

CIRCLE

The employee magazine
Issue 02/December 2022

Our vision
And how we can get
closer to it together



interzero[®]
zero waste solutions

By and for the people at Interzero

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Shaping the future with circular solutions

Interzero stands up for a world without waste

Dear Colleagues,

An exciting year is behind us, and not just because of the wider circumstances. With the launch of the Interzero Group, we are embarking on a new chapter together. Through our consistent focus on circular solutions, we have created a new kind of company.

As our new brand, Interzero has been exceptionally well received by our customers, our partners and by every one of you in the corporate group. Our re-branding is still underway at some of our businesses and locations, but we should wrap that up next year.

According to our vision of a world without waste, we are contributing to a better and more liveable world for our current and future generations every day. Interzero is on the right tracks, as we are saving considerable amounts of climate-damaging CO₂, and thereby pushing Earth Overshoot Day further back. We can all be proud of this team achievement!

In 2022, we were able to launch several new projects and initiatives in addition to our existing business. Next year, we

must turn these into a reality and make them part of our established business operations. This will require dedication and hard work from the whole of our team:

“There is much for us to do, but much for us to achieve as well!”

I would like to wish each and every one of you a great festive season and new year. I would also like to thank you from the bottom of my heart for your hard work, and look forward to working with you and our customers in 2023 to seize the many opportunities presented by the circular economy.

With best regards,

Dr. Axel Schweitzer
Chairman



A warm welcome to Florian Werner, the new CEO at Interzero Plastics Recycling!

On 1st December 2022, Florian Werner started in his new role as CEO of Interzero Plastics Recycling. Florian studied economics at university, and has management experience in the plant engineering sector and the metal and steel industry. In his last role, he was head of the Materials business unit at the Swiss technology group OC Oerlikon AG, with sites in the USA, Canada, Germany and China, where he helped drive the company's successful turnaround.

What made you choose Interzero as your next career move?

The reuse of materials through genuine materials loops is becoming increasingly important in a wide variety of industries. As an experienced supplier of recycling solutions, we have a solid basis that allows us to play a key role in shaping the

market in the field of plastics recycling. I find this cutting-edge development to be very interesting, as it means we decide how we shape the future.

What are your expectations on joining Interzero?

Above all else, a company is defined by its employees. That's why it's important for me to talk to as many of my new colleagues as possible in my first few weeks here. I want to find out what they like about Interzero, and what motivates them to do their work every day. At the same time, I'd also like to find out what they don't like, what they'd like to change, and what they would like in the future. In my first week, I visited seven of our sites and gained some good insights. I met with colleagues who were working hard and with considerable dedication. I would like to express my thanks for the open and frank discussions.

“We decide how we shape the future.”

What will be your focus as CEO?

Interzero Plastics Recycling currently plays a leading role in the German plastics recycling market. The team has worked hard to achieve this with a considerable degree of commitment. The



Florian Werner and other colleagues at a management meeting in November

goal is to jointly maintain and expand our leading position by expanding our business further. We will continue to increase our performance in sorting, processing, product management, sales and administration, and jointly develop further opportunities for optimisation. After all, the competition never sleeps.

In addition to this, we will explore ways of using new recycling technologies, deepen our value creation, introduce new plastics products, and gain additional customers through the strategic further development of our business model. It is in our own interests to increase the profitability of our

business. This gives us financial leeway, i.e. scope for manoeuvre for the rapid implementation of important projects, for example. Healthy finances are the best guarantor of attractive and secure jobs.

What are you looking forward to most of all?

I am very much looking forward to working with everyone in the team. Let's get going.



Florian Werner,
CEO Interzero
Plastics
Recycling

Confirmed by a recent study: Our circular solutions protect the environment



What kind of environmental damage do we prevent with the solutions we offer our customers, and what kind of savings potential does this result in for society? This is a question that we look at each year together with the Fraunhofer Institute UMSICHT.

What exactly does that mean? Our overall results for 2021 tell a clear story:

We put 1.8 million tonnes of recyclable materials into the circular economy

It was possible to save 12.5 million tonnes of primary resources as a result

This means that 1 million tonnes of greenhouse gas emissions were avoided

According to the recent study, “resources SAVED by recycling”, it is now official: **in the year 2021***, Interzero significantly reduced the burden on the environment.

This way to the campaign video



Without our hard work, according to the determination of environmental costs by the German Federal Environmental Agency, climate-related environmental costs amounting to 199 million euros would have resulted.

For 15 years, the highly-regarded Fraunhofer Institute for Environmental, Safety and Energy Technology UMSICHT has been investigating the impact of the recycling activities of Interzero on the use of resources – and the extent to which the closed-loop circulation of recyclable materials reduces emissions of climate-damaging greenhouse gases.

Why have we participated in this study?

With this study, we take stock of our own actions each year – together with our employees, customers and partners. With its publication, however, we also want to make it clear that the closed-loop circulation of raw materials is an effective factor in counteracting the devastating impact on nature and the impact of

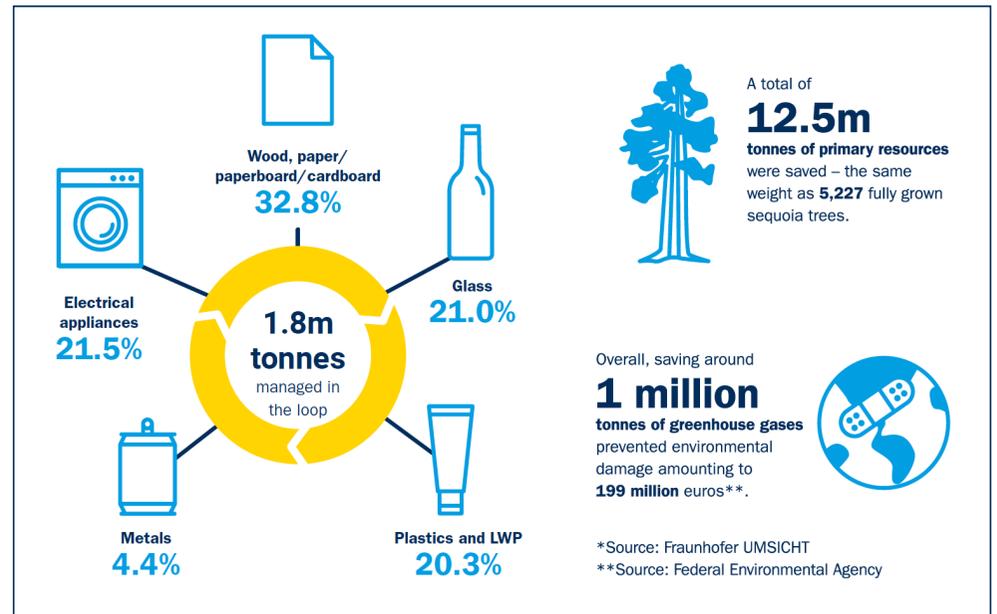
climate change at the ecological and economic levels. The circular economy offers huge opportunities – which is a huge incentive for our continued work. We want to encourage everyone around us to contribute to a sustainable circular economy and to thereby put a stop to the increasing exploitation of our planet.

If you have any questions or suggestions, you are welcome to contact our sustainability team by sending an email to nachhaltigkeit@interzero.de



Diane Seydel,
Senior Marketing
Manager

“The resources SAVED study provides the scientific proof that at Interzero, we are actively helping to protect the environment and the climate together with our customers. That’s a great source of motivation.”



Interzero: Still young, but very successful

How our brand is growing

Our unique focus on circular solutions has been welcomed by our customers, media partners and on social media

Clearly positioned

Since June, the Interzero brand has represented us as a full-service provider of circular services. We stand out clearly from conventional waste management companies and are pioneers behind the genuine circular economy in Europe and worldwide. In 2023, almost all the companies in our group will carry our new name. This consistent step forward has been warmly received by both our customers and our considerable number of partners.

Strong on social media

The brand development can't just be experienced directly on our new website,

through the new signposting on our buildings and our many events and trade fair appearances – it is also plain to see on our social media presences on Facebook, Instagram and LinkedIn. “Our success on Instagram has been particularly dynamic, with over 5,000 followers. We are now number 1 in the industry in terms of our follower count. We also want to come first on LinkedIn. Everyone can help us to grow by networking, liking and sharing,” Christin Niehus, Social Media Manager at Interzero in Germany, explains.



High interest in the media

Since June, we have reached more than 160 million people in the print and online media in Germany alone. The news of the launch of our new brand contributed to this, as did our continuous reporting on projects such as our contract with Eastman for chemicals recycling. Our #MoveTheDate campaign also generated a considerable amount of attention. With additional partnerships, customer wins, major investments, study results, and our appearances at conferences and trade fairs, Interzero will have many further opportunities to generate media interest in 2023.



Christin Niehus,
Social Media
Manager



Today, we are launching our
Let's #MoveTheDate campaign

Der Earth Overshoot Day is an uncomfortable reminder that we are living way beyond our means. In 2022, calculations suggest that this threshold was crossed as early as 28 July. This is the date by which humanity uses up all of the natural resources our planet can provide in one year.

Here at Interzero, we are not prepared to stand by and watch as the world continues to exploit its resources. On the contrary, we are working to create a world without waste where we can use the resources available to us in a sustainable and responsible way. Our “zero waste solutions” actively contribute to climate action every day

and help to ensure security of supply for future generations.

Researchers from the Global Footprint Network have confirmed: Without Interzero, Earth Overshoot Day **would be 4 minutes and 20 seconds earlier.** But that's not nearly enough for us!

“Are you taking part? Together with our hard work and expertise, we can help make the world a little more sustainable. Let's make great things happen together.”

Join in!

As we break new ground with our customers, it is all the more important for us to be reliable partners. This requires us to deliver innovations, to act with agility,

and to develop and nurture trusting relationships. Calculate your ecological footprint using the Global Footprint Network and find out about the ways in which you

can reduce it – for yourself, but above all else, for future generations. Don't be shy: share our social media posts and motivate your contacts. **Let's join forces and #MoveTheDate!**



Sybilla Merian,
Head of Marketing
& Sustainability
Manager

This way to the campaign video



New ideas and services for a world without waste

To ensure that increasing amounts of materials are in circulation, fresh ideas and bold innovations are always necessary. With our new approaches, we also help our customers to obtain raw materials



Sammelheld at Interzero Circular Solutions

The circular economy on three wheels
With our new collection service for bottles and small electronic devices, we are now making recycling even easier. How exactly does it work? With the help of our collection bicycles!

- Just find the nearest collection bicycle in your area using the app
- Hand in bottles or old electronic devices and collect environment points
- And redeem your points for vouchers at our partners

Pilot projects were launched in Osnabrück and Berlin in November. If they go well, we will expand our bicycle fleet to other towns and material flows. You can also support the project by sharing our social media posts.



New high-tech system at Interzero Plastics Recycling

At Interzero Plastics Processing GmbH in Liebenau, each year, plastic waste is processed into some 12,000 tonnes of granulate – a key product for the manufacturing of plastic products. In 2023, this is set to increase to 25,000 tonnes. To achieve this ambitious goal, Interzero has invested in new processing technology and the construction of a new office building. Several new photovoltaic plants will also cover a large share of the electricity needs. Our team at the Liebenau site is also set to expand; with ten new roles in addition to the current team of 80, we will be in a strong position to meet the high demand for granulate.



Mara Küsters,
Project Manager for
Business
Development

“With Sammelheld, we are linking a digital tool (app) with a traditional take-back system and thereby creating an innovative, new business model.”

Interzero and Sykell join forces to develop a returnable system throughout Germany

On 1st January 2023, an amendment to the German Packaging Act is to come into force for all companies that sell takeaway food and beverages. Accordingly, for products that are packaged on site and intended for immediate consumption, returnable packaging must also be offered as an alternative to the usual disposable plastic packaging. Together with the start-up Sykell, which specialises in sustainable returnable packaging, we are setting up a returnable system for the packaging of takeaway food and beverages in Germany. The solution has been given the name “Einfach Mehrweg”.

Services from one single source
“Einfach Mehrweg” has been designed for the participation of several system partners from the food retail trade as well as the bakery, (large-scale) catering and service stations sectors, etc. The “Pay-Per-Use” approach means that companies only pay for the containers that they actually issue to customers. Interzero brings its longstanding experience in the operation of pooling systems to the partnership, and will deliver several services from one single source: Interzero will be providing reliable logistics services, collecting the used containers, ensuring that they undergo food-safe and hygienic cleaning and inspections, before returning them to the participating system partners.

“With this partnership, we can turn the simplest yet most wide-ranging returnable system for food products into a reality. This corresponds to our vision of a world without waste.”

Sebastiaan Krol,
CEO, Interzero Circular Solutions

Advantages of “Einfach Mehrweg”
“Einfach Mehrweg” is an easy way for consumers to reduce their personal waste. To use the food-safe containers for the waste-free mobility of food and beverages, all you need to do is pay a small deposit. Returning used containers in return for money is possible on a reciprocal basis at each participating company. “Einfach Mehrweg” is therefore as straightforward as the time-proven bottle deposit system.

“It fills me with pride and appreciation to be part of a team that, with considerable dedication and many years of expertise in multi-way pooling, is building and implementing such a sensible system. It enables billions of disposable cups and bowls to be saved.”

Matthias Urban,
Head of Pooling Management at
Interzero Pooling Cycle GmbH



Bottle deposit project at Interzero Italy



Interzero Italy is partner of COREPLA, leading National Consortium for the Collection and Recycling of Plastic packages, for a long-term and nationwide project with the aim of increasing the collection of PET bottles to meet the ambitious legal requirements.

For this purpose, Interzero Italy designed a solution able to ensure collection

extensiveness, traceability of PET flows and scalability of the service: more than 100 reverse vending machines will be positioned in the sales outlets of major retailers throughout Italy. Consumers will be motivated to return empty PET bottles through an incentive system based on bonus points, checkable via an app designed by Interzero.

Sergio Patacchini,
Head of Integrated
Environmental
Solution
Interzero Italy



“The COREPLA project represents the evolution of Interzero Italy’s offer towards Integrated Environmental Solutions. This project required a long and careful analysis phase in which several Interzero teams took part to support COREPLA in creating value for consumers and achieving its targets in plastic packaging recycling. We established a win-win partnership that strengthens our strategic positioning, showing our proven expertise in innovative business solutions.”

Europe-wide packaging licensing

Lizenzero.eu

Some colleagues may still know of this as “EU27” or “EU28”. Today, our service is known as “Lizenzero.eu”. The Lizenzero.eu Team support our customers with the reliable licensing of their packaging throughout Europe. The Extended Producer Responsibility (EPR) concept means that being legally compliant is now a must for all companies. With their EPR registration, they provide their financial contribution for the collection, sorting and recycling of their packaging. This presents a challenge throughout Europe, however:

- No Europe-wide central reporting and registration office
- Different country-specific licensing models
- Inconsistent provisions regarding volume thresholds
- More than 28 different legislative texts
- More than 100 different national take-back systems
- Legislative texts and guide lines in more than 20 different languages

The issue is complex, and infringements can arise unwittingly which are then followed by the associated penalties. The Lizenzero.eu Team supports our customers in keeping track of and fulfilling all of the necessary compliance requirements regarding packaging across Europe. The advantage: just one central contact person for system registrations and quantity notifications for the whole of Europe, and professional support regarding the fulfilment of the licensing obligations.

The Lizenzero.eu Team (left to right)
Vanessa Morgenroth,
Meike Müller and
Felix Mynarek





ALBA Group Asia

Asia without waste

ALBA Group Asia represents the ALBA brand in Asia, with its headquarters in Hong Kong and with operational facilities in China, Indonesia and Singapore. With more than 1,000 employees, it serves over 1,000 customers – a number which continues to grow.

Our current presence in Asia is to expand further through ALBA Group

Asia, as a huge market for recycling and waste management solutions is emerging in Asia due to rapid economic development, increasing urbanisation and the large population. To conquer the growing Asian market with its recycling services, under the leadership of Chairman Dr. Axel Schweitzer, the company has set up four specialist units:

Smart City Solutions

The transformation of traditional waste management into innovative, scalable and highly digitalised solutions for premium customers.

Plastics Recycling

Intelligent raw materials management and state-of-the-art processing capacities to respond to the growing demand for recycled plastics

Green Gas Technology

The provision of longstanding expertise in the collection of organic waste and energy generation as a reliable concession partner

Hazardous Waste Recycling & Management

The provision of state-of-the-art hazardous waste processing solutions for industrial customers

Highlight project



E-waste management by ALBA in Singapore

Within the framework of the extended producer responsibility, in July 2021, **ALBA E-Waste Smart Recycling** was awarded with responsibility for the collection and proper treatment of electronic waste by the National Environment Agency (NEA).

ALBA E-Waste sets up suitable collection channels in coordination with retailers and municipalities. After the collection, ALBA E-Waste gathers and sorts the electric waste in its sorting and logistics centre before it is forwarded to the e-scrap recyclers. To minimise the improper disposal of electric waste, this management system ensures the transparency of the collection and recycling processes for electric waste to track precisely where the waste stream comes from and where it ends up.

ALBA BERLIN Basketball Academy: Learning through sport

ALBA BERLIN has been supporting learning outside the classroom – and teaching transferable skills and key values through basketball that can be used worldwide – for more than 30 years. Sport provides a unique platform for educating the public about the importance of issues such as recycling, environmental protection and intercultural friendship.

Founded in 2021, the ALBA BERLIN Basketball Academy in Hong Kong has the goal of combining athletic ability at the highest level with high-quality vocational training, thereby going beyond the frequently one-dimensional framework of conventional sports academies. Seven project locations in five Asian countries are currently teaching the skills that make people successful in both sports and in life. In this way, the ALBA BERLIN Basketball Academy has laid down the foundations for another sustainable project in Asia.





Diversity@Interzero

50 nations under one roof – but that isn't enough!

Interzero wants to become more diverse. Employees who originate from 50 different nations currently work at Interzero. However, in addition to the factor of personal origin, diversity in terms of gender, sexual orientation, religion and age should also be encouraged and valued. Why is this important? First and foremost, we believe in the equal treatment of each individual, and thereby being representative of our wider society as a company. Numerous studies have also shown that teams that are diverse work together more successfully.

To this end, we will be launching various initiatives and projects over the weeks and months to come.

AGE
“In our business, innovation plays just as great a role as experience does. If we succeed in combining the know-how of our ‘old hands’ with the fresh perspectives of our ‘young rookies’, and if we create a synergy between tradition and modernity, we can achieve great things. Lifelong learning is a key to success. I am convinced that we will celebrate many successes as long as we are willing to learn from each other and combine fresh perspectives with years and decades of expertise.”

Jacco de Haas,
CCO, Interzero
Plastics Recycling



ORIGIN
“Together, we are working to move Earth Overshoot Day back one step at a time, in keeping with the motto ‘One World. Zero Waste. Let’s #MoveTheDate!’. In ten different countries, 50 different nations are working on the respective Zero Waste Solutions. This means that diversity is already a reality at Interzero. Our intercultural awareness is a strong competitive advantage that helps us to build sustainable relationships with our partners from all over the world. As a sponsor for the topic of personal origin, I firmly believe that this diversity will make us strong as long as we harness it.”

Sebastiaan Krol,
CEO, Interzero
Circular Solutions



To help us encourage diversity at Interzero, we welcome your input. If you have any ideas about possible projects or any questions, email to: zero.discrimination@interzero.de

SEXUAL ORIENTATION
“At a time when discrimination against the LGBTQI+ community is making a comeback in many neighbouring countries, it is particularly important for us, as a society, to take a clear position. As Interzero has locations in the cities with the biggest LGBTQI+ communities in Germany, Cologne and Berlin, it is all the more important for us to take a stand. The highly qualified people, who make us a successful company with their ideas and dedication, are as diverse as our range of products and services. We are colourful – in every way – and that is a good thing.”

Markus Müller-Drexel,
CEO, Interzero+



“The diversity of our employees, their backgrounds and perspectives as well as the appreciation of their individual differences is what sets us apart at Interzero. We are convinced that a diversity-focused strategy and corporate culture is important for our ability to innovate, our profitability and our sustainable success as a business. Our ability to achieve excellent results and therefore reach our #MoveTheDate goal ultimately depends on how we address diversity in our daily working lives and how we benefit from our differences.”

Claudia Marr,
Head of
HR Management



Interzero is seeking new employees

It's worth spreading the word!

“In the current exceptionally competitive job market, our ‘Employees Recruit Employees’ programme is a great opportunity for reaching people who aren’t actively seeking work on the basis of personal relationships. By sharing our job vacancies, we gain reach thanks to our employees. It’s a win-win-win situation: employees receive a bonus, their friend or acquaintance finds a new job with us, and here at Interzero we can achieve our vision of #MoveTheDate together – for a world which is worth living in for the generations of tomorrow.”

Katrin Heitmann,
Personnel
Marketing & Recruiting



Recommend new colleagues now and secure a gross premium of 1,000 euros! How does it work? With the “Employees Recruit Employees” programme by Firstbird.

1. Register:

- at <https://interzero.1brd.com>
- or via QR code
- or via Firstbird2Go app



2. Find and share the job advertisement.

3. If the position is successfully filled thanks to your recommendation, you will receive a **gross premium of 1,000 euros**, parallel to the first salary of the new colleague.

If you have any questions about our topics in the field of Talents and Culture, please contact the HR team:

**hr@interzero.de or
tel.: +49 2203 9147-1118**

Benefits at Interzero

We've got a lot to offer!

Our employees are our most important asset. For this reason, Interzero offers a whole range of attractive benefits*:

Further training

MySession, individual further training, vocational training programmes, funding for university courses

Pension & Benefits

Capital-forming benefits, pension scheme contributions, staff discounts, vouchers and gifts

Health

Fruit basket, meal vouchers for cyclists, Weight Watchers, fitness offers & collaborations, lunch break fitness programme, water & coffee, flu and hepatitis vaccination, funding for workplace eyeglasses, health week

Family & time

Special leave, pme Family Service, preventive medical check-ups, family room, convenient public transport connections, parking, mobile working, trust-based working hours, holiday time on 24. & 31.12.

Mobility

Bike leasing, public transport grants for apprentices, bike repair scheme, company car for private use

Events

Social events, team events, community charity work, sustainability week

* Some of the benefits can only be offered on a location-specific basis.



Interzero's Sammelheld pays a visit to ALBA BERLIN

Return deposit, protect the environment and promote ALBA youth

“Sammelheld” is the name of Interzero's new business model: an app-controlled mobile collection service, in which deposit bottles and small electronic devices are collected locally by a bicycle collection service (see Circle, p. 6). At the ALBA BERLIN Euroleague match against Red Star Belgrade on 22nd November, Sammelheld was featured on the clap banners and the perimeter advertising. The ALBA mascot took a seat on the collection bicycle, and whizzed across the court during the breaks. The prominent display in the hall occasioned several members of the crowd to download the

service app and to donate their starting balance to the ALBA Youth scheme, which is dedicated to encouraging children and young people to pursue a healthy lifestyle by participating in sport. The highlight of the evening was the presentation of the cheque on the court: Torben Kabbe, Head of Business Development ICSG, handed over the donation cheque to Igor Ryabinin, Head of Sustainability and Social Affairs at ALBA BERLIN, who expressed his sincere thanks.

The goal: to expand to other locations and material flows

The Sammelheld service continues to be tested in two pilot projects: the Sammelheld collection bicycles for returnable bottles have been on the road in Berlin since mid-November. At the end of November, Sammelheld was also launched in Osnabrück, near the Interzero sorting plant in Melle: old electrical and electronic equipment is being collected there, instead of bottles. If the pilot initiative goes well, Interzero will expand its bicycle fleet to other towns and material flows.



Torben Kabbe, Head of Business Development

“Many old electrical appliances are left in lofts, and far too many deposit bottles are disposed of incorrectly with the plastic waste. Our Sammelheld services ensure that these raw materials return to the recycling loop. We are happy that ALBA BERLIN has given a stage to our important project.”

Win 1 x 2 VIP tickets for ALBA BERLIN

Quiz

WHERE DID THE WORLD CLIMATE CONFERENCE TAKE PLACE IN NOVEMBER 2022??

From all the correct answers we receive at circle@interzero.de we will raffle:

- 1 x 2 VIP tickets for a home match of ALBA BERLIN including overnight stay, as well as
- 3 x 1 Interzero scarf

Take part now!

Partnership and profit

OUR SOCIAL MEDIA CHANNELS

LinkedIn: [linkedin.com/company/interzero/](https://www.linkedin.com/company/interzero/)

Facebook: [facebook.com/interzero.official](https://www.facebook.com/interzero.official)

Instagram: [instagram.com/interzero/](https://www.instagram.com/interzero/)

Xing: [xing.com/pages/interzero](https://www.xing.com/pages/interzero)

YouTube: [youtube.com/@interzero.official](https://www.youtube.com/@interzero.official)

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