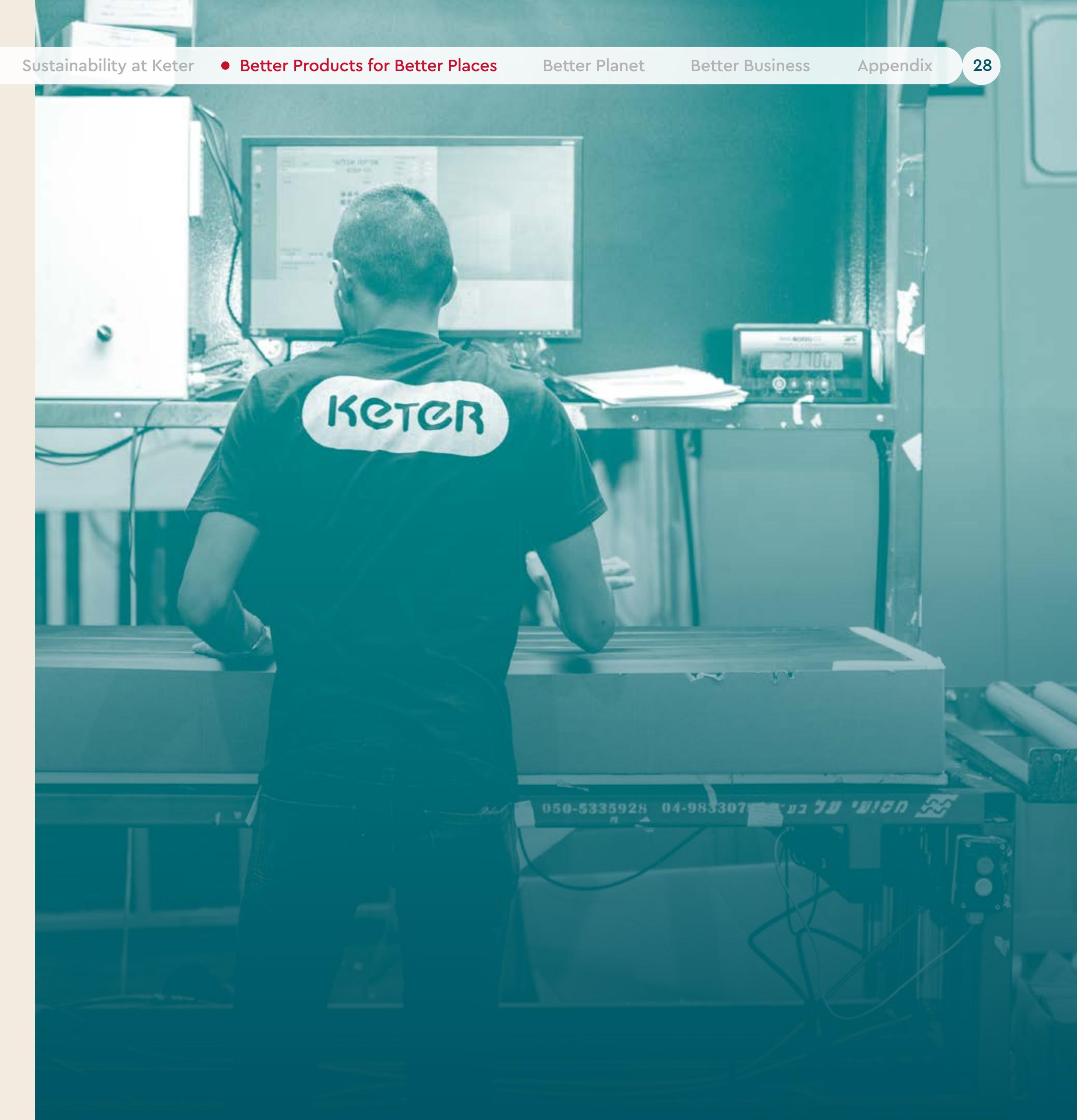


In 2025, Leroy Merlin, a leading DIY retailer in Europe, launched a range of POLYAL based planters in Spain and Portugal. Also, in early 2025, Tetra Pak and Keter announced a new partnership with the launch of Cube Planters made from POLYAL in Costco outlets across the UK.

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Our members are increasingly on the lookout for information about the environmental credentials that they buy. These planters are an innovative option, because for the first time in the UK people can buy a planter made from used beverage cartons. It means that consumers can make an active choice to purchase a product that is made from recycled materials.

— Mark Kelly, Lawn and Garden Buyer, Costco





Collecting Plastic Waste with Leroy Merlin in Europe

In 2024, we completed a trial of plastic waste collection at two stores in Zaragoza, Spain, of Leroy Merlin, our longstanding customer. The collection, that included all types of hard plastic items generated within Leroy Merlin operations, exceeded our expectations with more than 5.5 metric tons of plastic collected per store during the year. Previously, such plastic waste would have been sent to landfill. Our plan for 2025 is to work with Leroy Merlin to expand plastic collection to all 130 and more stores and three distribution centers. We are also considering developing and manufacturing a special item for Leroy Merlin made from plastic waste collected at their facilities.

In November 2024, our waste collection initiative with Leroy Merlin was honored as the best circular economy program by the Adeo Group.

Managing End of Life with Action

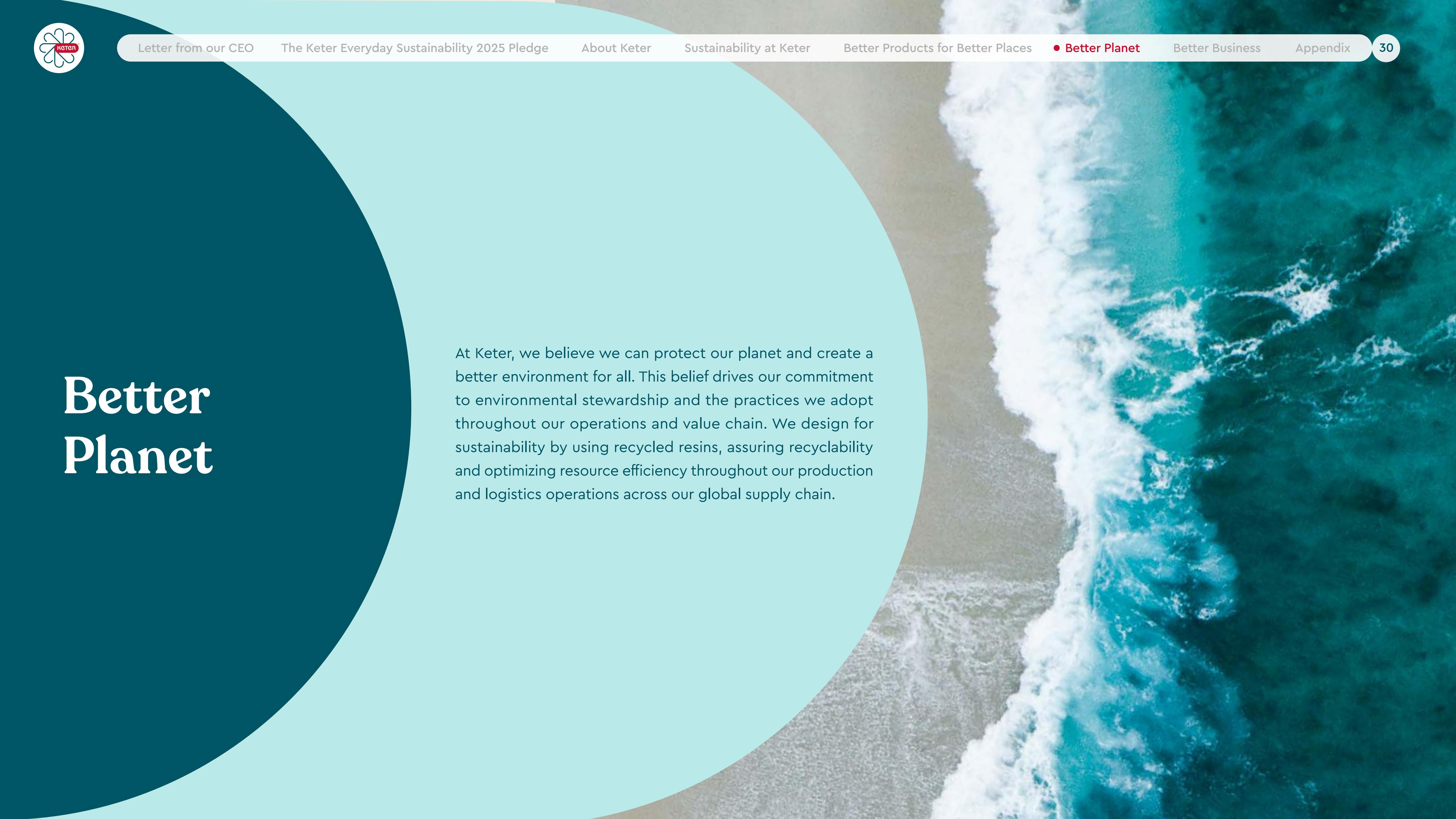
Action is a major discount retailer in Europe with 3,000 stores across Europe. We continued our collaboration with Action to encourage greater return of plastic products from Action stores. Using the collected plastic waste developed recycled material that is used to produce a 100% recycled-content round Organizer in small and large sizes, for use in the home, enabling Action to promote products that are made entirely from their own waste.

Produced in our Rijen factory in the Netherlands, we deliver our Organizer and Roll Bullet 10 liter waste bins to Action's central warehouse, also in the Netherlands, for further onward consolidated distribution by Action. In this way, we also maintain a low transportation footprint. In 2025, we plan to expand the range of choice of fully recycled content made for Action.





Better Planet



At Keter, we believe we can protect our planet and create a better environment for all. This belief drives our commitment to environmental stewardship and the practices we adopt throughout our operations and value chain. We design for sustainability by using recycled resins, assuring recyclability and optimizing resource efficiency throughout our production and logistics operations across our global supply chain.



Protecting Our Climate

We are passionate about reducing our impact on the planet. We have always taken a precautionary approach to climate change mitigation in line with the Principle 15 of the UN Rio Declaration on Environment and Development and the broad objectives of the 2015 Paris Agreement. We respect climate science which calls for reducing greenhouse gas (GHG) emissions to keep the increase in average global temperatures below 1.5°C compared to pre-industrial levels.

Progress for the Climate

In 2024, we achieved a reduction of GHG emissions from production per ton of product of 22% compared to our base year of 2018, nearing our target of 25%. Our absolute emissions were 21% lower than in 2018.



In 2024, we expanded our data coverage to include our full inventory of refrigerant gases, not all of which were captured in prior years, as well as energy use and emissions from a small number of Keter retail stores in Israel. Neither of these minor additions had a material impact on our total emissions.

In 2024, in our first climate submission to CDP, we achieved an overall rating of B-, which recognizes our performance across all climate-related topics, with emphasis on emissions reduction initiatives and low carbon products, for which we received an A rating.





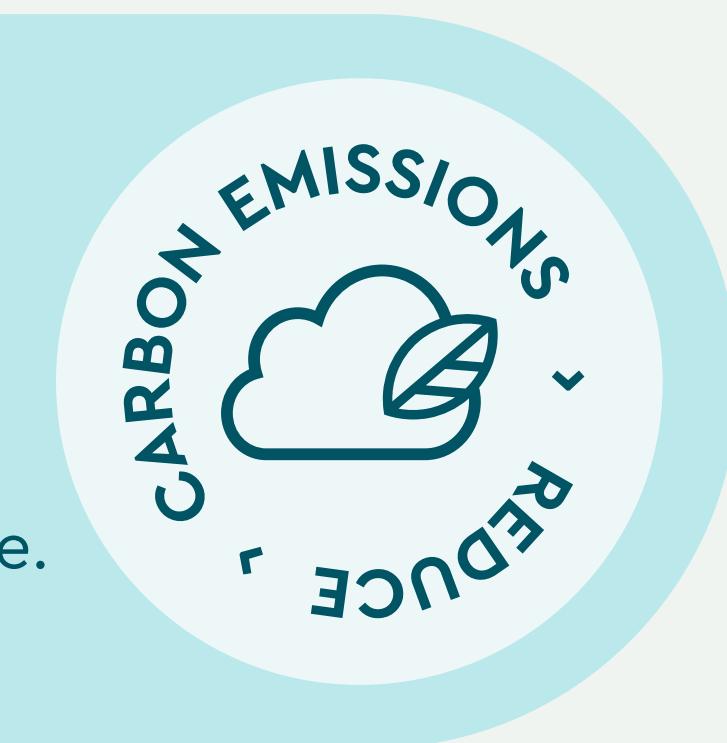
Reducing Operational GHG Emissions

In 2024, we continued efforts to minimize operational GHG emission by improving our energy mix by consuming more energy from renewable and low carbon sources and driving energy efficiencies at our factories through a range of measures.

Increasing renewable energy

In 2024, we sourced renewable energy at key plants in Europe, more than doubling our certified renewable energy consumption from 6.1 MWH in 2023 to 13.2 MWH in 2024.

In 2024, certified renewable energy accounted for 9% of our total electricity consumption in Europe.



Further, we continue to work on plans to source more renewable energy for example, in Hungary, we are planning the development of a rooftop solar panel system that will supply 15% of electricity requirements for the site.

Driving Energy Savings

In 2024, we invested in a major equipment upgrade across our plants in Europe and Israel, delivering significantly improved energy efficiency and resultant lower GHG emissions. We replace ten injection molding machines with new models known for high efficiency, energy-saving hydraulic drive systems. Operated on a fully electric or hybrid basis, we are seeing an average reduction in electricity consumption of close to 60%. In 2025, we plan to replace a further 11 machines.

Additional energy-saving measures adopted on a site-by-site basis in 2024 include:

- Installing energy meters at our UK plant to monitor consumption more closely and seek opportunities to improve efficiency;
- Replacing internal and external lighting fitments with LED lighting at several plants and warehouses;
- Changing our production programs to shut down heat pumps over the weekend;
- Deploying a new heat recovery system at our plant in Rijen, Netherlands;
- Replacing gas equipment for high-efficiency heat pump in Ebes, Hungary;
- Consolidating production on fewer injection molding machines, enabling the decommissioning of ten machines across our plants in Israel; and
- Maintaining our periodical energy survey, and followed up with energy-saving improvements in our compressed air cooling systems in Israel.



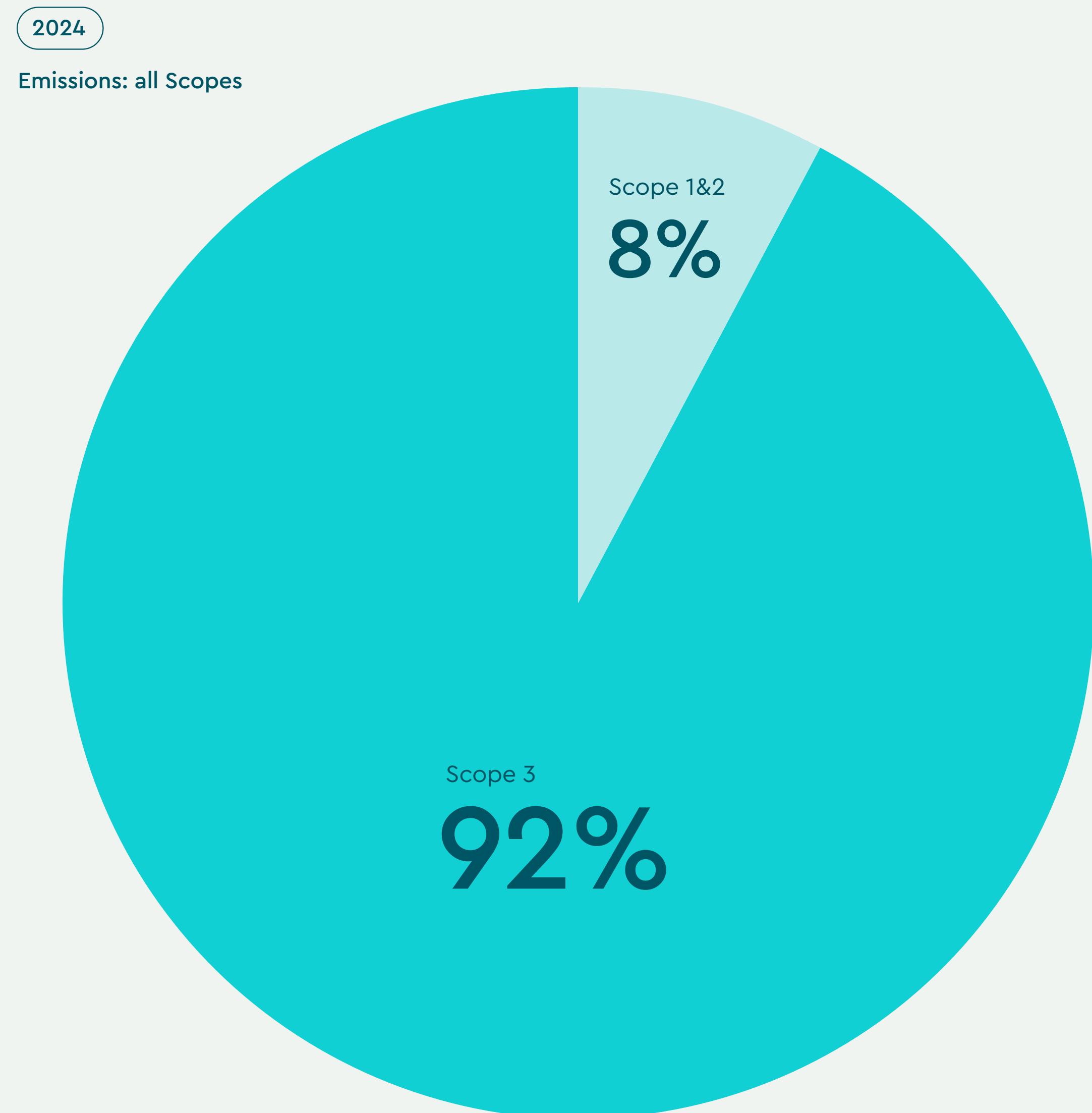
Addressing Value Chain GHG Emissions

In 2024, we completed a full inventory of our Scope 3 emissions for the first time. As expected, our Scope 3 emissions are much higher than our operational emissions by a factor of hundreds, representing 92% of our total emissions across all Scopes.

Our analysis showed that 95% of our Scope 3 emissions fall into three categories:

- Purchased goods and services;
- Downstream transportation; and
- End of life treatment of products sold.

With this information, we are considering opportunities to accelerate ways in which we can minimize these emissions. For example, continuing to increase our use of recycled raw materials to reduce the impact from purchased goods and services, and driving additional efficiencies through our global supply chain to address the impacts of distribution.

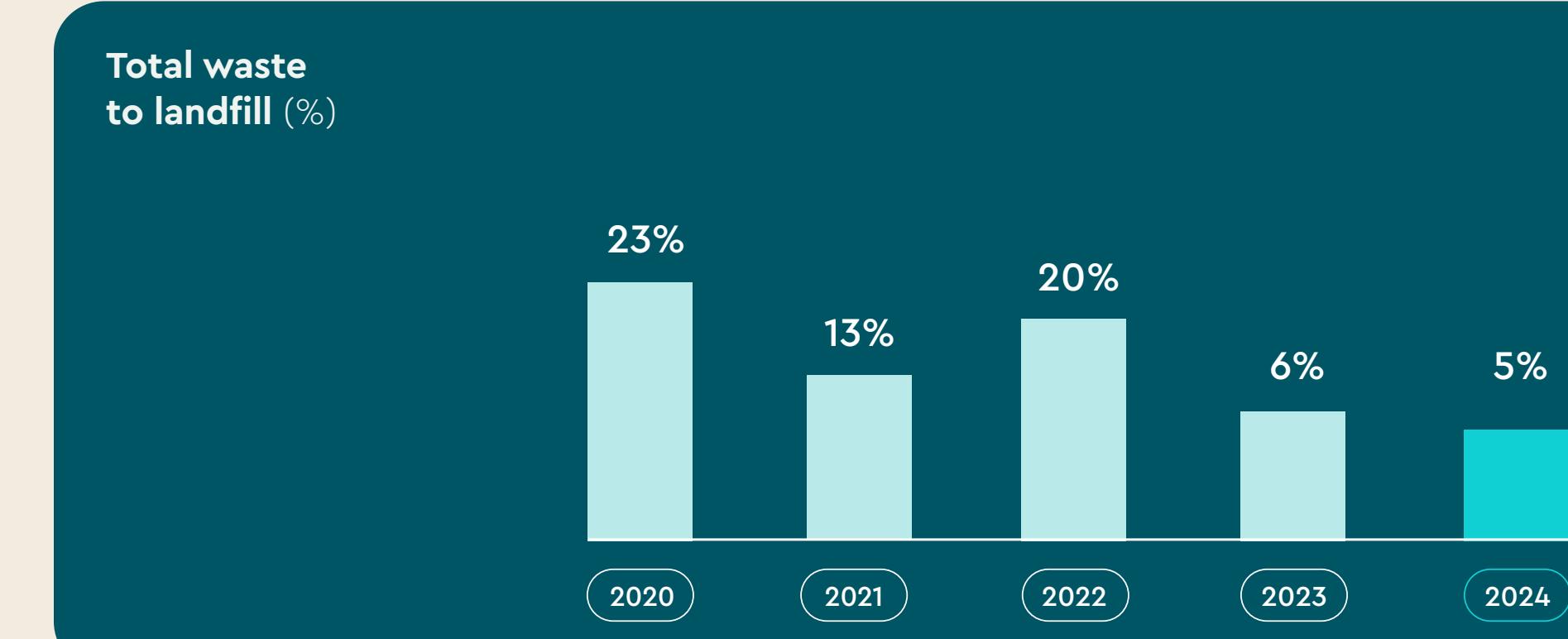
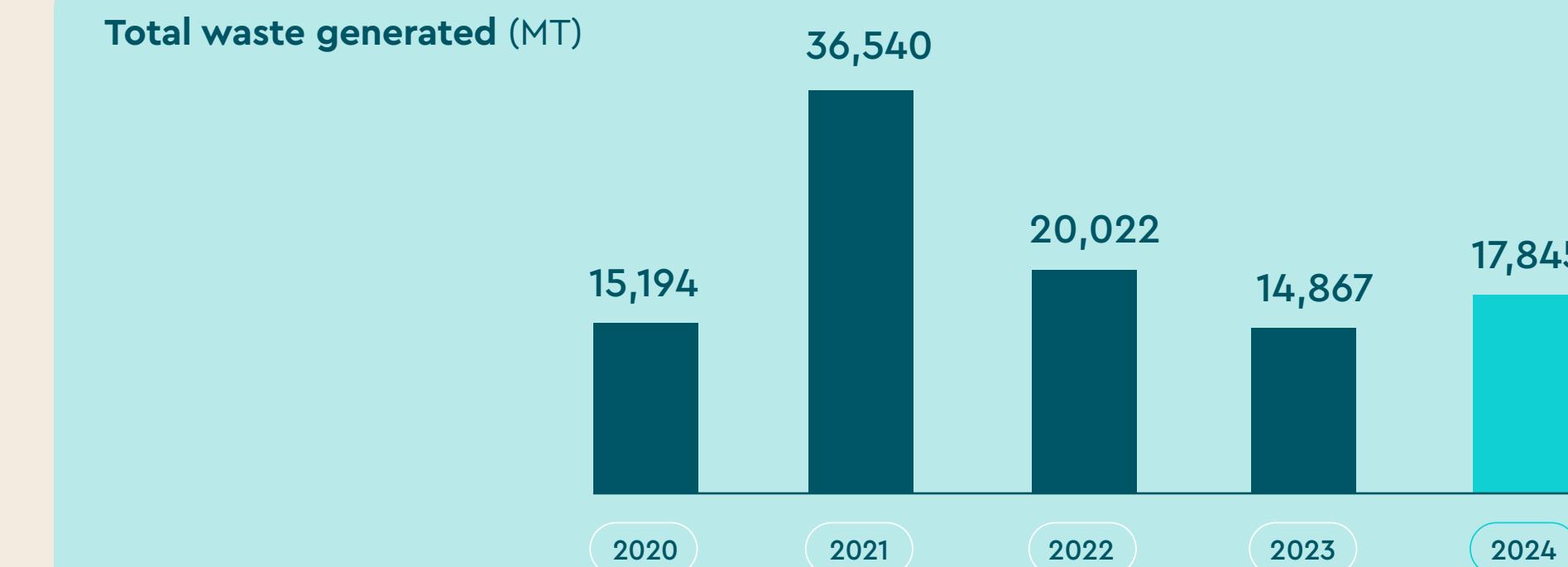


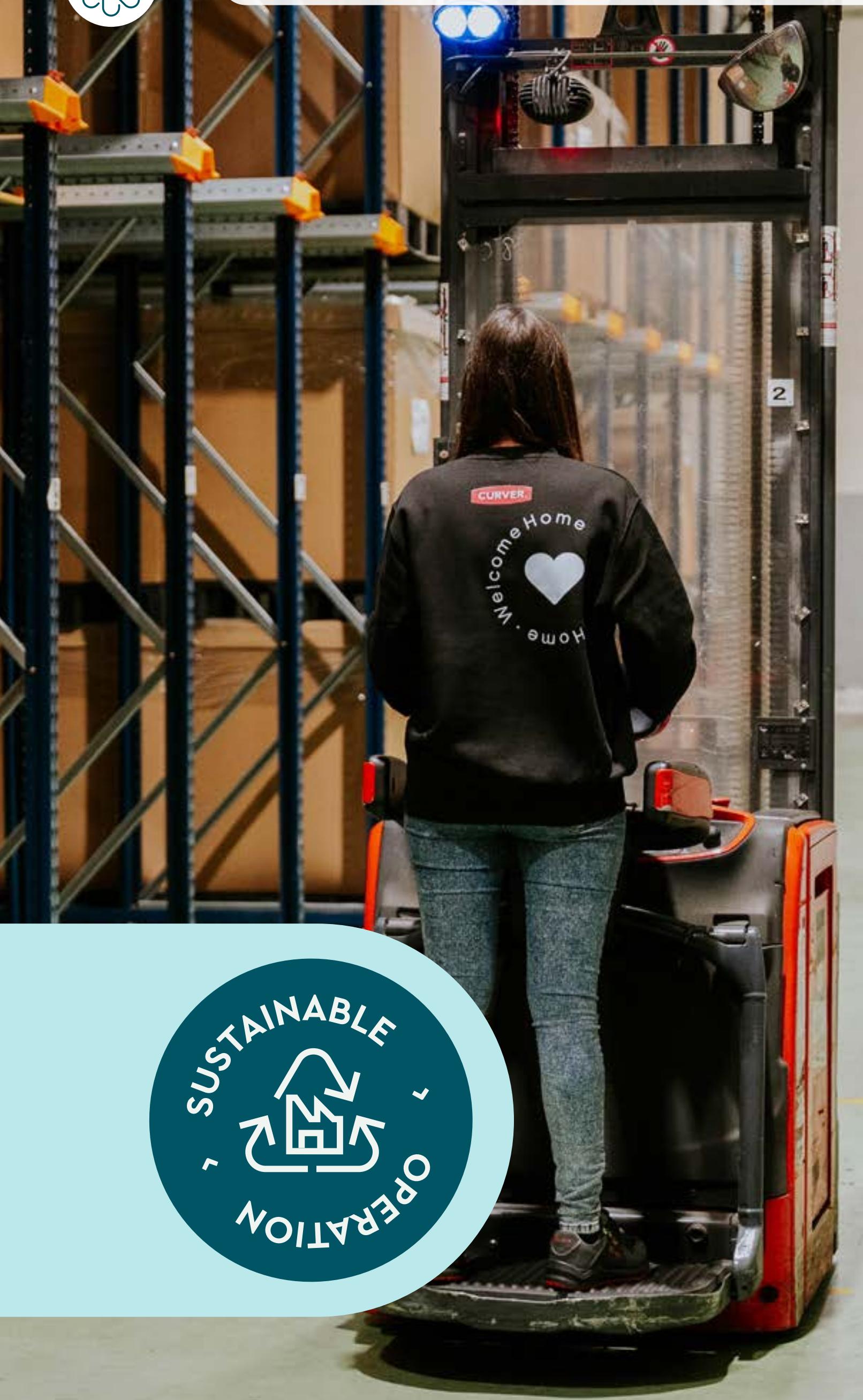


Zero Waste

We remain committed to our target of achieving zero waste to landfill across our operations, and continue to make progress. To deliver this, we strive to both reduce overall waste while continuing to accelerate ways to reuse and recycle waste. We have developed systematic approaches at all our plants to minimize waste generation, segregate waste and implement reuse and recycling options at all locations. In some cases, innovative ways are needed to find landfill alternatives due to regulatory or recycling capacity constraints in local markets. As a result of our ongoing efforts, in 2024, we achieved the lowest rate of waste to landfill ever: 5% of our total waste.

In 2024, Keter sent 5% of total waste to landfill, the lowest rate we have ever achieved. In 2024, 7 plants, representing 36% of our global production output, achieved zero waste to landfill. In Europe, 6 plants representing 77% of European production achieved our zero landfill target.





Zero Waste

Innovative Recycling

By applying our technology and creativity, we developed new approaches to reusing scrap materials including metallic scrap and plastic pallets which we grind for use as raw materials at our plant in Niederkorn, Luxembourg. In fact, Keter is the only plant in Luxembourg to have received government authorization to recycle metallic scrap, and we collaborate with other organizations to take in metals, such as used coffee capsules, for reprocessing and reuse, to avoid landfill.

Reimagining Packaging Systems

In Israel, we continued to examine our entire packaging material systems and developed innovative solutions for improving packaging sustainability, including:

- Working with many carton suppliers to understand the carbon footprint of recycled corrugated carton and modifying procurement policies to reduce our footprint.
- Reducing carton usage for transportation and storage of production parts by up to 500,000 cartons per year in total across all plants in Israel, by replacing cartons with a

proprietary reusable plastic crate that we manufacture for this purpose.

- Working to replace all expanded polystyrene (EPS) filler packaging with honeycomb carton packaging after testing in our plants and consultation with customers regarding new packaging options that have a lighter footprint but maintain product protection during transit. We hope to eliminate polystyrene entirely by 2026.
- Reducing the thickness of stretch nylon for wrapping pallets by more than half, after a long development process that included investment in new equipment.

Developing Packaging Alternatives

At several plants, we have been working to develop packaging alternatives that eliminate certain types of packaging or enable more sustainable substitutes.

These include:

- Reducing the use of EPS to molded fiber or cardboard pulp packaging.
- Eliminating the use of polybags for certain products.



Supply Chain Management

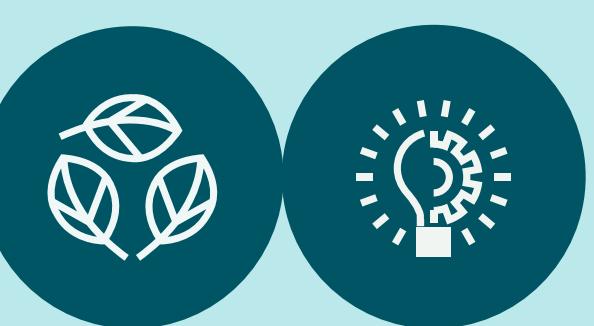
We aim to operate a highly efficient supply chain, ensuring both our own factories and internal logistics as well as our supplier operations maintain high standards of environmental stewardship.

The principles governing our production include:

- In-house production of almost all our products, maximizing automation, to achieve control, consistency and efficiency across manufacturing processes and adoption of best practices across all sites.
- Local sourcing of raw materials and components as far as possible for all sites.
- Production planning at factories local to customer demand to meet local needs and reduce finished product travel distances.
- Flat-pack product design and efficient product packaging to ensure maximum utilization of space during transportation.
- Transportation almost entirely via road and sea freight, using air shipments only when all other options have been examined.

- Procurement contracts that require suppliers to meet social and environmental standards in the work they do for Keter.

Environmentally positive actions





In 2024, we continued to drive efficient and responsible practices across our operations.



Reducing our transportation footprint:

In Europe, we use a software program to calculate the carbon emissions of all shipments, which helps select the most favorable environmental option.

We continuously review the data, seeking to eliminate carbon emissions where possible.

Safety and compliance audits:

We selectively audit our third-party transportation and contract manufacturing suppliers using the Sedex Members Ethical Trade Audit (SMETA) framework. In 2024, in Europe, we conducted 10 audits at suppliers in eight countries with positive results. Actions were taken in collaboration with three suppliers to address minor non-conformances arising through the audits.





Better Business

Better business at Keter means combining long-term profitable growth with improving our impacts on people, society and the environment. We demonstrate integrity, respect for people and the planet and aspire to do the right thing at all times. By living our values, acting lawfully and addressing what matters most to our employees, customers, shareowners and all those we serve in our communities around the world, we aim to be a positive example of embedding sustainable practices into our operations and contributing to a better future for all.





Empowering our People

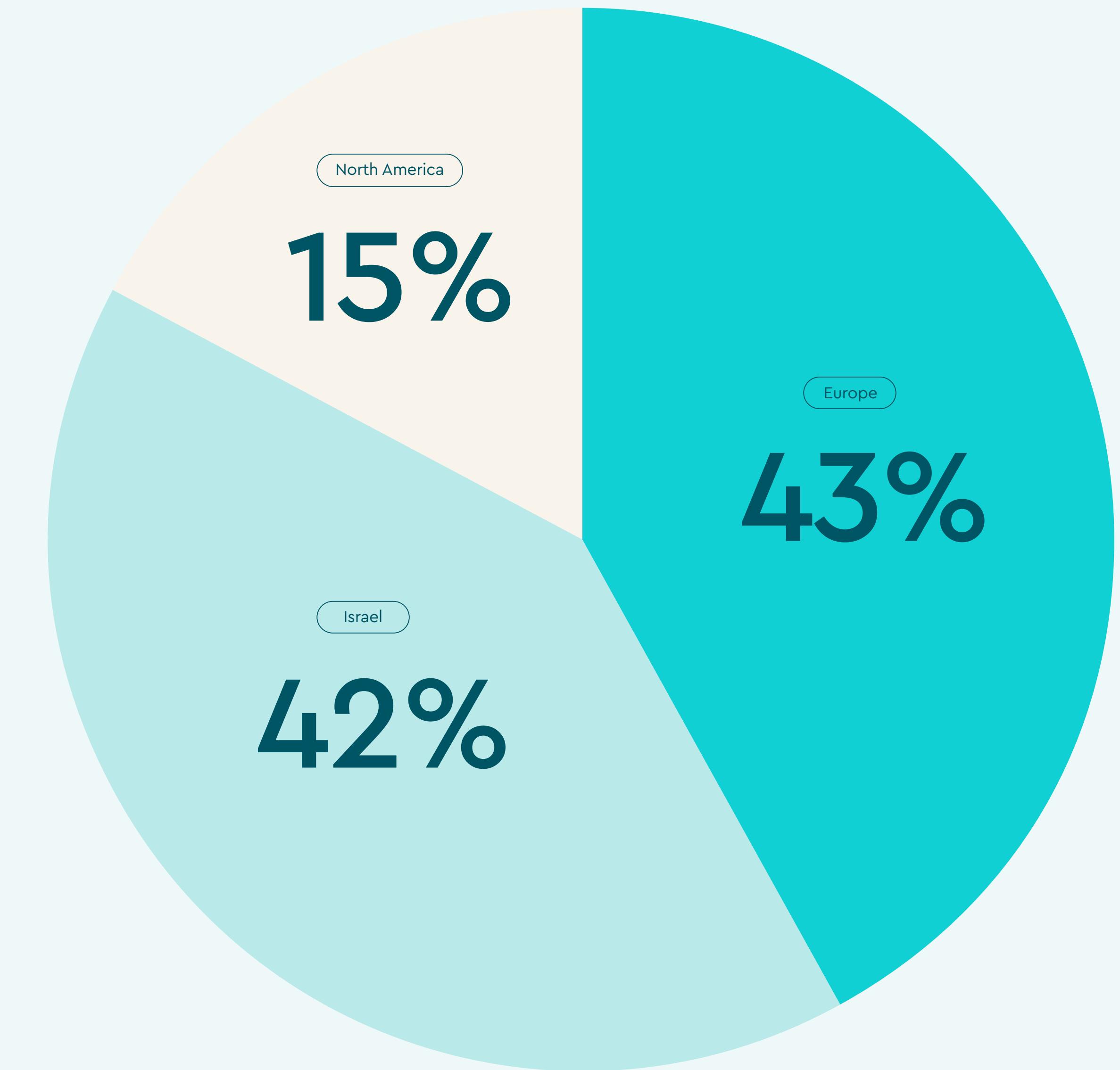
At Keter, we are team players, committed to each other and to shaping what's next for a better day.

We are passionate about inventing, building and creating to shape the next generation of Keter solutions for home and living in line with our commitment to Everyday Sustainability. We strive to offer an exciting and inclusive workplace where each individual can grow and thrive.

At the end of 2024, 4,909 dedicated employees made up the Keter family across 15 countries.

In 2024, we recruited 861 new employees to the Keter Group in all regions.

2024
Keter Employees by Region



Attracting Employees

We maintain an inclusive approach to employee attraction, casting our net wide to welcome candidates from all backgrounds. Our [refreshed careers website](#) welcomes applications from all candidates, and stresses our commitment to equal opportunities and nondiscrimination. Around the world, we deploy different mechanisms to attract employees, including working with local recruitment partners and academic institutions, and taking part in local job fairs. We also welcome interns across our business to encourage interest in the manufacturing sector and help students experience work in a dynamic environment.

Some examples from 2024 include:

Keter Iberia

Took part in the JobFest Zaragoza, which brought more than 70 companies and more than 2,000 young people together, enabling us to connect with many potential candidates. Additionally, Keter Iberia hired six trainee interns in a range of roles, enabling them to gain hands-on experience in a tailored program.

Keter Luxembourg

Participates in the Simulation-Based Recruitment Method program, which assesses candidates' practical abilities rather than relying upon resumes or background alone. Candidates apply for tailored evaluations for operator roles, facilitated by France Travail, before being invited for an interview with us. This approach diversifies our recruitment channels and gives everyone an equal opportunity based on skills. Since joining the program, approximately 20% of operators in Keter Luxembourg have been hired through this approach.

Keter North America

Uses technology to reach both active and passive candidates more quickly than they could in the past. Using texting functionality to contact candidates enables us to gauge their interest in the role and bring them into the hiring process more quickly. We now have an 80% response rate compared to 20% in previous years, and we have reduced our time to fill most roles by more than 30%.





Engaging Employees

We seek to inspire and engage our employees to advance our purpose to shape what's next for a better day. Throughout the year in each region, we host communication events and team-building activities designed to bring employees together and foster a spirit of openness, mutual caring and collaboration to support shared objectives.

Some examples from 2024 include:

Across our Europe region

We introduced a monthly virtual town hall event that brings together more than 100 leaders from countries in the region to share business updates and best practice across different functions.

Keter Iberia

Held in-person lunch sessions with the human resources team, inviting employees to share their thoughts and provide feedback. Employees shared ideas on activities, events, and suggestions for new initiatives to enhance their well-being. The final session included an update and discussion of ideas to be implemented in response to this feedback.

Keter Luxembourg

Introduced idea boxes in our facilities to make it easier for employees to share their thoughts. All suggestions are reviewed and feedback provided to employees.

Keter North America

Hosted several events throughout the year to celebrate holidays, Earth Day with local cleanup activities, safety performance milestones and Bring Your Child to Work Day. We believe these informal and fun activities help our employees foster a collaborative and positive culture throughout the organization.

Additionally, we hold monthly communications calls that cover engagement events, introduce new employees, provide updates on business performance and introduce new products being developed. We conduct pulse surveys after each call and incorporate feedback into the next month's call. This creates a two-way feedback loop.

Developing Employees

At Keter, we believe that investment in employee development delivers major benefits for the organization, for our customers and for employees. In 2024, we made focused efforts to expand and enhance our training and development programs across the organization.

In 2024, we delivered more than 103,000 average training hours for employees across the organization, with an average of more than 21 hours per employee throughout the year, more than double the average in 2023.



Our Approach to Employee Development



Our approach to employee development includes a suite of programs that support employees' personal and professional growth from day one at Keter and throughout their careers.

Professional Development - Critical Focus Areas At Keter

• Technology systems maintenance	• Production management
• Multi-discipline machine operation	• Molds
• Automation and robotics	• Quality assurance
• Production engineering	• Logistics management
	• Forklift operation and warehouse management

In each professional focus area, we developed a skill matrix and a related competency map. We created communities of knowledge experts within Keter in each area to lead related training programs and supported them as they developed new modules. Using a skill gap analysis, we prioritized training in professions where we perceived the largest or most critical knowledge gaps. Training of local teams commenced in mid-2024 and will continue as part of our priority training and development programs in the coming years.

Leadership and Management Training

In 2024, we implemented several leadership and management training programs.

Some example follow:

Leadership training

- In Luxembourg, we launched a training program to support the development of all our lead operators. This initiative is set to extend across the entire Europe region, helping our teams sharpen their skills and elevate their leadership.
- In the UK, we developed and piloted the Keter Great Line Manager leadership program designed to upskill and equip leaders with the tools and capabilities to be great line managers and leaders. In 2024, a total of 37 senior leaders from Operations, Finance and HR teams in the Europe region embarked on this year-long, 12-module program covering the entire spectrum of skills that every great line manager needs, from feedback to managing meetings through to understanding others and ensuring a focus on wellbeing. The program will continue into 2025 and plans are to expand this program to include additional functions.

- In North America, we held our first ever Creativity Workshops. The workshops consisted of employees from multiple business units getting together to build relationships, learn how to become more creative and apply what they have learned to create actual Keter products that could potentially go into production.

In Israel, Keter held several management training programs including:

- Line Leads Program, an 8-day course to provide line managers with enhanced management skills and tools, including topics such as communications, safety, quality and environmental protection.
- Mid-level Manager program, providing management knowledge, tools, and skills in such areas as managerial role perception, coaching and feedback, managing operational routines and handling conflicts.
- Annual team leader and shift manager skills development program.
- Women Leadership Program, with a second cohort of this initiative to help develop and leverage leadership and influencing skills among women in leadership positions at Keter.



Leadership and Management Training



Leadership and Management Training

Operations management training

- In Keter Iberia, we kicked off the first phase of our tailored talent development program for the operations team, focusing initially on injection and welding areas. We also identified training needs in areas such as leadership and effective communication for team leaders and shift leaders, and introduced a program to develop their ability to guide, motivate, and engage their teams while fostering a positive and productive working environment.
- In Hungary, all operations managers underwent training on managing change and continuous improvement.

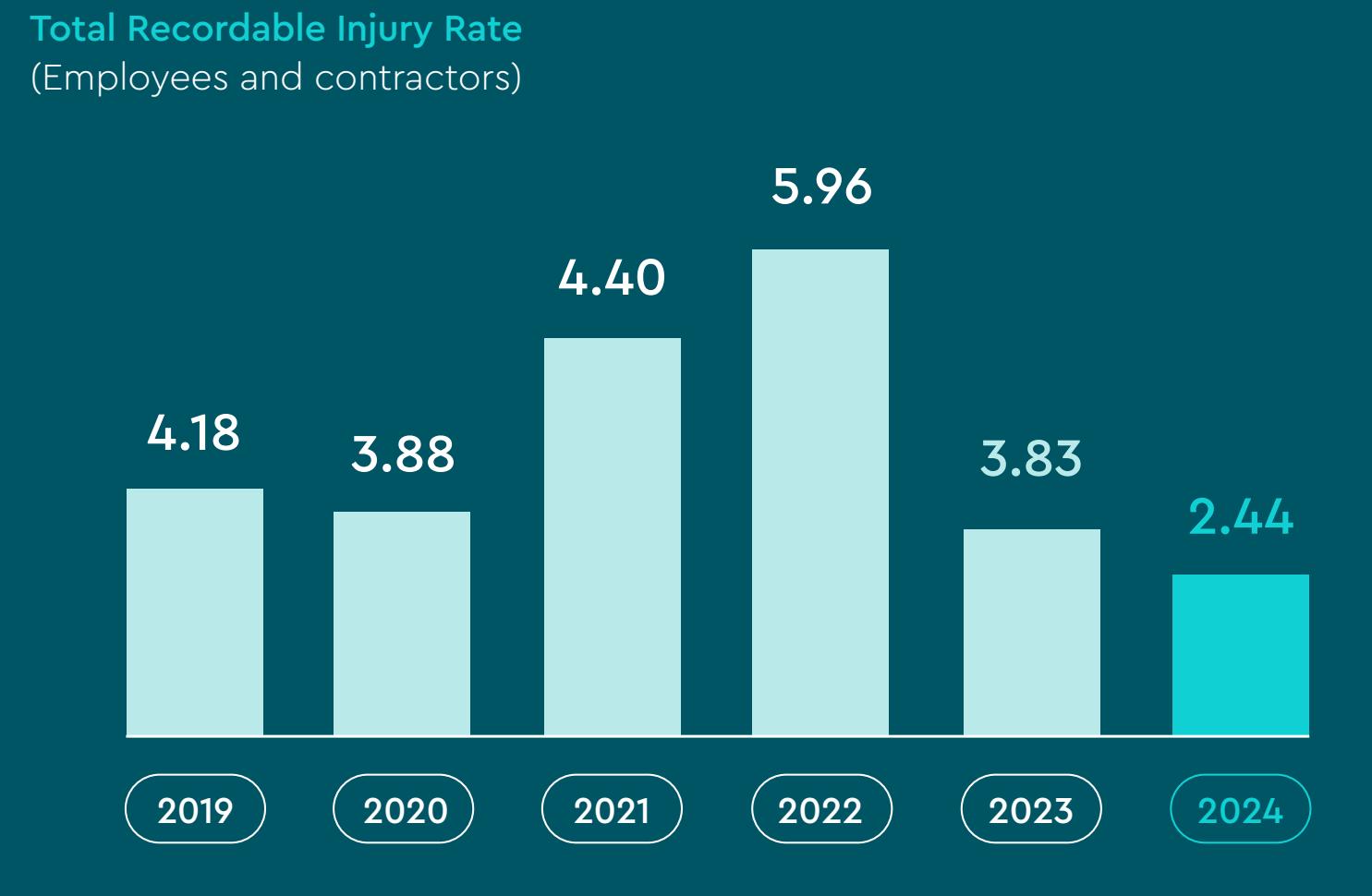
Technical skills training

- In Luxembourg, we launched a training program aimed at enhancing the technical skills of our operators. The initiative empowers them to step in as back-up machine setters, bridging gaps on the production floor when needed. Participants benefit from skill development and career advancement opportunities within Keter, earning a recognized diploma upon completion. In 2024, a total of five assistant setters completed the program, strengthening our technical workforce.



Advancing Employee Health, Safety and Wellbeing

We aim to create a culture of safety at Keter and focus on ensuring safe workplaces and safe working practices for all those who work at or visit our sites. Our occupational health and safety programs aim to comply with applicable laws and regulations in each country of operation and go beyond safety to provide workplaces that are pleasant to work in and contribute to a feeling of wellbeing at work.



Safety Performance in 2024

In 2024, we maintained and intensified our focus on safety through new awareness campaigns, training, communications and visible reminders around our plants to reinforce safe working, with positive results. An overall Total Recordable Injury Rate (TRIR) of 2.44 across our global workforce represents significant improvement over prior years, and exceeds the average TRIR of 2.8 across the U.S. manufacturing sector.¹

Across our regions, the main types of injuries were slips, trips, sprains and falls. In all cases, incidents were fully investigated and corrective actions, including additional safety audits and additional employee communications, were put in place to prevent similar incidents.

Safety Initiatives in 2024

Across our regions, we implemented several safety-related programs to increase awareness, instill safe-working practice and enhance safety incident investigation and follow-up.

For example:

Implementing the Safety Golden Rules:

Across Europe in all plants, we implemented a new safety awareness program in all plants, presenting essential guidelines designed to prevent accidents, injuries, and fatalities on the job. After a full year of work developing the framework, we introduced 15 Safety Golden Rules covering all aspects of safe working, emphasizing four overarching approaches:

- Clearly explaining the basic rules that everyone should know and apply;
- Addressing risk as a first step in every activity;
- Strengthening prevention by encouraging employees or contractors to step in whenever they see potential unsafe practice; and
- Stopping the work if the risk is not properly managed.



Keter Europe 15 Safety Golden Rules Topics



Visitors, suppliers and contractors	Behavior	Work Permits	Training	Hygiene
Protective equipment	Housekeeping	Manual handling	Traffic routes	Working at height
Mechanical lifting	Simultaneous operations or co-activities	Powered systems, machinery, tools and safety protections	Chemical management	High risk situations and emergencies

The Safety Golden Rules kicked off with a series of workshops in 2024 and will continue to run through 2025.

Additional local initiatives at different sites in 2024 included:

Keter Germany

- Organized a Health & Safety Day with a focus on safety in the workplace with training for all employees.

Keter Iberia

- Organized sessions to train employees in first aid and the use of defibrillators.

Keter Israel

- Held its Annual Safety Week, providing an intensive focus for all employees on safe working practice. In 2024, employees attended focused lectures on safety, participated in a daily safety quiz, attended fire extinguishing training, reviewed accident investigation procedures and reviewed safety protocols with their teams in multiple sessions. Safety posters and notices were displayed prominently at all plants and in our offices.
- Additionally, during the year, prominent "Safety Walls" were constructed to promote employee awareness and recognition of employees who acted proactively to improve safety for all. Keter Israel also invested in specialized safety

equipment to eliminate potential hazards at our plants, and improved reporting to include near misses, investigation and corrective actions.

Keter Luxembourg

- Organized a Safety Day dedicated to first aid, with a firefighter trainer leading sessions on life-saving techniques, including the proper use of a defibrillator. Employees were also encouraged to join the team of 40 internal first responders.

Keter Poland

- Organized workshops with physiotherapists to explore the principles of ergonomic workstations and health risks related to standing and office work.

Keter North America

- Created a process where all the site safety leaders took turns hosting each other at their sites. This contributed to improved team spirit and sharing of best practices and safety improvement opportunities across our sites.

Encouraging Wellbeing

We encourage employees to take part in wellness events and activities, ranging from participating in lectures about health, nutrition and illness prevention, personal health checks such as early breast and colorectal cancer detection, and engaging in sporting events. As far as possible, we include sports or wellbeing activities as part of team meetings held throughout the year to give every employee an opportunity to invest in wellbeing during regular working days.

In 2024, employees participated in 9,775 well-being events across Keter, including sports, lectures, health screenings and medical checkups.

Medical examinations and screenings:

At many sites, we encourage our employees to look after their health by organizing workshops and lectures on medical conditions and provide guidance for self-examination and offer free early detection screening. For example, Keter Luxembourg launched a plant-wide initiative to raise awareness about diabetes with a monthly day of 1.5-hour workshops led by nurses on early warning

signs of diabetes, followed by voluntary risk screenings. Keter UK held a Wellbeing Roadshow for all employees, inviting health experts to talk to employees and encourage them to take a proactive approach to all aspects of their wellbeing. In Israel, we held health fairs, in which employees were invited to workshops and lectures on a range of topics as well as medical checks.

Subsidizing sports memberships:

We encourage employees to get more active by contributing to the cost of different activities. For example, this year, Keter Rijen introduced subsidies with up to 40% contribution to fees for gym, sports' clubs or bicycle leasing programs. Keter Israel provided gym facilities and subsidized gym memberships and organized sports events.

Mental health awareness:

Keter Iberia launched a new program focused on mental health education and on World Mental Health Day, we hosted an expert psychologist who shared valuable strategies for managing stress and improving emotional wellbeing. Similarly, human resources staff at Keter Luxembourg completed training in mental health

first aid, empowering them to better recognize signs of distress, adopt the right approach, and direct individuals to the appropriate resources. In Israel, free counselling services were offered to employees.



Investing in Communities

At Keter, we strive to support the communities in which we operate. Our facilities in different countries engage in local community partnerships tailored to address specific local needs. Our support is in the form of cash or product donations and employee volunteering efforts.

In 2024, more than 2,200 employees volunteered 8,785 hours in our communities around the world.

Community Engagement in Israel

In Israel, where Keter has the highest number of employees in a single country, representing 42% of our global workforce, we continued our long-standing practice of engaging in a range of community activities in 2024, many of which are at the national level, as described below:

Raising awareness for breast cancer

Since 2020, Keter Israel has been at the forefront of one of the country's most prominent initiatives to promote early detection of breast cancer and women's health. Annually, we launch a special edition of pink chairs in collaboration

with nonprofit organizations dedicated to early detection and supporting breast cancer patients and survivors. Each chair comes with a booklet containing life-saving information and a QR code that allows individuals to schedule an appointment for early detection screenings. The proceeds of pink chair sales are donated to nonprofits supporting this cause. In 2024, we invited mayors and leaders of cities and towns across Israel to place a pink chair in their chambers and take a photo with a message encouraging the health and wellbeing of their residents. Dozens responded to the call, along with other prominent figures in the business and political communities.



Investing in Communities

The Empty Chair

In Israel, following the events of October 7th 2023, we undertook efforts to stand in solidarity with local communities in demanding the return of Israel's hostages. In 2024, the Keter yellow chair became a national symbol associated with the struggle for the return of the hostages. Thousands of yellow chairs were distributed to the entrances of buildings, academic institutions, hospitals, cultural centers and other public spaces. Each yellow chair remained empty, symbolizing the absence of the hostages and awaiting their return.

Each chair carried a QR code linking to a website that shares information and personal stories about the families of the hostages. The Empty Chair initiative gained recognition from the Israeli government, with ministries issuing directives to integrate the yellow chair at various locations and government-led events.

In 2024, the Empty Chair became an official part of all ministry ceremonies, including the nation's Independence Day commemoration.

Engaging Communities in Recycling

Our "Doing Good with Plastic" initiative, in collaboration with the Scouts movement in Israel, aims to educate and inspire young people about plastic recycling while energizing communities to contribute to a cleaner environment. In Karmiel, a city where Keter is a large employer with two manufacturing sites, we established nearly 20 collection points for gathering reusable plastic products. The collected materials were sorted, recycled and converted into products for municipal use and the benefit of local residents. In 2024, we collected 3.7 metric tons of reusable plastic waste, 70% more than in 2023.





Investing in Communities

Planting a Better Future

Since 2022, Keter has promoted values of coexistence, community contribution and health through a home and community gardening project that encourages children, youth and seniors to engage in gardening using Keter's elevated garden beds. As part of a project led by Keter Israel in collaboration with the Ministry of Health and the Jordan Valley Regional Council, 100 seniors from three different communities have participated in an initiative that promotes healthy activities and home gardening to improve their daily nutrition. Through Keter's donations and products, a community was formed among individuals who previously lived in isolation. They now meet regularly for agricultural workshops and share their homegrown produce. The project is set to expand in 2025, welcoming 50 additional participants.

Making Wishes Come True

Keter Israel supports the international Make-A-Wish Foundation, that works to fulfill the dreams of children battling life-threatening illnesses. The foundation grants children's wishes with the help of donors, transforming the wish-fulfillment day into a joyful, ongoing experience that becomes an integral part of the healing journey.

In 2024, Keter launched a dedicated donation initiative and formed 6 task forces composed of Keter employees from various roles and regions. The teams collaborated to fulfill the dreams of six children. Looking ahead to 2025, Keter plans to participate in additional activities organized by the Foundation, both in Israel and internationally.



Investing in Communities

Community Engagement in Europe

Engagement activities in Europe are managed on a country-by-country basis, according to local needs in the areas where our European plants are located.

Examples of different activities in 2024 include:

Making Charitable Donations

- Keter France organized a "Chocolate Hunt" with boxes of chocolate sourced from came from 'Les Chocolats du Cœur', a social enterprise that helps fund operations for children suffering from heart malformations. Our purchase supported a contribution to this worthy cause.
- Keter Luxembourg engaged in several activities to support Handicap International, including fundraising by our employee teams. For example, employees organized an auction of used computers, donating all proceeds Handicap International. Additionally, to support Handicap International's More Impact Together initiative, employees participated in festive activities, including raising funds through our Solidarity Christmas Market.
- Keter Rijen donated garden and furniture products to a range of nonprofit organizations, homes for the elderly and other charitable causes.

- Keter UK employees participated in a sponsored walk walking 30 miles over a month designed to raise awareness of dementia.



Investing in Communities

Hosting Visits at our Sites and Supporting Employability

- Keter Luxembourg participated in several initiatives for students aged 16 to 18 to provide opportunities to discover potential future paths. We also hosted an intern at our distribution center, facilitated through the dayCARE 2024 program. Additionally, Keter Luxembourg partnered with the Mission Locale de Longwy on a professional integration program for young people with atypical career paths. Our collaboration included mock interview sessions, presentations about our work and opportunities to visit our site.
- Keter Poland hosted a visit for local children to show them how our products are made, explain the importance of workplace safety and engage them in product-related games.
- Keter UK hosted a group of students from the Frank Wise special school for children and young adults. The objective of the day was to see our workplace action and how products are made.

“

I'd like thank you for such an interesting and valuable morning. The students absolutely loved it and got so much out of being able to see and experience the 'real life' element of a working factory from such close quarters! Your staff team made the time to make us feel extremely welcome and valued.

— Anthony, Frank Wise School

In 2024, Keter Iberia was recognized as a partner in the Internship Program for the Employment Training Plan of Aragón, in collaboration with the Instituto Aragonés de Empleo, for our crucial role in the success of the program. This initiative has allowed numerous students to gain practical experience and knowledge for their professional future.



Investing in Communities

Volunteering for the Planet

- Keter Iberia employees engaged in a Clean-Up Day collecting plastics, metals and other waste, making our sustainability commitment tangible.
- Keter Luxembourg employees spent a day at a local primary school, educating students about responsible plastic use and recycling. The children learned about the plastic lifecycle, from production to recycling. We also organized a drawing contest, with the winning artworks adopted to decorate the walls of our main meeting room.

Community Engagement in North America

In North America, employees from each plant engage locally with the surrounding communities to provide support in specific ways.

Examples of different activities in 2024 include:

- Donating food for local food banks and school suppliers for local school children;
- Donating blood to assist healthcare in our communities;
- Partnering with the Salvation army in the U.S. to provide gifts for local children and helping prepare Easter baskets in collaboration with a local crisis shelter ;

- Supporting communities experiencing natural disasters, for example, donating a truckload of totes to the Hurricane Helene Relief and Clean up efforts in the U.S.; and
- Participating in fundraisers, such as the 2024 Walk to End Alzheimer's to advance the care, support and research efforts for the Alzheimer's Association in the U.S.



Governance, Compliance and Ethics

We believe that operating legally and ethically is the only way to do business. We aim to instill a culture of ethical conduct through our policies, leadership practices and annual training in our [Code of Conduct](#). We aim for compliance with applicable laws and regulations governing our business and maintain a suite of internal policies and procedures covering compliance, anti-corruption, conflict of interest and other dimensions of ethical and transparent conduct. Keter managers and employees are aware of, and trained in, all aspects of compliant and ethical conduct as needed for them to perform their roles.

In 2024, Keter Iberia received the prestigious RSA+ 2025 Seal which recognizes Keter's leadership in corporate social responsibility (CSR), one of 257 companies in Aragón achieving the RSA+ Seal. Keter Iberia has held the RSA Seal since 2019 recognizing our ongoing commitment to CSR.





Corporate Governance

Keter maintains a robust governance structure that complies with the principles of good corporate governance and regulatory requirements in all the jurisdictions in which we operate. During 2024, Keter was acquired by its creditors and, as part of an ownership restructure, the Keter Group became a wholly owned subsidiary of the UK-based Keter Group Holding Limited. As of early 2025, the Board of Directors comprises seven members, led by Itzhak Wiesenfeld, an accomplished business leader in the industrial sectors.

The Board maintains three teams which are composed of the Company's directors:

- **Remuneration and Nominations team** with a role to appoint Directors and senior executives and determine the remuneration and emoluments of the Group's employees.
- **Audit team** with a role to review the Group's annual financial statements before submission to the Board for approval and to review reports from

management and the auditors on accounting, governance and internal control matters.

- **Strategy team** with a role to define and oversee the implementation of Keter Group's business strategy.

Keter Group Board Composition (as of April 2025)

Total number of directors (including the chair)	7
Independent directors	4 (60%)
Non-executive directors	6 (88%)
Women directors	0



Compliance and Ethical Conduct

The belief that ethical conduct is the foundation of good business has guided Keter since the start of our operations. We foster an ethical culture that inspires employees to adhere to our principles and values and do the right thing as they advance our strategy. Our Code of Conduct was available to employees in 12 languages, articulating and formalizing the expectations of our employees for their conduct in the workplace. We maintain annual training for all employees in the Code of Conduct, including all new hires.

Whistleblowing hotline

We believe in an open culture where all employees can speak their mind on any issue. We encourage employees to feel confident in approaching their supervisor or human resources manager to resolve issues or concerns. We provide a global platform for employees to report suspected instances of behavior that violate our Code of Conduct or related policies or raise queries or grievances, including anonymously and without fear of retaliation.

The Keter Whistleblowing Hotline is available 24/7 and is hosted on the NAVEX Global EthicsPoint platform. Keter fully investigates all hotline reports and takes corrective action where necessary.

In 2024, the Whistleblowing Hotline received 47 reports and 14 inquiries. Of these, three were substantiated and 22 were partly substantiated. The primary concerns raised were related to workplace conduct and working conditions. Following our investigations, we took actions as necessary, including disciplinary measures, training and policy reviews. Two employees were terminated.

Human rights

We believe in the inherent rights of all people as expressed in the Universal Declaration of Human Rights and strive to uphold the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Core elements of approach include:

- We expressly prohibit any form of child labor in our business or through our supply chain.
- We expressly prohibit any form of forced or bonded labor.
- We respect the right of employees to freedom of association and collective bargaining.
- We strive to prevent discrimination in all its forms throughout our business.

We are committed to operating lawfully and comply with, or exceed, applicable laws governing hours of work and terms and conditions of employment. We provide safe channels as noted above for employees to raise concerns and achieve resolution rapidly without fear of retaliation.

In 2024, 55% of our global employees were covered by collective bargaining agreements.

Information Security & Data Privacy

The integrity of information and data is critical for the continuity of our operations and for the protection of all those involved in our business. We maintain high standards of information security controls and practices while protecting the personal information of our employees and all others who entrust us with their data. Information security is overseen by our Chief Information Security Officer, while data privacy at Keter is overseen by our Compliance Officer, both of whom report to our General Counsel. Our information security and data privacy practices include:

- Strict compliance with applicable regulations around the world supported by internal policies and procedures to restrict the collection and storage of information to that which is necessary for the conduct of our business, and to manage, store and delete information in line with clear protocols by authorized personnel.
- Annual review of our information security and data privacy plans by our global leadership team and approval of our multiyear strategy.

- Integration of information security management is integrated in our Business Continuity Planning (BCP), supported by appropriate controls and programs to safeguard our systems and information.
- Biannual survey of employees in roles with high exposure to information, including human resources, IT, legal and marketing departments, followed up with actions to address perceived gaps in data privacy controls or areas that appear to need reinforcement.
- Annual data privacy training across the organization including cybersecurity.
- Annual cyber-drill conducted with our Global Leadership Team to test assess their preparedness for a cyber-security breach.

In 2024, there were no significant breaches of our information security or data privacy controls.



Keter's global IT systems managed through our corporate offices are certified to ISO 27000 Information Technology Standard.



Appendix

About this Report

Keter's sixth annual Sustainability Report represents our commitment to accountability and transparency to our stakeholders about the way we do business and our impacts on people and the environment. Our last report was published in 2024. This report was published in July 2025.

This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards and also includes our disclosure against the Sustainability Accounting Standards Board (SASB) Building Products and Furnishings Standard.

The scope of this report comprises all Keter operations around the world unless otherwise stated. Corporate information and progress updates, as well as quantitative performance data is reported for calendar year 2024 and prior years where available.

All dollar amounts quoted in this report refer to U.S. currency (USD). This report has been extensively verified internally but not externally assured.



We welcome your feedback and invite you to send comments to:
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Performance Data Summary

Environment	Units	2020	2021	2022	2023	2024	YoY	GRI	SDG
Fuels and gases	MWh	29,715	28,187	29,322	17,294	14,599	-16%	302-1	13
Electricity, cooling heat and steam	MWh	364,665	381,726	320,682	301,495	314,947	+4%	302-1	13
Total energy consumption	MWh	394,380	409,913	350,004	318,790	329,546	+4%	302-1	13
Energy intensity	KWh/ton	1,180	1,043	1073	1045	1052	=	302-3	13
GHG emissions Scope 1	Tons CO ₂ e	6,608	6,094	6,297	1,836	4,466	+143%	305-1	13
GHG emissions Scope 2	Tons CO ₂ e	144,288	149,148	113,661	114,178	119,566	+5%	305-2	13
GHG emissions Scope 1+2	Tons CO ₂ e	150,896	155,242	119,958	111,853	121,790	+9%	305-1	13
GHG emissions intensity Scope 1+2	Tons CO ₂ e/ton	0.451	0.395	0.368	0.370	0.389	+5%	305-4	13
Total water withdrawal	Megaliters	260	231	216	223	210	4%	303-3	12
Water withdrawal intensity	Liter/ton	780	588	661	737	670	-9%	303-3	12
Total non-hazardous waste	Tons	13,708	34,951	18,779	13,874	16,004	+15%	306-3	12
Total hazardous waste	Tons	1,486	1,589	1,244	993	1,841	+85%	306-3	12
Total waste	Tons	15,194	36,540	17,093	14,867	17,845	+20%	306-3	12
Percentage of total waste diverted	%	72%	76%	80%	94%	79%	-15%	306-3	12
Percentage of total waste directed to landfill	%	23%	13%	20%	6%	5%	-17%	306-3	12



Performance Data Summary

Social	Units	2020	2021	2022	2023	2024	YoY	GRI	SDG
Total employees	No.	5,098	5,359	4,881	4,662	4,909	+5%	102-8	8
Contractors	No.	2,016	2,378	1,302	1,639	2,029	24%	102-8	8
Women in management roles	%	28%	28%	31%	33%	35%	+6%	405-1	5
Employee training	hours	17,759	24,634	43,957	43,850	103,741	+236%	404-1	8
Average training hours	hrs/year/employee	3.5	4.6	9.0	9.41	21.23	+225%	404-1	8
Total Recordable Injury Rate - employees	TRIR	4.38	5.10	6.16	4.04	2.24	-56%	403-9	3
Total Recordable Injury Rate - contractors	TRIR	2.61	0.77	5.24	3.08	3.33	+8%	403-9	3
Total Recordable Injury Rate - all	TRIR	3.88	4.40	5.96	3.83	2.44	-64%	403-9	3
Fatalities	No.	0	0	3	0	0	=	403-9	3



GRI Content Index

Statement of use

Keter Group has reported in accordance with the GRI Standards for the period January 1, 2024, to December 31, 2024.

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s)

None



GRI Content Index

GRI 2: General Disclosures 2021	Location	Omissions	GRI 2: General Disclosures 2021	Location	Omissions
2-1 Organizational details	p. 5		2-10 Nomination and selection of the highest governance body	p. 56	
2-2 Entities included in the organization's sustainability reporting	p.59		2-11 Chair of the highest governance body	p. 56	
2-3 Reporting period, frequency and contact point	p.59		2-12 Role of the highest governance body in overseeing the management of impacts	p. 56	
2-4 Restatements of information	None		2-13 Delegation of responsibility for managing impacts	p. 13	
2-5 External assurance	p.59		2-14 Role of the highest governance body in sustainability reporting	p. 56	
2-6 Activities, value chain and other business relationships	p.6		2-15 Conflicts of interest	Not reported	Confidential—Keter is a private company.
2-7 Employees	p.69		2-16 Communication of critical concerns	Not reported	Confidential—Keter is a private company.
2-8 Workers who are not employees	Not reported	This information is not currently available. We are reviewing how to collate this data globally.	2-17 Collective knowledge of the highest governance body	Not reported	This information is not currently available. We will report in future years.
2-9 Governance structure and composition	p.56				



GRI Content Index

GRI 2: General Disclosures 2021	Location	Omissions
2-18 Evaluation of the performance of the highest governance body	Not reported	Confidential—Keter is a private company.
2-19 Remuneration policies	Not reported	Confidential—Keter is a private company.
2-20 Process to determine remuneration	Not reported	Confidential—Keter is a private company.
2-21 Annual total compensation ratio	Not reported	Confidential—Keter is a private company.
2-22 Statement on sustainable development strategy	p. 11	
2-23 Policy commitments	p. 11	
2-24 Embedding policy commitments	p. 13	
2-25 Processes to remediate negative impacts	p. 57	
2-26 Mechanisms for seeking advice and raising concerns	p. 57	

GRI 2: General Disclosures 2021	Location	Omissions
2-27 Compliance with laws and regulations	p. 55	
2-28 Membership associations	p. 31, 55	
2-29 Approach to stakeholder engagement	p. 70	
2-30 Collective bargaining agreements	p. 71	
GRI 3: Material Topics 2021	Location	Omissions
3-1 Process to determine material topics	p. 11	
3-2 List of material topics	p. 11	



GRI Content Index

Material impact	GRI Standards	Indicator	Page	Omissions	Material impact	GRI Standards	Indicator	Page	Omissions
Delivering consumer benefits	GRI 3: Material Topics 2021: 3-3	Management of material topics	p. 17		Circular economy	GRI 301: Materials 2016	301-2 Recycled input materials used	p.15	
	GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	pp. 18-29				301-3 Reclaimed products and their packaging materials	Not reported	Not available at global level. This will be considered in future reporting.
	GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None			GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p.34	
	Keter Indicator	K1: Number of product recalls and total units recalled	None				306-2 Management of significant waste-related impacts	p.34	
Product innovation	GRI 3: Material Topics 2021: 3-3	Management of material topics	p. 20				306-3 Waste generated	pp.76-77	
	Keter Indicator	K2: Percentage of sales from innovation	p. 14				306-4 Waste diverted from disposal	pp.76-77	
	Keter Indicator	K3: Number of new product launches	p. 14				306-5 Waste directed to disposal	pp.76-77	
Circular economy	GRI 3: Material Topics 2021: 3-3	Management of material topics	p. 24						
	GRI 301: Materials 2016	301-1 Materials used by weight or volume	Not reported	Not available at global level. This will be considered in future reporting.					



GRI Content Index

Material impact	GRI Standards	Indicator	Page	Omissions	Material impact	GRI Standards	Indicator	Page	Omissions
Climate change	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 74		Supply chain management	GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	not reported	Not available at global level. This will be considered in future reporting.
		305-2 Energy indirect (Scope 2) GHG emissions	p. 74			GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	p. 37	
		305-3 Other indirect (Scope 3) GHG emissions	p. 75			GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	p. 37	
		305-4 GHG emissions intensity	p. 74		Ethical conduct	GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Not reported	Not available at global level. This will be considered in future reporting.
	Keter Indicator	K4: Percentage of renewable energy of total energy consumption	p. 32			GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not reported	Not available at global level. This will be considered in future reporting.
	Keter Indicator	K5: Percentage of waste to landfill	p. 32			GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Not reported	Not available at global level. This will be considered in future reporting.
	GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 72			GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not reported	Not available at global level. This will be considered in future reporting.
		302-3 Energy intensity	p. 72						
	GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p. 87						
		303-2 Management of water discharge related impacts	p. 87						
		303-3 Water withdrawal	p. 73						
		303-4 Water discharge	p. 73						
		303-5 Water consumption	p. 73						



GRI Content Index

Material impact	GRI Standards	Indicator	Page	Omissions	Material impact	GRI Standards	Indicator	Page	Omissions
Ethical conduct	GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Not reported	Not available at global level. This will be considered in future reporting.	Responsible employer	GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	p. 47	
Responsible employer	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 78			403-4 Worker participation, consultation, and communication on occupational health and safety	Workers participate in safety forums at every plant.		
		404-1 Average hours of training per year per employee	p. 81			403-5 Worker training on occupational health and safety	pp. 46-47		
		404-3 Percentage of employees receiving regular performance and career development reviews	p. 81			403-6 Promotion of worker health	p. 48		
	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 82			403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 48		
	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 46			403-8 Workers covered by an occupational health and safety management system	100% of workers and contractors.		
		403-2 Hazard identification, risk assessment, and incident investigation	p. 46			403-9 Work-related injuries	p. 79		
						403-10 Work-related ill health	p. 79		



GRI Content Index

Material impact	GRI Standards	Indicator	Page	Omissions
Community investment	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	pp. 49-52	Not available at global level. This will be considered in future reporting.



GRI Content Index

2-7 Information on employees

Employees by region and gender	2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
North America	354	589	943	254	434	688	280	484	764
Europe	835	1,277	2,112	784	1,250	2,034	856	1,243	2,099
Israel	472	1,354	1,826	510	1,430	1,940	578	1,468	2,046
Total	1,661	3,220	4,881	1,548	3,114	4,662	1,714	3,195	4,909

Employees by contract	2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Full time	1,614	3,220	4,834	1,467	3,056	4,523	1,640	3,072	4,712
Part time	47	0	47	81	58	139	74	123	197
Permanent	941	1,480	2,421	1,388	2,794	4,182	1,421	2,823	4,244
Temporary	720	1,740	2,460	160	320	480	293	372	665

Non-payroll workers	North America	Europe	Israel	Total	Percentage of total workforce
2021	211	1,437	730	2,378	44%
2022	125	658	519	832	27%
2023	117	1,034	488	1,639	35%
2024	111	1,350	568	2,029	29%



GRI Data Tables

2-29 Approach to stakeholder engagement

Keter defines six primary stakeholder groups, categorized them in terms of the degree of influence on how we work, what we work on and the environments in which we work. We engage with those stakeholders who strongly influence our business daily, and with those who influence our markets on defined or ad hoc frequencies, as issues arise.

Keter Group's Stakeholder Landscape

Strongly influence how we work and we work on

Employees

Consumers / Customers

Suppliers

Communities

Influence our markets, financial and regulatory frameworks and social and environmental expectations

Regulators, bankers, Non Governmental Organizations (NGOs)

Shareholders and investors

Key topics and concerns raised by stakeholders engagement

Primary stakeholders	Means of engagement	Key expectations
Employees	Multiple internal communications channels throughout the year	Fair and respectful treatment, and fair compensation. Pride in working for Keter. Ethical conduct. Opportunity to have a say in business planning. Enough resources to get the work done.
Customers	Meetings and consultations with key retailers on a regular basis, social media	Product quality and safety, fast and reliable service, innovation that sells, competitive pricing. Use of safe raw materials. Plastic waste avoidance.
Suppliers	Periodical meetings and discussions	Fair dealing, business growth, opportunity to engage in new developments.
Communities	Community events, volunteering in communities	Supporting communities in social causes. Making a local economic contribution. Hiring local employees.
Regulators, bankers, NGOs	As needed	Compliance, transparency, engaging on social and environmental issues where relevant, such as plastic waste avoidance and recycling.
Shareholders/investors	Interaction through board of directors	Return on investment, business growth, ethical conduct, positive reputation.



2-30 Collective bargaining agreements

Employees with collective bargaining agreements	North America	Europe	Israel	Total	As a percentage of direct workforce
2022	0	244	1,412	1,656	34%
2023	0	932	1,624	2,556	55%
2024	0	978	1,699	2,677	55%



302-1 Energy consumption within the organization

302-3 Energy intensity

Energy within the organization	Units	2021	2022	2023	2024
Natural gas	kWh	21,665,398	21,668,454	13,463,489	10,663,695
Diesel	kWh	2,268,239	2,587,622	2,119,742	2,117,841
LPG	kWh	416,580	112,295	1,395,041	1,584,690
Gasoline for mobile combustion	kWh	3,837,147	4,954,086	316,069	232,910
Total gases and fuels	kWh	28,187,363	29,322,458	17,294,342	14,599,136
Purchased electricity	kWh	375,019,302	315,209,305	295,725,158	309,852,475
Heating & cooling purchased	kWh	6,706,377	5,462,323	5,770,388	5,094,329
Total energy consumption	kWh	409,913,042	320,681,627	318,789,887	329,545,940
Energy Intensity	kWh	1,043	1,089	1,054	1,052
Renewable energy (included in total energy consumption)					
Renewable electricity	kWh		3,637,862	6,125,000	13,162,674
Renewable electricity of total energy	%		1%	2%	4%

Note:

- Renewable energy includes only formally certified purchases. In 2024, this reflects three sites in Europe
- In 2024, we expanded our accounting scope to include electricity consumption of Keter owned and operated stores retail stores in Israel. The impact of this on total emissions is less than 0.2%.
- The increase in Scope 1 consumption of LPG in 2023 results from an update of data collection methodologies and includes volume previously understated.
- The reduction in gasoline is due to a shift away from fuel-based vehicles and also reallocation of commuting mileage to Scope 3 in 2023.

**303-3 Water withdrawal**

Water withdrawal	Units	2021	2022	2023	2024
Groundwater	Megaliters	86	95	34	0
Third-party water	Megaliters	146	121	189	210
Total water withdrawal	Megaliters	232	216	223	210

303-4 Water discharge

Water Discharged	Units	2021	2022	2023	2024
Third-party water	Megaliters	91	91	139	92
Total water discharge	Megaliters	91	91	139	92

Total water withdrawal from all areas with water stress	Units	2021	2022	2023	2024
Groundwater	Megaliters	23	19	24	0
Third-party water	Megaliters	84	99	100	Not reported
Total water withdrawal from water stressed areas	Megaliters	107	118	124	Not reported
Percentage of water withdrawal from water stressed areas	%	46%	55%	55%	Not reported

Notes: Data relating to water from water-stressed areas was not analyzed for 2024. We will address this in future reporting.

303-5 Water consumption

Water consumption	Units	2021	2022	2023	2024
Total water consumption	Megaliters	163	125	85	118

Notes: Surface water and seawater withdrawal is zero. All water withdrawal is fresh water ($\leq 1,000$ mg/L total dissolved solids). All discharge is to municipal systems.

**305-1 Direct (Scope 1) GHG emissions****305-2 Energy indirect (Scope 2) GHG emissions****305-4 GHG emissions intensity**

GHG emissions	Units	2018 (base year)	2021	2022	2023	2024	Notes:
Scope 1	MT CO ₂ e	4,798	6,094	6,297	1,836	4,466	<ul style="list-style-type: none">In 2024, we expanded our accounting scope to include electricity consumption of Keter owned and operated stores retail stores in Israel. The impact of this on total emissions is less than 0.15%.
Scope 2 location-based	MT CO ₂ e	149,755	149,148	113,661	114,178	119,566	
Scope 2 market- based	MT CO ₂ e				110,016	117,324	<ul style="list-style-type: none">Scope 1 emissions include refrigerant gases starting in 2023.
Total GHG emissions (market-based)	MT CO ₂ e	154,553	155,242	119,958	111,853	121,790	<ul style="list-style-type: none">Scope 2 emission factors use supplier-provided factors in most markets; where market-based factors were not available, location-based factors using the European Environment agency (EEA) for European sites, the U.S Environmental Protection Agency (EPA) for USA sites and the government data for Israeli sites.Scope 1 emission factors UK use Government Conversion Factors for greenhouse gas (GHG) reporting (Defra 2024) and Ecoinvent (Version 3.10) database.Full analysis of market-based emissions commenced from 2023.
GHG emissions intensity	MT CO ₂ e/ ton output	0.497	0.395	0.368	0.370	0.389	<ul style="list-style-type: none">Purchased heating and cooling in Italy is a by-product of the trigenerated electricity and therefore does not contribute to GHG emissions.GHG emissions include CO₂ , CH₄ , N₂O, HFCs and PFCs.



305-3 Other indirect (Scope 3) GHG emissions

Category	Description	MT CO2e
1	Purchased goods and services	733,086
2	Capital goods	1,225
3	Fuel and energy related activities	30,885
4	Upstream transportation and distribution	18,737
5	Waste generated	498
6	Business travel	1,314
7	Employee commuting	1,487
9	Downstream transportation and distribution	313,534
12	End of life treatment of sold products	212,642
Total Scope 3 emissions		1,313,408

Notes:

- This is the first time we have reported Scope 3 data, after a full review of our global operations. We expect to continue to refine this data as we continue to consolidate and standardize our data collection methodologies.
- Categories not reported are not relevant for Keter.

**306-3 Waste generated****306-4 Waste diverted from disposal****306-5 Waste directed to disposal**

Non-hazardous waste	Units	2021	2022	2023	2024
Landfill	MT	4,644	3,239	923	920
Reuse	MT	5,865	285	2	0
Recycling	MT	22,724	14,085	12,616	13,982
Recovery (including energy recovery)	MT	1,572	479	331	0
Incineration	MT	121	1	2	1,102
Total non-hazardous waste	MT	34,954	18,779	13,874	16,004

Hazardous waste	Units	2021	2022	2023	2024
Landfill	MT	4	4	0	6
Reuse	MT	17	24	42	0
Recycling (including composting)	MT	1,291	1,106	828	0
Recovery (including energy recovery)	MT	191	107	122	0
Incineration	MT	85	2	2	1,835
Total hazardous waste	MT	1,589	1,244	993	1,841



Waste directed to disposal	Units	2021	2022	2023	2024
Landfill	MT	4,648	3,934	923	927
Incineration	MT	206	3	4	2,937
Total waste directed to disposal	MT	4,853	3,937	927	3,864
Waste diverted from disposal	Units	2021	2022	2023	2024
Reuse	MT	5,882	309	44	0
Recycling	MT	24,015	15,095	13,440	13,982
Composting	MT	25	95	4	0
Recovery (including energy recovery)	MT	1,764	586	453	0
Total waste diverted from disposal	MT	31,686	16,085	13,941	13,982
Landfill rate	%	13%	20%	6%	5%
Total waste		36,540	20,022	14,867	17,845



401-1 New employee hires and employee turnover

New hires and leavers by headcount		2022				2023				2024			
		<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
New hires													
Women new hires		182	169	45	396	114	120	26	260	120	139	46	305
Men new hires		286	240	71	597	234	211	66	511	235	244	77	556
Total new hires		468	409	116	993	348	331	92	771	355	383	123	861
Women leavers		261	243	96	600	90	158	57	305	99	114	54	267
Men leavers		839	494	188	1,521	196	263	157	616	205	215	110	530
Total leavers		1,100	737	284	2,121	286	421	214	921	304	329	164	797
Turnover (%)		23%	15%	6%	43%	6%	9%	5%	20%	6%	7%	3%	16%

New hires and leavers rates		2022				2023				2024			
		<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
New hires													
Women new hires		4%	3%	1%	8%	2%	3%	5%	1%	2%	3%	1%	6%
Men new hires		6%	5%	1%	12%	5%	5%	1%	11%	5%	5%	2%	11%
Total new hires		10%	8%	2%	20%	7%	7%	2%	17%	7%	8%	3%	18%
Women leavers		5%	5%	2%	12%	2%	3%	1%	3%	2%	2%	1%	5%
Men leavers		17%	10%	4%	31%	4%	6%	3%	13%	4%	4%	2%	11%
Total leavers		23%	15%	6%	43%	6%	9%	5%	20%	6%	7%	3%	16%

**403-9 Injury rates****403-10 Work-related ill health**

Hours worked (Employees)	2022	2023	2024
North America	1,574,545	998,981	1,019,236
Europe	2,675,295	3,357,754	5,915,583
Israel	3,766,093	4,151,251	3,946,230
Total	8,015,933	8,507,986	10,881,049

Hours worked (Contractors)	2022	2023	2024	Total
North America	653,213	264,075	159,046	1,178,282
Europe	744,223	1,094,484	1,313,236	7,228,818
Israel	815,625	1,108,428	986,558	4,932,788
Total	2,213,061	2,466,987	2,458,839	13,339,888

Recordable injuries (Employees)	2022	2023	2024
North America	46	27	17
Europe	46	69	47
Israel	155	76	58
Total	247	172	122
TRIR	6.16	4.04	2.24

Recordable injuries (Contractors)	2022	2023	2024	2024 Total
North America	7	1	0	17
Europe	13	11	15	62
Israel	38	26	26	84
Total	58	38	41	163
TRIR	5.24	3.08	3.33	2.44



High consequence injuries (Employees)	2022	2023	2024
North America	14	14	0
Europe	1	0	0
Israel	11	0	0
Total	26	14	0
TRIR	0.65	0.33	0

High consequence injuries (Contractors)	2022	2023	2024	Total	Total
North America	1	0	0	0	0
Europe	0	0	0	0	0
Israel	2	0	0	0	0
Total	3	0	0	0	0
TRIR	0.27	0	0	0	0

Fatalities (Employees)	2022	2023	2024
North America	0	0	0
Europe	0	0	0
Israel	3	0	0
Total	3	0	0

Fatalities (Contractors)	2022	2023	2024	Total	Total
North America	0	0	0	0	0
Europe	0	0	0	0	0
Israel	0	0	0	0	0
Total	0	0	0	0	0

Notes:

- Data for Israel not available prior to 2021. In 2024, the split of employee and contractor working hours is estimated.
- Rates are calculated on the basis of 200,000 working hours.
- Most accidents are slips, trips and falls. All are investigated and corrective actions agreed and implemented.



404-1 Average hours of training per year per employee

Employee training by category (hours)	2021	2022	2023	2024
Managers	1,376	495	564	449
Non-managers	6,326	3,251	3,452	3,249
All training hours	24,634	43,957	43,850	103,741
Average training hours per employee	4.60	9.01	9.41	21.23

404-3 Percentage of employees receiving performance and career development reviews

	2022			2023			2024		
Employees with performance reviews	Women	Men	Total	Women	Men	Total	Women	Men	Total
Managers	194	401	595	172	345	517	179	373	552
Non-managers	827	1,773	2,600	645	881	1,526	616	1,397	2,013
Total	1,021	2,174	3,195	817	1,226	2,043	795	1,770	2,565
% total	65%			44%			52%		

Note: Employees eligible for performance reviews are primarily management and administrative level employees. Of these, in 2024, 82% received a performance review (2023: 72%).



405-1 Diversity of governance bodies and employees

Employees by level and gender	2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Executives	1	7	8	1	7	8	3	12	15
Managers	191	418	609	189	390	579	207	392	599
Non-managers	1,479	2,841	4,320	1,358	2,717	4,075	1,506	2,789	4,295
Total	1,671	3,266	4,937	1,548	3,114	4,662	1,716	3,193	4,909
% women total	34%			33%			35%		
% women execs (of total execs)	13%			13%			20%		
% women managers (of total managers)	31%			33%			35%		
% women managers of execs and managers total	31%			32%			34%		

**Employees by level and age****Managers****2022****2023****2024****<age 30**

19

23

25

age 30-50

372

348

351

>age 50

222

216

238

Non-managers**<age 30**

1,157

1,254

1,389

age 30-50

1,963

1,833

1,917

>age 50

1,148

988

989

All employees**<age 30**

1,176

1,277

1,414

age 30-50

2,335

2,181

2,268

>age 50

1,370

1,204

1,227

**Diversity of Keter Group board
of directors as at end 2024****Women directors****0****Directors from
diverse groups****0**



SASB Disclosure

Sustainability Accounting Standards Board (SASB) Building Products and Furnishings Standard, Version 2018-10

TOPIC	CODE	ACCOUNTING METRIC	RESPONSE	NOTES
Energy Management in Manufacturing	CG-BF-130a.1	Total energy consumed (GJ)	1,186,365	
	CG-BF-130a.1	Percentage grid electricity	96%	Includes trigeneration plant in Italy.
	CG-BF-130a.1	Percentage renewable energy	4%	
Management of Chemicals in Products	CG-BF-250a.1	Discussion of processes to assess and manage risks and/or hazards associated with chemicals	0%	Keter does not use hazardous chemicals in production.
	CG-BF-250a.2	Percentage by revenue of eligible products meeting volatile organic compound (VOC) emissions and content standards	0%	Keter's production does not generate VOCs.
Product Lifecycle Environmental Impacts	CG-BF-410a.1	Description of efforts to manage product and lifecycle impacts and meet demand for sustainable products	See section on Circularity and Technology	
	CG-BF-410a.2	Weight of end-of-life material recovered (metric tons)	In development	
	CG-BF-410a.2	Percentage of recovered materials recycled	In development	



SASB Disclosure

Sustainability Accounting Standards Board (SASB) Building Products and Furnishings Standard, Version 2018-10

TOPIC	CODE	ACCOUNTING METRIC	RESPONSE	NOTES
Wood Supply Chain Management	CG-BF-430a.1	Total weight of woodfiber materials purchased (metric tons)	Not reported	
	CG-BF-430a.1	Percentage of woodfiber materials from third-party certified forestlands	30%*	Wood composition is 30% virgin wood and 70% post-consumer recycled wood.
	CG-BF-430a.1	Percentage of woodfiber materials by standard	100% to FSC standards	
	CG-BF-430a.1	Percentage of woodfiber materials certified to other wood fiber standards	0%	
	CG-BF-430a.1	Percentage of woodfiber materials by other standards	0%	

ACTIVITY METRIC	CODE	ACCOUNTING METRIC	RESPONSE	NOTES
Production	CG-BF-000.A	Annual production (metric tons)	313,328	
Area	CG-BF-000.B	Area of manufacturing facilities: square meters (m ²)	>180,000	Manufacturing only.



SASB Disclosure

Household and Personal Products Standard, Version 2018-10

TOPIC	CODE	ACCOUNTING METRIC	RESPONSE	NOTES
Water Management	CG-HP-140a.1	Total water withdrawn m ³	223,150	
	CG-HP-140a.1	Total water consumed m ³	84,500	
	CG-HP-140a.1	Percentage of water withdrawn in regions with High or Extremely High Baseline Water Stress	Not reported	
	CG-HP-140a.1	Percentage of water consumed in regions with High or Extremely High Baseline Water Stress	Not reported	
	CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	See below: Water management	
Packaging Lifecycle Management	CG-HP-410a.1	Total weight of packaging (metric tons)	Not reported	
	CG-HP-410a.1	(2) percentage made from recycled and/or renewable materials	43%	
	CG-HP-410a.1	(3) percentage that is recyclable, reusable, and/or compostable	Not reported	
	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	See below: Packaging impacts	



Water management

Keter aims to minimize use of water in all our facilities by implementing water efficiency measures such as low-flow faucets and water reuse for irrigation. Following our Physical Climate Risk Assessment in 2021, we identified measures at each plant to mitigate water risk across all sites and especially those in areas of High Water Stress. Facilities in place or in planning to address water risks include on-site ponds for water storage, emergency water tank for production continuity in case of a water shortage for at least three days and other emergency water supply procedures supported by local municipalities.

Packaging Impacts

Keter continues to make efforts to reduce the impact of packaging used to transport and protect our products. In general, we have engaged a recycling company to work with local teams to identify and divert cardboard, plastic packaging and discarded pallets from landfill by establishing new recycling process streams. Additional considerations per packaging type includes:

Paper packaging:

We continue to work with suppliers to raise the recycled content of our packaging supplies. In 2024, recycled content was at least 70%. We are engaging with packaging suppliers to minimize corrugated content in pack designs.

Plastic packaging:

We are engaging with customers to assess opportunities to eliminate shrink films and/or plastic strapping from shelf units and investigating more efficient stretch film options to reduce the overall weight of film used. Similarly, we are seeking options to purchase shrink films and strapping with recycled content.

Pallets:

We continue to utilize recycled pallets wherever possible and are examining the use of different design pallets that minimize wood use. With certain customers, we are investigating eliminating pallets by using alternative slip sheets. With suppliers, we are investigating sizing purchased material packing to fit pallet sizes to improve shipping efficiency and pallet wastage.



Thank You

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