

Progress Report 2025

by SÜDPACK Holding GmbH
for 2023 & 2024



SÜDPACK



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Sustainability. Plain and simple.

Every day, we work to implement sustainable solutions and help shape a better future. Sustainability remains a core commitment at SÜDPACK. We take responsibility – for the climate, the environment, people, and the economy. Responsible action creates real value for the environment and society. Sustainability means using resources responsibly, avoiding emissions, and taking social aspects into account. Responsible action creates real value for the environment and society. Sustainability means using resources responsibly, avoiding emissions, and taking social aspects into account. Responsible action creates real value for the environment and society. Sustainability means using resources responsibly, avoiding emissions, and taking social aspects into account.



➤ **Thorsten Seehors**

Chairman of the Management Board / CEO



➤ **Carolin Grimbacher**

Managing Partner / CTO



➤ **Andreas Braun**

Managing Director / CFO

“More than ever, we are driven to provide our customers with solutions that combine maximum product protection with minimal use of materials.”

Protecting the environment and climate, using resources responsibly, and promoting social equity are among the greatest challenges of our time. SÜDPACK embraces these responsibilities.

Faced with the challenge of reconciling economic profitability and sustainability, we have included ambitious goals in our Sustainability Strategy. We continuously document our progress toward these goals in our Sustainability Reports. At SÜDPACK Holding GmbH – with its production sites and sales companies in Germany, France, Poland, the Netherlands, Switzerland, and the US – economic, environmental, and social responsibility have always been integral to the entire value chain.

Why? Because the sustainable development of our organization is the foundation of our success – and critical to our long-term viability. It drives us to set industry standards with pioneering high-performance films and packaging concepts, to inspire our customers, to lead the sustainable transformation, and to secure a healthy business for the next generation.

This approach has delivered consistent success for more than 60 years. SÜDPACK remains 100 % family-owned – and has stood for top quality, innovative strength, and technological leadership ever since its founding by

Alfred Remmele in 1964. The headquarters of SÜDPACK Verpackungen SE & Co. KG remains in Ochsenhausen. And now more than ever, we are driven to provide our customers with solutions that offer maximum product protection with minimal use of materials – and contribute to high levels of consumer and patient safety.

At the same time, we are pressing ahead with efforts to further reduce our environmental footprint, having cut CO₂e emissions by 24 % since 2021. We are well prepared for upcoming regulatory changes such as the PPWR and CSRD. We also use our EcoTrace® LCA service to provide data-driven life cycle assessments of flexible packaging solutions, helping our customers make informed decisions. The insights gained from these efforts form the foundation of our initiatives in the areas of NET ZERO and the circular economy.

Our progress in the area of social responsibility is detailed starting on page 22 of this report. SÜDPACK's strong reputation in our core markets is reflected not only in numerous industry awards, but also in opportunities to showcase our expertise – such as hosting the 2025 GS1 Congress.

Even under new management, our commitment to sustainability remains unwavering.

Sustainable growth: SÜDPACK looks back on another successful year. In 2024, we employed 1,755 people across 10 sites worldwide. We improved our EcoVadis rating and were awarded the Platinum Medal. In the area of climate protection, we reduced our CO₂e emissions by a total of 24 %. At the same time, we lowered our waste volumes and now cover 88 % of our electricity needs from renewable sources.

1,755

employees worldwide



EcoVadis: +21 points (vs. 2023)

84

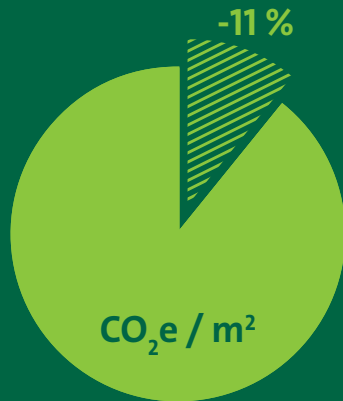
trainees and students



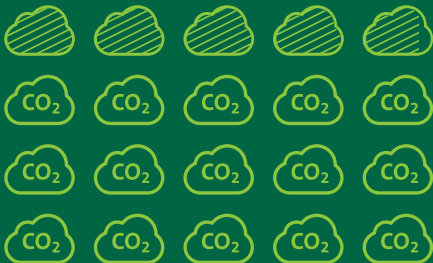
Waste reduction



Sites



11 % CO₂e reduction per m² of film



24 % CO₂e reduction (vs. 2021)



Renewable energy

Current Awards & Prizes

CLIMATE ALLIANCE BADEN-WÜRTTEMBERG

On November 15, 2024, SÜDPACK officially joined the initiative launched by the Ministry of the Environment, Climate and Energy of Baden-Württemberg, together with a network of environmentally conscious companies. To date, around 60 alliance partners have committed to achieving carbon-neutral operations over the medium to long term, and to reporting annually on their greenhouse gas emissions for the duration of the initial 10-year agreement.

ECOVADIS PLATINUM MEDAL

More than 150,000 companies across 250+ industries and 185 countries were assessed by EcoVadis based on a range of sustainability criteria. Having achieved Platinum status in the 2025 rating, we are now among the top 1 % of all companies ranked by EcoVadis. Compared to 2023, we improved our overall score by approximately 30 %. Our performance was especially strong in the “Environment” category, with more than 90 out of 100 points, and in “Labor & Human Rights,” where we earned over 80 points.

ECONOMIC MEDAL OF THE STATE OF BADEN-WÜRTTEMBERG

On November 28, 2024, SÜDPACK was honored with the Baden-Württemberg Business Medal – we were recognized “as a technology- and innovation-driven company that thinks

long term, embraces sustainability, remains true to its roots, and continues to achieve success on the international stage.” The award has been presented since 1987 to companies, individuals, and organizations that have made exceptional contributions to the regional economy – and whose investment and commitment play a key role in securing Baden-Württemberg’s long-term competitiveness as a business hub.

INNOVATION RANKING BY WIRTSCHAFTSWOCH

With an innovation score of 392.1, SÜDPACK ranked 5th in 2024 – marking its third consecutive appearance in the Top 10 of WirtschaftsWoche’s annual innovation ranking. Key factors in the evaluation include not only turnover and profit growth, but above all, innovative strength – reflected in new product developments and annual R&D spending.

LEADER IN THE CIRCULAR ECONOMY

SÜDPACK was also recognized in a recent study by ServiceValue GmbH, the F.A.Z. Institute, and the Institute for Management and Economic Research (IMWF) as a pioneer and role model for circular economy practices in the packaging industry. The two-phase web monitoring analysis evaluated data from around 5,500 companies across 38 industries between 2022 and 2024. SÜDPACK achieved

the top rating in the “Packaging Manufacturers” category. With a score of 100 points, the company sets the benchmark for the entire industry.

FAIRNESS FIRST SEAL

In mid-September 2024, SÜDPACK was awarded the Fairness First seal in recognition of its responsible conduct, high transparency toward all stakeholders, and adherence to environmental, economic, and social standards. Key factors in this positive evaluation included our Compliance and Corporate Governance system, our SA8000 certification, our declaration of principles on respecting human rights, the introduction of a whistleblower system, and our new Supplier Code of Conduct.

WORLDSTAR WINNER 2024

Both our Tubular Bag PurePE and PharmaGuard® impressed the jury at the WorldStar Packaging Awards with their recyclability, improved material efficiency, and reduced CO₂e footprint.

SWISS PACKAGING AWARD

Another win for PharmaGuard®: our recyclable PP-based blister concept was also named the winner of the Swiss Packaging Award in the Sustainability category. On October 17, SÜDPACK MEDICA accepted the award in Olten, Switzerland.



A highlight of 2025

An event full of inspiration, innovation, and in-depth industry dialogue: At the BranchenDialog Fleisch+Wurst, SÜDPACK took center stage for the first time as host, providing practical insights into sustainable packaging solutions, innovative printing technology, and a strong focus on the circular economy, animal welfare, and the future of the meat industry.



In early April 2025, SÜDPACK hosted the BranchenDialog Fleisch+Wurst – a prestigious event organized by GS1, the trade journal Lebensmittelpraxis, and market research firm AMI, which regularly brings together the top players in the German meat industry. Participants included meat producers and agricultural organizations, slaughterhouses and cutting facilities, as well as professionals and senior management in logistics, purchasing, and sales, together with representatives from wholesale and retail.

This year saw a number of firsts: after a decade in Cologne, the event shifted its focus to southern Germany. And for the first time, the event was hosted not by a producer, but by a supplier – SÜDPACK. What remained unchanged was

the event's importance as a summit for industry leaders to discuss current trends and emerging market developments. Key questions included: How is the meat industry responding to declining meat consumption and the introduction of the new Packaging and Packaging Waste Regulation (PPWR)? How can packaging be seen in a more positive light, and what solutions are needed to support sustainability and circular economy goals? How can topics like meat, animal welfare, and agriculture be made to resonate with younger generations? Which success stories are a source of inspiration today – and will remain relevant tomorrow? How can we meet the growing requirements and rising consumer expectations around food and nutrition in an increasingly volatile environment?

As host, SÜDPACK took on several key roles throughout the event. The program opened with a keynote by Carolin Grimbacher, who spoke about future-ready – and above all, sustainable – packaging solutions in the meat products industry. On the second day, we welcomed attendees to our Development and Application Center in Ochsenhausen, where we presented our extrusion expertise – the heart of our production process – and demonstrated how we manufacture the latest high-performance blown and cast films for a wide variety of industries. The visitors showed particular interest in our resource-efficient and recyclable film solutions, including the PP- and PE-based mono-material structures from our Pure-Line product family. Our sustainable packaging concepts also attracted

plenty of attention – including our Flow Pack PurePP for fresh ground meat and practical Doypacks for meat-based snacks and sausages.

A third key focus was our innovative SPQ (Sustainable Print Quality) technology, which has enabled SÜDPACK to elevate packaging printing to a new level – while setting a clear course for greater sustainability. SPQ significantly reduces color changes, ink and solvent consumption, and waste – while improving print quality – in both flexographic and rotogravure printing processes, thereby improving the product's CO₂e footprint.

Sustainability at SÜDPACK – A matter of principle

As one of the leading film manufacturers – and above all as a family-owned company with strong traditions – we want and need to meet the demands of our planet as well as future generations. But every transformation requires a vision. And every vision needs a strategy, with ambitious goals and concrete initiatives to make it a reality. At SÜDPACK, our goal is clear: Leadership in Sustainability.

With our Sustainability Strategy 2030 firmly anchored at the corporate level, we are well on track. We already rank among the most sustainable – and at the same time most innovative – mid-sized companies in Germany. Our ambition is to expand this leadership role and continue to shape the sustainability agenda within our industry. To achieve this, we are currently focusing on seven key ambitions across three central action areas:

- Circular economy: Sustainable Products, ZERO WASTE, and Leader in Circular Economy
- Climate protection: NET ZERO
- Social responsibility: ZERO ACCIDENTS, Motivated Organization, and Sustainable Supply Chain

In order to foster a responsible corporate culture with a strong focus on sustainability, we have established compliance and corporate governance as core elements – providing both a legal and practical framework that goes far beyond regulatory compliance and key sustainability issues. Our conviction is clear: True sustainability is rooted in values that guide our employees’ daily actions and drive long-term value creation. Put simply, the trust that our stakeholders and the public place in the SÜDPACK Group ultimately depends on the actions of each individual. For this reason, our Compliance program is mandatory for all members of senior management and every employee. In addition to a framework of fundamental guiding values, it sets out extensive measures to prevent corruption and money laundering – and is a key instrument in ensuring compliance with legal requirements as well as with our own high standards for working conditions, information security, and the protection of human rights throughout the supply chain.



Among the most important building blocks – alongside SA8000 and the whistleblower system we introduced in 2023 – are our Code of Conduct and Supplier Code of Conduct. These binding codes of conduct for both employees and suppliers provide the ethical foundation for integrity and compliance, while also raising awareness of shortcomings, opportunities for improvement, and the need for changes, both large and small. Our guiding principle – “Identify, Prevent, Respond” – is an approach that has underpinned SÜDPACK’s culture of respect, integrity, and transparency for more than five decades – and continues to shape our future.

These measures are supported by SÜDPACK’s Compliance Officer and Legal Coordination team, as well as targeted training programs. This training covers not only business ethics and compliance in general, but also specific guidelines and procedures relating to anti-corruption measures, SA8000, and data protection. In 2024, for example, 94 % of our employees took part in these training programs, including courses on data protection and sustainability. At present, 36 % of our sites have already undergone internal audits on business ethics. And in the area of data protection, we are well positioned with a comprehensive corporate policy, an agile Data Protection Officer, robust reporting procedures, and ongoing IT security training.

STRATEGY & 2024 MATERIALITY ANALYSIS
As part of our 2024 Materiality Analysis, we once again aligned key topics with our corporate strategy. We confirmed that all topics we address are indeed material – ranging from climate change and circular economy to working conditions both at SÜDPACK and along the supply chain, as well as innovation and product design. In addition, we identified two new key topics – biodiversity and climate change adaptation – which have now been integrated into our Sustainability Strategy.

The following table provides an overview of the action areas and goals we aim to achieve by 2030 through targeted measures and projects:

Key projects and targets for 2030

Areas of action		Project	KPI	2030 goal
Circular economy	Technology Product design Material management	Technology for material management	Capacity (tons per year) for recycling as a share of production waste	100 %
		Packaging for the EU market according to PPWR	% of sold recyclable films % of recycle in films (PCR)	100 % 10 %
		Waste reduction	tons per year hazardous waste tons per year non-hazardous waste	0 t waste
Climate protection	NET ZERO Energy management Resource efficiency	CO ₂ e reduction according to the SBTi	% of scope 1 & 2 and scope 3 reduction	Scope 1&2: -76 % Scope 3: -25 %*
		Renewable energy	% renewable energy of total energy consumption	65 %
		Material efficiency	g virgin material/m ²	105 g virgin material/m ²
Social responsibility	Employees Occupational safety Supply chain	Employee satisfaction & attractive workplace	Results from employee survey	3.3 points
		Reduce accidents & safe work environment	ppm of accidents (>3 days lost time) # near misses	tbd
		Transparent Supply Chain	Supplier volumes in € with sustainability rating	90 %

*in the “purchased goods and services” category

Prospects for 2025

*“If you stop getting better,
you stop being good.”*

Although SÜDPACK has already made significant progress in its core areas, we continue to pursue improvements every day. A successful future depends not only on strong expertise, cutting-edge technology, and innovative products, but above all on the courage to embrace change and actively face new challenges.

Echoing the words of industrialist and politician Philip Rosenthal – *“If you stop getting better, you stop being good”* – SÜDPACK consistently puts its defined initiatives into practice. Foremost among these are our CO₂e reduction targets. We track the progress of related projects on an ongoing basis, assess the current status, and benchmark results against our 2021 baseline year. Where deviations occur, we promptly initiate appropriate corrective measures.

Some targets, however, are still outstanding, and we are working to implement them as quickly as possible. Another key priority is decentralization through dedicated task forces, which will gain further momentum in 2025. Last but not least, harmonizing our reporting processes remains high on the agenda, underpinned by internal initiatives aimed at improving both data quality and the underlying database.

Circular economy – More than just a future com- mitment

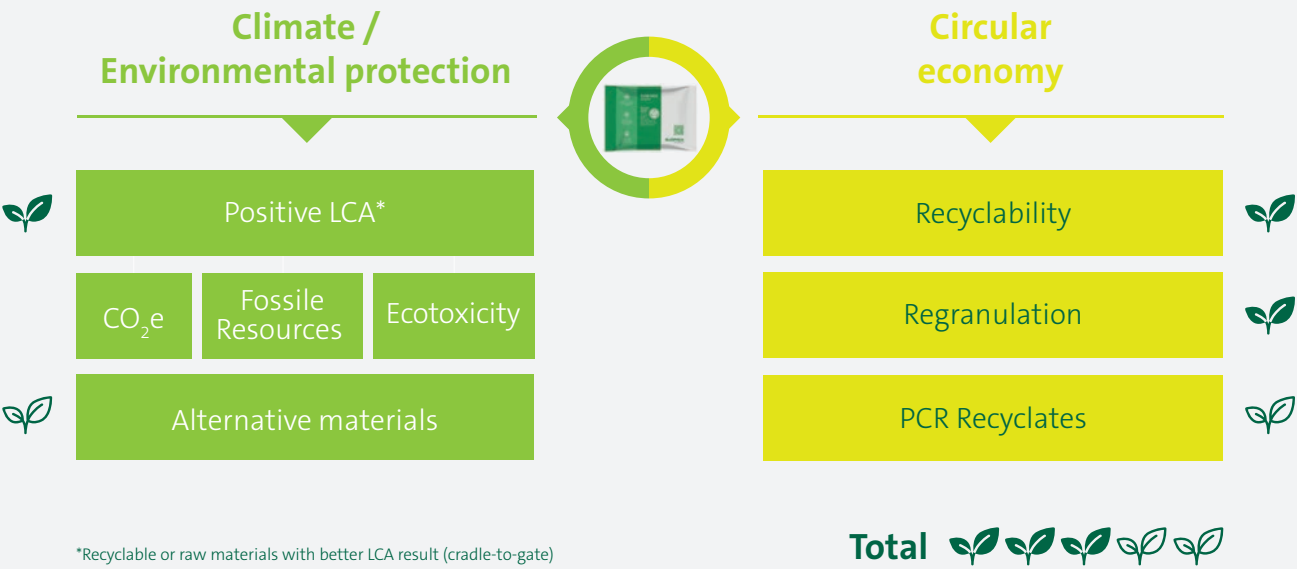
No topic is influencing the plastics and packaging industry more strongly than the circular economy. A wide range of measures and regulations has already been launched – at EU level, nationally, and within many companies. Yet for the transformation to succeed, efforts will need to be stepped up. Among the current challenges are the PPWR and the EU Circular Economy Action Plan. Closely interlinked, the Action Plan provides the strategic framework for a circular economy in the EU and for achieving the objectives of the European Green Deal, while the PPWR is a specific regulation aimed at reducing packaging waste and promoting the recyclability of packaging by 2030.

The industry has both the potential and an obligation to accelerate circular processes – cutting resource consumption and preventing further environmental damage. At SÜDPACK, we are committed to this task. With our pioneering film solutions and significant investments in both mechanical and chemical recycling, we have already set important benchmarks within our market and established our company as a proactive frontrunner in the circular economy. Our majority stake in carboliq, our recycling center in Schwendi, and a variety of closed-loop projects with customers clearly demonstrate this trajectory, outlined in our Sustainability Strategy 2030. We also contribute our expertise and passion consistently through our work with associations and initiatives such as IK, FPE, and CEFLEX.

Furthermore, all of SÜDPACK’s ambitions and projects in the field of circular economy support SDG 9 and SDG 12. While SDG 9 focuses on building resilient infrastructure and promoting sustainable industrialization and innovation, our SDG 12-focused initiatives are designed to ensure sustainable production and an efficient use of resources.



Sustainable Product Design



TECHNOLOGY

By recycling existing plastics, we can help to improve our industry’s carbon footprint while also conserving resources.

At SÜDPACK, our priority is building a true circular economy through a balanced mix of recycling technologies that complement rather than compete with one another. Our approach is based on making intelligent use of existing recovery options, promoting future-ready technologies, and embracing out-of-the-box thinking.

Since 2022, we have invested in carboliq – a technology platform for the chemical recycling of mixed and contaminated plastic waste – and in 2024 we became its majority shareholder. Production capacity at carboliq is now being significantly expanded. At the same time, we are pursuing new technologies and developing sustainable products. A good example is the expansion of production space in Erolzheim for PharmaGuard®, SÜDPACK Medica’s pioneering recyclable blister solution.

Through regranulation and compounding, we are able to recycle production-related plastic waste and reintroduce it into the value chain. For waste that cannot be recycled in-house, we seek external recovery options.

Whenever feasible and economically viable, we send external plastic fractions for chemical recycling. To advance this future-focused technology and help shape the necessary regulatory framework, we maintain close dialogue with policymakers, the Ministry of the Environment, Climate and Energy of Baden-Württemberg, and NGOs. We also take part in initiatives such as the Parliamentary Breakfast hosted by the Baden-Württemberg State Representation

in Berlin, as well as the UFCR (Entrepreneurs’ Forum for Chemical Recycling), where companies across the supply chain – including SÜDPACK, carboliq, BASF, LyondellBasell, THINKTANK, and Procter & Gamble – have joined forces.

PRODUCT DESIGN

Whether a plastic film or packaging solution qualifies as sustainable – and complies with the PPWR – depends on a number of factors. As one of the industry’s most innovative and sustainable film manufacturers, we recognize the need to consider the entire development process and product life cycle – from the drawing board through to end-of-life. Each new product must therefore be designed to minimize its environmental impact – from production right through to reuse, recycling, or disposal.

At SÜDPACK, the factors that define a sustainable product include:

- the lowest possible environmental impact or a positive LCA
- the use of alternative materials
- improved recyclability
- waste minimization, primarily through internal regranulation
- and increased recycled content

Our current approach to evaluating sustainable products is based on an internal 0–5 point scoring system (see chart above).

All factors play a role in achieving our CO₂e reduction targets, but recyclability and films with recycled content are taking on growing importance – both in advancing the circular economy within the plastics industry and in meeting the EU’s PPWR requirements.

During the reporting period, SÜDPACK introduced several sustainable innovations, including a recyclable film solution for spouted pouches and new floating top webs which, when paired with mono-APET bottom webs, form a fully recyclable packaging concept.

MATERIAL MANAGEMENT

Through its ZERO WASTE initiative, SÜDPACK has set itself an ambitious goal: to optimize material management, with a particular focus on waste reduction and environmental protection. The corresponding initiatives and measures are firmly embedded in our Sustainability Strategy 2030.

During the reporting period, we continued to step up these efforts. The emphasis was on reducing production-related waste volumes and making full use of the options available for reusing and recycling plastic waste. In 2024, we successfully regranulated more than 6,500 metric tons of waste material and returned it to our production cycle.

Our Regranulation & Compounding business unit is especially relevant here, offering an effective way to make film remnants reusable and reintegrate them into the material cycle. Regranulation involves processing plastic waste into granules. Compounding goes a step further, refining this regranulate by adding additives and fillers to specifically adjust or improve its properties. This expertise gives us a decisive competitive edge, especially when developing solutions for technically demanding applications.

The overall waste volume at SÜDPACK increased by just under 3 % in 2024 compared to 2023. At the same time, however, we processed and recycled 40 % more waste. As a result, the volume of reprocessed material rose from 8,071 metric tons to 11,482 metric tons. The table below provides a detailed breakdown of SÜDPACK’s waste figures.

Development of waste volumes

in t	2022	2023	2024
Diverted from disposal	8,315	8,071	11,482
Non-hazardous waste	8,315	7,939	11,081
Processing for reuse	637	545	606
Recycling	7,678	7,394	10,475
Other procedures for recovery	-	-	-
Hazardous waste	-	132	401
Processing for reuse	-	132	362
Recycling	-	-	39
Other procedures for recovery	-	-	-
Forwarded for disposal	8,799	8,031	5,050
Non-hazardous waste	7,812	7,167	4,398
Incineration (with energy recovery)	7,460	6,863	4,001
Incineration (without energy recovery)	73	40	132
Landfill	279	264	265
Other disposal procedures	-	-	-
Hazardous waste	987	864	652
Incineration (with energy recovery)	813	459	648
Incineration (without energy recovery)	174	405	-
Landfill	-	-	-
Other disposal procedures	-	-	4
Total waste	17,114	16,102	16,532

Climate and nature protection – A global responsibility

Climate and nature conservation are among the greatest global challenges of the 21st century. While international and national climate policies set the framework, it is ultimately countries, regions, municipalities, cities, citizens, and companies that must put the ambitious requirements into practice – whether in reducing greenhouse gas emissions or in achieving climate neutrality. In Germany, for example, emissions will need to fall by 65 % by 2030 and by 88 % by 2040 compared to 1990 levels. The ultimate target, climate neutrality, must be achieved by 2045.

SÜDPACK has committed itself to respecting planetary boundaries, preserving environmental stability, protecting human well-being, and shaping a sustainable future. Our Sustainability Strategy 2030, as well as our membership in the Climate Alliance and the Science Based Targets initiative (SBTi), underscores how deeply this issue matters to us – and highlights our commitment to an uncompromising goal: NET ZERO. All of our climate protection ambitions and projects contribute directly to SDG 7 and SDG 13.

NET ZERO

Reducing greenhouse gas emissions to net zero represents a crucial step towards limiting global warming and thereby avoiding the most harmful effects of climate change.

At SÜDPACK, we recognize the urgency of climate action. Our highest priority is to contribute to the goals set out in the Paris Agreement. For this reason, in April 2022 we joined the Science Based Targets initiative (SBTi) – jointly established by CDP, UNGC, WRI, and the WWF, with more than 10,000 participating companies worldwide. The targets we submitted at the end of 2023 to reduce our greenhouse gas emissions and improve our CO₂e balance were validated in April 2024. Accordingly, SÜDPACK is committed to cutting our Scope 1 and 2 greenhouse gas emissions by 76.3 % by 2030. For indirect emissions, a reduction target of 25 % has been set for Scope 3 in the “Purchased goods and services” category. These commitments followed the finalization of our Corporate Carbon Footprint (CCF), covering all SÜDPACK sites, which has now been externally verified for the years 2021 through 2024.

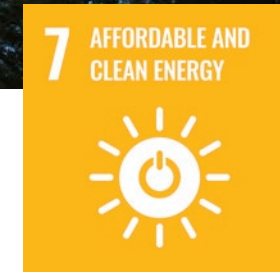
Since November 2024, we have also been a member of the joint alliance established by the Ministry of the Environment, Climate, and Energy of Baden-Württemberg together with environmentally responsible companies in Germany. Like the almost 60 alliance partners to date, we are committed to achieving carbon-neutral operations – and will report annually on our greenhouse gas emissions over an initial term of 10 years.

Current status and targeted projects

Since 2021, we have reduced our emissions by a total of 24 %. During the same period, we achieved a 10 % reduction in a key indicator, lowering CO₂e emissions per million m² of film to 581 metric tons.

In terms of renewable energy (Scope 1 & 2), we are already on the right path thanks to the purchase of green electricity at all our EU sites. In addition, a ground-mounted photovoltaic installation is in development, and further projects to reduce our emissions are currently at the planning stage.

We are also advancing the transformation of our product portfolio. Recyclable monofilms from our Pure-Line, PharmaGuard®, and NutriGuard® brands, together with our SPQ printing technology and EcoTrace® LCA service, exemplify our innovative strength and commitment to sustainability. This is equally true of our commitment to both mechanical and chemical recycling – since both methods still need to be developed and scaled up to enable a truly functional circular economy.



Climate adaptation

Climate adaptation, a topic that is vital for the future, has not yet been part of our agenda. Yet climate change is already a reality. To address this, it is essential to mitigate its effects by reducing greenhouse gas emissions, while at the same time initiating targeted measures to strengthen the resilience of the environment, society, and the economy against its already tangible and steadily growing impacts.

Together with the Ministry of the Environment of Baden-Württemberg, we will begin a climate risk analysis in 2025 to identify potential risks for SÜDPACK and, on that basis, to develop targeted countermeasures.



SÜDPACK's corporate carbon footprint

Emission source [t CO ₂ e]	2022	2023	2024
Scope 1	17,777	13,865	13,607
Coolant	307	434	458
Mobile incineration	584	726	626
Stationary incineration	16,856	12,675	12,492
SF6 insulation	31	31	31
Scope 2	2,428	6,486	1,108
Electricity (market-based)	2,411	4,585	1,090
Electricity (location-based)	34,135	25,208	24,024
Heat	17	1,901	18
Scope 3	461,368	400,316	396,799
Purchased goods and services	325,129	287,931	274,353
Fuel- and energy-related activities	8,494	7,353	8,022
Waste	16,846	16,824	17,555
Business travel	326	250	343
Employee commuting	2,567	2,317	2,309
Upstream transport	19,748	15,591	19,563
Downstream transport	452	416	1,606
Recycling and disposal	75,406	59,744	61,701
Capital goods	5,949	3,837	5,854
Investments	1,368	2,295	2,230
Processing of purchased products	5,081	3,758	3,264
Final result	481,573	420,667	411,514

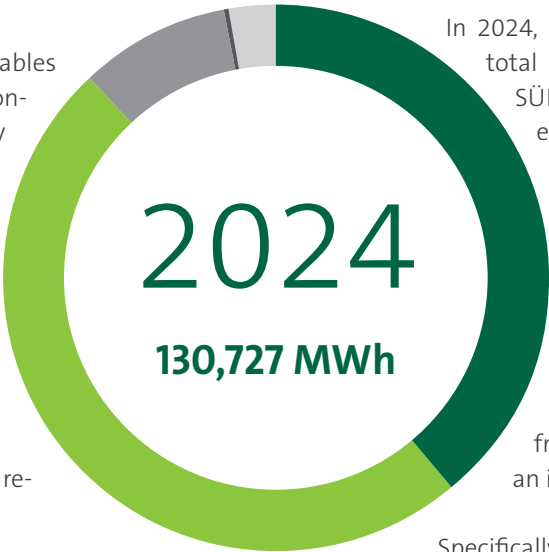
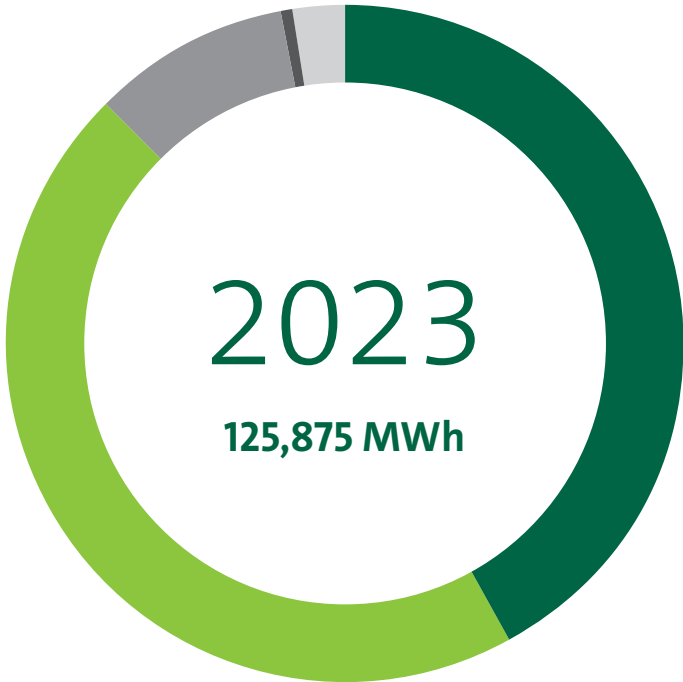
ENERGY MANAGEMENT

Effective energy management enables the systematic monitoring, control, and optimization of energy consumption – making it an important contributor to both environmental and economic sustainability. The key benefits of efficient energy management include:

- Reduction of emissions and environmental impact
- Minimization of energy and resource waste
- Cost savings
- Expansion of renewable energy use
- Greater independence from external energy providers
- Improved competitiveness
- Stronger brand positioning

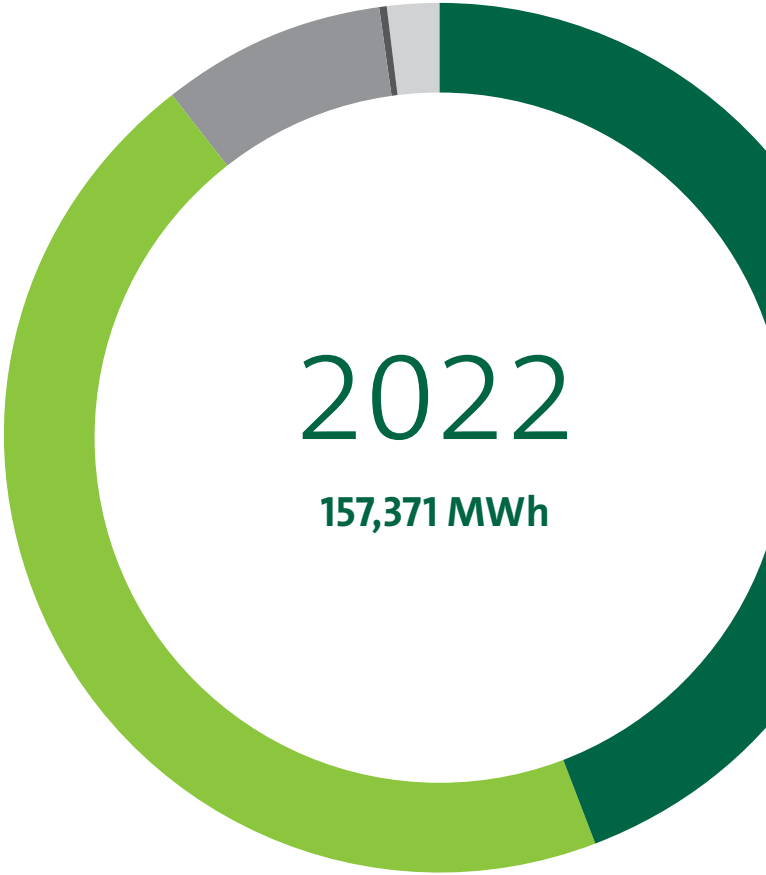
SÜDPACK's energy management program encompasses measures to increase energy efficiency, improve the use of (renewable) energy, and expand energy storage. The starting point is our energy consumption, which was recorded at just under 131,000 MWh across all sites in 2024.

Certification under ISO 50001, which has been mandatory for companies with a final energy consumption above 7.5 GWh since January 2024, has already been in place at SÜDPACK for many years. This certification provides us with a powerful tool in the fight against wasted energy and in advancing more sustainable business practices.



In 2024, renewables accounted for 53 % of total energy consumption across the SÜDPACK Group, while 88 % of the electricity used came from renewable sources. Compared with 2023, this represents an improvement of 7 % in overall energy consumption and 6 % in electricity consumption. Between 2021 and 2024, total energy consumption was reduced by 17 %, while the share of renewable energy rose from 12,000 MWh to 68,000 MWh – an impressive increase of 466 %.

Specifically, the share of renewable energy in 2024 came from a combination of in-house generation (including photovoltaic systems) and the purchase of guarantees of origin for our sites in Ochsenhausen, Erlenmoos, Schwendi, and Erolzheim, as well as for our facilities in Poland and the Netherlands.



- Purchased energy – Non-renewable
- Purchased energy – Renewable
- Self-generated energy – Non-renewable
- Self-generated energy – Renewable
- Sold energy

RESOURCE EFFICIENCY

At SÜDPACK, we take the responsible use of resources as a matter of course. In essence, our approach is: “As little material as necessary, as much product protection as possible”. After all, less material also means less CO₂e. And ultimately, any material that can be dispensed with from the outset will neither harm the environment nor require recycling or disposal at the end of its useful life.

In this spirit, we also developed the EcoTrace® LCA tool, which enables us to analyze the entire life cycle of our own products, as well as customer

concepts, in terms of their environmental impact – and compare the results. For certain product groups, we also conduct ISO-certified LCA analyses and share the results with the relevant stakeholders.

According to an LCA study carried out in line with ISO 14040/44, for example, 1 m² of our Flow Pack PurePP film generates 246 g CO₂e/m² over its entire life cycle (baseline scenario with current German recycling mix). As expected, incinerating the Flow Pack at the end of its life results in the highest emissions, at 293 g CO₂e/m², while mechanical recycling reduces this by approximately 50 g CO₂e/m². Using green electricity or recycled material can further lower CO₂e emissions.

Package printing processes also have a measurable impact, as demonstrated in an LCA study we conducted in partnership with Sphera and in accordance with ISO 14040/44. By switching to our sustainable SPQ printing technology, CO₂e emissions from the printing process can be reduced by up to 18 % for both PP- and PET-based packaging materials. Even in the worst-case scenario for SPQ (using the grid mix), its carbon footprint is still up to 11 % smaller than the best-case scenario for the flexo print process using green electricity.

125 kt

103 kt

105 kt

Renewable materials

Non-renewable materials

2022

2023

2024

WATER AND BIODIVERSITY

Water and biodiversity are also material topics for SÜDPACK. In the area of biodiversity, we are currently evaluating potential measures to be anchored in our Sustainability Strategy 2030. An important step in this context is the introduction of the ISO 14001 environmental management system.

The increase in our otherwise very low water consumption is due to the higher volumes of regranulated and compounded plastics at SÜDPACK – since we use water exclusively for regranulation, not for film production. In addition, 2024 was the first year in which water consumption at our US site was recorded.

30,779 m³

2022

35,117 m³

2023

37,480 m³

2024



Social responsibility at SÜDPACK: By people, for people

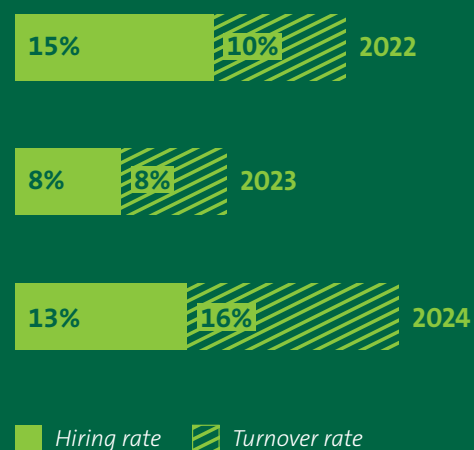
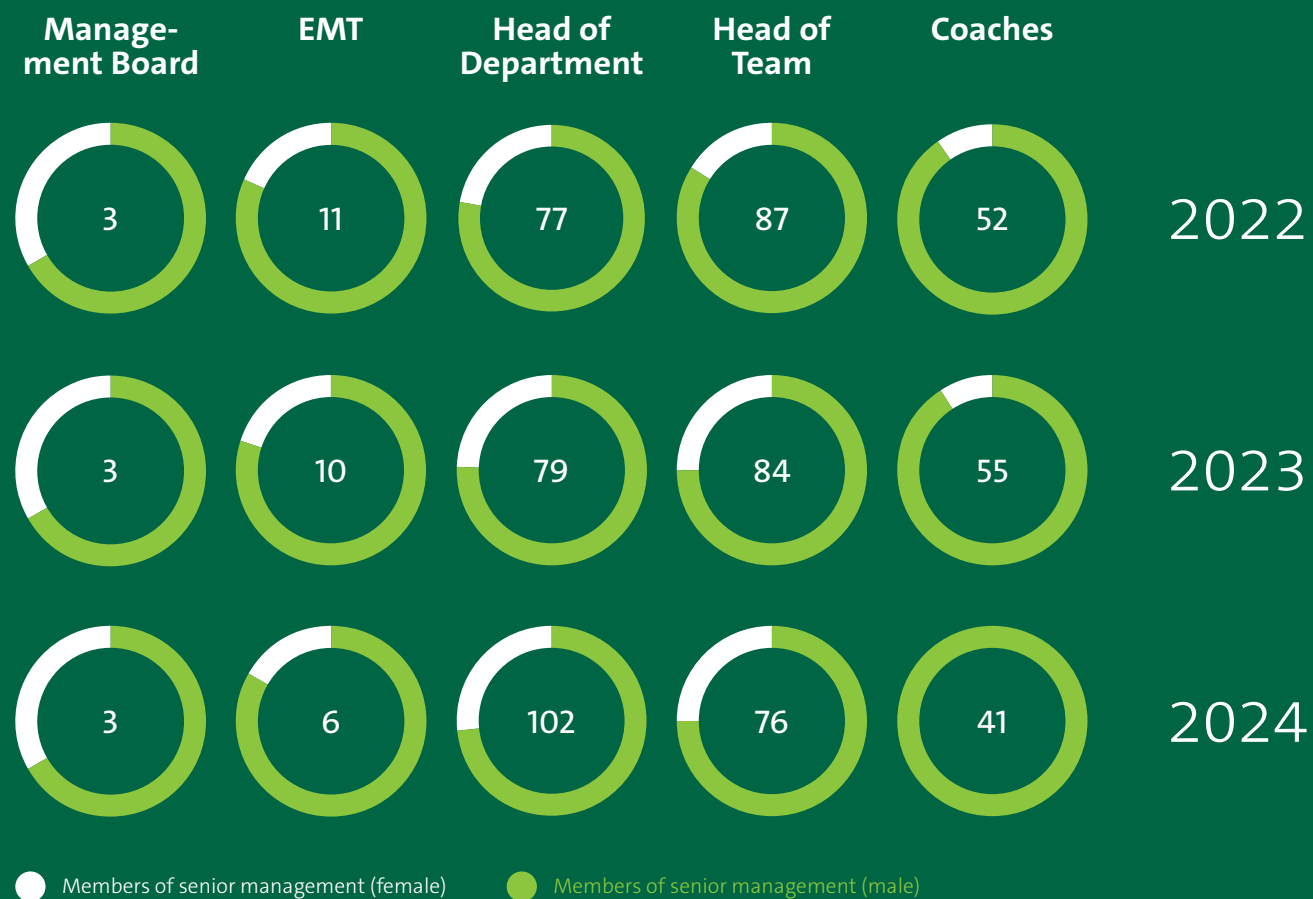
At SÜDPACK, we have a long tradition of taking responsibility for our employees, customers, business partners, and wider society. And rightly so – every company impacts people both within and beyond its organization. This applies all the more to us as a family-owned business with international operations and deep roots in the Upper Swabia region.

Social responsibility is therefore embedded as a core element of our Sustainability Strategy. Ultimately, our initiatives and projects in this area focus on people's well-being, fair working conditions, and sustainable economic growth – aligned with UN SDGs 3 and 8. Our goal is to foster social progress beyond our company, to strengthen SÜDPACK's position as an employer, to enhance our brand, and to meet our stakeholders' expectations as fully as possible.

Our approach centers on fair and respectful working relationships, ongoing improvements in health and safety at work, broad access to education and training, and strong prospects for the future. Another important focus area is our commitment to the communities surrounding our sites. We demonstrate our strong sense of social responsibility by supporting initiatives such as Schools without Racism, aid organizations and social institutions, by pro-



moting scientific projects, and by bringing people together in a spirit of community – and our commitments extend far beyond these efforts. Although companies of our size are now legally required to ensure maximum transparency, due diligence, and accountability across the supply chain, SÜDPACK acted early to raise awareness of these topics among our employees and business partners. We remain committed to fully meeting every new requirement while upholding our own high standards.



60%

of employees are covered by SA8000 certification (all German sites)

Development in number of employees



EMPLOYEES

Our employees are our most valuable asset and the foundation of our success – something we have never made a secret of. At present, 1,755 people work for SÜDPACK worldwide. In 2024, women accounted for 25 % of the workforce and 21 % of senior management positions.

SÜDPACK's appeal as a training company is reflected in its retention rate, which at over 90 % is far above the German average. With 84 trainees and students, we are also one of the largest training providers in the region. In March 2025, we were awarded the Training Certificate by the Ulm Employment Agency in recognition of these achievements. In addition, we continue to sponsor several Germany Scholarship grants at Kempten University of Applied Sciences.

SÜDPACK's appeal as an employer is also reflected in the loyalty of our workforce. In 2024, we honored 37 employees for 10 years of service, 17 for 25 years, 13 for 35 years, and 4 for 40 years with the company. Another sign of our strong reputation is that we consistently succeed in filling all open positions. We continue to offer not only secure employment in a dynamic work environment, but also attractive career prospects – whether for skilled specialists and senior management, career changers, or those returning to the workforce. We value teamwork, support a healthy work-life balance, and empower our employees to develop future-focused skills while supporting their well-being at work. In addition, our remote and flexible working models strengthen both resilience and productivity. In short, the SÜDPACK Family is more than a slogan – it is a lived reality.

In 2024, our 60th anniversary was celebrated in true "Oktoberfest" style across all sites. With highlights such as the traditional keg tapping, a festive family dinner, great music, and many unforgettable moments, the evening was a resounding success for all employees.

During the reporting period, there were also traditional Christmas parties, after-work events, and even free ice cream during the summer months. Employees at our German sites also benefit over the long term from company pension schemes, a well-structured retirement plan, and occupational disability insurance provided by SÜDPACK. Since 2024, we have introduced a 35-hour workweek for trainees and students as well as 37.5 hours for production staff. Core working hours in administration have been abolished, and remote work has been established for two days per week. With our "SÜDPACK Flexi" model, employees can also choose between a pay increase and additional vacation days.



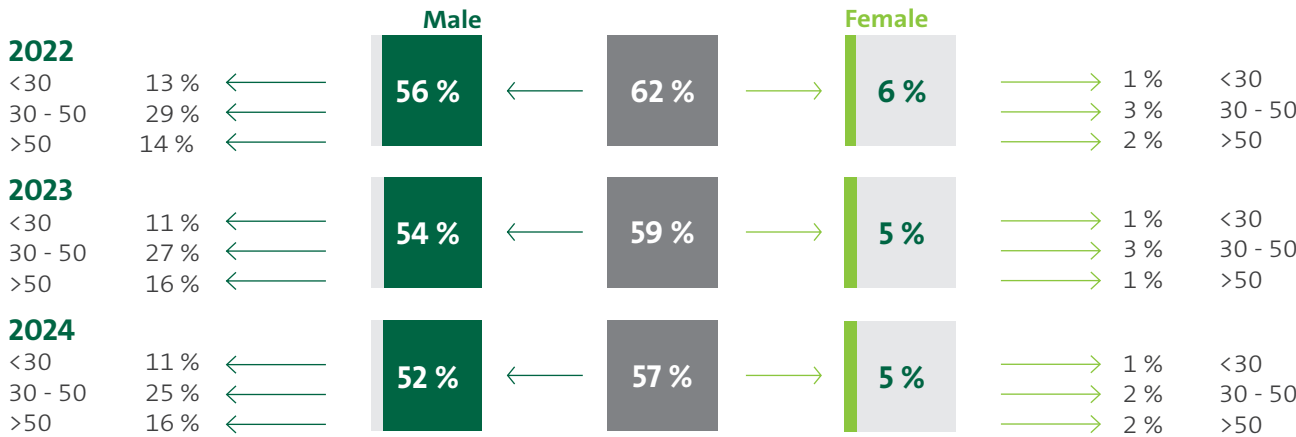
Development of the number of trainees and students

	2022	2023	2024
Trainees	69	62	58
Students	38	36	26
Total	107	98	84

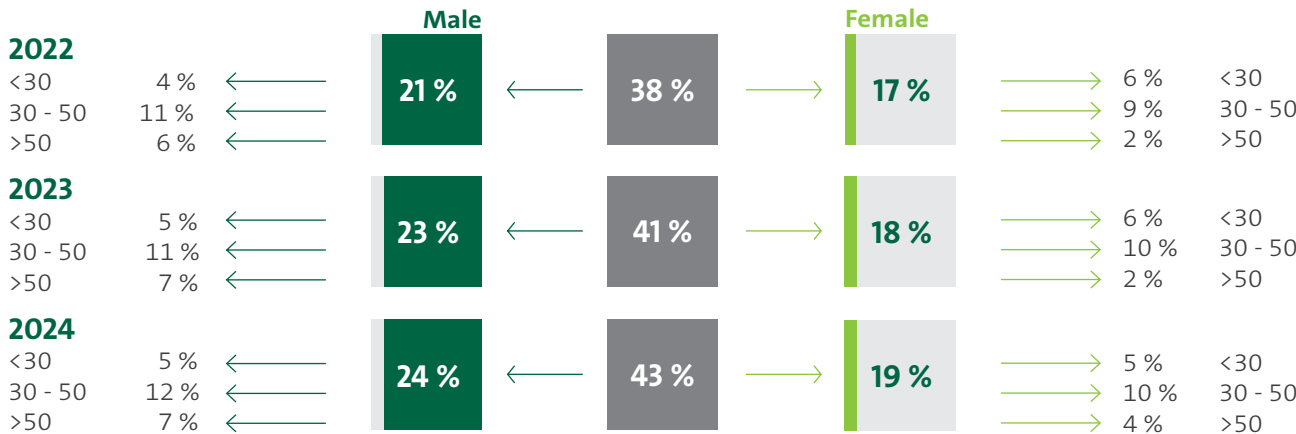


Age distribution of our employees

Industrial Employees



Commercial Employees



OCCUPATIONAL SAFETY

Comprehensive training, safe technology, and the consistent application of high standards are the cornerstones of our approach to workplace safety at SÜDPACK. Our goal? To prevent occupational illnesses, minimize workplace accidents, actively safeguard the physical and mental health of our employees – and with it their performance levels – while also promoting their well-being and sense of job satisfaction. In the long term, this more than pays off, both for our employees and our organization as a whole. Our holistic approach to occupational safety improves not only working conditions, but also our corporate culture – and ultimately our competitiveness. For this reason, we have firmly anchored the two action areas of health protection and occupational safety in our Sustainability Strategy – and backed them with targeted measures.

HEALTH PROTECTION

Preventive health programs and initiatives that encourage safe and healthy behavior are core elements of occupational health management at SÜDPACK. At our German sites, we already offer employees a wide range of high-quality services. These include established programs such as health and nutrition counselling, access to a company physician, and carotid artery and skin cancer screenings (introduced in 2021), as well as Shiatsu massages for all staff. Our commitment to physical fitness includes an on-site gym as well as the EGYM Wellpass, which enables employees to access personalized programs at 10,000 partner studios and via a mobile app. In addition, our HR team offers self-assertion seminars and organizes dedicated health days.

WORKPLACE SAFETY

SÜDPACK ensures a safe and healthy working environment through the ISO 45001 management system and, since 2024, with the support of newly appointed occupational safety officers.

During the reporting period, the Safety Masterboard and the electronic incident log were rolled out to almost all sites – with the exception of SÜDPACK Grooteagst (SPG). We now have an almost complete overview of accidents and near misses, along with a high level of transparency regarding safety measures across the Group. Since 2024, all employees have also had access to a table of accident-related statistics. In addition, occupational safety videos on a range of topics are available in the languages of the respective sites.

Several initiatives aimed at fostering safety awareness and improving accident prevention – especially for non-standardized activities – have been initiated and will be rolled out shortly.



Work accidents and injuries in ppm*

	2022	2023	2024
Rate of accidents with absence from work > 3 days	11	9	10
Rate of accidents with absence from work for 0–2 days and consultation of a doctor	11	10	10
Rate of accidents without absence from work and consultation of a doctor	37	27	38
Rate of near misses and unsafe conditions	274	361	238

* Accidents per million working hours



SUPPLY CHAIN

For SÜDPACK, resilient, transparent, and above all sustainable supply chains are essential for long-term success in our markets. Human rights are of particular importance in this context.

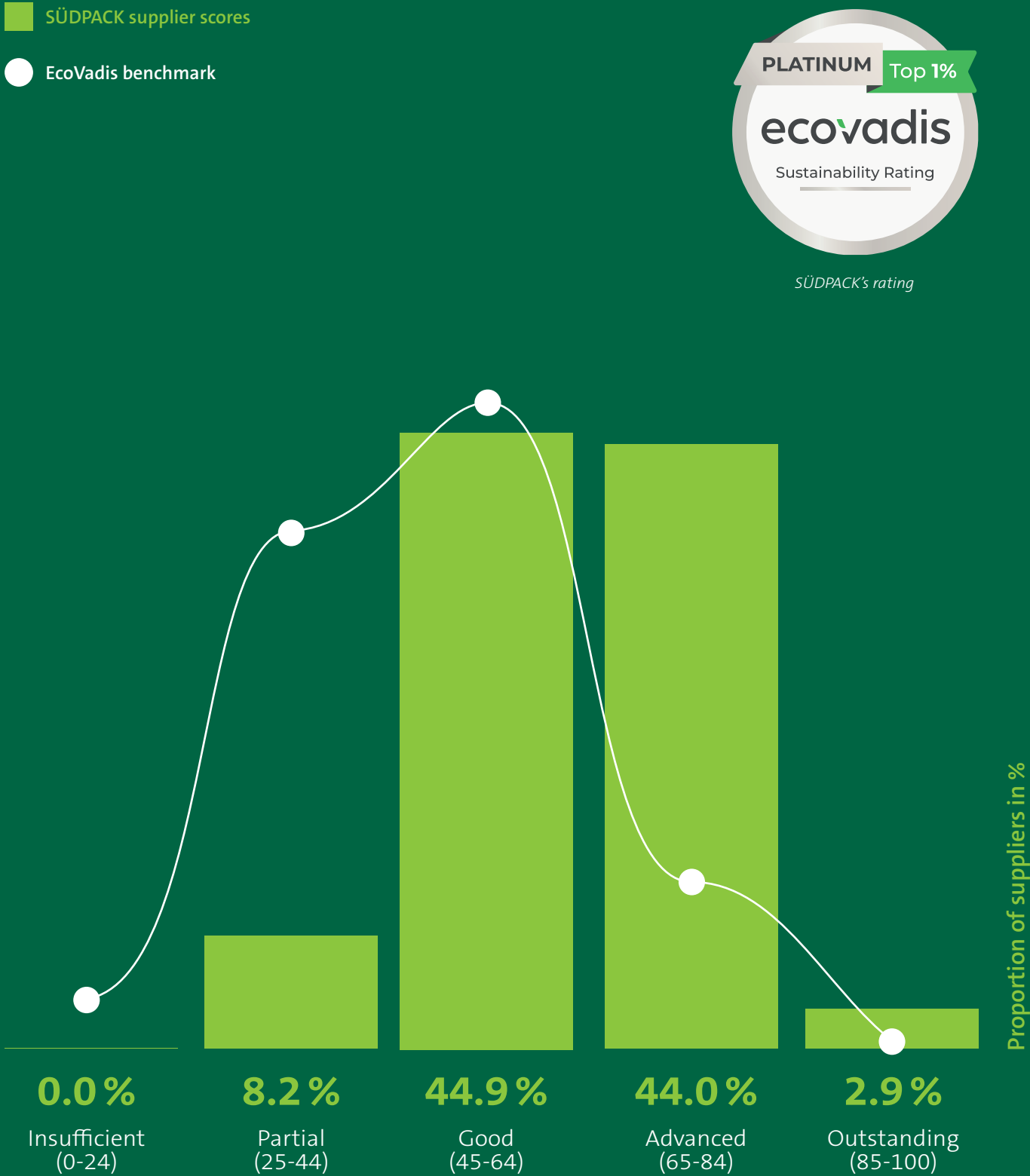
We acted early to meet our due diligence obligations – both within our organization and across our entire supply chain. In this context, we also addressed the EU’s Corporate Sustainability Due Diligence Directive (CSDDD), with the aim of preventing or mitigating human rights and environmental risks. A major milestone was the successful completion of SA8000 certification in August 2023 – an important part of our commitment to social responsibility, both in the workplace and across the supply chain.

We meet these external responsibilities through a robust risk management system, which focuses on supply chain transparency and ensures that sustainability is a decisive factor in purchasing decisions. Today, over 90 % of our assessed partners and suppliers have achieved at least 45 points in the EcoVadis rating, and 45 % have scored 65 points or more. As part of our risk management process, all suppliers are required to complete a self-assessment questionnaire. Country- and industry-specific risks are then verified via EcoVadis IQ once the data has been uploaded. If the results are satisfactory, preliminary approval is granted, followed by final approval upon presentation of a valid scorecard or comparable certification. If justified concerns arise, the supplier in question must undergo a comprehensive audit.

We are especially proud that SÜDPACK improved its EcoVadis rating by around 30 % between 2023 and 2025, achieving Platinum status. This places us among the top one percent of all companies assessed by EcoVadis. In the “Environment” category, we achieved an outstanding score of more than 90 out of 100 points. Thanks to intensive internal efforts, we were also able to improve our “Sustainable Procurement” score by 50 % compared to 2023.



Distribution of our suppliers’ EcoVadis scores (2024/25)



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