plasticbank®

Sustainability Report 2024

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Gathering for prosperity

At Plastic Bank, we know that every human hopes for a better world. The problem is that not enough is being done to make a difference, which makes many of us despair. One feels the problems are overwhelming. No matter what action is taken, it will barely move the needle.

We believe inaction makes you part of the problem, not the solution. On the other hand, if each one of us plays our part, we begin to make the change we want to see in the world.

This is why thousands of individuals and businesses have already joined us to make a difference by ending poverty and stopping plastic pollution. Together, we are empowering 58,000+ underserved community members to prosper by gathering over 8 billion plastic bottles for money and social benefits, before they end up in the ocean or landfills.

In gathering for prosperity, we have experienced a profound effect on the lives of people who share our mission. The idea of prospering with—and not off of—the people and the planet is transforming business-as-usual to business for good. Entrepreneurs are seeing the value of focusing on prosperity over profit as they empower their customers with choices that make a difference where it matters most. With authentic purpose at heart, the prosperity effect is becoming a differentiator in reshaping the marketing landscape. Beyond price wars, sales promotions, and commercial gimmickry to meaninglessly sell more and promote consumerism, brands are now using purpose to build more authentic connections with their tribe. From online searches to credit card transactions, people are choosing brands that create impact with every action they take.

Backed by blockchain technology, businesses make traceable and verified impact with us. This system is more than just a tool: it stands as a symbol of transparency, fostering trust and enabling significant, quantifiable improvements in people's lives.

In 2025, the urgency of expanding our mission grows. We've democratized impact, making it easy for businesses of all sizes to take the first step, reach a more loyal and conscious audience, share their impact, and experience the prosperity effect.

Together, we continue to build a future where every business prospers with purpose, and is part of an economy that is regenerating our planet and serving our people.

Inaction is not an option – join us in creating true and lasting prosperity.



David Katz
Founder and CEO

Scaling social impact

This past year, Plastic Bank took a transformative leap toward scaling our social benefits and impact to unprecedented heights. In 2024, over 30,000 dedicated members helped us collect more than 2 billion bottles —a milestone that underscores the collective power of purpose-driven communities. By completing our pilots, we've sharpened our ability to deliver 100% digital social benefits with full traceability, ensuring every contribution is used transparently and effectively. This move not only strengthens trust but also paves the way for exponential growth in the years ahead.

A crucial part of this journey was discovering how to channel more resources directly to our members. By listening carefully to their needs and streamlining how we operate, we've learned how to make every dollar stretch even further. We also dove deeper into understanding what clients want from a social impact perspective, embedding their aspirations into systems that will support exponential scale. The result is a stronger, more resilient foundation —one that's ready to support an even greater wave of positive change in 2025, and beyond.

I'm proud of our entire team, our supportive partners, and the committed collectors who continue to show up so powerfully for both their communities and the planet. It's their courage and unity that inspires us to keep pushing boundaries. We invite you to celebrate these achievements with us and see how our shared vision is laying the groundwork for a future defined by even greater possibilities.



Shaun Frankson
Co-Founder and CTO

Who we are

We empower a human-to-human movement that reveals value in waste for the people to prosper and the planet to regenerate.

Theoretically, our name says it all. Plastic Bank is where plastic is exchanged as currency, and value is withdrawn.

Practically, Plastic Bank is a social fintech with a global bottle deposit program that helps end poverty and stops plastic pollution. Collection members exchange plastic for money, social benefits, and beyond. Collected bottles are set up for recycling to enable circularity.

Purposefully, we gather humanity to create a prosperous world where no material is discarded, no human is disregarded, and purpose reveals value in all aspects of life.

Digitally, every transaction is secured through an energy-efficient hybrid block-chain-secured platform that enables traceable collection, secure income, and near real-time impact reporting.

Globally, operating in the Philippines, Indonesia, Brazil, Egypt, Thailand, and Cameroon.



Employees and operating regions

Total workforce: As of December 2024, Plastic Bank's global team consists of approximately 126 members, including full-time employees and independent contractors. While this number is lower than previous years, it shows that we work in an autonomous and lean environment.

Geographical distribution: Our workforce is distributed across more than ten countries, with the majority located in the Philippines, Indonesia, Canada, and Egypt.

Employee tenure: Our team members' average tenure is three years, reflecting our commitment to nurturing and developing talent within the organization.

Gender diversity: We are committed to fostering gender diversity within our workforce. As of December 2024, 51% of our employees are female.

Ethnic diversity: Our team represents a rich tapestry of cultures and backgrounds, aligning with our values of diversity and inclusion. Employees originate from various countries, including the Philippines, Indonesia, Thailand, Egypt, Brazil, Cameroon, Canada, the United States, France, England, and beyond. This diversity enhances our organization by uniting unique perspectives and experiences, fueling innovation and creativity.









A win-win paradigm

Prosperity for our communities

Our collection communities are located within 50 kilometres of coastlines or ocean-bound waterways in Africa, Latin America, and Southeast Asia. Members gather discarded plastic and exchange it for secure income, social benefits, and more.

Traceability for our members

Our proprietary energy-efficient hybrid blockchain-secured platform connects everything we do and secures every exchange through the PlasticBank® app. It enables a fully traceable recycling process, which includes our rewards and benefits, plastic credits, supply chain management, partner impact reporting, secure savings, and income for collection community members.

Circularity for materials

The collected plastic is reprocessed and reintegrated into products and packaging by Plastic Bank partner organizations and brands for positive social, environmental, and economic impact.

Regeneration for our planet

Together with our members and partners, we are preventing the leakage of plastic waste into the environment, stewarding regeneration for our planet and all life on it.



Our values

Gather

bring together

We gather the world together, then we gather materials together. Worldwide change requires a worldwide community.

Reveal

seek value

By revealing the value in plastic, we're making it too valuable to discard. By revealing the value of underserved communities, we're connecting the world.

Love(v)

serve life

Positively impacting social and economic systems requires a deep compassion for people and our planet. When making choices, we always defer to amplifying love over fighting fear. Our community-first mentality means that the interests of those in need supersede all others.

Create

breathe into existence

To create is to bring to life something that did not exist before. The world is calling upon us to gather together and create through our words and actions. In the creation of this new world, as we speak it into existence, it calls upon us to become. To become bigger, more powerful, more communicative than ever before.



Supporting organizations

EcoVadis Gold Sustainability Rating

EcoVadis awarded Plastic Bank with a Gold sustainability medal in 2024. Plastic Bank is now among the top 5% of all companies across all industries rated by EcoVadis that meet their rigorous sustainability standards in four key areas: environment, labour and human rights, ethics, and sustainable procurement.

Proud Supporter of the UN Global Compact

Since 2017, Plastic Bank has supported the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

Proud Signatory of the New Plastics Economy Global Commitment

Plastic Bank has been a signatory of the New Plastics Economy Global Commitment, led by the Ellen MacArthur Foundation and the United Nations Environment Programme since 2018.

Awards and accolades

2024

Global Recycling Foundation, Recycling Heroes Award *(David Katz)*
Unione Nazionale Consumatori, Vincenzo Dona Award *(David Katz)*

2023

International Green Industry Hall of Fame, Inductee
The Globe and Mail: Report on Business Magazine, Changemakers Award *(David Katz)*

2022

Reuters Events Responsible Business Awards, Social Impact Award
NBJ Awards: Sustainability & Stewardship, *(won in partnership with Natreve)*

2021

Energy Globe Award, *National Winner (Philippines)*

2020

IBM, Beacon Blockchain Trailblazer Award, *(won in partnership with Cognition Foundry)*
SC Johnson, Sustainability Award
Meaningful Business 100, *(David Katz)*

2019

Dow Packaging Innovation Award, Diamond Finalist *(Henkel)*
Meaningful Business 100, *(David Katz)*

2019 (cont.)

UN SDG Global Festival of Action, Connector Award
Prix Voltaire International, Top Award Winner
Sustainable Beauty Award, Best Packaging *(Henkel)*
Packaging Europe, Best Practice Award *(Henkel)*
Greentech Festival, Game Changer of the Year
EY Entrepreneur of the Year, Lifetime Achievement Award
PAC Global Awards, Leadership Packaging *(Henkel)*

2018

Henkel Beauty Care, Supplier Sustainability Award
Canadian Museum of Nature, Nature Inspiration Award

2017

UN Climate Change Conference, United Nations Momentum for Change Award
IBM, Beacon Award, *(won in partnership with Cognition Foundry)*

2010–2015

UN Climate Change Conference, SUSTAINIA Community Award – *2015*
RCBC, Innovation Award – *2014*
Entrepreneurs Organization, Global Citizen Award *(David Katz)* – *2014*
SALT Magazine, 100 Global Compassionate Entrepreneurs *(David Katz)* – *2010*

Supporting the UN SDGs*

Working together for a better world

The United Nations Sustainable Development Goals (UN SDGs) are a set of 17 urgent calls to action for all countries to band together in a global partnership. The UN recognizes that to end poverty, strategies to reduce inequality, improve health and education, tackle climate change, and spur economic growth must also be addressed.

Our partners are supporting the following sustainable development goals by investing in our Impact Programs or using Social Plastic® feedstock in their manufacturing:

1: No poverty

Collection community members receive stable, secure income for the plastic they collect and exchange. Plastic Bank provides additional social benefits (such as life and health insurance, meal vouchers, internet access) to further improve quality of life and access to life necessities.

3: Good health and well-being

Safe and quality healthcare services are made accessible for our collection community members through financial inclusion and health insurance.

5. Gender equality

Equal opportunities are provided to both men and women within the collection ecosystems.

8: Decent work and economic growth

Plastic Bank has provided opportunities to over 30,250 collection members in vulnerable coastal areas around the world, promoting sustainable and inclusive work with strict policies to uphold labour and human rights.

10: Reduced inequalities

All people are welcome to become collection members regardless of identity or socioeconomic status, and a strict code of conduct prohibits discrimination.

11: Sustainable cities and communities

Plastic Bank formalizes plastic collection in areas with inadequate waste management infrastructure and provides sustainable recycling programs in coastal communities.

12: Responsible consumption and production

Plastic Bank helps stop plastic pollution through the collection and recycling of plastic. The collected plastic is set up for recycling to create Social Plastic® feedstock which is incorporated into new products and packaging with an aim of reducing the demand for virgin plastic.

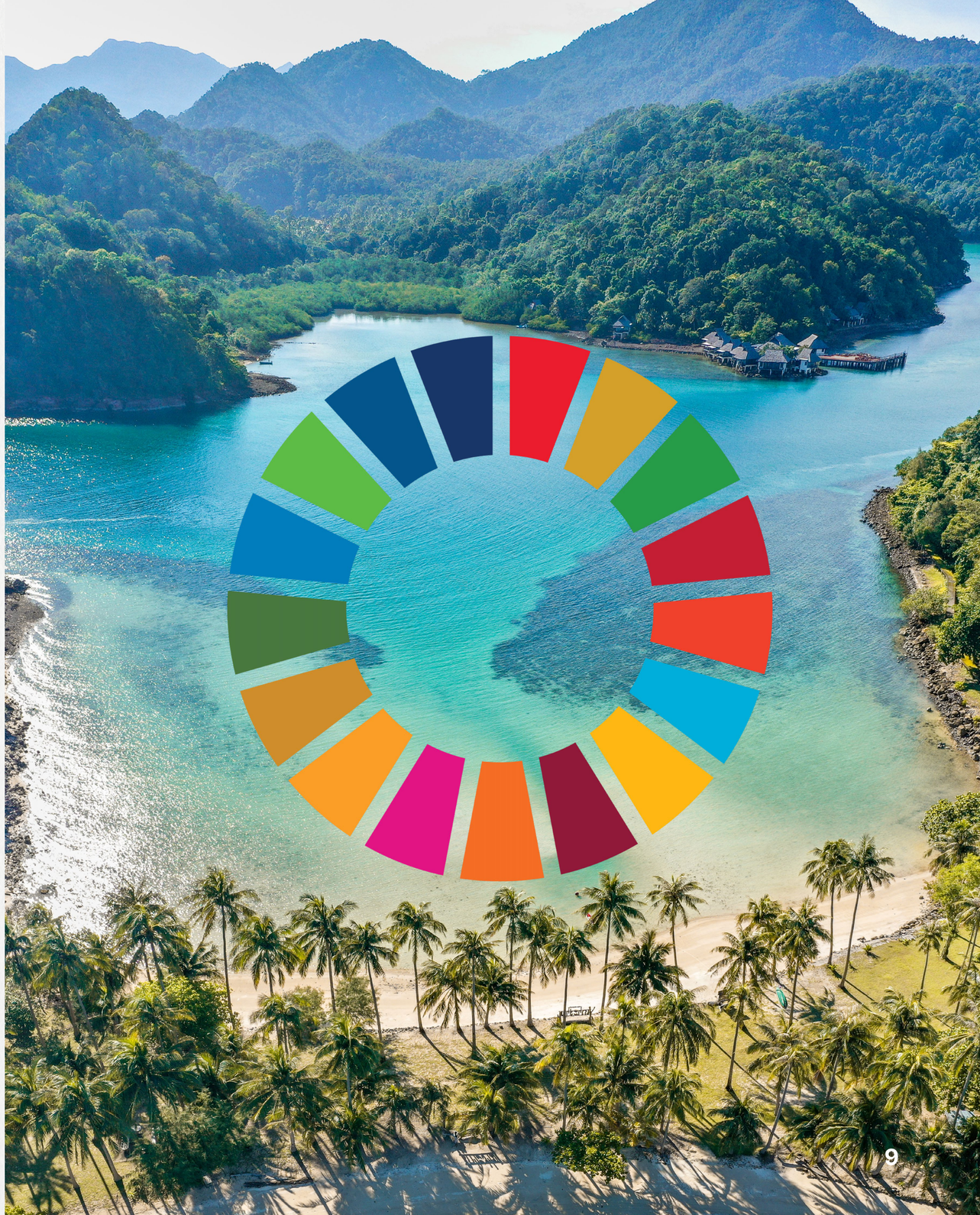
14: Life below water

Gathering discarded plastic from within 50 kilometres of coastlines or ocean-bound waterways prevents its likelihood of entering the ocean. This helps protect marine life, microorganisms and endangered species from plastic pollution.

17: Partnerships for the goals

Plastic Bank is nurturing global partnerships with businesses, collection communities and plastic waste processors to promote sustainable development.

*based on an internal assessment conducted to determine Plastic Bank's impact on all 17 UN SDGs.



Governance

Organization for responsible corporate governance

Sustainability management is integrated across our organizational structure. The executive leadership team is accountable for our sustainability strategies and organizational compliance, ensuring that applicable legislation and internal guidelines are observed.



David Katz

Founder and CEO



Shaun Frankson

Co-Founder and CTO



Gidget Velez

Chief Supply and Countries Officer



Roman Hingorani

CFO

Code of Conduct

Plastic Bank's Code of Conduct is aligned with the principles outlined in the Global Social Compliance Reference Code, The International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work, The United Nations Global Compact, and The United Nations Declaration of Human Rights. We support the efforts of such organizations to improve social and environmental conditions. Plastic Bank employees, processing partners, branch owners, and collection members must read, understand, and sign our Code of Conduct to affirm alignment with our policies and values. Plastic Bank's Code of Conduct is the foundation for our compliance with many certifications, including the GDPR (General Data Protection Regulation) and the social compliance aspects of the Global Recycled Standard 4.0.

Our platform

The PlasticBank® app is powered by our proprietary blockchain-secured platform, tracking every transaction and providing near real-time data visualization. This provides a transparent, secure, traceable, and rapidly scalable solution to:

- a global bottle deposit program that unlocks access to increased income, social benefits, and financial inclusion
- a recycled plastic value chain benchmark for the global manufacturing supply chain
- a social impact network with authentic purpose and trusted near real-time tracking

Internal audits

Plastic Bank conducts periodic internal audits to verify all orders. They ensure effective implementation of our standards and support our partners through their journey towards compliance.

GDPR compliance

Our proprietary blockchain-secured platform is designed to comply with GDPR to ensure the highest level of data security and privacy. Plastic Bank has a global policy of holding to the highest data privacy and protection standards set by the GDPR and any existing local policies. Plastic Bank's third-party GDPR compliance audit was completed in November 2022 under the accountability of our Data Protection Officer (DPO), who oversees the GDPR compliance routines, policies, and documentation processes.

Please find our GDPR Policy here.



Environmental impact

With the support of our partners, Plastic Bank gathers discarded plastic, reducing the amount of plastic polluting the environment, and enabling recycling in communities with little to no formal waste management.

Our Impact membership enables businesses and individuals to reduce or offset their plastic footprint by contributing to the certified collection of plastic undertaken by our collection community members.

Social Plastic® partners are advancing a circular economy and making environmental, social, and economic impact by integrating reprocessed recycled feedstock from Plastic Bank communities into their products and packaging. Social Plastic® partners are building a closed-loop supply chain, reducing the demand for virgin plastic.

2024[1]

Plastic gathered *(kg)*	**43,501,619**
Plastic bottles equivalent[2]	**2,175,080,947**
Countries impacted	**6**
Certified processor partners	**22**
Collection branches[3]	**764**

DID YOU KNOW?

The production of recycled PET, PP and HDPE requires only 12-21% of the energy required by virgin materials and delivers 67-71% lesser global warming impact*.

* LIFE CYCLE IMPACTS FOR POST CONSUMER RECYCLED RESINS: PET, HDPE, AND PP; Franklin Associates, A Division of Eastern Research Group (ERG); December 2018

1 - Data from PlasticBank App April 2025
2 - 1 kilogram of plastic is equivalent to 50 plastic bottles *(Plastic Bank Bottle2KG Report, Mar '23)*
3 - Active collection branches that had at least one plastic exchange in 2024

Extended Producer Responsibility

At Plastic Bank, we have reimagined EPR as a transformative opportunity that can build shared prosperity. Our innovative EPR approach can empower underserved collection communities by:

- Providing an option to grant a social benefit to the informal waste collection communities for the collection and recycling of discarded plastic, turning it into additional income for those who need it most.
- Offering traceability of transactions from collection branch to processor, ensuring your impact is measurable, authentic, and verifiable—adding credibility and integrity to your sustainability commitments. Plastic Bank can ensure your contributions empower communities if you opt to.
- Assuring circularity and guaranteeing waste diversion for recyclable plastics to only a Class A destination (Plastic Bank accredited recycler) as defined in the Waste Management hierarchy.
- Assuring all declared collection impacts are third-party verified, e.g. EPR credits in the Philippines are verified by Ernst & Young.
- Leveraging our expertise from years of close partnerships with accredited processors to accelerate mobilization of collection ecosystems, and LGUs to expand faster in underserved communities threatened with plastic pollution.
- Guaranteeing ethical collection practices are in place with our EcoVadis Gold rating, GRS certification, and Plastic Bank's Code of Conduct.

In 2024, our social EPR program removed 16,217,396 kilograms of discarded post-consumer plastic from the environment back to the supply chain. This is a 146% increase from 2023.



Choosing prosperity

Globally, consumers are waking up to see through commercial gimmickry, award-winning creatives, advertising campaigns, sales promotions, and now even the paid influencers. There is one simple question on every conscious mind: are my choices benefitting the planet or harming it?

If you want to be the choice of your customers, ask yourself: is my brand prospering off of the people and the planet, or with them? Does my definition of profitability include prosperity for our planet, ocean, and humanity as a whole?

Whether we look at it from the lens of faith or behaviour, prosperity begets prosperity. We must expand and evolve our traditional financial definitions of return on investment and institutionalize environmental, social, and economic impact as our new parameters of shared prosperity.

Every time a customer chooses a brand creating impact with Plastic Bank, they vote for the change they want to see in the world. The path to finding such a tribe of customers may be less traveled, but the prosperity it begets is lasting and exponential.

Are you ready to choose prosperity?
The next chapter of your entrepreneurial journey awaits you.

Living their values in practice

Since 2018, SC Johnson and Plastic Bank have been working together to stop plastic from polluting our oceans. SC Johnson continues to create regenerative impact in Indonesia, the Philippines, Brazil, and now Thailand, living the company's values in practice. In 2024, this partnership supported the opening of 24 new collection branches in Thailand. To date, they have helped recover the equivalent of over 5 billion plastic bottles before they reach our oceans and landfills.

Some of the recovered plastic* is then recycled into products, such as Windex® in North America and Duck® in the EU. Duck® Biodegradable Formula Toilet Bowl Cleaner bottle uses 50% recovered coastal plastic from Plastic Bank and is fully recyclable. Method® brands have transitioned all clear packaging to 100% recycled recovered coastal plastic in North America**.





"We've partnered with Plastic Bank since 2018 to support recycling infrastructure and stop plastic before it reaches the ocean or landfill," said **Fisk Johnson, Chairman and CEO of SC Johnson**. "The work of Plastic Bank and their collection communities is inspiring. We recently launched a consumer advocacy campaign highlighting the journey of recovered coastal plastic back into our products. The video features a hermit crab named Zuzu who uses a plastic bottle for a shell. Zuzu symbolizes the urgent need to address plastic waste through regulation. Zuzu is an example of how, together with Plastic Bank, we are finding innovative ways to leave our planet better for future generations."





*Collected on land within 50 km (31 miles) of an ocean, quantity equivalent to 1×20gr bottle.

**Specific to PET bottles in North America, minus Stain + Odor Treatment and closures.

Reckitt integrates sustainability across its business

Reckitt is committed to protecting, healing, and nurturing in its pursuit of a cleaner, healthier world, which includes caring for the planet. This commitment drives Reckitt to integrate sustainability across its business—from raw material sourcing to product development and social impact programs. By 2025, Reckitt aims for 100% of its plastic packaging to be reusable or recyclable and plans to increase recycled material usage to 25%, with a goal of reducing virgin plastic in packaging by 50% by 2030. Reckitt is partnering with different organisations to help deliver against those targets.

These ambitious sustainability targets are reflected in Reckitt's partnerships, such as with Plastic Bank.

The partnership with Plastic Bank is helping to create recycling infrastructures in communities around the world. So far, as of December 2024, Reckitt has supported the collection of 601,213 kilograms of plastic, equivalent to 30,060,654 plastic bottles. Through this initiative, discarded plastic is gathered, collection members receive secure income and social impact benefits, helping to alleviate people out of poverty. The stories of the collectors and impact in those communities, help to connect with customers, creating a triple-win scenario for social, environmental, and economic progress.

> Our collaboration with Plastic Bank benefits people, planet and economic prosperity. It's great to be able to scale our impact and return plastic waste into recycling cycles, while supporting communities around the world.
>
> **– Philipp Kust, Social Impact Manager at Reckitt**



Helping to advance the circular economy for plastics

The Hefty® brand is committed to sustainability by incorporating recycled materials, optimizing production, and using more sustainable packaging to lower CO_2 emissions. Beyond innovation, the Hefty® brand supports community programs that contribute to a more circular economy.

In 2024, the Hefty® brand began integrating recovered coastal plastic into its Hefty® Ultra Strong™ trash bag portfolio, reducing its reliance on virgin plastic while maintaining product performance. This initiative not only helps divert plastic waste from the environment, but also creates economic opportunities for collection communities. By the end of 2024, over 237,000 kilograms of recovered plastic were integrated into new products, reinforcing its commitment to advancing circular solutions.

> We are excited to showcase our collaboration with Plastic Bank, an organization that collects an equivalent amount of discarded plastic for every box we deliver. Green Chef has proudly partnered with Plastic Bank for 5 years, removing over 2.5 million kilograms of plastic waste and positively impacting hundreds of communities.
>
> **– Jeff Yorzyk, Senior Director of Sustainability (North America)**



PCPPI
Pepsi-Cola Products Philippines, Inc.

Pepsi-Cola Products Philippines Inc. (PCPPI) fuels a sustainable future for their community

PCPPI is the exclusive manufacturer of PepsiCo beverages in the Philippines, with a relationship spanning 70 years. PCPPI manufactures and distributes well-known beverage brands such as Pepsi-Cola, Mountain Dew, 7Up, Mirinda, Mug, Gatorade, Tropicana, Lipton, Sting, Premier, Milkis, and Chum Churum Soonhari.

PCPPI works together with Plastic Bank to not only successfully meet the requirements of the Extended Producer Responsibility (EPR) Law, but to create a positive impact on our community, both people and the planet.

> Our partnership with Plastic Bank goes beyond regulatory compliance, it is a testament to PCPPI's commitment to make our planet a better place for future generations. Our employees and stakeholders join us in ensuring that our actions will make a strong impact on our communities and will contribute to our journey as a sustainable company which truly cares for the environment.
>
> **– Atty. Carina Bayon, PCPPI Chief Environmental, Social & Governance Officer**



Social impact

Beyond stopping plastic pollution, we are committed to alleviate poverty mainly by providing cash bonuses and social impact programs to underserved collection communities. Collection members and collection branches exchange gathered plastic for additional income, and more. Our social impact programs are customized for each community and client, with the type, scale, and availability of benefits specifically tailored to meet the needs of each registered community we serve, in close partnership with our local teams.

- **Food and nutrition program:** We provide grocery vouchers, rice and meal kits to enhance the regular diets of collection community members to aid with family nutrition.

- **Health and safety program:** We offer basic health, work, and accident insurance to our collection community members, ensuring they and their families maintain well-being. We equip collection members with necessary resources, including hygiene kits.

- **Education program:** We conduct training sessions on essential business tools, financial literacy, sustainability, and the significance of recycling for collection community members. We provide tangible learning tools like school supplies, smart TVs, electric fans and signages.

- **Safety:** We equip collection members with necessary resources, including health and hygiene kits, personal protective equipment (PPE, such as hats, boots, and gloves), and logistical aids such as collection trolleys and pushcarts.

1 - Data from April 2025
2 - Defined as those who have done at least one recycling transaction recorded in the app.

2024[1]

Total bonuses paid *(USD)*	**2,184,587**
Active collection members impacted[2]	**30,251**
Food and nutrition program *(grocery vouchers, rice sacks, meals)*	**15,586**
Beneficiaries impacted	5496
Beneficiaries' dependents impacted	2624
Health and safety program *(accident/ work insurance, HMO, hygiene kits)*	**5260**
Beneficiaries impacted	4064
Beneficiaries' dependents impacted	1553
Education program *(school suppliers, after school programs, smart TVs, fans, signages)*	**973**
Beneficiaries impacted	744
Children impacted	1988
Reward and Performance program *(top-up incentives to absorb forex differences)*	**70**
Beneficiaries impacted	37
Financial Inclusion program *(recipients of additional cash incentives)*	**96**
Tools of Trade *(start-up kits, pedicabs, signages, build-up kits, jumbo sacks)*	**947**
Beneficiaries impacted	603
Other social benefits *(trainings on cash app, stress management, identification cards, PB app training)*	**1571**
Beneficiaries impacted	1038

Turning challenges into opportunities

Enhancing community engagement

Plastic Bank is committed to ensuring that social benefits reach community members in a timely and efficient manner. To further improve the implementation of new payment systems and bulk upload processes, we are prioritizing system enhancements this year. These improvements will strengthen trust, increase engagement, and ensure a seamless experience for our members.

Expanding digital access and inclusion

Limited access to technology and the internet can be a barrier for some community members in fully benefiting from our social programs. In response, Plastic Bank has launched a digital literacy training program to improve access and participation. We continue to explore innovative ways to bridge the digital divide and enhance support for members facing connectivity challenges.

Improving information accessibility

To better serve members with varying literacy levels, Plastic Bank has adapted its communication strategies by incorporating voice messages and video content alongside text-based information. This inclusive approach enhances understanding, encourages greater participation, and fosters long-term engagement.

DID YOU KNOW?

According to the World Health Organization and the World Bank, about 4.5 billion people – more than half of the world's population – lack access to essential health services they need.*

*Tracking Universal Health Coverage: 2023 Global Monitoring Report, World Bank, WHO. 2023





Meet Elizabeth from the Philippines

Sweeping change: a journey of purpose and perseverance

Elizabeth, a widow from Baseco in the Port Area of Manila, has dedicated herself to keeping her community clean while providing for her family. A mother of three and a grandmother, Elizabeth works as a street sweeper, taking great pride in her role and feeling a deep sense of responsibility toward keeping her community clean. Seeing trash carelessly discarded troubles her deeply, and it has prompted her to actively educate her neighbours on the impact of improper waste disposal—particularly how it contributes to flooding in their coastal community.

Since joining Plastic Bank in 2019, Elizabeth has found a renewed sense of purpose in collecting plastic waste, transforming it into a way to earn additional income. As of December, she has collected over 4,727 kilograms of plastic. Each piece of plastic she collects enables her to care for her young grandchildren. Her efforts have been supported through Plastic Bank's programs where she received a push cart (to ease her collection work around her neighbourhood), rice incentives (to feed her family), and a tablet (for her grandson to use for school work).

Despite her age, Elizabeth remains steadfast in her commitment to her family and the environment. Known for her sunny disposition, she shares that her happiness has grown even more since becoming part of Plastic Bank—earning a living while helping create a cleaner, safer community for the next generation.





Meet Romany from Egypt

A father turning plastic collection into a legacy of opportunity

Romany, a father of four with a Diploma in Commerce, has dedicated over 20 years to collecting and sorting plastic with his wife, Randa. Inheriting this line of work from his grand-parents, he carries on a family tradition with pride and determination. Each piece of plastic collected not only honours his heritage but also paves the way for his children's education and future success. Since joining Plastic Bank in March 2021, Romany has collected over 16,500 kilograms of plastic, showcasing his unwavering commitment to both his family and the environment.

Through hard work and perseverance, Romany has achieved significant milestones: purchasing an apartment for his family, securing a dedicated space for sorting plastic, and acquiring a motorized cargo tricycle to enhance his collection efforts. His dedication extends beyond his household, as he supported his younger brother's education, helping him become an English teacher who now also speaks Italian.

As a member of Plastic Bank, Romany benefits from cash incentives, grocery vouchers, and medical insurance, easing his family's daily challenges and supporting their well-being. With every plastic piece he collects, Romany not only contributes to a cleaner environment but also builds a promising future for his children, proving that dedication and resilience can create lasting change.



Meet Tuti from Indonesia

A woman entrepreneur driving recycling in Bali

Tuti, 45, is the owner of Tuti Collection Branch—a testament to resilience and determination. Seeking a better future, she and her husband explored various businesses, from selling bottled water to lobsters, but faced setbacks.

Her turning point came when a relative introduced her to plastic collection. Starting small in her neighbourhood, she and her husband worked tirelessly. By 2008, she opened her first collection branch. Today, she runs three thriving branches, employs several staff members, and empowers 10 collection members recovering 5,000 to 10,000 kilograms of plastic monthly.

Since joining Plastic Bank in 2019, Tuti's business has flourished. With stable demand and strong support, she expanded her operations, strengthened her team, and invested in a new operational vehicle. Her success is driven by passionate collection members who earn additional income and social benefits through Plastic Bank.

With perseverance and community, Tuti is transforming lives, reducing plastic waste, and driving recycling in Bali, Indonesia.



Responsible business practices

Global Recycled Standard recognized

Products certified to the Global Recycled Standard (GRS) contain recycled material that has been independently verified at each stage of the supply chain, from the source to the final product. In addition, facilities from the source to the final supplier have met recycled material content, labour, and environmental requirements.

Training

We provide training programs for corporate employees, collection community members, staff of recycling companies and NGOs on plastic, recycling, digital, and the circular economy. We also partner with academic institutions and faith communities to educate students, individuals, and families on the importance of recycling and its value to the environment and society.

Systematic procurement

We go through a systematic preparatory phase for building recycling infrastructure and expanding collection communities to ensure sustainable procurement practices, including rigorous supplier and partner vetting.

Sustainable supply chain

We implement and monitor best sustainability practices across all levels in our supply chain.

Processor health and safety

In our portfolio core range, we partner with GRS (Global Recycled Standard) third-party certified processors to maintain a high health and safety standard in recycling our Social Plastic® feedstock while ensuring traceability and impact authenticity.

Pollution and energy consumption

Our business model minimizes local pollution in our communities while indirectly impacting energy consumption by gathering plastic waste, substituting virgin plastic with recycled feedstock in manufacturing, and actively reducing single-use plastic waste.

Energy-efficient hybrid blockchain

Plastic Bank utilizes a GDPR (data privacy and security) compliant hybrid blockchain in which the key transaction data is stored and securely synced to a private database. Energy efficiency is maximized by using proprietary system rules to approve and secure transactions and data visibility, eliminating the need for mining or other high-energy usage consensus protocols common to public blockchains. This hybrid solution ensures near real-time efficiencies, with GDPR compliance at low energy cost while maintaining blockchain's immutable trust and security.



People and culture

We believe that every employee should be treated with respect and fairness and be able to bring their authentic selves to work. To enable that while bringing exponentiality to their performance, we undertook the following initiatives in 2024:

- **HR information system:** Moved to a new HR Information System, Deel, to ensure all employees and contractors are on the same platform to improve efficiency and automation for employee data, hiring, payroll and onboarding.
- **Performance management:** Introduced a performance management evaluation system to align individual and organizational goals and ensure accountability to drive overall business success. We believe that employee performance management is a basic employee right in their pursuit of career and personal growth, and a powerful tool to help them realize their full potential.
- **Performance salary increases:** Implemented performance-based salary increases for employees meeting and exceeding expectations.
- **Monthly staff meeting:** Aside from the Global Town halls, countries held their own townhalls or staff meetings, during which each department presented progress updates on country objectives. Employees strengthened collaboration via breakout groups where they were encouraged to share things outside of work.
- **Learning sessions:** Initiated learning sessions on best practices, Code of Conduct, and compliance to promote continuous organizational development.

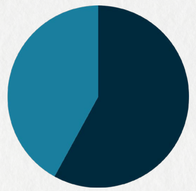
Celebrating diversity

We recruit, hire, and retain the best talent from around the world, reflecting the markets and communities we serve. We celebrate, acknowledge, and value our differences and understand that bringing people with different views, backgrounds, and experiences makes us better changemakers. We are firmly committed to providing equal opportunity in all aspects of employment and do our part to create an environment where our colleagues can grow and succeed.

Gender split: *Collection members*

Definition: percentage of female registered collection members

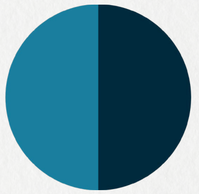
2024 figure: 58%
Data from April 2025



Gender split: *Plastic Bank employees*

Definition: percentage of female Plastic Bank employees

2024 figure: 50%
Data from April 2025



Gender pay gap

Definition: average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) during the reporting period

2024 figure: 10%
Data from April 2025

10%

Employee health and safety

Definition: number of days lost to work-related injuries, and fatalities.

2024 figure: 0 incidents

0

Just wages

Definition: ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees

2024 figure: 10:1
Typical global approximate average: 100 to 200:1
Data from April 2025

10:1

Social dialogue commitment

At Plastic Bank, we are committed to fostering social dialogue as a cornerstone of our sustainability efforts. This year, we have implemented various initiatives to promote open communication, collaboration, and engagement within our organization and communities. Examples include “Watercooler” - a team chatroom, in person meet-ups, celebrating birthdays and anniversaries. Our commitment to social dialogue is unwavering, and we will continue to explore new ways to enhance communication and collaboration within our organization and the communities we serve. By fostering a culture of open dialogue and engagement, we are confident that we can drive positive change and create a more equitable future for all.

Town halls and employee engagement

One key way we promote social dialogue is through monthly town hall meetings. These gatherings provide a platform for our employees to voice their opinions, share ideas, and express concerns directly with the leadership team. By fostering a culture of open communication, we ensure that every voice is heard and that decisions are made with the input of our diverse workforce.

Leadership engagement in communities

Our leadership team embarked on a journey to visit all the countries where we operate. This initiative aimed to strengthen our engagement with local teams and communities, deepen our understanding of their unique challenges and opportunities, and build stronger relationships based on trust and mutual respect.

Thank you for being here

Make prosperity a purpose that’s shared with the people and the planet, and use it as a powerful force for positive change. Embed the prosperity mindset into every business decision, embracing your responsibility to protect the environment and uplift underserved communities. Lead with action, setting an example that inspires future generations through authenticity and commitment. When purpose and prosperity align, they not only drive business success but also strengthen the economy, enrich communities, and restore the planet.
Build a legacy worth being remembered for.

– David Katz

Credits

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