



Keter Sustainability Report | 2022



KETER®



Keter Sustainability Report 2022

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Letter from our CEO

Dear Stakeholders,

Today, I am thrilled to share with you our company's latest Sustainability Report, highlighting our achievements, progress, and future commitments in the realm of sustainability. As an integral part of our organization, our employees' dedication and efforts have played a crucial role in making these accomplishments possible. This report is a testament to the collective impact we are making towards building a more sustainable future.

At Keter, we recognize that sustainability is not just a buzzword but a fundamental responsibility we owe to our planet, society, and future generations. It is a commitment deeply ingrained in our corporate values and reflected in our day-to-day operations. We are driven by our purpose to shape what's next for a better day and driven by our principles to design with people and planet in mind.

Some key highlights from our Sustainability Report include:

With a commitment to delivering 55% of recycled content across our global output by 2025, despite progress in reaching 41.8% in 2022, our highest recycled content level to date, we have some way to go to reach our target. Our materials engineers and technical experts

are tirelessly seeking new sources, testing alternative materials and processes without compromising our legacy of impeccable quality, durability, and affordability.

We are operating with higher efficiency to minimize the impacts of our operations on climate change and in 2022, we achieved a reduction of 22% of greenhouse gas emissions from production per ton of product compared to our base year of 2018. We are on track to deliver on our commitment to achieving a 25% reduction by 2025, which includes plans to further expand our use of renewable energy at our sites.

We have also made progress in encouraging diversity, equity and inclusion across our business, and delivered an increase of 3% in the rate of women holding executive and management positions at Keter Group, with a total of 31%. Here again, we are working diligently to reinforce our inclusive culture and practices and expect to achieve our target of 35% by 2025.

These are all positive advances and position us well for further positive achievement in the coming years. I am incredibly proud of what we have accomplished but let us not rest on our laurels. The road to sustainability is a continuous journey, and there is still much to be done. Let us embrace the opportunities that lie ahead, challenge ourselves to reach even greater heights, and continue to drive positive change within our organization, our communities, and beyond.

I want to express my sincere gratitude to each one of our employees driving our sustainability journey. It is their commitment, creativity, and passion that have propelled us forward and made our achievements possible. I am confident that our Keter team will deliver even stronger performance in 2023, and I look forward to

seeing how we all shape what's next in the coming year and in the many years after that.

Thank you for your interest in this report. We'd love to engage with you if you have any queries or suggestions for how we could do better.

Best Wishes

Alejandro Pena,
Chief Executive Officer,
Keter Group



The Keter Everyday Sustainability 2025 Pledge



Better Products for Better Places

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

Better Planet

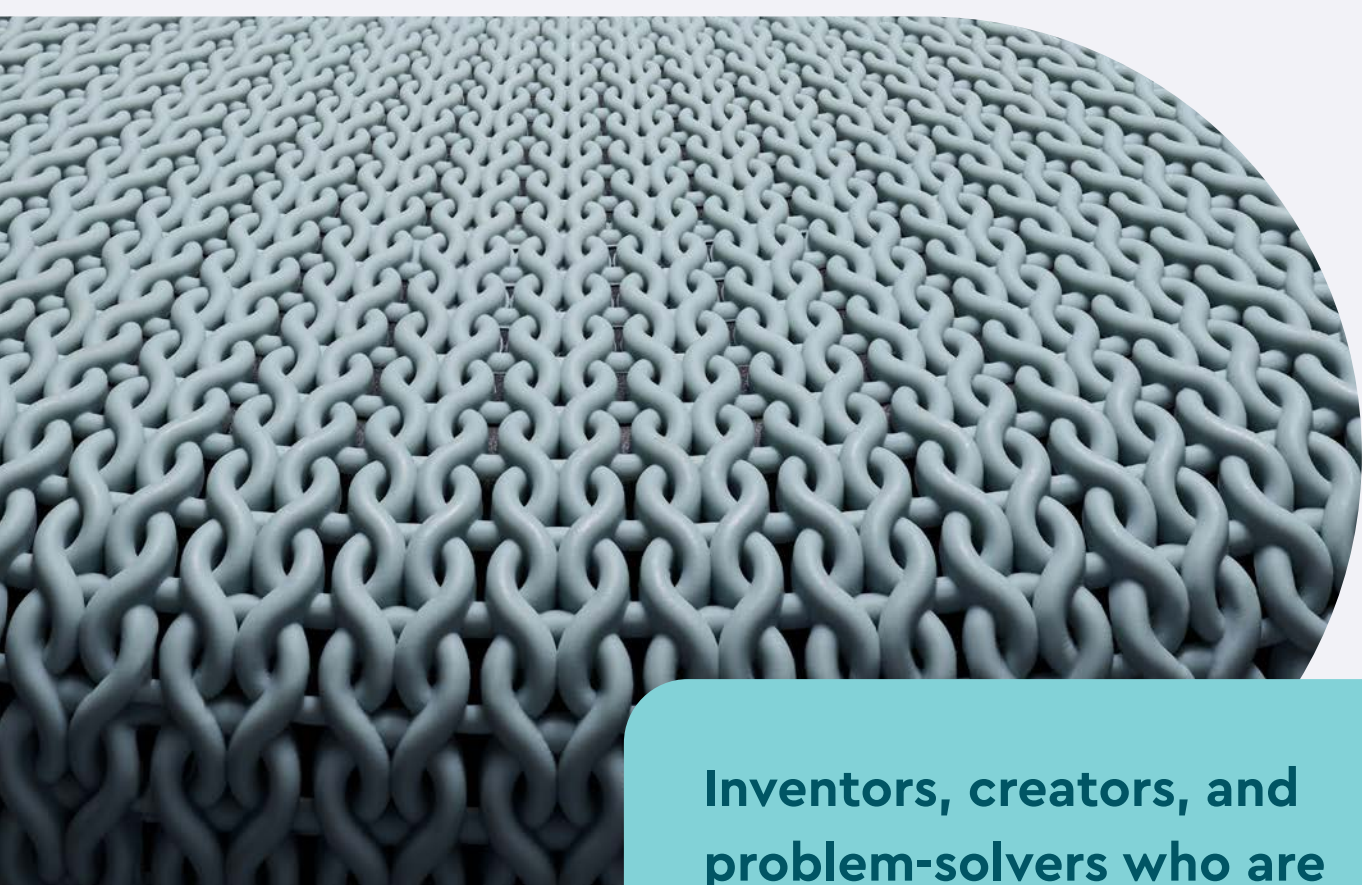
- **25% reduction in greenhouse gas emissions** from production per ton of product (base year 2018)
- **Zero waste** to landfill from production

Better Business

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

About Keter

Keter Group is the innovative global leader in durable consumer lifestyle solutions for in and around the home. With products available in over 115 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, storage and home, office and organization solutions.

Keter maintains 20 manufacturing sites 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 2022, our corporate sales were generated in Europe (49%), North America (44%) and other countries (7%).

In 2016, Keter was acquired by BC Partners, a leading international investment firm.

Keter's Operational Reach

Europe - 9 factories

- Netherlands (1)
- UK (2)
- Poland
- Luxembourg
- Hungary
- Italy (2)
- Spain

North America - 6 factories

- Indiana
- Pennsylvania (3)
- North Carolina
- Milton Ontario, Canada

Israel - 5 factories



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. In a world where space is precious, we make every space count.



Stewart

breezesta™



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.



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 for 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



Our Corporate Values

Six core values guide our decisions, business behavior, and sustainability approach.



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.



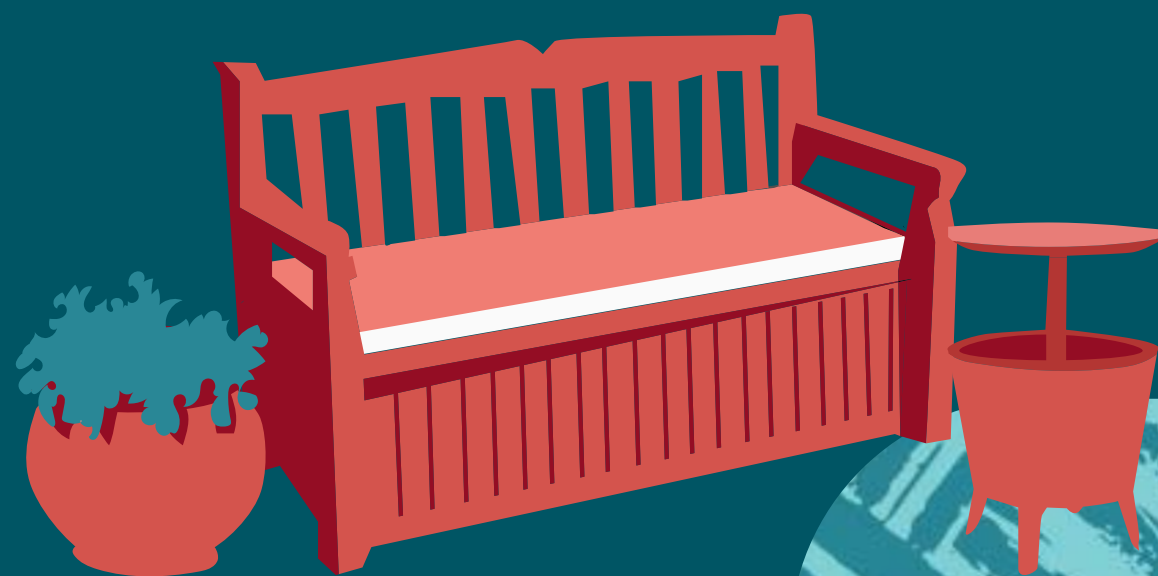
Respect

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.

In 2022, our leadership confirmed the ongoing relevance of these material impacts for Keter. We plan to conduct a new materiality assessment in 2023.

Sustainability Priorities

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).

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 Sustainability Strategy

	Goal	2025 Targets		Progress in 2022
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		41.8% achieved, up from 39% in 2021. See section: Circularity and Technology
		30% of sales from innovation		30% of sales from innovation in 2022 See section: Innovating and shaping what's next
		Product end-of-life programs implemented in all regions		Initial programs implemented but we face some challenges. See section: Promoting end-of-life 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% reduction achieved (versus 2018 baseline) partly due to increase in renewable energy consumption and partly due to efficiencies and improved country emission factors. See section: Climate Action
		Zero waste to landfill from production		20% of waste was sent to landfill in 2022 – this is a higher percentage versus 2021 (13%) due to an overall waste reduction of 54%, but represents 15% fewer tons sent to landfill compared to 2021. 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		31% of executive and management levels were women in 2022, up 3% from 2021. We are on track to reach our target. See section: Advancing women
		90% employee participation in a Keter wellbeing program		81% (3,938) employees confirmed their participation in at least one wellbeing event in our regions in 2022. See section: Employee health, safety and wellbeing



Sustainability Governance

We maintain a networked structure to ensure we drive our sustainability strategy, training and communications consistently throughout our regional operational structure. Headed by an executive team member who serves as the global Chief Sustainability Officer, supported by specialists at the corporate center, each of our regional heads is a member of the Global Sustainability Team and leads a regional team to apply sustainability practices in each country across the Group.

In 2022, 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. Additionally, quarterly meetings were held at the regional level to monitor operational progress in each region against environmental goals. Regionally, teams met monthly to review progress in each region.

At a global level, we ensure sustainability is always on the agenda with quarterly newsletters inspiring employees with progress and practices updates

from across Keter, and training events covering specific aspects of sustainability.

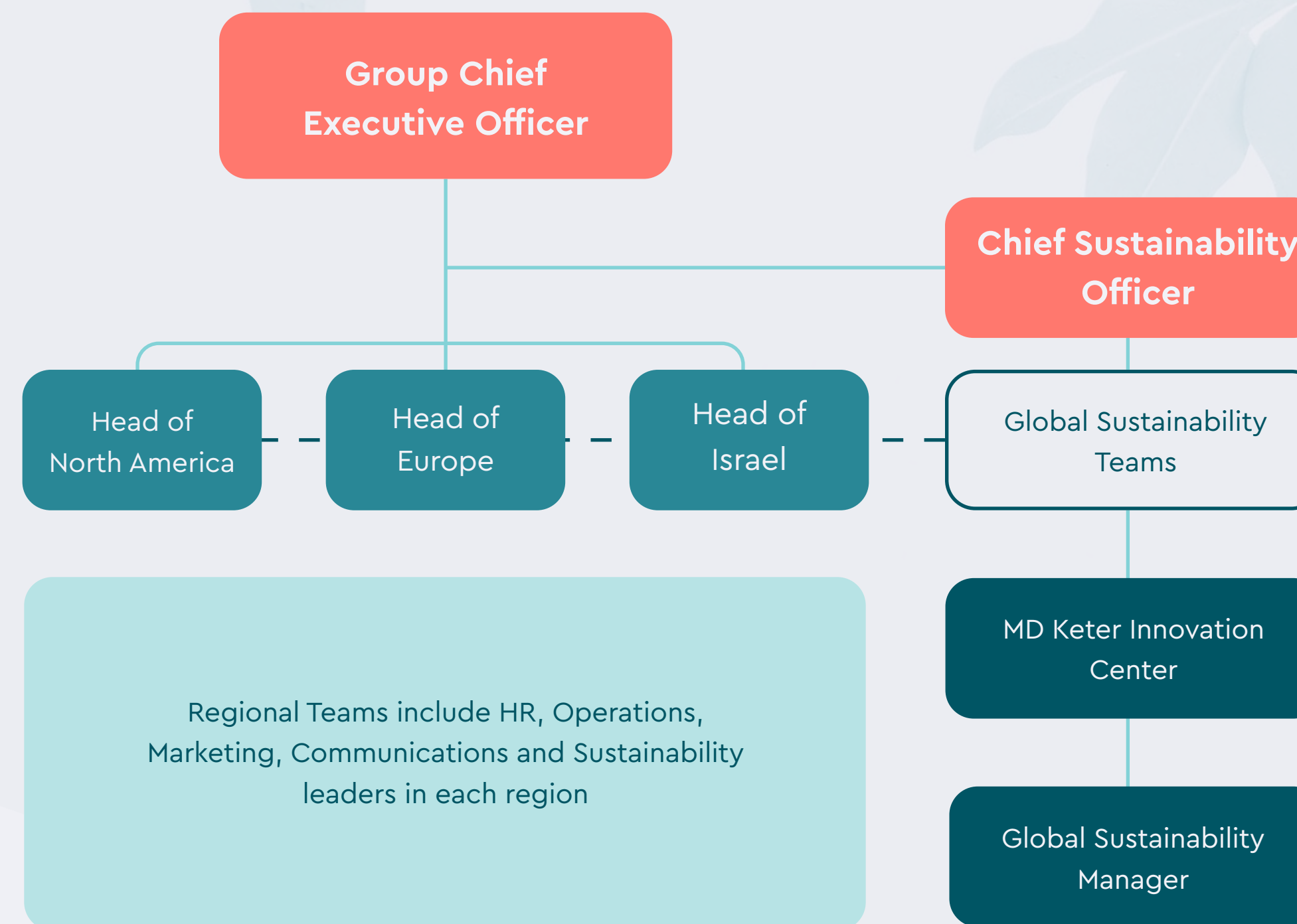
In 2022, we held more than 65 sustainability-focused meetings and training events for employees across the Group, and sustainability managers and teams participated in more than 20 external conferences and webinars.

Additionally, our Chief Executive Officer's quarterly email to all employees includes an update on sustainability progress.

Upgrading our sustainability data management

In 2022, we started to deploy business intelligence software to help us track our sustainability metrics and generate data at the local and global levels in real time to support ongoing decision making. We have developed several sustainability metrics dashboards that are regularly reviewed and aid in improving our data accuracy and monitoring, including our progress against our sustainability targets.

Keter's Global Sustainability Governance Structure



2022 Sustainability Highlights

Better Products

**New
ecommerce
platform**

expanding choices for Keter
customers in the U.S. and the UK

30%

of total sales from innovation
(new products launched in past
4 years), meeting our strategic
target

41.8%

recycled content in overall
production (compared to 39%
in 2021)

173

new patents applications for
Keter products in 2022, bringing
our total number of registered
patents to 2,278

2022 Sustainability Highlights

Better Planet

Zero Waste to Landfill

achieved by 5 plants, representing
18% of our production output in
2022

2%

reduction in GHG emissions
per ton of output in 2022
compared to 2021, with a
cumulative reduction of 22%
since 2018

>5.7m kwh

of renewable energy powered
our plants in Europe, contributing
to lowering our GHG emissions

80%

of total waste was recycled or
reused

2022 Sustainability Highlights

Better Business

34%

women at Keter globally
(compared to 31% in 2021)

31%

women in executive and
management roles at Keter
globally (compared to 28% in
2021)

**New Diversity,
Equity, Inclusion
and Belonging
Global Policy**

published to guide and inspire all
employees

>43,000hours

invested in training in 2022,
almost double the number of
training hours across our total
employee workforce in 2021

Better Products for Better Places

At Keter, we provide home and garden solutions that make life easy and are friendly for our planet. With a wide product portfolio to meet a diverse array of living, organization and storage needs, we offer our customers the opportunity to choose affordable functionality with a light environmental footprint due to the high level of recycled resins we use in our production. Our products are made to last for many years, and when they reach the end of their first life, they come to life again in another form after being recycled. Better Products for Better Places means affordable lifestyle solutions based on circularity, meaning that customers can enjoy Keter products knowing they are treading more lightly on the planet.



Affordable Lifestyle Solutions

Keter's products are designed for people who seek maximum functionality, comfort and convenience while enhancing their environmental handprint. 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.

Keter holds 2,278 registered patents for our proprietary innovative product designs, with several more in the pipeline. In 2021, we applied for more than 170 new patents.

Making direct connections with our customers

In 2022, we launched our new ecommerce sales channel (Keter.com) in the U.S. and UK to offer our customers their choice of Keter products with just a few clicks. Prior to this, certain Keter products had been offered online via third-party retailers or via our website with limited functionality and supporting information. With our new ecommerce site, customers can select from a very wide range of Keter products and read about our sustainable design principles and approach, so they can be fully informed before they purchase. Furthermore, connecting directly with customers offers us the possibility to learn their preferences and requirements and use their insights to inform innovation and product development. As each customer connects to us, we provide them with information that includes our sustainability approach and practice, both raising awareness of the sustainability benefits of our products and enabling environmentally conscious customers to select our products according to their lifestyle choices. Finally, our direct-to-customer channel offers us greater efficiencies in demand planning and inventory management, meaning that we can reduce our logistics footprint through tailoring production to local demand and reducing shipment distances. A key step in improving our logistics efficiency in the U.S. is the construction of our new 516,000 sq.ft. distribution center in Savannah, GA, operated by DHL Supply Chain, which started serving our ecommerce customers in October 2022.

Innovating and shaping what's next

New never stops at Keter and 2022 was no exception. We perfected and launched more than 50 innovative and attractive products across our global markets, offering customers innovative designs, exceptional functionality and more sustainable product profiles to support the lifestyles of today.



Metal without metal

Our customers continue to seek the benefits of resin-based home and garden furniture that has the look and feel of metal without the disadvantages of rust and erosion, color fade, heavy weight and high prices. In 2022, taking on board the requests of our customers, we invested in a range of metal-like product lines, giving the appearance of iron, aluminum, copper, brass, metal rust and more. We also reinvented a copper hand-crafted look for a new coffee table and drinks cart and developed a new stool resembling cast iron. A highlight of our product development this year was our entire product line that has the appearance of industrial wire frames. The WIRE box line allows us to enjoy a new form of product with elegant metal lines in authentic black color or with a striking gold finish, and the strength of our durable resin. The unique geometry of our WIRE boxes enables production from low-grade recycled materials, such as waste-based material intended for landfill, while maintaining the quality of products that pass our most stringent functionality and durability tests.



Innovating and shaping what's next

Cabinets with a social impact

In 2022, we combined environmental sustainability with a social contribution by developing our 35" Premium One Cabinet Series for sale by multiple retailers in the U.S. The cabinets are manufactured with a high level of recycled content and were designed to incorporate additional energy and resource-saving features:

- Reduction in the number of single parts from 55 to 22 to allow for production efficiencies and reduced waste in the production process
- Optimized packing to maximize space utilization during shipment and storage
- Local production in the U.S. to meet demand, avoiding international shipments
- Increased wall thickness to enable a wider variety of recycled materials in the composition of the cabinets
- Recycled, reusable or compostable packaging across all cabinets by 2025



With these features, the Premium ONE cabinet series delivers a substantially lower carbon footprint compared to regular cabinets and sets a new standard in sustainable cabinet design for Keter.

To make the Premier ONE Cabinet series even more compelling for our customers, we partnered with TEAM RUBICON, a veteran-led humanitarian nonprofit that supports communities through disasters. All Premium ONE cabinets carry the Team Rubicon logo, signaling to customers that a portion of sales revenue from this series is donated to advance Team Rubicon's humanitarian efforts.

Retail partners such as The Home Depot, Lowe's and Amazon joined our campaign and are marketing the Premium One Cabinet Series to customers in the U.S., delivering an essential home product that has environmental and social upsides.

Innovating and shaping what's next

Heavy like wood

Keter's KleverWood technology uses 100% recycled material to manufacture thick-walled products in a short cycle-time while retaining the strength and quality of our products. Following the perfection of our KleverWood technology in 2022, we created the Heavy-Duty Adirondack Chair, a multifunctional, ergonomically designed folding recliner chair, specifically to withstand challenging weather conditions such as high winds and storms.



Mix'n'match sheds

We are always seeking to improve product options for our customers and enable them to find a Keter product to meet their exact needs. So it is with our outdoor sheds, one of Keter's most popular lines, which are carried as regular stock items across multiple retailers as well as at our own storage sites. By rethinking the entire value chain for our sheds, we have been able to deliver significant benefits for customers while improving the sustainability profile of our outdoor sheds. The solution? Modular design and shipment, enabling customers to mix'n'match standardized components to create the exact shed in the proportions they require. Based on three original shed types, customers can create up to six different shed sizes. Alongside the benefit for customers, delivering components rather than full-pack sheds enables greater production and logistics flexibility and overall reduced packaging, as packing similar components together means greater space utilization. The modular approach also helps reduce inventory, as we produce fewer quantities of the lesser used components.



Innovating and shaping what's next

DIY made easier

Also in 2022, we invested in significant improvements to our tool storage ranges, to enable customers to tackle their DIY jobs with order and ease. With a full overhaul of our professional tool storage options, we are innovating to deliver affordable, functional and durable solutions for work around the home and garden as well as for professionals who carry tools from job to job.



Circularity and Technology

At Keter, we stand for durable products that deliver a lifetime of use for customers around the world. We do not produce single-use plastics and we oppose the environmental devastation that the throwaway culture has created. Our approach is to leverage the most advanced technologies and the principles of circularity to create better products for a better planet that improve the quality of life for everyone who uses our products.

Circularity means extending the life of materials for as long as technically possible and avoiding waste throughout the product lifecycle. Keter maintains its drive to adapt, recreate and transform raw materials into amazing products that is our legacy of more than 75 years.



Expanding our range of recycled raw materials

As one of the largest users of recycled resins globally, we aim to be industry leaders in sourcing and adapting our process to incorporate increasing levels of recycled materials as well as delivering end-of-life recyclability so that our products can continue to play a useful role in different forms with no avoidable harm to the environment. In the past year, we have developed new materials that incorporate these ambitions in partnership with a specialist company with established expertise in upgrading waste materials into high quality ingredients for the polymer and resin industry. These three materials are:

A resin that is completely based on post-consumer recycled waste (for example, household waste) and industrial waste: In 2022, we began testing this material and have successfully produced flower planters to Keter's high quality standards. We are working with a specialist recycling company to make this material more widely available so that we can test it in additional products.

A resin developed with a co-extrusion technique: With co-extrusion, a thick external layer can accommodate low-grade inputs without affecting the strength of the resin or the quality of the finished product. This new material is therefore made of 70% post-consumer recycled waste supplemented by an additive that helps blend the different resin types to give excellent results. This material uses all forms of plastic waste including food packaging to provide a highly circular resin based product for Keter's extrusion manufacturing. Production with this material was evaluated and piloted in 2022 and is planned to scale up in 2023.

A resin for universal use in Keter products: Sourced from post-consumer recycled waste and industrial waste, this material must be highly versatile to be suitable for use in a very wide range of Keter products. To achieve the right mix, we spent more than ten months testing different processes and applications, eventually delivering a raw material that meets all production needs and quality standards and is now integrated into our production.



In addition, we continue to work with other partners and resin experts to develop materials from a wider range of waste sources with the hope of significantly expanding the proportion of production using recycled waste in the coming years.

Advancing recycling science

In 2022, the CIRCLE Consortium for Plastic Recycling Technologies, led by the Israel Innovation Authority, was concluded. The CIRCLE consortium was established in 2019 with a budget of almost \$9 million, with an aim to enable companies in the recycling sector, plastic and polymer manufacturers, as well as academic and research institutes, to develop innovative technologies and expand the range of recycled materials used in industry. Over the three years of the Consortium program, we were active in multiple projects and subprojects and dedicated significant resources to working together with our industry collaborators. One initiative developed through the Consortium, was selected to move to the next phase, which Keter will lead, with Israel's Technion University, to evaluate possibilities to recycle plastics that are currently not suitable for low flow extrusion.



Analyzing our product carbon lifecycle

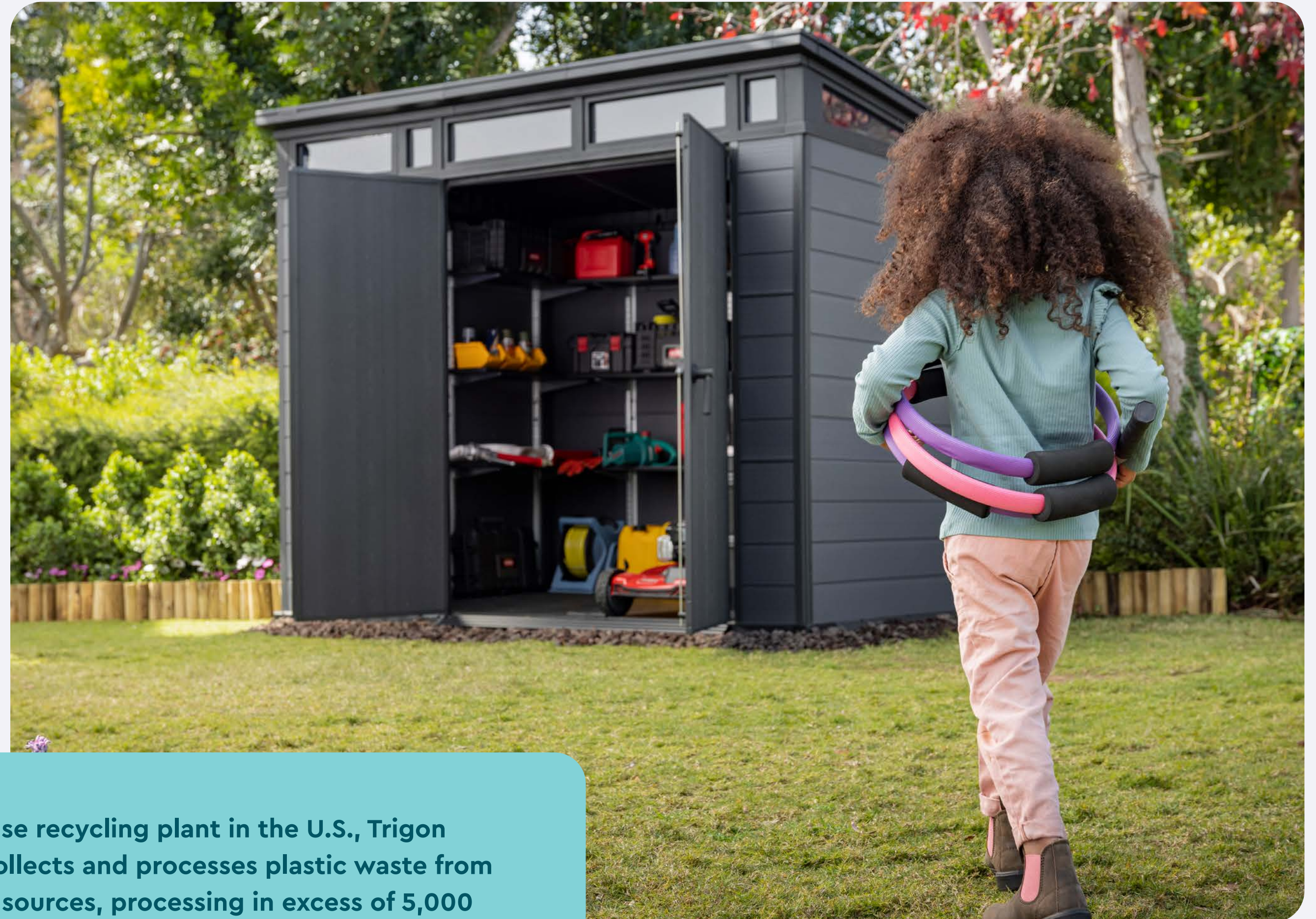
In 2022, we completed Lifecycle Analyses on two Keter cabinets to compare the benefits of using recycled raw materials in our production. Our analyses showed a benefit up to 34.4% in carbon reduction across the products' lifecycle, due to our high content of recycled resin.

Our APmedical division, that specializes in containers for medical waste, continued to develop its ECO LINE containers for the disposal of special hospital waste and sharps produced using recycled materials to satisfy the quality standards requested by ADR-UN to secure transportation and ISO 23907-1:2019 to secure utilization. ECO LINE containers carry recognized safety marks for medical waste containers: Marque NF from LNE (France) and Kitemark from BSI (UK). In 2022, we progressed the development of ECO LINE to include at least 30% recycled plastic to meet UK regulations, and relaunched the line to our healthcare customers with this guarantee.



Promoting end-of-life circularity

Keter products are designed for durability and longevity, but we also wish to ensure that when Keter products reach the end of their useful life, they can play a role in advancing circularity through recycling. Similarly, we are committed to extending our influence, as one of the largest resin users in the world, by promoting circularity across the industry and advancing enabling technology. To achieve meaningful progress in this area, a systems thinking approach is necessary from all players in the value chain, including consumers whom we rely upon to segregate and return plastic-based goods and furniture for recycling. We also welcome industry collaboration to advance technologies that will enable incorporation of a wide range 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

Partnering to recycle

In 2022, we partnered with our customer, Decathlon, the global sports equipment company, to address an aspect of plastic waste that is often overlooked: clothes hangers. Decathlon imports a range of sports garments that are delivered on plastic hangers, which amounts to tons of plastic that previously was scrapped and sent to landfill. While Decathlon recycles clothes hangers in other geographies, no solution was available in Israel. Partnering with Decathlon, we set up a collection system for all Decathlon stores in Israel, collecting 20 metric tons of clothes hangers in the first year alone. The collected hangers are processed and recycled into new Keter products.

In Europe, we are working with two large retailers to develop projects to collect plastic scrap that is accumulated in their logistics centers and bring them back to Keter for recycling and reuse. Plastic scrap may come from any unsalable or broken products (not only Keter brands) as well as from plastic pallets and crates that cannot be reused. We expect these projects to materialize in 2023 as a win-win for our customers who have a way to responsibly dispose of plastic waste and for Keter, with an ongoing source of recyclable raw material.

Keter also participates in national and industry recycling schemes that are available in our countries of operation. For example, Keter Luxembourg is a member of Valorlux, a non-profit that organizes collection of household packaging waste for reuse and recycling in Luxembourg.



Keter Europe is a member of the Circular Plastics Alliance that aims to boost the EU market for recycled plastics to 10 million metric tons by 2025.



Educating for circularity

Across our markets, we engage in several activities to raise awareness and promote active recycling in local communities. For example, in Luxembourg, we made a series of presentations in elementary schools to introduce children to recycling and responsible management of domestic waste. Our teams at Keter Iberia participated in a national campaign to educate the public about accumulated waste in rivers, lakes and reservoirs that impacts riverbeds and marine ecosystems. At Keter Hungary, we introduced Keter's products and recyclability, emphasizing the importance of recycling, to elementary school students. Through these activities, we hope to contribute to raising a future generation that understands the importance of managing waste and actively engages in driving a circular economy.

Better Planet

Keter's Everyday Sustainability Pledge is our commitment to creating a better planet. 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. We are committed to reducing the climate change impact of our operations through lowering greenhouse gas emissions and eliminating landfilled waste.



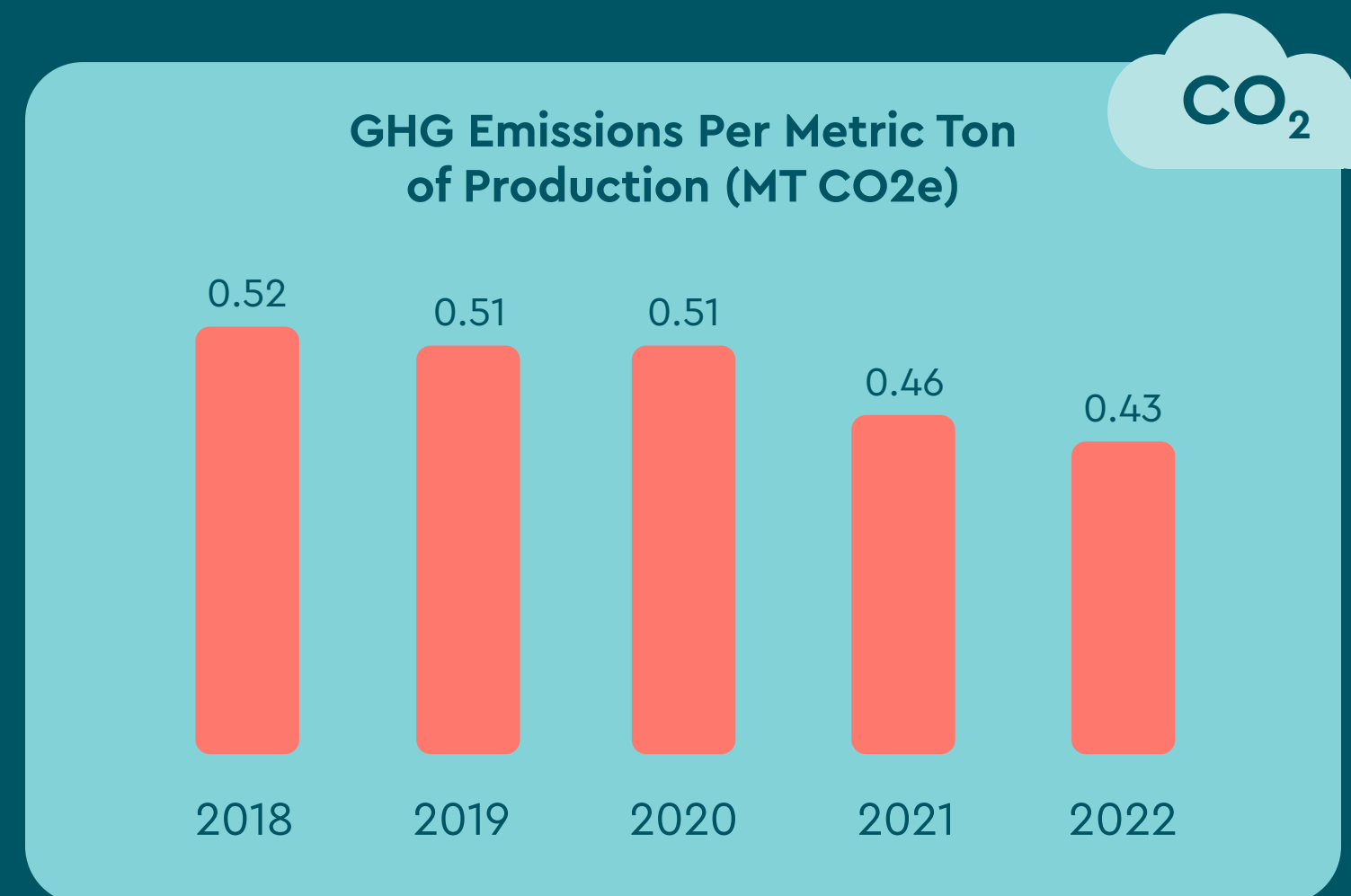
Climate Action

Keter takes 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, which calls for reducing greenhouse gas (GHG) emissions to keep the increase in average global temperatures well below 2°C compared to pre-industrial levels. We consistently work to adopt energy-efficient measures at all stages of our operations.

Our climate change commitment

- **25% reduction in greenhouse gas emissions** from production per ton of product by 2025 (base year 2018)
- **22% reduction achieved** (versus 2018 baseline) partly due to increase in renewable energy consumption and partly due to efficiencies and improved country emission factors.

In 2022, we again recorded a notable reduction in GHG emissions per ton of production, due in part to our adoption of renewable energy in Europe, overall energy efficiencies and reduction in location-based emission factors in key production countries. With further transition to renewable energy sources planned in the coming years, as well as ongoing operational improvements, we expect to achieve our 2025 commitment.



In 2022, we took several actions to improve our resource efficiency and lower our greenhouse gas (GHG) emissions.

Expanding renewable energy

In 2022, we began to deploy renewable energy in Europe with almost 6 million kWh from solar, wind and biomass sources, representing 2% of our total electricity consumption globally.

Progress included:

- Completion of a rooftop solar installation at our Motta plant in Italy that will impact GHG emissions from 2023.
- Commenced supply at our Zaragoza plant in Spain of renewable energy to meet the plant's entire electricity requirements. Our provider sources these renewables from solar and biomass.

Climate Action

Investing in energy efficient equipment

We continued to identify opportunities to improve the efficiency of our operations through replacement of equipment such as air compressors and lighting. Progress included:

- Installation of a new compressor at our Ormelle factory in Italy, that will deliver more than 75,000 Kwh savings annually.
- Replacement of all light fittings at our Ebes factory in Hungary, yielding an 80% reduction in electricity required for lighting in the plant.
- Replacement of all fluorescent light bulbs with LED lighting across 100,000 square feet of manufacturing space at our Stanley plant in North America.

Restructuring operations to reduce energy

At our factory in Rijen, Netherlands, we restructured our operations to significantly reduce natural gas consumption. By relocating a packing area for preparing shipments to another part of the production floor, we were able to eliminate lighting and heating of this separate area, enabling a saving of more than 25% of the factory's total annual natural gas consumption in 2022 (compared to 2020-2021).



Zero Waste

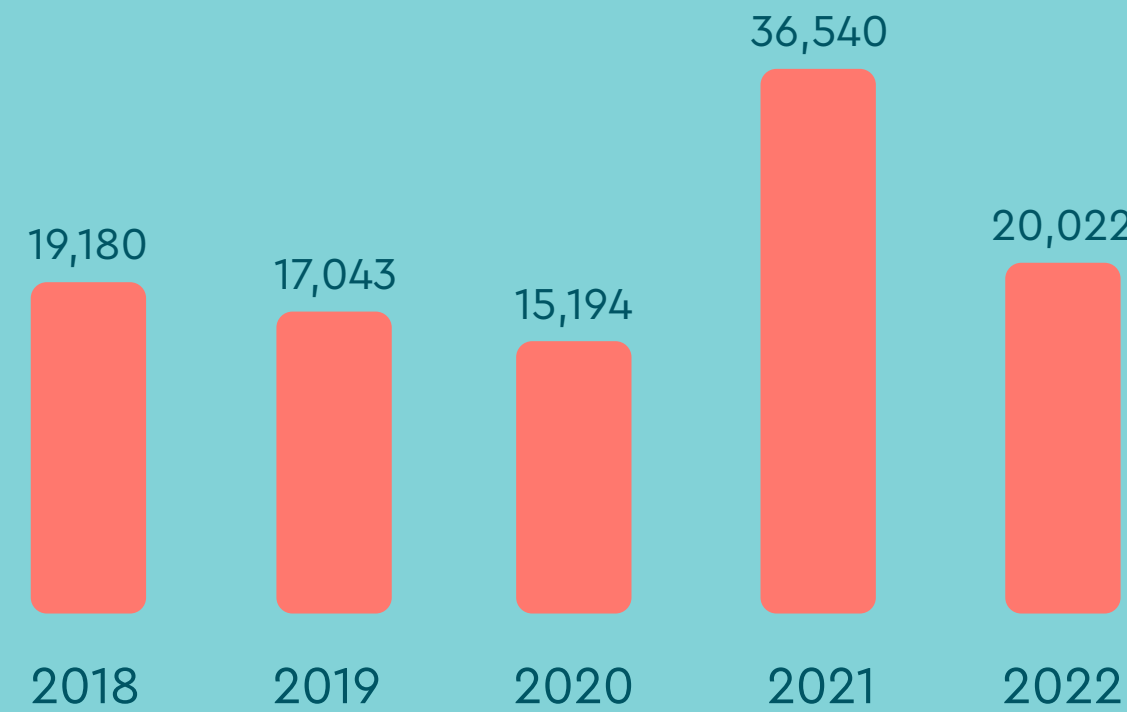
Zero waste to landfill is a key ambition across all Keter factories and we have developed waste segregation and reuse and recycling options in all our facilities. In some cases, locating suitable, reliable recycling services is more complex and therefore takes longer to implement. However, five of our European plants achieved zero waste to landfill in 2022, two more than in 2021.

In 2022, 5 plants, representing 18% of our production output, achieved zero waste to landfill.

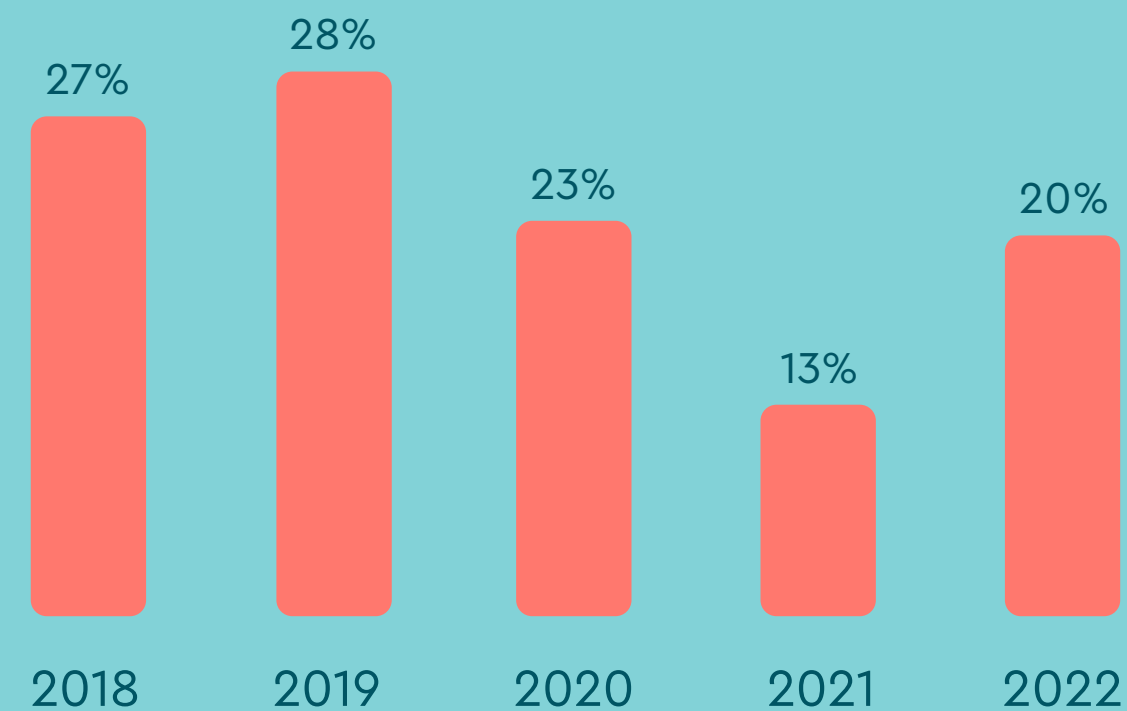
In 2022, our total waste level reduced compared to 2021, mainly due to the fact that there was a one-off change in 2021 due to waste reporting procedures that resulted in a high volume of recorded waste in that year. In 2022, our generated waste reverted to pre-2021 levels, at 17,093 annual metric tons of waste in 2022. Of this quantity, 80% was recycled or reused, with the remainder being landfilled, and a minor amount incinerated.



Total Waste Generated (MT)



Total Waste to Landfill (MT)



Our zero waste to landfill commitment

Zero waste to landfill from production by 2025

- **20% of waste was sent to landfill in 2022** – this is a higher percentage versus 2021 (13%) due to an overall waste reduction of 54%
- **15% fewer tons sent to landfill compared to 2021.**

Some initiatives across our sites in 2022 to improve waste circularity included:

Improving waste segregation and handling

Almost all of our factories and offices practice waste segregation to facilitate recycling and reuse of waste per individual waste stream. This year, in our offices in Rijen, Netherlands, we removed individual waste bins at employee desks and established collective bins in the common areas of the office, with segregation into different waste streams. Not only does this change improve waste handling efficiency, but it also eliminates the need for the replacement of plastic bin liners almost every day at every workstation. At our factory in Stanley, NC, we installed a cardboard baler to optimize cardboard recycling and transportation.

On International Recycling Day and Earth Day, all Keter plants screened videos on the topic of plastics recycling and conserving the planet.

Engaging Employees in Sustainability

To drive a culture of environmental stewardship at work and at home, we engage employees in a range of sustainability-focused activities throughout the year. In 2022, we held our inaugural Sustainability Week Challenge, in which all employees were invited to take personal actions to improve their environmental impact. Almost 300 Keter employees took part and recorded the following achievements:

- **1,370** plastic bottles recycled
- **1,000** hours of saving of electricity through turning off lights and equipment when not in use
- **120** plants planted in home gardens and flower beds
- **1** metric ton of used clothing sent for donation

In World Clean Up Day in September 2022, hundreds of Keter colleagues in 8 countries got to work in a range of activities to collect many tons of trash around our sites, in public parks, beaches and in local cities. In many cases, these activities were coordinated with local municipalities or schools.

Also in 2022, many Keter employees, including senior managers, participated in "Running out of Time Relay," the world's longest relay race, completing 300 km in three stages of the race to show our solidarity with urgency of mitigating climate change.



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, ensuring control and consistency 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, with technology-supported route planning to further minimize transportation impacts

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 standards requiring suppliers to meet social and environmental standards in the work they do for Keter.

Some examples of progress in 2022 include:

Increasing the efficiency of local production

With 20 factories across all our geographies, deciding where to locate manufacturing of different products is always an important consideration, both from a customer service standpoint (to facilitate availability for customers through local production) and from an environmental efficiency standpoint (by reducing shipment distances). All production requires specific molds, so typically, the location of the mold dictated the location of production. Increasingly, we have now adopted an approach which involves shipping the molds across Europe, rather than the products, enabling near-customer production and the avoidance of fuel consumption and GHG emissions through transportation. In this way, in 2022, we transferred several molds to enable efficiency in our European supply chain.

Eliminating cardboard outer packaging

All our products are shipped in cardboard outers and often, a filler is required to stabilize the units in the packaging to avoid quality issues during shipment. We are continuously examining the packing specifications of our products and considering adaptations that will reduce the entire shipment impact. For example, in 2022, we redesigned elements of the Emma lounge set, which is manufactured in Rijen, Netherlands, by removing two small parts to enable a more efficient packing arrangement. With this change, more than 43 metric tons of carton used in packaging annually was eliminated.

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.



Governance, Compliance and Ethics

We believe that operating ethically and in line with applicable laws and regulations 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 comply 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.

Keter was awarded a Platinum ranking in the Israeli Maala ESG Index 2022. Platinum is the second highest ranking. This the first time Keter participated in this national ranking of Israeli companies.



Keter Iberia was recognized as a Socially Responsible Company in Zaragoza by the Instituto Aragonés de Fomento for the third consecutive year.



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.

Board of Directors

Our board of directors is a holding company based in Luxembourg (Keter Group Holding, SARL) which oversees business strategy and risk management including sustainability. Board members, including the chair, are selected by Keter Group's leading investors, while the appointment of independent directors is subject to the approval of two investors. Selection criteria for Board members include relevant experience and proven ability as well as understanding of Keter's business landscape, including sustainability. The board is chaired by Raymond Svider, nominated by Keter's lead investor, BC Partners. The board meets at least quarterly and in 2022, met 8 times.

Keter Group Board of Directors

Total number of directors (including the chair)	10
Directors with financial expertise	7 (70%)
Independent directors	2 (20%)
Non-executive directors	2 (20%)
Women directors	1 (10%)
Directors from ethnically diverse groups	1 (10%)
Tenure of directors	<0.3 – 6.8 years (average years: 3.3)

"Although Keter is a privately held company and not subject to the same disclosure requirements as publicly traded companies, we nevertheless hold ourselves to the same high standards of ethical, sustainable and transparent practices. We believe that careful evaluation of sustainability risks and opportunities will help Keter evolve as a thriving business now and in the future."

Nir Palistrant, General Counsel

Board committees

The board maintains two committees, each currently comprising seven members, to help it meet its obligations and commitments:

- Remuneration Committee:** Role is to determine the remuneration and emoluments of the group's employees and directors.
- Audit Committee:** Role is 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 and internal control matters.

The Board ensures avoidance and mitigation of potential conflicts of interest through application of internal policies that require all potential or actual conflicts of interest to be disclosed and investigated with decision-making by the Board or General Counsel.

Board's role in sustainability

Our Board maintains a keen interest in Keter's sustainability performance, approving Keter's sustainability strategy and reviewing performance on an annual basis. The Board also reviews and approves the annual Sustainability Report prior to publication. In 2022, the Board reviewed sustainability risks and Keter's plans to address these risks through its sustainability strategy and policies.

Ethical conduct & compliance

The belief that ethical conduct is the foundation of good business has guided Keter since we started operating in 1948. 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.

Ethical conduct

Our Code of Conduct was published in early 2021 in twelve languages, articulating and formalizing the expectations of our employees for their conduct in the workplace. At that time, all employees received training in the Code of Conduct with the intention that this would be an annual training process. In 2022, we provided refresher training for all employees in line with this plan.



Ethical conduct & compliance

Whistleblowing hotline

We believe in an open culture where all employees can speak their mind on any issue that is of concern to them and we encourage employees to feel confident in approaching their supervisor or any manager or our human resources department to resolve issues or concerns. For those who wish to make a report in confidence, including anonymously, we provide a global platform for employees to raise queries or grievances or report suspected instances of behavior that violate our Code of Conduct or related policies. The Keter Whistleblowing Hotline is available 24/7 and is hosted on the NAVEX Global's EthicsPoint platform. Keter fully investigates all reports to the hotline and takes corrective action where necessary. Keter does not tolerate retaliation of any kind against employees that report violations in good faith.

In 2022, there were 30 reports to the Whistleblowing Hotline, of which 8 were substantiated and 8 partly substantiated. The main issues reported related to workplace conduct. Actions taken as a result of these reports included communications, training and policy reviews. Three employees were dismissed in 2022 as a result of violations of our Code of Conduct.

We are also planning to update and communicate a range of internal global policies relating to ethical conduct and whistleblowing in 2023, including: Speaking Up; Anti-Retaliation; Anti-Discrimination, Anti-Harassment and Anti-Bullying.

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. At Keter, we:

- Expressly prohibit any form of child labor in our business or through our supply chain
- Expressly prohibit any form of forced or bonded labor
- Respect the rights of employees to freedom of association and collective bargaining
- 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 any concerns and achieve resolution rapidly without fear of retaliation.

In 2022, we developed a new global human rights policy that covers our commitment to upholding human rights in line with global and universally accepted standards and frameworks across our business and supply chain. In 2023, we will communicate this throughout the organization and to our suppliers, supported by education and training so that everyone knows they have a role to play in maintaining our strong record of respect for people and human rights across our business.

In 2022, 34% 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. Features of 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

- Biannual data privacy training for approximately 40 individuals with high exposure to data privacy



Information security & data privacy

Keter's global IT systems at our corporate offices are certified to ISO 27001 Information Technology Standard.



In 2022, we continued to improve our processes and the robustness of our information security controls in the following ways:

We upgraded the management of our Security Operations Center (SOC) which is the hub for the ongoing evaluation of our critical systems globally. Our upgrade delivered improved focus and relevance of information security alerts generated, enabling our teams to invest in addressing critical alerts while minor alerts are resolved at the system interface level. Overall, this change provided improved security and higher efficiency for our organization and those who interact with us.

We implemented a full suite of information security controls to support our newly expanded e-commerce business, ensuring that we secure our online platforms effectively and provide our customers with a strong level of assurance that their information is safe when they buy direct from Keter.

We initiated a new information security process in our supply chain, requiring all critical suppliers who have access to sensitive information held by Keter to adhere to specified information security standards with high exposure to data privacy

We successfully completed the first audit of our ISO27001 Information Technology Standard certification for our global headquarters IT systems.

Additionally, we completed extensive live online training in cybersecurity for employees in Europe and the U.S., after implementing training in Israel in 2021. We are planning a mandatory annual cybersecurity training module for all employees in 2023.



Empowering our People

Keter is an exciting and dynamic workplace that encourages everyone on our team to invent, build, create and help shape the next generation of Keter solutions for home and living in line with our commitment to Everyday Sustainability. We invest in helping our team members develop and grow, and encourage everyone to contribute openly and confidently, so that all our unique experiences can play a role in our shared success and positive impact in our communities. At the end of 2022, 4,881 employees made up the Keter family, with the largest number being in Europe.

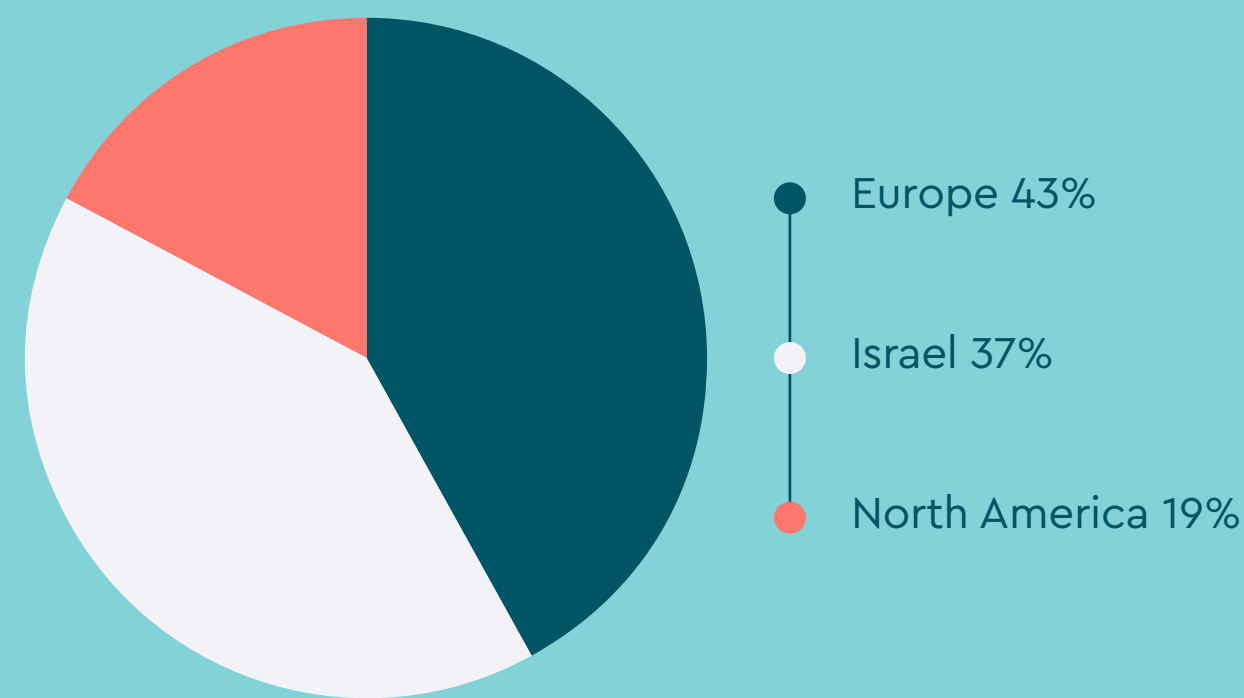
Creating positive employee experiences

We maintain multiple programs designed to engage, support and care for employees while building their ability to contribute. These programs cover a wide range of topics ranging from the first days of an employee with the company during the onboarding process, to the physical conditions in the workplace, including dining facilities and rest areas, to the many personal events and we celebrate together such as births and birthdays, family sports days and vacations throughout the year. We also provide opportunities for employees to volunteer in their local communities. By investing in a work culture, practice and environment to foster an ongoing positive experience at work, in addition to formal professional development programs, we aim to improve employee engagement and provide each employee with the best chance of success.

In our 2021 Global Employee Engagement Survey, 72% of respondents confirmed they are extremely proud or proud to work for Keter. Our next Engagement Survey will be conducted in 2023.



Keter Employees by Region 2022



Attracting and Developing our Employees

We aim to attract a wide diversity of candidates to join Keter and maintain a broad outreach to encourage new candidates. In 2022, we launched a new global careers website, to provide important information about open roles and ways of working at Keter, including information about Keter's corporate values and sustainability programs. We also offer several apprenticeship and internship programs, as part of our commitment to invest in the future of young professionals and help build a pipeline of talent for future roles at Keter.

In 2022, we welcomed 52 interns or apprentices across the Keter world in various departments such as Engineering, Trade Marketing, Customer Service, Maintenance and Operations.

To support equitable and professional hiring processes across the organization, we created toolkits for managers and human resources business partners that include interview methods, hiring for diversity guidelines and effective communications with candidates to ensure they receive the support they need during the application process.

Developing recruitment tools

Keter teams at our facility in Milton, Canada partnered with the Work-Based Learning Consortium (WBLC) to develop training and recruitment tools and strategies for attracting new hires for packing positions for Keter and more broadly for similar industries. A video was produced that describes a day in the life of a packing operator at our production plant. [View the video](#)



Performance development

We seek to provide an environment in which our employees can learn and develop and thrive during their employment lifecycle with Keter. Across the business, we provide learning and development opportunities for employees, supported by a robust performance management process. In 2022, we invested significantly in employee training and development, more than doubling the number of training hours delivered to our employees.

9 average training hours per employee in 2022 (more than 43,000 total training hours) – almost double the number of training hours across our total employee workforce compared to 2021

Performance management

Keter employees participate in an annual performance review at which individual learning and development goals are set, with mid-year reviews to ensure all is on track or define supplemental training or development opportunities where needed.

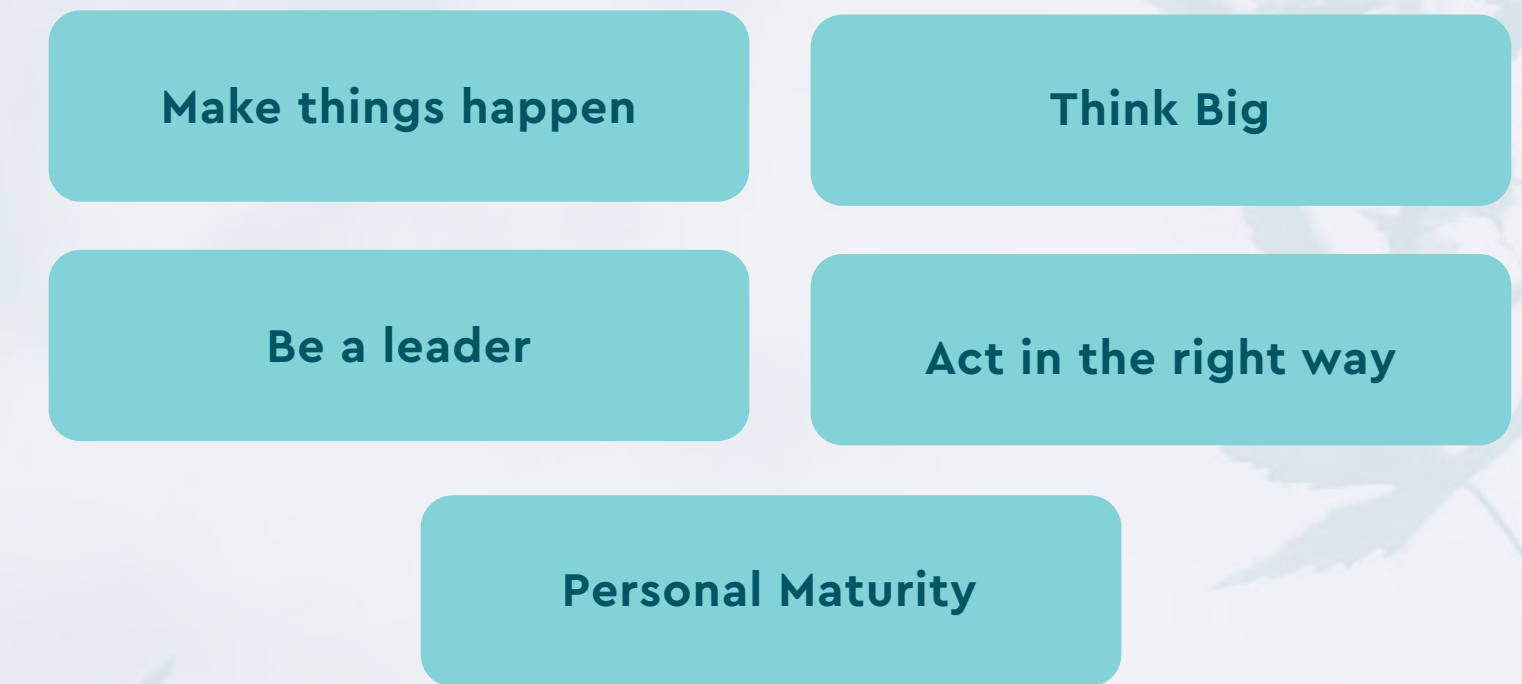
65% of Keter employees participated in a performance review in 2022

Our annual talent review process is designed to build our leadership pipeline and serves to identify high-performance and high-potential employees for an accelerated growth track with Keter.

Leadership development

In 2021, we launched a leadership development program in Israel called B-Vision, with an aim of preparing talented leaders for future senior leadership roles at Keter, including a potential Managing Director role. Following a rigorous selection process, we selected 10 high-potential managers (including five women) for an 18-month long program to provide exposure and experience in all parts of the Keter business. Each participant is supported by a Keter executive who serves as a mentor. As the first cohort completes the program in 2022, we are planning a second cohort to enable more future leaders to accelerate their leadership journey

Keter's Core Leadership Capabilities



Also, in 2022, we piloted a senior leadership program for regional leaders to equip them with tools to enhance their skills and personal development. All participants took a full assessment against our core leadership capabilities and developed plans to address opportunities for greater leadership impact and success. We plan to expand this program to other regional leaders.

Performance development

Management skills development

We maintain a range of management training programs for managers at different levels in the organization to support their performance in each role and have the opportunity to develop further within the organization. For example, in 2022, we delivered several programs:

- **Production line managers:** a 4-day program to improve management and communication skills
- **Shift managers:** a 12-day program to strengthen people management skills as well as overall management responsibilities
- **First line and mid-level managers:** a 5-day program to enhance management skills, including communications, employee motivation and operating in a dynamic and changing environment.

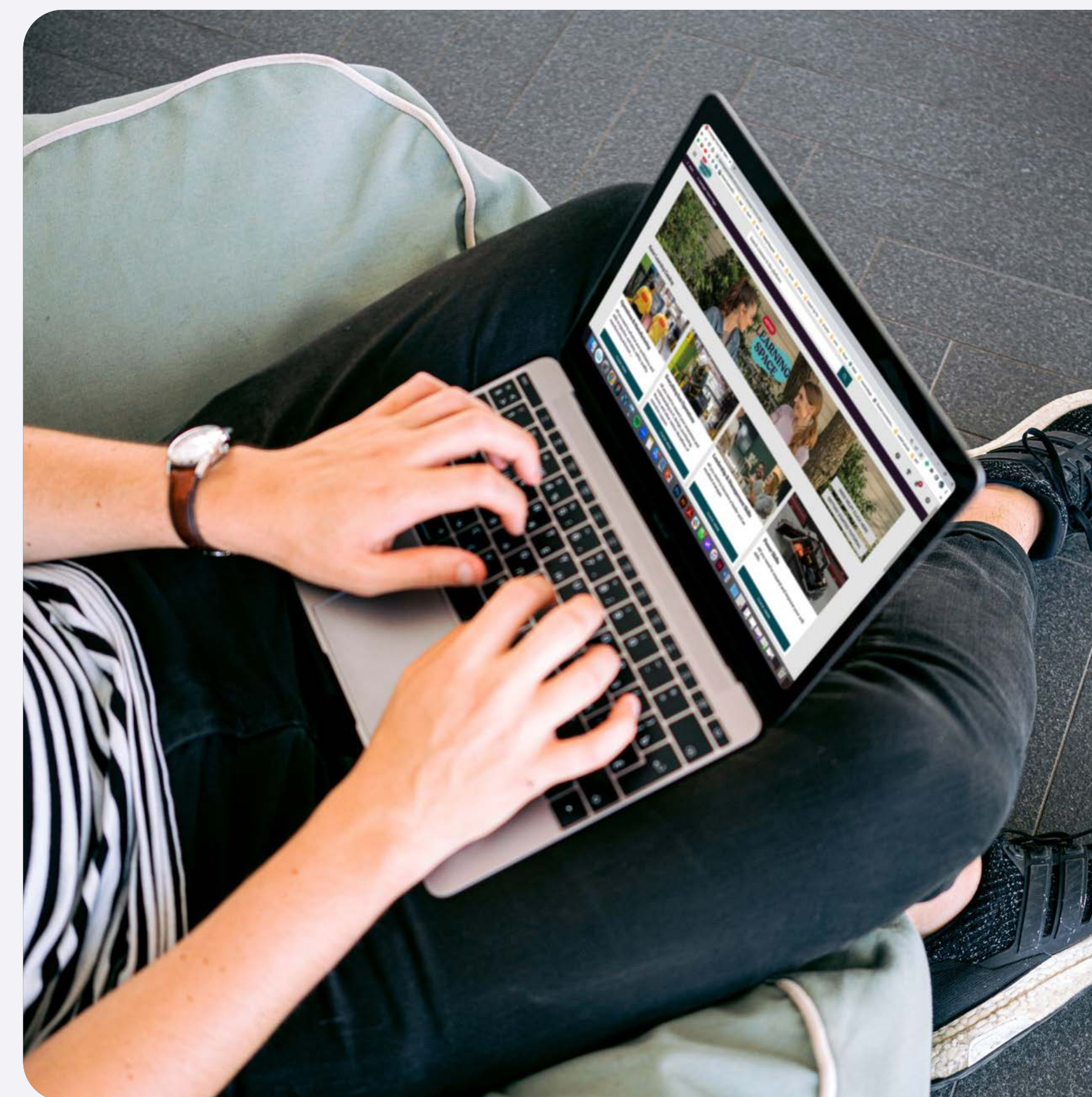
Professional skills development

We invest continuously in building the professional skills of our technicians, engineers and maintenance staff to ensure they are up to date with the latest technologies and processes used across our plants. The Keter Technical Academy supports professional employees across Europe with a full suite of programs. In 2022, more than 120 professional employees participated in courses and programs at the Technical Academy.

eLearning

In 2022, we piloted our new global Learning Management System (LMS) to support eLearning across the organization, with an intent to roll out the system globally in 2023. The new LMS, called Learning Space, allows us to manage learning and knowledge in a single system that enables us to adopt a coordinated knowledge management approach to support consistent training development, documentation, accessibility and management data to drive learning that adapts to the needs of the organization and of our employees. With the flexibility to learn online any time and anywhere, Learning Space offers employees greater opportunity to be accountable for their own learning and use this benefit to advance their own professional development.

In addition, in Europe, we extended our offering of eLearning programs on the GoodHabitZ platform to employees in most of our European locations. The eLearning platform offers interactive and engaging learning experiences that are tailored to each employee's needs and learning style. With features such as quizzes, simulations, and videos, our employees are able to gain a deeper understanding of the content and apply their learning in practical ways on a range of topics including business skills, technical skills, leadership, health and safety training and more.



Diversity, Equity, Inclusion and Belonging

We believe that advancing diversity, equity, inclusion and belonging (DEIB) and inclusion translates into measurable benefits and drives development, innovation and sustainability of our business. Promoting equal rights, irrespective of gender, age, disability, health, race, nationality, ethnicity, religious beliefs, political views, sexual identity, family status, employment form, or other traits which may give rise to discrimination, are essential for our employees, our customers and our communities.

In 2022, we published our first, formal global DEIB policy, and led a program of awareness and training for managers across the company. The policy commits Keter to driving DEIB through the business and ensuring leaders and managers at Keter know what's expected of them and have the skills to deliver.

[See our DEIB Policy here.](#)



Advancing women

We are committed to advancing women at all levels of the company including the most senior levels. We continue to target our hiring outreach to attract women and we provide targeted training, development and mentoring support to help women advance. The culture of openness and inclusion we foster throughout the organization help ensure women are welcomed at all levels and in all roles.

In 2022, we saw an increase in both the overall rate of women in the company (34% compared to 31% in 2021) and in women in management and executive roles (31% compared to 28% in 2021).

Our commitment to advancing women: 35% women in management and above

31% of executive and management levels were women in 2022, up 3% from 2021. We are on track to reach our target.

In 2022, 40% of our new hires were women.

Employee health, safety and wellbeing

Safety, health and wellbeing are top priorities for Keter. We aim to create a culture of safety at Keter and focus on ensuring safe workplaces and safe working practices. Our occupational health and safety programs aim to comply with applicable laws and regulations in all countries in which we work and go beyond safety to provide workplaces that are pleasant to work in and contribute to a feeling of wellbeing at work.

In 2022, our safety performance was below expectation and this is being addressed with urgency. We deeply regret the loss of three lives at Keter in 2022: one employee was involved in a fatal accident at our factory after falling due to a loss of consciousness; two employees were driving home after a night shift and were killed in a road accident. These instances are of utmost concern to Keter, and we have communicated them widely throughout the organization to ensure all employees learn from these instances and reinforce safety practice and procedures. Additionally, overall, recordable injury rates both for employees and contractors at Keter were less positive in 2022 compared to 2021, a situation that we are working hard to address in 2023.

Advancing employee wellbeing

We encourage employees around the world 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 roll a sports or wellbeing activity into team meetings held throughout the year to give every employee an opportunity to take part during regular working days.

Our commitment to advancing employee wellbeing: 90% employee participation in a Keter wellbeing program

81% (3,938) employees confirmed their participation in at least one wellbeing event in our regions in 2022.

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, in Poland we organized workshops on breast cancer detection and cardio workouts including ECG heart checkups with consulting physicians.



Investing in Communities

At Keter, we strive to support the communities in which we operate. All our facilities engage in local community partnerships tailored to address specific local needs. We support our communities through cash or product donations, and employee volunteering efforts. Some of our activities in 2022 are described below:

Supporting education

Around our sites, we support different schools and universities to raise awareness of manufacturing careers, circular technologies and sustainability. For example, in Italy, Keter teams supported the ITS Academy in a series of meetings designed to create a more effective link between education and the world of work.



Running for cancer

Keter Luxembourg employees ran in the Relay for Life event which brings together community members to raise funds for cancer research, education, and patient support.

Supporting industry

Keter UK took part in National Manufacturing Day, designed to inspire the next generation with a career in manufacturing, and welcomed visitors to Keter's Open House. In addition to several students, Keter UK welcomed the Futures Aspirations Academy, a school specializing in Science, Technology, Engineering, Computing and Math. During the day, Keter shared information about our operations and aspects of sustainability.

Food and farming donations

Across our sites, we donate food to support communities in need and in the UK, we donated farm boxes and planters to communities in Cornwall to assist with the home growing of vegetables and plants.



Investing in Communities

Wildlife conservation

Keter Canada was supported the Ontario Turtle Conservation Centre (OTCC) Hatchling Program that promotes turtle conservation where they collect the eggs, incubate, and hatch them at the center. Keter Canada provided several storage boxes which are perfectly suited as temporary homes for hatchlings. In 2022, more than 3,200 turtles were hatched in Keter products.

Art and culture

Every year we contribute some form of art and culture-related event to support community themes. In 2022, we presented an art project made of more than 1,000 colorful chairs to encourage equality and diversity as part of Pride Month celebrations in Tel Aviv. The creative art with chairs installation displayed all the colors of the rainbow to encourage equality, regardless of religious differences, race or sexual preference and was displayed at the Tel Aviv Museum of Art plaza.



"Keter is a company that promotes values of equality, mutual respect, accepting the other, and diversity in the Israeli industry and society. In this art project we took the values we believe in and we were able to express and represent them using a colorful piece of art made of over a thousand Keter chairs which are affiliated with the Israeli society."

Udi Sagi, Co-Head of Israel



About this Report

Keter's fourth annual Sustainability Report represents our commitment to accountability and transparency to our stakeholders on the way we do business, as well as our impacts on people and the environment. Our last report was published in 2022. This report was published in June 2023.

This report has been prepared in accordance with GRI Standards which represent the most widely used sustainability reporting framework in the world today. This report 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. Quantitative performance data is reported for calendar year 2022 and prior years where available. Corporate information and progress updates are also from 2022. All dollar amounts quoted in this report refer to U.S. currency (USD). This report has been extensively verified internally but not externally assured.

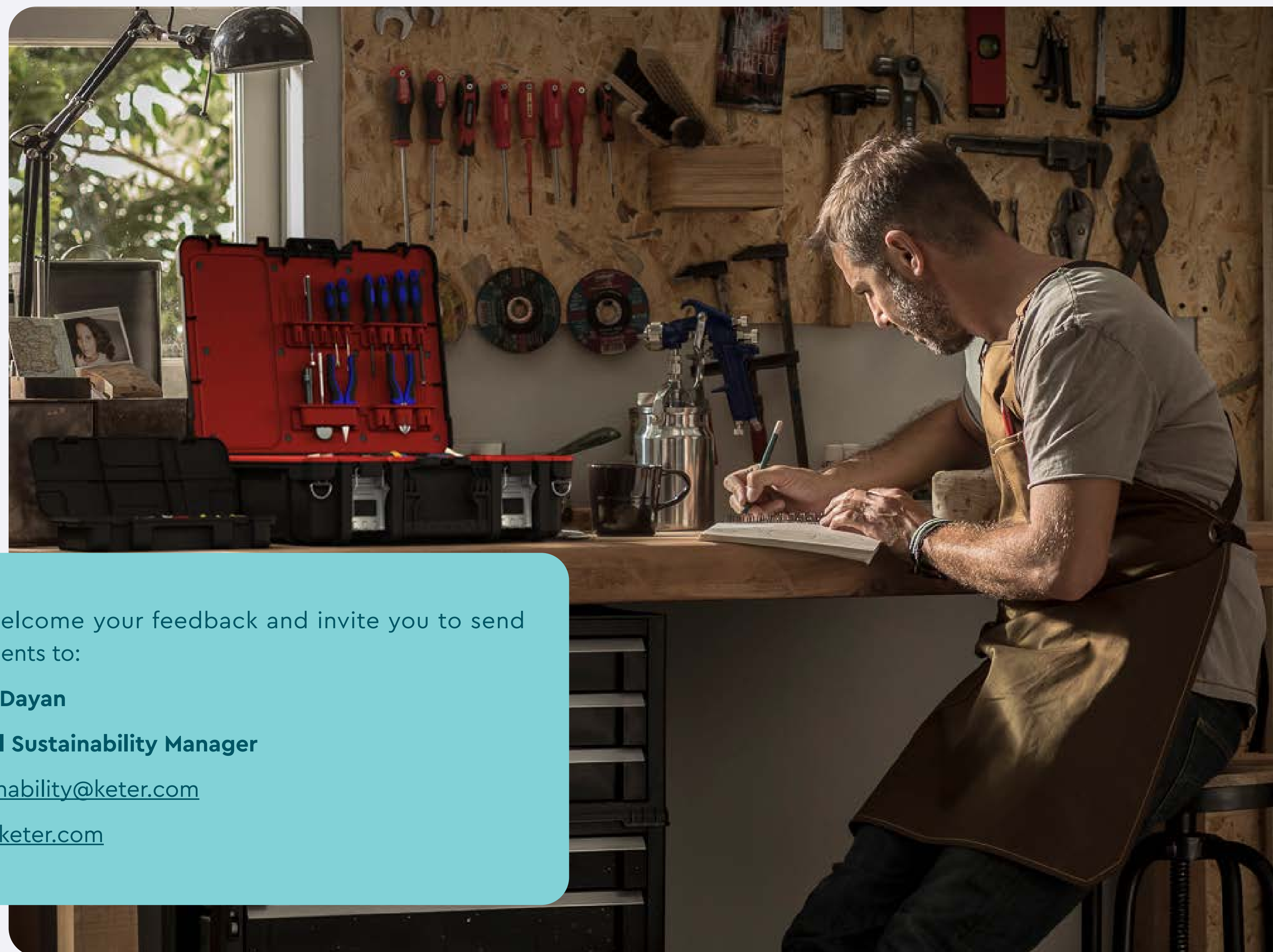
We welcome your feedback and invite you to send comments to:

Ohad Dayan

Global Sustainability Manager

sustainability@keter.com

www.keter.com



Performance Data Summary

Environment	Units	2018	2019	2020	2021	2022	YoY	GRI	SDG
Fuels and gases	MWh	17,727	19,439	29,715	28,187	29,365	4%	302-1	13
Electricity, cooling heat and steam	MWh	354,099	386,989	364,665	381,726	327,957	-14%	302-1	13
Total energy consumption	MWh	371,825	406,428	394,380	409,913	357,323	-13%	302-1	13
Energy intensity	KWh/ton	1,202	1,174	1,180	1,043	1,096	5%	302-3	13
GHG emissions Scope 1	Tons CO2e	3,909	4,207	6,608	6,094	6,307	4%	305-1	13
GHG emissions Scope 2	Tons CO2e	149,755	152,771	144,288	149,148	119,733	-20%	305-2	13
GHG emissions Scope 1+2	Tons CO2e	153,664	156,978	150,896	155,242	126,040	-19%	305-1	13
GHG emissions intensity Scope 1+2	Tons CO2e/ton	0.497	0.453	0.451	0.395	0.387	-2%	305-4	13
Total water withdrawal	Megaliters	242	254	260	231	216	-7%	303-3	12
Water withdrawal intensity	Liter/ton	0	0	0	588	661	12%	303-3	12
Total non-hazardous waste	Tons	18,727	16,586	13,708	34,951	15,849	-55%	306-3	12
Total hazardous waste	Tons	453	457	1,486	1,589	1,244	-22%	306-3	12
Total waste	Tons	19,180	17,043	15,194	36,540	17,093	-53%	306-3	12
Percentage of total waste diverted	%	75%	67%	72%	76%	87%	14%	306-3	12
Percentage of total waste directed to landfill	%	27%	28%	23%	13%	23%	81%	306-3	12

Performance Data Summary

Social	Units	2018	2019	2020	2021	2022	YoY	GRI	SDG
Total employees	No.	4,784	4,920	5,098	5,359	4,881	-9%	2-7	8
Contractors	No.	1,529	1,356	2,016	2,378	1,302	-45%	2-7	8
Women in management roles	%	29%	33%	28%	28%	31%	11%	405-1	5
Employee training	hours			17,759	24,634	43,957	78%	404-1	8
Average training hours	hrs/year/ employee			3.5	4.6	9.0	96%	404-1	8
Total Recordable Incident Rate - employees	TRIR	5.36	4.33	4.38	5.10	6.16	21%	403-9	3
Total Recordable Incident Rate - contractors	TRIR	6.44	3.74	2.61	0.77	5.24	577%	403-9	3
Total Recordable Incident Rate - all	TRIR	5.60	4.18	3.88	4.40	5.96	36%	403-9	3
Fatalities	No.	0	0	0	0	3		403-9	3

GRI Content Index

Statement of use	Keter Group has reported in accordance with the GRI Standards for the period January 1, 2022 to December 31, 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Content Index

GRI 2: General Disclosures 2021	Location	Omission
2-1 Organizational details	Pages 5-9	
2-2 Entities included in the organization's sustainability reporting	Page 49	
2-3 Reporting period, frequency and contact point	Page 49	
2-4 Restatements of information	None	
2-5 External assurance	Page 49	
2-6 Activities, value chain and other business relationships	Pages 5-9	
2-7 Employees	Pages 58-59	
2-8 Workers who are not employees	Not reported	This information is not currently available. We will develop data systems to report within 3 years.
2-9 Governance structure and composition	Page 35	

GRI 2: General Disclosures 2021	Location	Omission
2-10 Nomination and selection of the highest governance body	Page 35	
2-11 Chair of the highest governance body	Page 35	
2-12 Role of the highest governance body in overseeing the management of impacts	Page 35	
2-13 Delegation of responsibility for managing impacts	Page 12	
2-14 Role of the highest governance body in sustainability reporting	Page 35	
2-15 Conflicts of interest	Page 35	
2-16 Communication of critical concerns	Not reported	Confidential—Keter is a private company.
2-17 Collective knowledge of the highest governance body	Not reported	This information is not currently available. We will report in future years.

GRI Content Index

GRI 2: General Disclosures 2021	Location	Omission
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	Page 3	
2-23 Policy commitments	Page 11	
2-24 Embedding policy commitments	Page 12	
2-25 Processes to remediate negative impacts	Page 38	
2-26 Mechanisms for seeking advice and raising concerns	Page 38	

GRI 2: General Disclosures 2021	Location	Omission
2-27 Compliance with laws and regulations	Page 35	
2-28 Membership associations	Page 35	
2-29 Approach to stakeholder engagement	Page 60	
2-30 Collective bargaining agreements	Page 61	

GRI 3: Material Topics 2021	Location	Omission
3-1 Process to determine material topics	Page 10	
3-2 List of material topics	Page 10	

GRI Content Index

Material impact	GRI Standards	Indicator	Page	Omissions
Delivering consumer benefits	GRI 3: Material Topics 2021: 3-3	Management of material topics	16	
	GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	17	
	GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None	
	Keter Indicator	Number of product recalls and total units recalled	None	
Product Innovation	GRI 3: Material Topics 2021: 3-3	Management of material topics	18-23	
	Keter Indicator	Percentage of sales from innovation		
	Keter Indicator	Number of new product launches	Approx. 50	
Circular economy	GRI 3: Material Topics 2021: 3-3	Management of material topics	22	
	GRI 301: Materials 2016	301-1 Materials used by weight or volume	70-71	
301-2 Recycled input materials used		11	Resins only. Data for all materials not available.	

Material impact	GRI Standards	Indicator	Page	Omissions
Circular economy	GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	26	Resins only. Data for all materials not available.
	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	31	
		306-2 Management of significant waste-related impacts	31	
		306-3 Waste generated	64	
		306-4 Waste diverted from disposal	64	
		306-5 Waste directed to disposal	64	
Climate change	GRI 3: Material Topics 2021: 3-3	Management of material topics	29	
	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	63	
		305-2 Energy indirect (Scope 2) GHG emissions	63	
		305-4 GHG emissions intensity	63	

GRI Content Index

Material impact	GRI Standards	Indicator	Page	Omissions	Material impact	GRI Standards	Indicator	Page	Omissions	
Climate change	Keter Indicator	Percentage of renewable energy of total energy consumption	70		Supply chain management	GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Not reported	Not available at global level. We have no defined timeframe for reporting this in the future.	
	Keter Indicator	Percentage of waste to landfill	31							
	GRI 302: Energy 2016	302-1 Energy consumption within the organization	302-1 Energy consumption within the organization	62		Ethical conduct	GRI 3: Material Topics 2021: 3-3	Management of material topics	37	
			302-3 Energy intensity	62						
	GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	303-1 Interactions with water as a shared resource	72		Responsible employer	GRI 3: Material Topics 2021: 3-3	Management of material topics	41	
			303-2 Management of water discharge related impacts	72						
			303-3 Water withdrawal	62						
			303-4 Water discharge	63						
			303-5 Water consumption	63						
	Supply chain management	GRI 3: Material Topics 2021: 3-3	Management of material topics	33		GRI 401: Employment 2016	401-1 New employee hires and employee turnover	65		
				404-3 Percentage of employees receiving regular performance and career development reviews	68					
						GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	69		

GRI Content Index

Material impact	GRI Standards	Management Approach Standards 101:1-3, page	Page	Omissions
Responsible employer	GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Not reported	Information not available at global level. We plan to include in the next report.
		403-5 Worker training on occupational health and safety	Not reported	Information not available at global level. We plan to include in the next report.
		403-6 Promotion of worker health	46	
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not reported	Information not available at global level. We plan to include in the next report.
		403-8 Workers covered by an occupational health and safety management system	Not reported	Information not available at global level. We plan to include in the next report.
		403-9 Work-related injuries	66-67	

Material impact	GRI Standards	Management Approach Standards 101:1-3, page	Page	Omissions
Responsible employer	GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	66-67	
Community investment	GRI 3: Material Topics 2021: 3-3	Management of material topics	47	
	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Not reported	Percentage of operations not available. We strive for 100% each year.

GRI Data Tables

2-7 Employees

Employees by region and gender	2020			2021			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
North America	330	611	941	315	604	919	354	589	943
Europe	811	1,414	2,225	864	1,383	2,247	835	1,277	2,112
Israel	341	1,589	1,930	473	1,720	2,193	472	1,354	1,826
Total	1,482	3,614	5,096	1,652	3,707	5,359	1,661	3,220	4,881

Employees by contract	2020			2021			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Full time	1,423	3,553	4,976	1,597	3,682	5,279	1,614	3,220	4,834
Part time	59	61	120	55	25	80	47	0	47
Permanent	1,158	2,984	4,142	1,565	3,591	5,156	941	1,480	2,421
Temporary	324	630	954	87	116	203	720	1,740	2,460

GRI Data Tables

2-7 Employees

Non-payroll workers	North America	Europe	Israel	Total	As a percentage of total workforce
2020	537	972	507	2,016	40%
2021	211	1,437	730	2,378	44%
2022	125	658	519	832	27%

GRI Data Tables

2-29 Approach to stakeholder engagement

In 2019, we defined six stakeholder groups, and 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 that 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



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



Key topics and concerns raised by stakeholders

Primary stakeholders	Means of engagement	Key expectations
Employees	A range of 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.

GRI Data Tables

2-30 Collective bargaining agreements

Employees with collective bargaining agreements	North America	Europe	Israel	Total	As a percentage of direct workforce
2020	0	1,125	1,584	2,709	53%
2021	0	982	1,809	2,791	52%
2022	0	244	1,412	1,656	34%

GRI Data Tables

302-1 Energy consumption within the organization

302-3 Energy intensity

Energy within the organization	Units	2019	2020	2021	2022
Natural gas	kWh	14,904,874	19,760,718	21,665,398	21,668,454
Diesel	kWh	1,830,592	4,199,176	2,268,239	2,587,622
LPG	kWh	368,161	377,736	416,580	112,295
Gasoline for mobile combustion	kWh	2,335,652	5,377,370	3,837,147	4,996,900
Total gases and fuels	kWh	19,439,279	29,715,000	28,187,363	29,365,272
Electricity purchased from grid	kWh	333,590,595	314,812,296	335,540,124	290,299,742
Electricity from trigeneration	kWh	33,354,010	32,002,314	39,479,178	26,419,836
Heating & cooling purchased	kWh	20,044,423	17,850,865	6,706,377	5,462,323
Non-renewable electricity, heating & cooling	kWh	386,989,027	364,665,475	381,725,679	322,181,900
Renewable electricity	kWh	-	-	-	5,775,451
Total energy consumption	kWh	406,428,306	394,380,475	409,913,042	357,322,623
Energy Intensity	kWh/ton	1,174	1,180	1,043	1,096

303-3 Water withdrawal

Water withdrawal	Units	2019	2020	2021	2022
Groundwater	Megaliters	56.24	91.28	85.88	94.53
Third-party water	Megaliters	198.14	169.17	145.91	121.05
Total water withdrawal	Megaliters	254.37	260.45	231.20	215.58

Total water withdrawal from all areas with water stress	Units	2019	2020	2021	2022
Groundwater	Megaliters	50.61	21.33	23.43	19.41
Third-party water	Megaliters	67.21	33.60	83.77	98.53
Total water withdrawal from water stressed areas	Megaliters	117.81	94.24	107.21	117.94
Percentage of water withdrawal from water stressed areas	%	46%	36%	46%	55%

GRI Data Tables

303-4 Water discharge

Water discharge	Units	2019	2020	2021	2022
Third-party water	Megaliters	96.62	95.74	90.56	90.75
Total water discharge	Megaliters	96.62	95.74	90.56	90.75

303-5 Water consumption

Water consumption	Units	2019	2020	2021	2022
Total water consumption	Megaliters	157.76	163.52	124.63	124.83

Note:

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	2019	2020	2021	2022
Scope 1 emissions from fuels and combustion	Tons CO2e	4,798	4,835	6,608	6,094	6,307
Scope 2 emissions from electricity - location based	Tons CO2e	149,755	152,771	144,288	149,148	119,733
Total GHG emissions	Tons CO2e	154,553	157,606	150,895	155,242	126,040
GHG emissions intensity	Tons CO2e/ton output	0.500	0.455	0.451	0.395	0.387

Note:

2022 emissions factors are based on IEA2023 for countries and EPA2022 for U.S. states. Fuel and emission factors are from the UK Government GHG Conversion Factors for Company Reporting. Italian Scope 2 emissions are provided by trigeneration plant operator.

GRI Data Tables

306-3 Waste generated

306-4 Waste diverted from disposal

306-5 Waste directed to disposal

Non-hazardous waste	Units	2019	2020	2021	2022
Landfill	MT	4,690	3,550	4,644	3,930
Reuse	MT	3,189	10	5,865	285
Recycling	MT	7,379	8,819	22,724	11,149
Composting	MT	18	525	25	6
Recovery (including energy recovery)	MT	1,302	780	1,572	479
Incineration	MT	8	24	121	1
Total non-hazardous waste	MT	16,586	13,708	34,951	15,849

Hazardous waste	Units	2019	2020	2021	2022
Landfill	MT	3	5	4	4
Reuse	MT	49	90	17	24
Recycling (including composting)	MT	210	1,247	1,291	1,106
Recovery (including energy recovery)	MT	134	68	191	107
Incineration	MT	61	79	85	2
Total hazardous waste	MT	457	1,486	1,589	1,244

Waste directed to disposal	Units	2019	2020	2021	2022
North America	MT	4,693	3,554	4,648	3,934
Europe	MT	69	103	205	3
Total	MT	4,762	3,657	4,853	3,937

Waste diverted from disposal	Units	2019	2020	2021	2022
Reuse	MT	3,238	100	5,882	309
Recycling	MT	7,653	10,066	24,015	15,095
Composting	MT	18	525	25	95
Recovery (including energy recovery)	MT	1,372	847	1,764	586
Total waste diverted from disposal	MT	12,281	11,538	31,686	16,085
Total waste	MT	17,043	15,194	36,540	20,022

Note:

The increase in waste in 2021 is due to increased production levels and reclassification of certain waste types that were not accounted for in prior years. All waste that is recycled or disposed is treated offsite.

GRI Data Tables

401-1 New employee hires and employee turnover

New hires and leavers by age	2020				2021				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
New hires												
Women new hires	200	200	50	450	222	199	44	465	182	169	45	396
Men new hires	710	395	102	1,207	566	365	102	1,033	286	240	71	597
Total new hires	910	595	152	1,657	788	564	146	1,498	468	409	116	993
Women leavers	180	183	112	475	217	166	87	470	261	243	96	600
Men leavers	1,350	660	405	2,415	801	427	192	1,420	839	494	188	1,521
Total leavers	1,530	843	512	2,890	1,018	593	279	1,890	1,100	737	284	2,121
Turnover (%)	30%	17%	10%	57%	19%	11%	5%	35%	23%	15%	6%	43%

New hires and leavers (%)	2020				2021				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
New hires												
Women new hires	4%	4%	1%	9%	4%	4%	1%	9%	4%	3%	1%	8%
Men new hires	14%	8%	2%	24%	12%	7%	2%	19%	6%	5%	1%	12%
Total new hires	18%	12%	3%	33%	16%	11%	3%	28%	10%	8%	2%	20%
Women leavers	4%	4%	2%	9%	4%	3%	2%	9%	5%	5%	2%	12%
Men leavers	26%	13%	8%	47%	16%	8%	4%	26%	17%	10%	4%	31%
Total leavers (turnover)	30%	17%	10%	57%	19%	11%	5%	35%	23%	15%	6%	43%

GRI Data Tables

403-9 (2018) Work-related injuries

403-10 (2018) Work-related ill health

Hours worked (employees)	2018	2019	2020	2021	2022
North America	1,662,817	1,837,577	1,747,569	1,788,743	1,574,545
Europe	2,219,252	2,272,014	3,459,981	3,494,655	2,675,295
Israel				5,423,000	3,766,093
Total	3,882,069	4,109,591	5,207,550	10,706,398	8,015,933

Hours worked (contractors)	2018	2019	2020	2021	2022
North America	403,821	574,774	561,516	572,068	653,213
Europe	714,915	814,357	1,505,867	1,494,309	744,223
Israel				0	815,625
Total	1,118,736	1,389,131	2,067,383	2,066,377	2,213,061

Recordable injuries (employees)	2018	2019	2020	2021	2022
North America	81	61	43	51	46
Europe	23	28	71	49	46
Israel				173	155
Total	104	89	114	273	247
Rate	5.36	4.33	4.38	5.10	6.16

Recordable injuries (contractors)	2018	2019	2020	2021	2022
North America	26	10	7	2	7
Europe	10	16	20	6	13
Israel				0	38
Total	36	26	27	8	58
Rate	2.60	6.44	3.74	2.61	5.24
Total recordable injury rate (employees and contractors)	5.60	4.18	3.88	4.40	5.96

GRI Data Tables

403-9 (2018) Work-related injuries

403-10 (2018) Work-related ill health

High consequence injuries (employees)	2018	2019	2020	2021	2022
North America	3	0	2	0	14
Europe	4	1	0	2	1
Israel				0	11
Total	7	1	2	2	26
Rate	0.36	0.05	0.08	0.04	0.65

High consequence injuries (contractors)	2018	2019	2020	2021	2022
North America	0	0	0	0	1
Europe	0	0	0	0	0
Israel				0	2
Total	0	0	0	0	3
Rate	0.00	0.00	0.00	0.00	0.27
Total high consequence injury rate (employees and contractors)	0.28	0.04	0.05	0.03	0.57

Fatalities (employees)	2018	2019	2020	2021	2022
North America	0	0	0	0	0
Europe	0	0	0	2	0
Israel	0	0	0	0	3
Total	0	0	0	2	3

Fatalities (contractors)	2018	2019	2020	2021	2022
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.
- 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 upon.
- Three fatalities occurred in Israel in 2022: one employee was involved in a fatal accident at our factory after falling due to a loss of consciousness; two employees were driving home after a night shift and were killed in a road accident. All incidents were investigated and corrective actions implemented.
- We have not identified any instances of work-related ill health across our operations.

GRI Data Tables

404-1 Average hours of training per year per employee

Employee training by category (hours)	2020	2021
Managers	1,376	495
Non-managers	6,326	3,251
All training hours	24,634	43,957
Average training hours per employee	4.60	9.01

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

	2020			2021			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employees with performance reviews									
Managers	82	180	262	158	348	506	194	401	595
Non-managers	365	468	833	842	2,038	2,880	827	1,773	2,600
Total	447	648	1,095	1,000	2,386	3,386	1,021	2,174	3,195
% total	20%			63%			65%		

GRI Data Tables

405-1 Diversity of governance bodies and employees

	2020			2021			2022		
Employees by level and gender	Women	Men	Total	Women	Men	Total	Women	Men	Total
Executives	8	19	27	2	7	9	1	7	8
Managers	162	409	571	180	458	638	191	418	609
Non-managers	1,312	3,186	4,498	1,474	3,236	4,710	1,479	2,841	4,320
Total	1,482	3,614	5,096	1,656	3,701	5,357	1,671	3,266	4,937
% women total	29%			31%			34%		
% women execs (of total execs)	30%			22%			13%		
% women managers of total managers)	28%			28%			31%		
% women managers of execs and managers total	28%			28%			31%		

Employees by level and age		2020	2021	2022
Managers	<age 30	43	26	19
	age 30-50	363	293	372
	>age 50	187	288	222
Non-managers	<age 30	1,436	1,543	1,157
	age 30-50	2,009	2,080	1,963
	>age 50	1,055	1,127	1,148
All employees	<age 30	1,479	1,569	1,176
	age 30-50	2,372	2,373	2,335
	>age 50	1,242	1,415	1,370

Diversity of Keter Group board of directors as at end 2022

Women directors	1 (10%)
Directors from diverse groups	1 (10%)

Sustainability Accounting Standards Board (SASB) Disclosure

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)	1,286,819	
	CG-BF-130a.1	Percentage grid electricity	90%	Includes trigeneration plant in Italy
	CG-BF-130a.1	Percentage renewable energy	2%	
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	
Wood Supply Chain Management	CG-BF-430a.1	Total weight of woodfiber materials purchased (metric tons)	3,005	Wood composition is 30% virgin wood and 70% post-consumer recycled wood.
	CG-BF-430a.1	Percentage of woodfiber materials from third-party certified forestlands	30%*	
	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			
Production	CG-BF-000.A	Annual production (metric tons)	326,094	
Area	CG-BF-000.B	Area of manufacturing facilities: square meters (m ²)	>180,000	Manufacturing only. Total plant m ² : 562,903

Sustainability Accounting Standards Board (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	215,580	
	CG-HP-140a.1	Total water consumed m ³	124,830	
	CG-HP-140a.1	Percentage of water withdrawn in regions with High or Extremely High Baseline Water Stress	82%	
	CG-HP-140a.1	Percentage of water consumed in regions with High or Extremely High Baseline Water Stress	82%	
	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)	166,298	
	CG-HP-410a.1	(2) percentage made from recycled and/or renewable materials	75%	
	CG-HP-410a.1	(3) percentage that is recyclable, reusable, and/or compostable	99%	
	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	See below: Packaging impacts	

Sustainability Accounting Standards Board (SASB) Disclosure

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 2022, recycled content was 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
for your interest
in this Report.**

KETER[®]