



Sustainability Report 2026

of SÜDPACK Holding GmbH for
the 2024–2025 Reporting Period

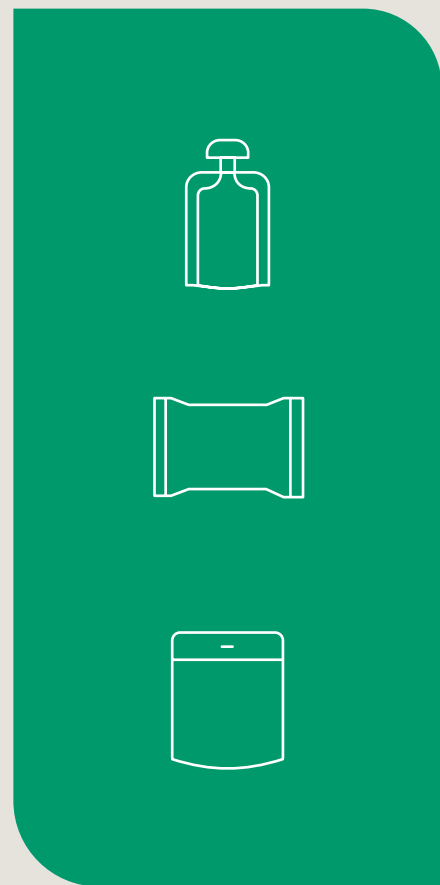
SÜDPACK

Sustainability is part of our DNA.

Carolyn Grimbacher
CTO / Managing Partner



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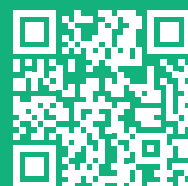
Thorsten Seehars
CEO / Chairman of the
Management Board



Carolin Grimbacher
CTO / Managing Partner



Andreas Braun
CFO / Managing Director



Foreword

Dear Readers,

The plastics and packaging industry is undergoing a profound transformation. For this transformation to succeed, we need to use resources responsibly, develop more environmentally responsible products, establish a truly circular economy, and significantly reduce CO₂e emissions across the value chain. Achieving this will require action from policy-makers, legislators, researchers, industry, retailers, and every member of society.

Sustainability has been part of SÜDPACK's DNA since the company was founded by Alfred Remmele in 1964. We know that sound business practices, forward-looking product initiatives, and an unwavering focus on people and the environment help drive the sustainable development of our organization and our stakeholders. At the same time, SÜDPACK continues to stand for top quality, innovative strength, and technological leadership. Sustainability is therefore more than a core issue for us – it is a strategic building block that interconnects our three areas of action, Circular Economy, Climate and Nature Protection, and Social Responsibility, and is reflected at every level, across all areas of the business, and beyond our own organization.

For decades, our pioneering high-performance films and packaging concepts have combined maximum product protection with minimal use of materials, helping to improve consumer and patient safety. At the same time, we have consistently taken steps to minimize the environmental impact of our operations and remain a forward-looking, innovative family-owned company that can continue to shape the market for decades to come and meet the challenges ahead.

In 2016, we voluntarily published our first comprehensive Sustainability Report. Since then, we have continued to develop the SÜDPACK Sustainability Strategy 2030 and work toward achieving the goals we have set. That remained unchanged in 2025. "Sustainability Leadership" continues to guide all our activities. Taking a leading position in sustainability not only reflects the high standards we set ourselves – it is embedded in our corporate culture and central to our identity.

At SÜDPACK, the Management Board is responsible for reviewing and approving all material topics, targets, projects, initiatives, and investments. This sixth Sustainability Report presents our progress and achievements during the reporting period. One particular focus was expanding our production capacity for recyclable products, as reflected, among other things, in the site expansions in Erolzheim and Coulmer.

A second priority is the ongoing implementation of EU regulatory requirements, particularly the PPWR and CSRD, for which we began preparing well in advance. The PPWR, which will enter into force in stages from 2026, is essentially driving the ongoing evolution of our film and packaging solutions. It also requires close dialogue with customers and partners throughout the value chain – expanding our scope for action and opening up new possibilities. With our foresight, expertise, and technological capabilities, SÜDPACK will continue to stand for pioneering, innovative product developments that deliver genuine added value.

At the same time, the growing importance of product data and product information has set a fundamental transformation process in motion, supported effectively by our CSRD activities. These include initiatives to standardize reporting, a systematic approach to – and weighting of – the sustainability topics that are material to us, and further embedding sustainability in our corporate strategy. Our participation in a peer-learning project organized by the Climate Alliance Baden-Württemberg is helping us establish a methodology for climate risk analysis in line with CSRD requirements. At the same time, active dialogue with policymakers, committees, and experts supports the development of a sustainable, circular future.

Thorsten Seehars *C. Grimbacher* *A. Braun*

Highlights &

At SÜDPACK, sustainability is more than just words – it is a commitment backed by action. What began as an effort to protect sensitive products as effectively as possible through packaging, develop our values, and live up to those values within our own sphere of responsibility has evolved into much more over the decades. Individual initiatives and projects grew into comprehensive packages of measures, which in turn developed into an extensive sustainability management framework that includes our Sustainability Strategy. Our sustainability reporting has evolved along with these responsibilities. Since 2016, we have published six comprehensive reports, including this one, as well as three shorter Progress Reports for 2020, 2022, and 2024.

The Sustainability building block sits directly below the Management Board, with a direct reporting line to the Managing Partner, Carolin Grimbacher. This allows new topics to be embedded quickly, relevant issues to be appropriately prioritized and addressed, and the strategy to be continuously developed. Key examples include our Roadmap for Sustainable Packaging and the continued development of our ambitions in terms of organization and management. Suitable software

enables more targeted management and the direct involvement of departments and individuals who put sustainability into practice and link it more closely to their own objectives.

A major milestone for the entire SÜDPACK Group was the calculation of our Corporate Carbon Footprint (CCF) for 2024 and 2025. This provides both a baseline and a benchmark for all subsequent activities in the area of environmental and climate management. With the official validation of our near-term SBTi targets for Scopes 1, 2, and 3.1 and the membership in the Climate Alliance Baden-Württemberg, we have also established a clear framework for our organization that will guide our efforts to reduce greenhouse gas emissions and bring us steadily and systematically closer to our goal of “Sustainability Leadership.” One example is SÜDPACK Medica, whose site in Coulmer, France, has also been sourcing renewable electricity since 2025.

Other highlights during the reporting period include several prestigious awards that add to our strong track record in recent years. Our consistent sustainability efforts were also recognized in the 2026 EcoVadis rating. Compared with previous years, we improved

Awards

our scores further, especially in the Ethics and Sustainable Procurement categories, achieving a total of 86 points and Platinum status. This once again places SÜDPACK among the top 1% of the more than 150,000 companies across over 250 industries and 185 countries assessed by the rating platform since its founding in 2007.

In 2025, WirtschaftsWoche once again named SÜDPACK an Innovation Champion. Our substantial investment in R&D, the resulting boost to our innovative strength, and our sustained public relations efforts earned us a place among Germany’s 50 most innovative mid-sized companies for the fourth consecutive year.

In the F.A.Z. study “Germany’s Best in Circular Economy,” which analyzed around 13,000 companies from a wide range of industries based on social listening data collected between May 1, 2023 and April 30, 2025, SÜDPACK once again received recognition and was named the industry winner in the “Packaging Manufacturers” category for the second time, setting the benchmark with an overall score of 100.0 points.

In its assessment, the jury specifically praised our corporate strategy for its consistent focus on “Leadership in Sustainability.”

Our corporate and social commitment to promoting young talent was also recognized by the Ulm Employment Agency, which awarded SÜDPACK its Training Certificate.

We are also making strong progress in product development: SÜDPACK Medica’s recyclable* PharmaGuard® blister concept, designed to meet future requirements, achieved Silver status at the 35th Packaging Innovation Awards in 2025 – its fourth award since its market launch.

We were especially pleased that SÜDPACK became the first supplier, rather than a manufacturer, to host the BranchenDialog Fleisch+Wurst in 2025. Organized by GS1, AMI, and the trade journal Lebensmittel-praxis, the event brought together leading players from Germany’s meat industry at Ochsenhausen Monastery in early April 2025 to discuss current trends and market developments. The recyclable and therefore future-ready packaging solutions for the meat industry that

we presented – an essential topic for the sector in view of the PPWR – attracted great interest. In addition, we were able to give participants an inside look at blown and cast film extrusion at our plant. We also highlighted opportunities to make package printing more sustainable by presenting our innovative SPQ (Sustainable Print Quality) printing technology.

**Recyclable in accordance with the German minimum standard and DIN EN 13430*

Facts and Figures 2025

58 %

Renewable energy
as a share of total energy consumption



1,798

Employees



86 (↑2)

Points in the EcoVadis rating
(vs. previous rating)

78

Students and apprentices



-21 %

Reduction in CO₂e emissions
group-wide, vs. 2021



711 million m²

Sales volume



-6 %

Reduction in t CO₂e/million m²
vs. 2021

27 %

Recyclable film as a
share of film sold (kg)



87 %

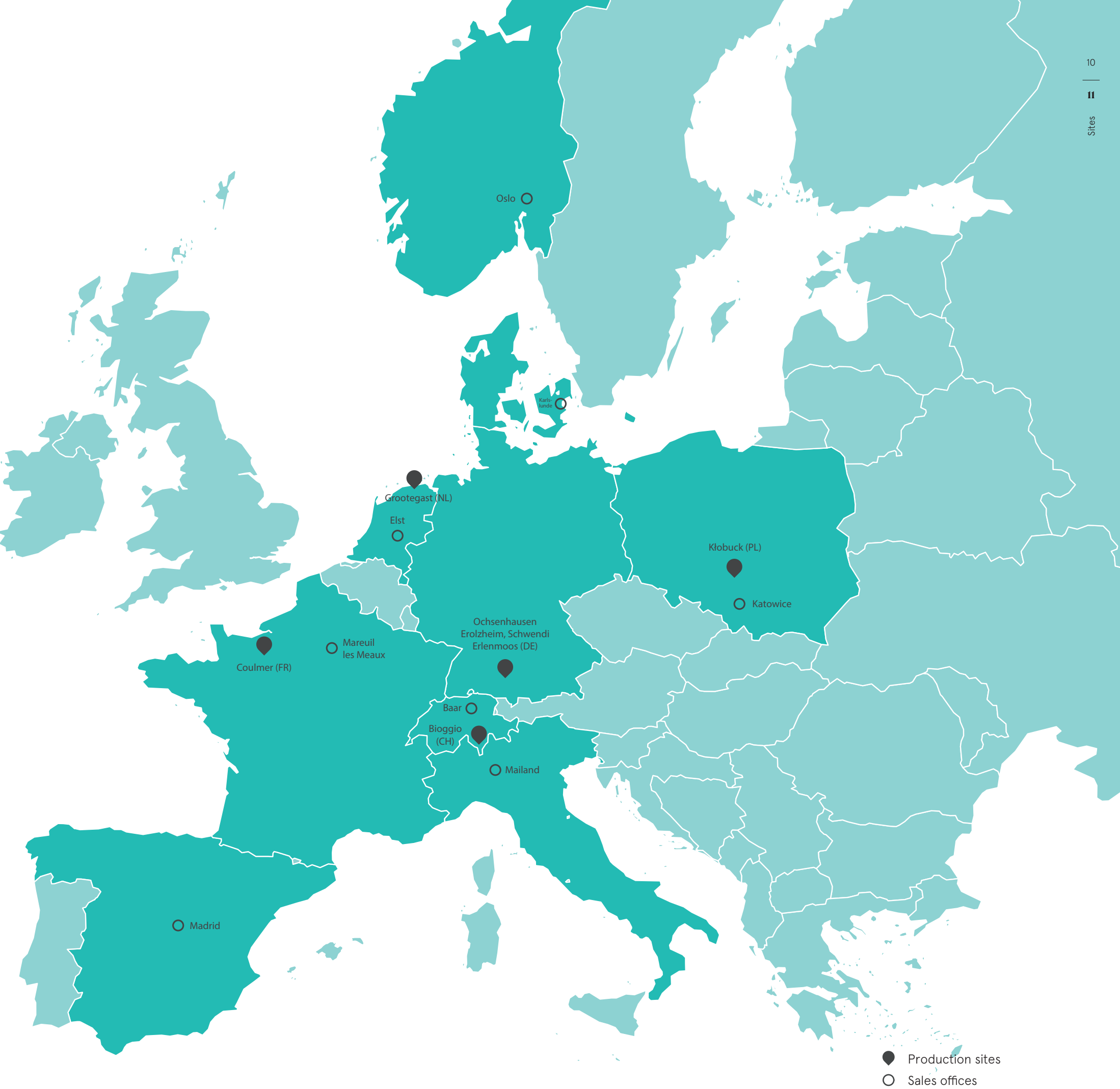
Purchasing volume covered
by a sustainability rating



International presence

With production sites across Europe and an international sales network, SÜDPACK is a reliable partner for customers around the world.

- Ochsenhausen and Erlenmoos** Blown and cast film extrusion, SPQ flexographic printing, flexographic and digital printing, laminating, producing bags and pouches, slitting
- Erolzheim** Logistics center, roll stock, slitting, expansion into a Pharma Center (groundbreaking in 2025)
- Schwendi** Compounding, regranulation, blown film extrusion
- Poland** Flexo and SPQ flexo printing, laminating, slitting
- France** Sterile packages, bags and pouches for medical applications
- Switzerland** Rotogravure and SPQ rotogravure printing, laminating, slitting
- Netherlands** Rotogravure and flexo printing, duplex and triplex laminating, slitting
- USA** Flexo & rotogravure printing, laminating, slitting
- India** Joint venture serving the Asian market (not included)
- Carbolig** Equity investment (not included)



About SÜDPACK

Organizational details and business model
SÜDPACK is an international group based in the Upper Swabia region and headquartered in Ochsenhausen. We continually strive to meet economic, environmental, and social needs in the interests of our own organization, society, the climate, and the environment. Our pioneering, material-efficient, and recyclable high-performance films and packaging solutions for the food, non-food, and medical goods industries are designed to meet the demands of an increasingly dynamic market. At the same time, they help protect sensitive products, increase consumer and patient safety, and support greater sustainability across the plastics and packaging industry. Customers, business partners, suppliers, and employees around the world associate the SÜDPACK brand with trust, reliability, and quality.

In 2025, around 1,800 employees at nine sites operated by SÜDPACK Holding GmbH generated sales of approximately EUR 500 million. SÜDPACK products are exported to more than 70 countries. Our core markets primarily include the food industry, the healthcare sector and the manufacturers of technical products. SÜDPACK’s core competencies lie in film production, finishing, and producing bags and pouches, while its key technologies include cast and blown film coextrusion, flexo, rotogravure, and digital printing, as well as lamination.

We make ongoing investments in new technologies, our product portfolio, and the continued development of our organization. The majority of our technology investments are directed toward plant projects that provide the basis for manufacturing sustainable product solutions.

In 2025, we produced approximately 711 million m² of film from a wide range of polymers using state-of-the-art machines, more than 500 million m² of which was printed and laminated. We also produce high-quality compounds from conventional and bio-based raw materials for a broad range of applications.

As part of our resource management activities, we are continuing to expand our regranulation and compounding capabilities. Our Schwendi site is now a Competence Center for compounding and regranulation, as well as for the extrusion of bio-based films.

Structure and composition of governance
SÜDPACK is a second-generation family-owned company led by Carolin Grimbacher as Managing Partner. Johannes Remmele retired from the operational Management Board at the end of 2019 and supports the company as an owner in collaboration with our Advisory Board.

The Management Board consists of Thorsten Seehars as CEO, Carolin Grimbacher as CTO, and Andreas Braun as CFO. The next management level is the Executive Management Team (EMT), which brings together the Management Board, COO, BU heads, heads of HR & IT, and other senior leaders from QHSE, Engineering, and R&D. Responsibility for sustainability lies directly with Carolin Grimbacher at Management Board level, while the Sustainability department is positioned one level below. The Sustainability Team is primarily responsible for developing the Sustainability Strategy and continuously translating it into operational practice. It also coordinates the consistent implementation of sustainability-related regulatory requirements across the company. A weekly meeting between the Managing Partner and the head of the Sustainability department ensures a continuous, close exchange of information and maximum transparency.

The Sustainability Steering Committee, which meets every four months, is composed of the Management Board, EMT, Sustainability Team, and experts from various corporate functions. The committee receives regular updates on the progress, effectiveness, and results of ongoing sustainability projects and can prioritize strategic measures and initiatives. The Steering Committee also includes experts from various corporate functions where sustainability issues are especially relevant. Their presence on the committee allows them to contribute their perspectives directly.

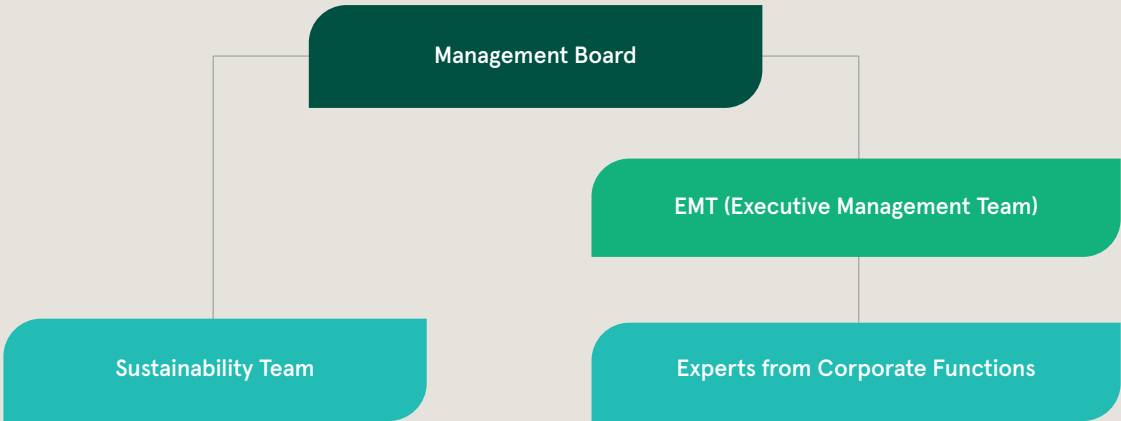
The SÜDPACK Management Board is actively involved in developing and updating the company’s strategies, values, guiding principles, and objectives, and is also responsible for approving them. Thorsten Seehars, CEO of SÜDPACK, chairs the Management Board and also leads the members of the EMT. Like the Management Board as a whole, he reports to SÜDPACK’s Advisory Board.

Critical issues are generally escalated to the CEO by members of the EMT and addressed at the weekly shop floor meetings. In addition, a review of business development is conducted once a month, and an EMT strategy meeting is held every two months. The Management Board itself holds a meeting once every week. On a quarterly basis, the CEO and the Management Board report to the Advisory Board on business performance and ongoing projects, ensuring a continuous flow of information at this level as well. Where necessary, the Management Board may delegate responsibilities and tasks to the EMT and the head of sustainability.



Sustainability Steering Committee

The Sustainability Steering Committee is composed of the EMT, the Sustainability Team and experts from various corporate functions.



SÜDPACK is committed to meeting its legal obligations at all times and taking the interests of its stakeholders into account. Accordingly, the dual-control (“four-eyes”) principle applies throughout the company, together with cross-functional controls across all business units and functional areas. A corresponding competency matrix forms the framework for action.

SÜDPACK’s Advisory Board plays a key role within the organization. The Advisory Board comprises a Chair and four other external experts, all carefully selected by the shareholders’ meeting. In addition to their supervisory

and oversight responsibilities, its members contribute their individual knowledge and expertise to the company. The Advisory Board nominates, appoints, oversees, and grants discharge to the Management Board. It must therefore also be involved in setting the company’s objectives and strategy. Its approval is required for major decisions, including investments, personnel matters, acquisitions and divestitures, and other strategic issues.

Business Units



BU Food

The BU Food is responsible for all packaging solutions designed to protect food products and preserve their quality throughout the value chain. Our films are used for both consumer packaging and process packaging with specific functionalities. SÜDPACK's innovative concepts help preserve freshness and flavor, extend product shelf life, and thus contribute to a high level of consumer safety and reduced food waste. In recent years, we have steadily expanded our portfolio of sustainable, recyclable* packaging solutions. These solutions help our customers meet upcoming regulatory requirements while responding to growing demand across the industry.

Since the end of 2024, the BU Food has also included the technical films business. This area specializes in customized functional films for a range of technical applications, including construction, packaging for cleaning and care products, and retail security labels. The range also includes films made from bio-based plastics.

Food applications: Sausage, meat and poultry, cheese and dairy products, vegan and vegetarian products, nuts, dried fruit and cereals, fish and seafood, bread, bakery products and fresh pasta, coffee, tea, ready meals, snacks and confectionery, pet food

Technical film applications: Non-food and technical products, cleaning and care products, building and construction

BU Medica



The Medica Business Unit provides sterile packaging solutions for the medical, pharmaceutical, and diagnostics industries. The product range extends from standard to customer-tailored packaging concepts. For example, it covers the production of bag and pouch solutions for orthopedic and surgical care as well as pharmaceutical applications for vaccine production. The coextruded flexible and rigid films are also used as base and lidding films in the medical and pharmaceutical industries. One particular highlight is PharmaGuard®, a PP-based, recyclable* film for the production of halogen-free blister packaging for tablets and other solid-dose pharmaceutical applications. The portfolio now also includes NutriGuard®, a PP-based blister packaging solution for nutraceuticals based on a recyclable* film concept.

The products are manufactured using state-of-the-art equipment to the highest quality and hygiene standards, including under clean room conditions. We also meet all traceability requirements for our materials throughout the value chain.

Applications

Medical: Incontinence care, renal and urinary care, ophthalmology, interventional care, orthopedic and surgical care

Pharmaceutical: Pharmaceuticals, enteral applications and food systems, life sciences, wound care products

Diagnostics, nutraceuticals



BU USA

Unlike the Food and Medica business units, the BU USA does not focus on specific industries, but serves the U.S. market as a whole. Its streamlined organization, excellent service, extensive industry experience, and high degree of flexibility enable the team at the Oak Creek site to deliver demanding projects. In early 2026, the site was sold to PPC Flex. At the same time, a strategic partnership was established to strengthen SÜDPACK's market presence. For the purposes of this Sustainability Report, the Oak Creek site continues to be presented as part of the SÜDPACK Group.

Applications: Food, consumer goods, household and cleaning products, cosmetics

Products

In collaboration with SN Maschinenbau and MENSHEN, we have successfully brought an aluminum-free, recyclable* pouch concept to market in which the film, spout, and packaging machine are perfectly matched. The concept is also suitable for hotfilling and pasteurization.



*Recyclable in accordance with the German minimum standard and DIN EN 13430

SÜDPACK has long set the standard with innovative film and packaging solutions tailored to specific requirements. Our guiding principle: The best possible protection for every packaged product, with the lowest possible CO₂e impact and maximum functionality, while meeting global standards for food and pharmaceutical packaging materials. Two topics are particularly relevant to SÜDPACK in the area of products:

- Product protection
- Innovation and product design

Our packaging provides reliable protection for food, medical products, pharmaceuticals, and non-food products all the way to the consumer. Our continued investments in R&D, state-of-the-art machines, and new technologies enable us to expand our product range with innovative, high-quality, material-efficient, and circular products optimized for their specific applications. As part of our near-term science-based targets (SBTs), our aim is to systematically reduce the CO₂e emissions attributable to our products that arise at each stage of the process. To achieve this goal, we work closely with our customers and suppliers and maintain close ties with partners across the industry.

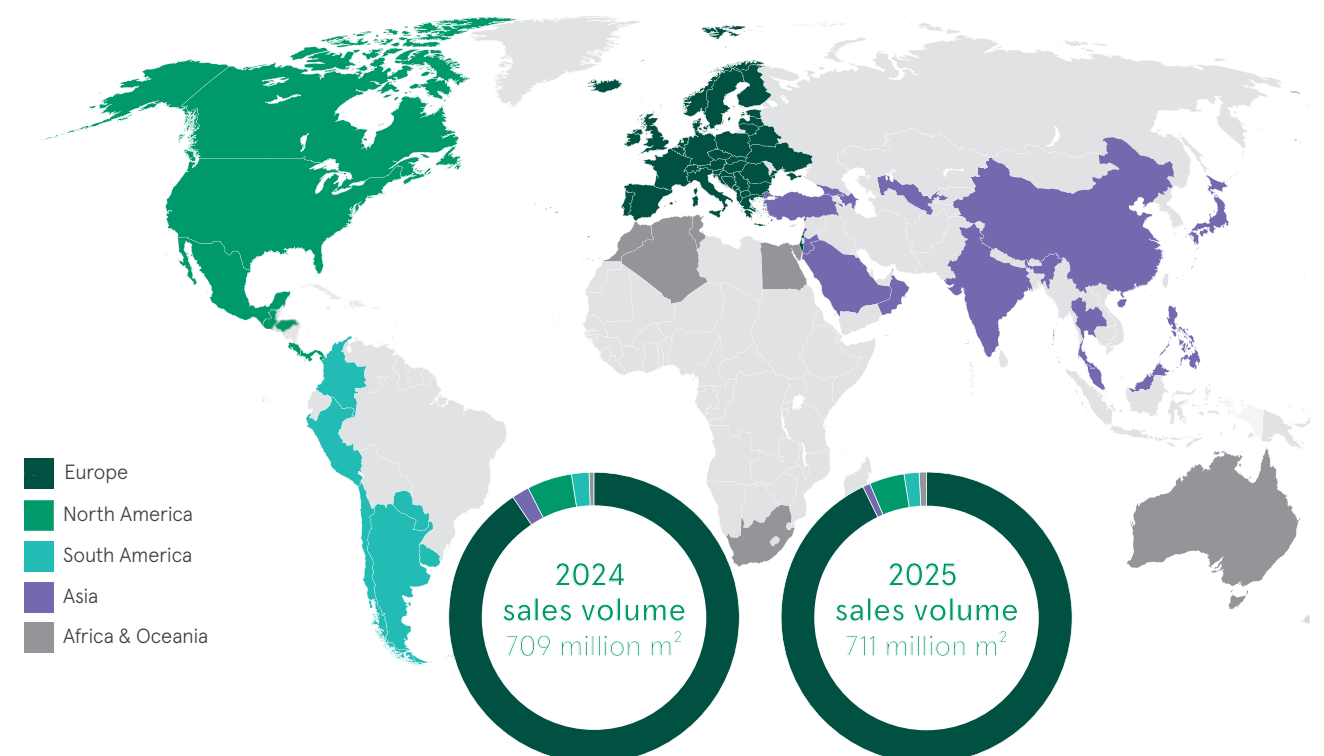
Product and consumer protection

We believe packaging solutions should be consistently tailored to the requirements of each product and its intended application. Our aim is to protect products safely, efficiently, and in a user-friendly way throughout the value chain. This includes attractive presentation, application-specific functionality, and convenience features for consumers.

The primary focus is on protecting the packaged product as effectively as possible. Our packaging helps maintain the freshness, quality, and shelf life of food, ensures that important product information is available to consumers, and helps prevent product loss. For medical and pharmaceutical applications, our packaging protects sensitive active ingredients, meets hygiene and sterility requirements, enables safe dosing, and provides child-resistant and senior-friendly packaging solutions (CRSF).

In our view, the ideal packaging solution brings all of these requirements together in a holistic design. This means selecting the right raw materials for each application, precisely tailoring the technical properties, minimizing material use, and incorporating circular design principles. The result is packaging solutions that combine product protection with resource efficiency and circularity.

Sales Volume by Region



Meeting these requirements is key to protecting the environment and conserving resources. In terms of sustainability, packaging has the greatest positive impact when it reliably protects products, facilitates their intended use, and prevents losses throughout the supply chain. By preventing food waste and product losses, our packaging materials help conserve resources and reduce the environmental impacts of the product system as a whole.

Innovation

Visions lead to ideas, ideas to innovations, and innovations to new standards. Turning new approaches into tangible change across industry and society – and supporting transformation in the process – is firmly embedded in our DNA. SÜDPACK can only maintain its position as one of the leading film manufacturers – and, according to the WirtschaftsWoche rankings, one of Germany’s most innovative and sustainable mid-sized companies – by continuing to develop creative, market-oriented, forward-looking, and commercially viable products, technologies, and services.

Our R&D, Product Management, and Sustainability teams therefore focus primarily on transforming our product portfolio into sustainable packaging solutions that reduce environmental impacts through material efficiency, raw material selection, and circularity. Alongside the continued development of recyclable PP- and PE-based mono-materials and bio-based materials, research into the use of post-consumer recyclate (PCR) is currently a key priority, as the PPWR will require minimum PCR content levels for many types of packaging from 2030.

Sustainable packaging solutions for food

For food packaging, PE, PP, and PET are our materials of choice, as established recycling streams exist for these plastics. Our latest-generation mono-material solutions meet the requirements of current Design for Recycling Guidelines. Even at low gauges, they provide optimal product protection for thermoformed packs, pouches, and tray packaging thanks to integrated barrier and protective properties.

In 2025, we brought together the PP flow pack films from our flagship Pure-Line series in the new CarbonLite® product family and added a recyclable*, downgauged PE variant. At the same time, we optimized the recipe for the PP structures, allowing them to achieve an even higher recyclability* rating.



In collaboration with SN Maschinenbau and MENSHEN, we have successfully brought an aluminum-free, recyclable* spouted pouch concept to market in which the film, spout, and packaging machine are perfectly matched. The concept is also suitable for hotfilling and pasteurization.

With Multipeel® PET floatable, we take a different approach: Its low density allows the printed top film to be separated from the transparent APET bottom film using the float-sink process, supporting high-quality recycling* of the PET tray. In addition, the APET bottom film used for food packaging already contains PCR derived from mechanically recycled PET.

Sustainability is also a key advantage in industrial package printing. Continued development of SPQ, with its standardized color space and precisely controlled color management, enables us to reduce setup times, ink and solvent consumption, and waste – cutting the carbon footprint of the carrier film by up to 18%. The calculation includes emissions associated with the raw materials and production of 1 m² of carrier film (12 µm PET or 20 µm OPP), together with emissions from conventional or SPQ flexo printing. Subsequent production steps and laminating are excluded.

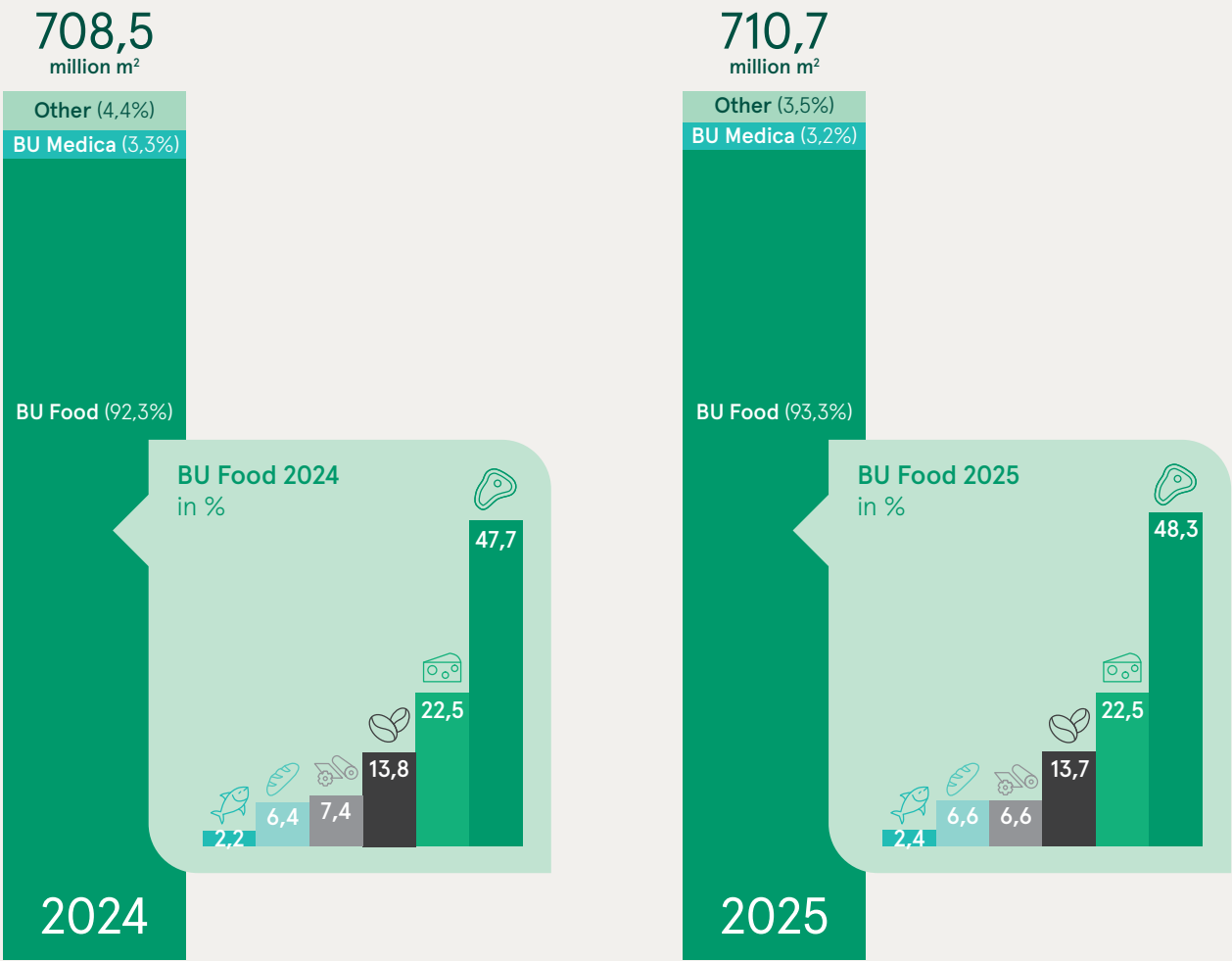


Sustainable packaging solutions for the healthcare industry

BU Medica also focuses on developing recyclable and, as a result, more sustainable packaging solutions. PharmaGuard®, a PP-based blister concept that is recyclable* in accordance with current standards, is designed for high-speed packaging lines with inline printing and high production volumes. The new NutriGuard® product is another recyclable* PP-based blister packaging solution for nutraceuticals. It has now been launched and expands the existing portfolio alongside PharmaGuard®. NutriGuard® was also developed in strict accordance with current Design for Recycling Guidelines and can incorporate PIR from our own production processes. With the PPWR requirements that will apply from 2030 in mind, we also offer a sustainable packaging solution in this product segment.

*Assessed in accordance with the German minimum standard and DIN EN 13430

Sales volumes by industry



- Meat and Sausages
 - Bakery Products
 - Dairy Products
 - Technical Films
 - Other Food Products
 - Fish and Seafood
- Includes BU USA within the respective categories.*

Investments in new products

SÜDPACK continuously invests in new technologies, modern machines, sites, expertise, and teams. Our ability to deploy the most advanced technologies and create working environments that foster creativity, knowledge sharing, and collaboration has been a key factor in our success – and positions us well for the future.

In recent years, we have invested heavily in expanding our production capacity for sustainable products for the healthcare industry. At the end of 2025, work began to expand our Erolzheim site for PharmaGuard® production and add integrated regranulation capabilities for plastic waste generated during production, allowing the material to be fed directly back into the production process.



The expansion of our Medica site in Coulmer has doubled our clean room production area and created additional capacity for the manufacture of sterile packaging solutions. Following the site’s opening in 2026, the new mono-PE bags and pouches will also be produced there under clean room conditions and are intended to replace conventional PA/PE laminates across much of the portfolio.

Association work

At SÜDPACK, we promote our commitment to sustainability through a variety of channels across industry, politics, and society. To this end, we are members of international and national bodies, committees, and industry associations, with a particular focus on the Sustainability and Circular Economy topic areas. Through partnerships and initiatives, we also take part in numerous programs aimed at encouraging a more responsible and sustainable use of plastics and advancing the transition to a circular economy.

Our memberships in various committees and our association work give us opportunities both to gain knowledge and to share it. A particular focus is on developing industry-wide goals, strategies, and measures relating to the Circular Economy, climate and environmental protection, as well as developing common industry positions on the interpretation of regulatory requirements. This work also includes preparing background information, position papers, FAQs, and practical guidance on topics such as the PPWR, other regulations, and market requirements. Engaging with stakeholders throughout the value chain is also part of our association work.

In particular, we are represented on committees at IK, FPE, and CEFLEX that promote the sustainable and circular development of the plastics packaging industry. Within IK, we are represented on the Executive Committee Environment, the Executive Committee Food Contact, the Pharma Packaging specialist group, the Flexible Packaging Forum, and the Working Group Bioplastics. At FPE, a member of our Management Board sits on the Executive Committee. Our representative on the FPE Sustainability Committee also chairs the committee, and we are actively involved in the Circular Economy and Recyclability Task Force. Our work with CEFLEX includes participation in the CEFLEX Advocacy Group and various working groups.

In addition to our association work, we are also active in a number of organizations that facilitate industry dialogue and knowledge sharing on technical developments in packaging. For example, we contribute our expertise to the development of the Design for Recycling standard at DIN (German Institute for Standardization) and participate in industry dialogues, expert groups, and working groups organized by DVI (German Packaging Institute).

Association/Organization	Country	BU/Group
 Circular Plastics Alliance (CPA)	Europe	Group
 Flexible Packaging Europe (FPE)	Europe	Group
 CEFLEX	Europe	Group
 IK - Industrievereinigung Kunststoffverpackungen e. V.	Germany	Group
 DFTA Flexodruck Fachverband e. V.	Germany	Group
 Elipso	France	Group
 GIFLEX (Gruppo imballaggio flessibile)	Italy	Group
 Asociación Española de Industriales de Plásticos (ANAIP)	Spain	Group
 Kartoflex	Netherlands	Group
 NRK Verpakkingen	Netherlands	Group
 Pakkaus (Finnish Packaging Association - SPY)	Finland	Group
 Den Norske Emballasjeforening	Norway	Food
 Flexographic Technical Association (FTA)	USA	Group
 Flexible Packaging Association (FPA)	USA	Group
 Kompetenznetzwerk Lithium-Ionen-Batterien e.V. (KLiB)	Germany	FF&C
 Bundesverband grabenlose Technologien (BGT)	Germany	FF&C
 Drug, Chemical & Associated Technologies Association (DCAT)	International	Medica
 Sterile Barrier Association (SBA)	Europe	Medica
 Swiss Medtech	Switzerland	Medica

Materiality Analysis

To identify which sustainability topics are of particular relevance to the SÜDPACK Group and its stakeholders, a comprehensive materiality analysis was conducted in 2024 in accordance with the CSRD. It provides an important basis not only for our sustainability reporting, but also for the continued development of our Sustainability Strategy.

We are using this 2026 Sustainability Report, covering the 2024 and 2025 reporting years, to transition to the CSRD reporting standard. The topics material to SÜDPACK were identified through a double materiality analysis based on both impact materiality (inside-out perspective) and financial materiality (outside-in perspective), and are subsequently reported in accordance with the corresponding GRI Standards.

The inside-out perspective examines both the positive and negative impacts of our business activities on society and the environment. The outside-in perspective, by contrast, considers the opportunities and risks associated with sustainability topics and their effects on SÜDPACK's financial position, earnings, business performance, and results.

For the 2026 Sustainability Report, we also carried out a detailed review of the 2024 double materiality analysis, examining both our methodology and the results. A systematic review of the organizational context and of actual and potential impacts identified no material changes compared with the 2024 materiality analysis. Our assessment of the significance of the impacts likewise revealed no changes compared with 2024. Accordingly, following completion of the review process, the same material topics remain in place and are therefore covered in this Sustainability Report. Our approach to the materiality review is outlined below. Further details on our approach can be found in the 2024 Sustainability Report.

Approach to preparing the materiality analysis

The foundation for evaluating the relevance of sustainability topics was the stakeholder dialogue. In a second step, workshops were held with internal stakeholders to assess the impact materiality and financial materiality of each topic. These findings were then incorporated into the materiality matrix.

In an extensive stakeholder screening, material sustainability topics were initially identified by analyzing secondary data. SÜDPACK identified and interviewed customers, suppliers, retailers, machine manufacturers, market competitors, recyclers, and end consumers as relevant stakeholders along the supply chain. The analysis also included foundations and NGOs, media and the press, the wider community, schools, higher education institutions and universities, policymakers, legislators, public authorities, institutions, employers' liability insurance associations, and professional and industry associations. SÜDPACK then conducted 15 in-depth interviews with machine manufacturers, customers, suppliers, representatives of civil society, a university, recyclers, and associations. The aim of these discussions was to determine which sustainability topics were particularly relevant to these key stakeholders and to assess SÜDPACK's sustainability performance to date, as well as its impacts on people and the environment.

The key finding from the stakeholder dialogue was clear: Sustainability is very important to all stakeholder groups. Climate Change, Energy, and Circular Economy were identified as the most important topics. The same was true of employee working conditions, compliance, and innovation and product design.

In a further step, the Managing Directors, BU heads, representatives of the Sustainability Team, and colleagues from the Environmental Management, HR, Compliance, Purchasing, Product Management, and Strategic Marketing departments took part in two workshops to assess the potentially material topics in terms of both impact and financial materiality. Specifically, the 96 topics required under the ESRS (the CSRD reporting standards) were assessed in terms of their positive and negative impacts, as well as the associated opportunities and risks. Innovation and Product Design was also included because it had emerged from the stakeholder dialogue as a particularly important topic.

Financial Materiality

Outside-in Perspective

Impacts on the Company

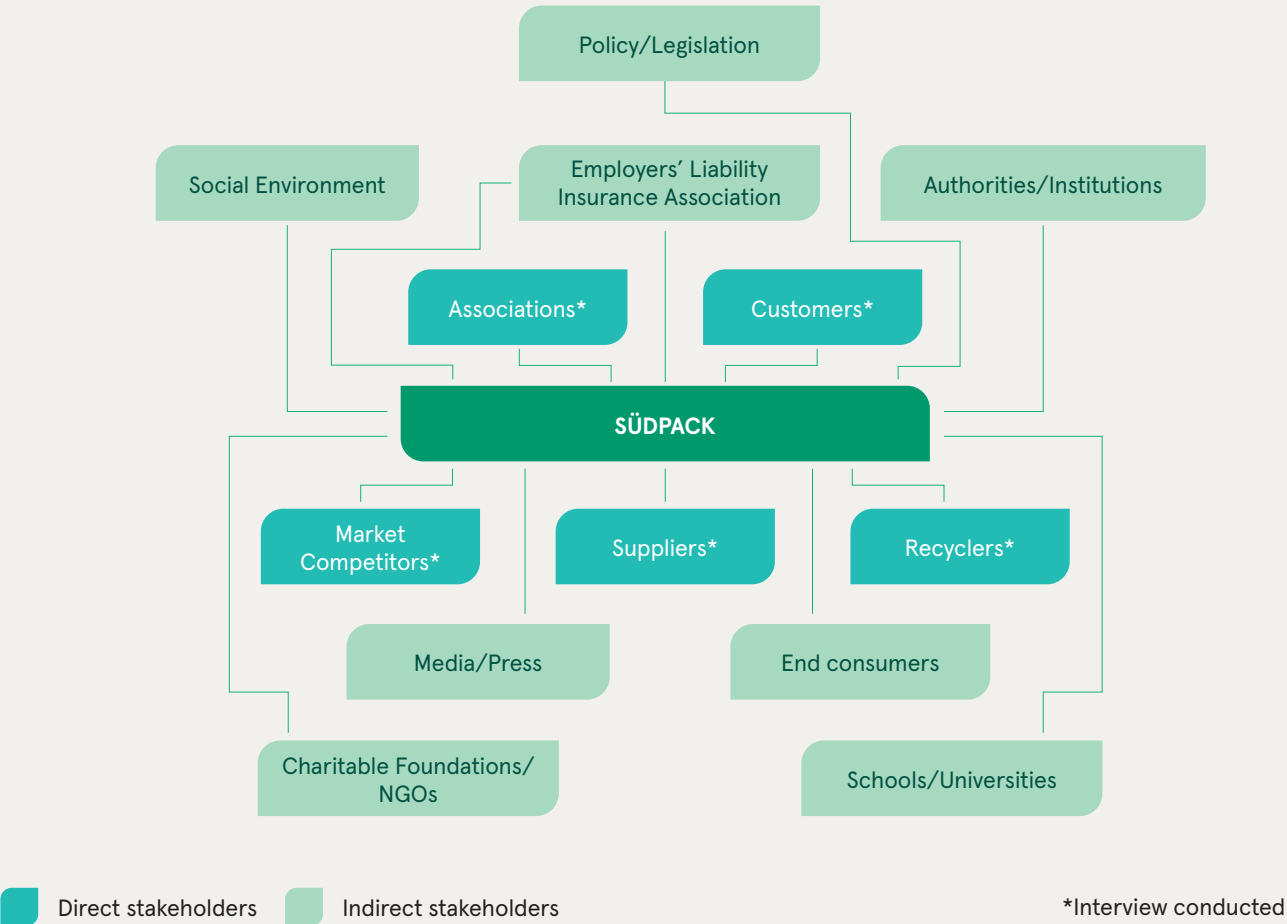


Impact Materiality

Inside-out Perspective

Impacts of the Company on People and the Environment





Results assessment

All topics identified as material in the stakeholder dialogue were assessed in both workshops using the methodology described above. The Sustainability Team, together with the head of the Sustainability department, then assessed all 96 topics using the methodology described below for both dimensions.

Impact materiality was assessed based on the scale, scope, and irremediable character of the impacts, with each criterion rated on a scale from 0 to 5. The scores for the three criteria were added together and then averaged. A topic is considered material if it achieves a score of 2.5 or higher out of 5.

For financial materiality, the magnitude of the respective opportunities and risks was multiplied by the likelihood of occurrence. The likelihood of occurrence was assessed as follows:

- 0 = 0% likelihood
- 1 = 20% likelihood
- 2 = 40% likelihood
- 3 = 60% likelihood
- 4 = 80% likelihood
- 5 = 100% likelihood

The maximum score for this dimension was also 5 points, with the materiality threshold likewise set at 2.5 points.

Environment

- Climate change
- Energy
- Water
- Waste
- Environmental protection
- Biodiversity and ecosystems
- Circular economy

Social

- Own workforce: working conditions, occupational safety and health protection, equal treatment, discrimination
- Human rights
- Workers in the value chain
- Affected communities
- Consumers and end users

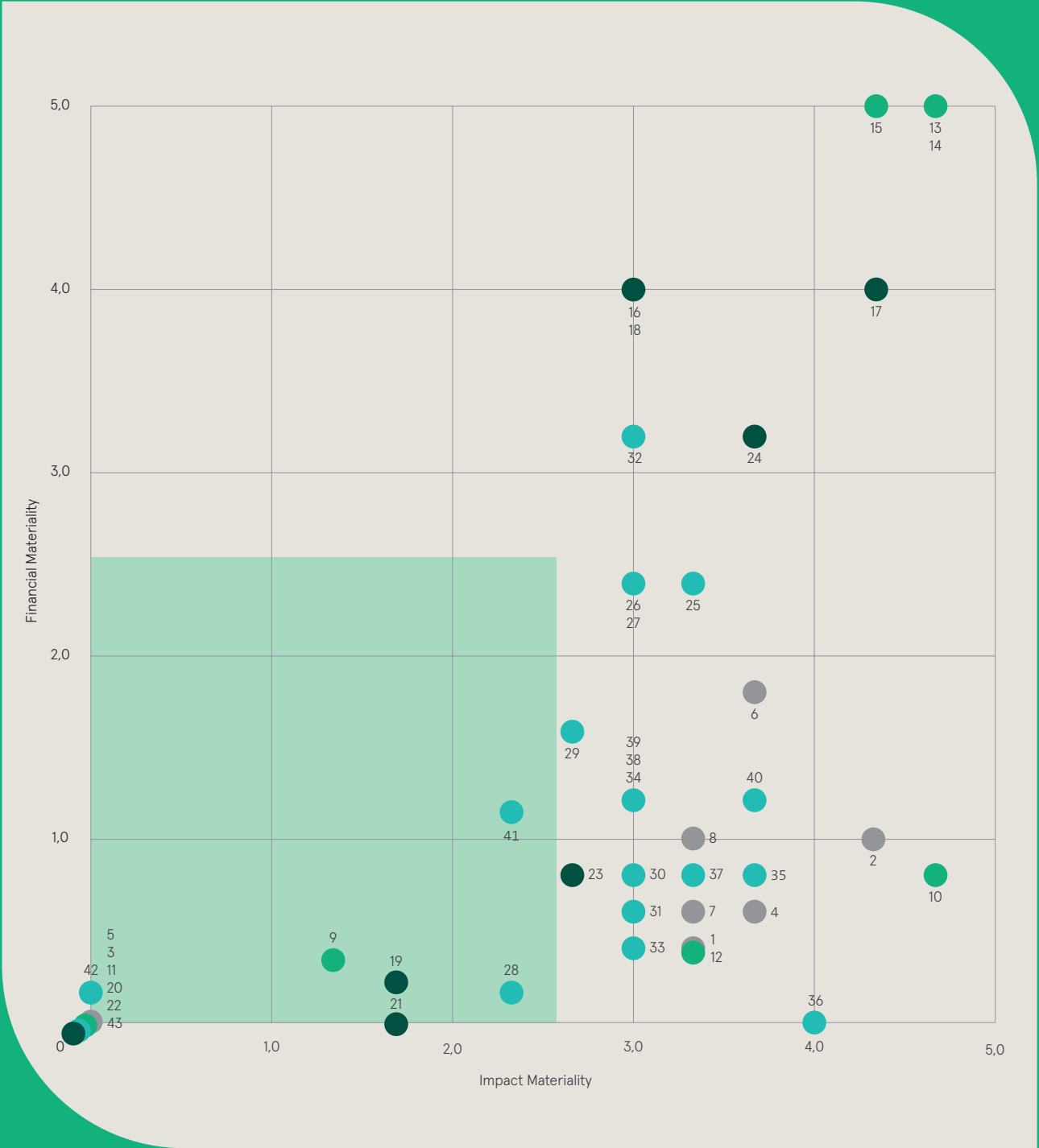
Governance & Additional Topics

- Compliance and corporate policy
- Bribery and corruption
- Innovation and product design

Materiality Matrix

The combined results form our materiality matrix. The y-axis represents financial materiality, while the x-axis shows impact materiality. The terminology used for the individual material topics is based closely on the corresponding terms used in the ESRS.

The materiality analysis is reviewed at regular intervals and updated as needed. As part of this process, we monitor developments in our business areas and the risks and opportunities for SÜDPACK, as well as changes in legislation and the requirements and expectations of our stakeholders.



Governance		Circular Economy	Climate and Nature	Social Responsibility	
1	Information-related impacts	9	Pollution of air, water and soil	16	Adaptation
2	Personal safety	10	Protection of food resources	17	Climate protection/mitigation
3	Social inclusion	11	Substances of (very high) concern	18	Energy
4	Corporate culture and protection of whistleblowers	12	Microplastics	19	Water consumption, withdrawals, discharges
5	Animal welfare	13	Resource inflows and resource use	20	Water discharges in the oceans, use of marine resources
6	Political engagement	14	Resource outflows related to products and services	21	Direct impact drivers of biodiversity loss
7	Management of relationships with suppliers	15	Innovation and product design	22	Impacts on the state of species
8	Bribery and corruption			23	Impacts related to ecosystems
				24	Waste (no recyclables)
				25	Secure employment
				26	Working hours
				27	Adequate wages
				28	Social dialogue, freedom of association, collective bargaining agreements
				29	Work-life balance
				30	Health and safety
				31	Gender equality and equal pay
				32	Training and skills development
				33	Employment and inclusion of persons with disabilities
				34	Diversity
				35	Violence and harassment in the workplace
				36	Child labor, forced labor, adequate housing
				37	Data protection
				38	Working conditions
				39	Equal treatment and opportunities for all
				40	Other work-related rights
				41	Communities' economic, social, and cultural rights
				42	Communities' civil and political rights
				43	Rights of indigenous peoples

Based on the updated materiality analysis, this Sustainability Report covers the following topics and subtopics:

- Climate change
- Climate change adaptation
- Pollution
- Water and marine resources (not material, but nevertheless important)
- Biodiversity and ecosystems
- Impacts on the extent and condition of ecosystems and ecosystem services under the topic of biodiversity and ecosystems
- Microplastics in the area of pollution
- Circular Economy
- Own workforce – working conditions
- Own workforce – equal treatment and opportunities for all
- Own workforce – human rights and other rights
- Own workforce – data protection
- Human rights and other rights: workers in the value chain
- Consumers and end users
- Corporate policy
- Innovation and product design

These topics, which were assessed as material under the CSRD, were then mapped to the GRI Standards and reported in accordance with the relevant GRI Topic Standards.

Management of material topics
In the following chapters, we describe the relevant activities and business relationships for each material topic. We also report on the actual and potential negative and positive impacts of our business activities that were identified as relevant through the stakeholder dialogue, considering both the inside-out and outside-in perspectives.



Sustainability Strategy

As one of the leading manufacturers of high-performance films and packaging solutions for the food, non-food, and medical goods industries, as well as customized compounds for technically demanding applications, SÜDPACK is committed to systematically embedding sustainability throughout the company and integrating it into our processes and product portfolio. Our vision is Sustainability Leadership, with the aim of combining environmental and social responsibility with economic performance and customer value. This is reflected, for example, in our products, which combine sustainable product design with optimal functionality.

Sustainability Leadership provides the central framework for our activities and is more than just a vision. It reflects our commitment to SÜDPACK's continued sustainable development. Our approach brings together leadership and sustainability across the environmental, economic, and social dimensions. It also reflects our commitment to considering all three as an integrated whole. Sustainability Leadership also means developing innovations that contribute to a more sustainable future and can be successfully brought to market. This is underpinned by our technological expertise, our deep understanding of customer requirements, and our detailed knowledge of current and future sustainability requirements for our products and our company. Sustainable products and business models are therefore a key source of differentiation for us in a competitive market. As a family-owned company with a long tradition, SÜDPACK combines this ambition with stability, profitable growth, and competitiveness.

To build on our sustainability credentials, navigate a fast-changing regulatory and market environment effectively and efficiently, and help drive the transition to more sustainable practices, SÜDPACK has developed its Sustainability Strategy 2030. Sustainability Leadership is a core element of this strategy and provides the overall direction for our ongoing sustainability activities.

The key drivers of this process are:

- Our employees, who embrace and help uphold the values of our sustainable corporate culture
- The legal and political framework, as reflected in the EU Green Deal and the PPWR
- Our customers, who help shape the design of our products and promote sustainable development
- The end consumers, who determine whether developments and trends will succeed or fail at the point of sale
- The press and media world as opinion leaders
- Wider society, which helps shape and support emerging trends
- Financial markets
- Operating costs, as factors such as raw material and energy availability also make it necessary to rethink established approaches

The transformation process, however, is not just a challenge. On the contrary, it offers us the opportunity to further develop our organization, remain flexible, establish new business models, tap into additional target markets and acquire new customers for our products and performance range. Succeeding as a technology leader and in the field of sustainability strengthens our reputation in the market. This enhances our appeal to customers, financial investors, business and development partners, and the press and media, while also making us more attractive as an employer and training company. Success opens doors and at the same time provides greater security for both our organization and our stakeholders. It enables long-term business relationships, but also requires the courage to break new ground.

Major projects and goals for 2030

Areas of action		Ambition	Projects	Goals for 2030	
Circular Economy	Technology	Zero Waste and Sustainable Products	Technologies for Resource Management and the Production of Sustainable Products	Technology and capacity expansion for resource management and production of sustainable products	100% recycling capacity
	Product design	Sustainable Products and Net Zero	Packaging Solutions for the EU Market according to PPWR	Increase in percentage of recyclable products Increase PCR content in contact-sensitive films	100% recyclable films 10% PCR
	Material Management	ZERO WASTE and SÜDPACK as Leader in Circular Economy	CO ₂ e Efficiency of Our Products Waste Reduction Use of Production Waste Closing Loops	Reduction of t CO ₂ e/m ² (Scope 1–3) Reduction of waste Increase in recycling of non-recyclable waste Development of strategic partnerships	209 t CO ₂ e/million m ² 0 t waste tbd tbd
Climate & Nature Protection	Net Zero	Net Zero	CO ₂ e Reduction in accordance with the near-term SBTs	Scope 1 and 2 reduction Scope 3.1 reduction	-76.3% CO ₂ e -25% CO ₂ e
	Energy Management	Net Zero	Renewable Energies	Increase the share of renewable energy in total energy consumption	65% renewable energy
	Resources and Nature	Nature Protection	Material Efficiency Water Management Biodiversity	Increase in material efficiency tbd tbd	105 g virgin material/m ² tbd tbd
Social Responsibility	Employees	Motivated Organization	Employee Satisfaction Attractive Workplace	Increase in employee satisfaction Reduction in turnover of employees	3.3 points in employee survey 2.50 %
	Occupational Safety	Zero Accidents	Accident Reduction Safe Work Environment	Reduce accident rate [ppm] Number of near misses	20% annual reduction vs. previous year
	Supply Chain	Sustainable Supply Chain	Transparent Supply Chain Sustainability as Purchasing Decision	Increase in percentage of suppliers with sustainability rating Improvement in sustainable purchasing decisions SÜDPACK EcoVadis rating	90% of purchasing volume 90% of purchasing volume with CO ₂ information > 80 points

Sustainability – our vision and ambitions
At the core of SÜDPACK's Sustainability Strategy are three key areas of action: Circular Economy, Climate and Nature Protection, and Social Responsibility.

We use the term “ambitions” for our sustainability visions that contribute to Sustainability Leadership. Across these three areas of action, we have defined a total of eight ambitions. In Circular Economy, these are Sustainable Products, Zero Waste, and Leader in Circular Economy. In Climate and Nature Protection, our focus is on Net Zero and Nature Protection, supported by Energy Management. When it comes to our Social Responsibility, Zero Accidents, Motivated Organization, and Sustainable Supply Chain are among our most important goals. These ambitions are then translated into projects, which are pursued systematically at the relevant organizational levels and by the appropriate teams.

The Sustainability Strategy 2030 is designed to ensure that SÜDPACK continues to fulfill its responsibilities across the key areas of action. This is based on the areas of compliance, corporate governance and sustainable efficiency. Compliance demands and supports responsible governance and serves as a legal and factual regulatory framework. Sustainable efficiency helps to increase the efficiency of our value-added processes and to remain competitive. At the same time, sustainable efficiency provides the framework for efficient and, as a result, sustainable working practices.

Operational implementation of the Sustainability Strategy and 2025 update
The SÜDPACK Sustainability Strategy was finalized in late 2022 and early 2023 on the basis of our sustainability framework and materiality analysis. During this period, we prioritized our areas of action and, in close coordination with the responsible teams and departments, finalized the selection and planning of the associated projects. As part of the review of the material topics and materiality matrix for this Sustainability Report, we also reassessed the strategy and updated it to reflect current circumstances.

Within the Circular Economy area of action, our main focus is on technologies for efficient resource management and the transition toward a sustainable product portfolio, PPWR-compliant packaging solutions for the European market, improving the CO₂e efficiency of our products, reducing waste, recycling production waste, and advancing the Circular Economy as a whole.

The key projects within the Climate and Nature Protection area of action focus on reducing our environmental footprint in line with our SBTi targets, increasing the use of renewable resources, and addressing the broader topic of resources and nature. In 2025, Nature Protection was added as a new area, with biodiversity and water management as its key topics. Biodiversity – especially its conservation – is becoming increasingly important in a business context. To meet our responsibilities in this area, we will develop a dedicated biodiversity strategy that sets out clear goals and defines appropriate measures.

Within the Social Responsibility area of action, our efforts focus on reducing accidents of all kinds, creating a safe working environment, and expanding health and wellness programs for our employees. We are continually working to improve employee satisfaction and make our workplaces more attractive, with the aim of ensuring a safe, healthy, and appealing working environment throughout the company. We are also working to increase transparency across our supply chain. Sustainability does not stop at our own operations, which is why environmental and social considerations are also important criteria in our purchasing decisions.

Each segment of our framework includes at least one high-priority project, which is also aligned with one of our eight ambitions. We support these projects with a range of initiatives that translate them into concrete actions at the operational level and include defined KPIs and targets through 2030. Since our last Sustainability Report, we have continued to develop the strategy, introduced new KPIs, and, in some areas, extended targets previously applied only at our German sites to the entire SÜDPACK Group.

Within the overarching Circular Economy area, for example, we have established a project under Product Design focusing on PPWR-compliant packaging solutions for the EU market and the CO₂e efficiency of our products. The aim of this project is to increase the share of recyclable products in the Business Unit Food portfolio for the European market to 100%, increase the PCR content in contact-sensitive packaging to 10%, and reduce CO₂e emissions (Scopes 1–3) to 209 metric tons per million m².

Within Climate and Nature Protection, one of the projects under the Net Zero ambition focuses on reducing CO₂e emissions in line with our near-term SBTi targets. By 2030, we aim to cut Scope 1 and 2 emissions by 76.3% and Scope 3.1 emissions by 25%. The project is a joint initiative involving Product Management, R&D, Energy Management, and Purchasing.



A good example within Social Responsibility is the Supply Chain, an important focus area for SÜDPACK. As part of the Transparent Supply Chain project, which is managed and implemented by our Purchasing team, our goal is for suppliers with a positive sustainability rating to account for 90% of our total purchasing volume by value.

The targets and KPI definitions for the individual initiatives were established jointly with the relevant individuals and specialist departments. Since the 2024 Sustainability Report, new projects and targets have been defined, particularly in the area of occupational safety, while Climate and Nature Protection has been expanded to include biodiversity and water. The strategy will continue to evolve and will be updated as better data becomes available or circumstances change. The details on the individual projects and goals can be found in the chapters that follow.

Monitoring the sustainability strategy
The individual projects and targets are tracked, and progress toward achieving them is assessed against the 2021 baseline values. In the event of deviations, suitable corrective measures must be developed and initiated. Goal achievement is always measured in the current year compared to the goal for 2030.

Strategy implementation on our company scorecard

Several projects and initiatives have already been incorporated into our strategic scorecards at corporate or functional level and are regularly reported on. These include:

- Increasing the share of sustainable products
- CO₂e reduction
- Optimal use of resources
- Safe working environment with zero accidents
- Motivated organization
- Sustainable supply chain
- Expansion of circular economy

Outlook for 2026
In 2026, we plan to finalize all outstanding targets. Following a review of the current materiality analysis in light of our strategy and the regulatory environment, we identified additional relevant topics that we plan to formally incorporate into the Sustainability Strategy going forward. These include:

- Climate change adaptation
 - Water consumption, water withdrawal, and water discharge
 - Impacts on the condition of ecosystems
 - Diversity
- Following an evaluation of their impacts and effects, these topics will be addressed through appropriate strategies, projects, and measures. We also plan to implement new software in 2026, with data presented in a BI dashboard to improve the visibility and management of data collection, target setting, and progress toward targets.

Work on the projects defined under the strategy will also continue in 2026. The Product Management and Development departments are responsible for implementing the projects relating to sustainable packaging solutions for the EU market and material efficiency. Projects involving technologies for efficient resource management, waste reduction, and the reuse of production waste are being advanced through a cross-functional effort involving the Technical Films and Compounds team, management at the Schwendi site, and the Production, Waste Management, Environmental Management, and Quality departments. Renewable Energy has been implemented as a project within Energy Management. Our extrusion strategy experts, in turn, are currently focused on technologies that help reduce our environmental footprint in the production of sustainable products. The Sustainability Team is focusing on the Closing Material Loops project and will drive the development of a nature protection strategy. The projects on employee satisfaction and creating an attractive workplace have been assigned to HR. Occupational Safety Management is responsible for reducing workplace accidents and improving workplace safety.



Corporate Governance & Compliance

Our materiality analysis enables us to identify the sustainability topics relevant to SÜDPACK. Based on surveys of a wide range of stakeholders, it prioritizes three major topic areas within Corporate Governance and Compliance: Corporate Policy, Data Protection, and Consumers and End Users.

Within Corporate Policy, stakeholders responded positively to our compliance framework, including Compliance Officers, compliance training, and our whistleblowing mechanism. Our supplier management, Code of Conduct, Supplier Code of Conduct, SA8000, and our implementation of the German Supply Chain Due Diligence Act (LkSG) were also viewed positively by stakeholders.

Positive impacts and measures to mitigate potential negative impacts in Data Protection include SÜDPACK's Data Protection Policy, our Data Protection Officer, data security, and data availability.

The materiality analysis shows that, from the perspective of consumers and end users, product safety is particularly important. Product safety is a top priority at SÜDPACK and is ensured through appropriate measures, compliance with international standards, and constructive collaboration with machine manufacturers. An effective, certified management system ensures safety, reliability, and transparency throughout our organization and along the process chain. We also meet our customers' traceability requirements by ensuring that all information relating to our solutions is readily accessible, while complying with all applicable data protection regulations.

Compliance / Corporate Policy

Corporate governance and compliance at SÜDPACK are based on a binding framework designed to ensure adherence to the principles and practices of responsible business conduct. This framework applies to all areas of work, sites, and employees and extends beyond our own operations to suppliers and business and development partners throughout the value chain. Our main points of reference are SA8000, the German Supply Chain Due Diligence Act (LkSG), DIN ISO 26000 Guidance on Social Responsibility, and our own guiding values. We are expressly committed to complying with all applicable laws, standards, voluntary commitments, and administrative and operating regulations, and to ensuring that the actions of every individual are aligned with our values and corporate principles.

The key pillars of our compliance framework include our company-wide Code of Conduct and Supplier Code of Conduct, a structured compliance management system with a Compliance Officer and Legal Coordination, and a global whistleblowing system. If actual or potential negative impacts are identified or reported, these commitments, together with SA8000, provide the framework for appropriate remedial action. Only by acting with integrity, meeting our legal and social responsibilities, and putting our principles into practice can we achieve lasting success and strengthen trust in the SÜDPACK brand.

SÜDPACK

The SÜDPACK Code of Conduct sets out the principles and guidelines that govern responsible conduct within the company. All employees are required to comply with these binding standards of conduct and receive regular training on them as part of the company’s training program. Our approach focuses on five core areas:

- Conduct within our company
- Protection of intangible and tangible assets
- Nature protection and sustainability
- Legal and regulatory framework
- Conduct toward business partners and competitors

All employees and senior managers receive mandatory training when they join the company and at regular intervals throughout their careers at SÜDPACK, tailored to their respective roles. The training covers topics including anti-corruption policies and procedures, SÜDPACK Group risk management, and SA8000, ensuring that employees throughout the company remain up to date on current regulations and best practices.

All SÜDPACK sites are systematically assessed for corruption risks. The dual-control (“four-eyes”) principle and an internal control system provide additional safeguards in relevant processes and transactions. Employees also complete mandatory training at regular intervals, tailored to their role within the company. For senior managers and employees in sensitive functions such as Sales, HR, and Purchasing, the completion rate for more intensive compliance training has already reached 99%. The completion rate for basic training currently stands at 88% due to technical limitations. Employees who have not yet completed the training are being contacted individually and required to do so.

Through our Compliance Officer and the implementation of applicable regulations, our Code of Conduct, and other policy documents, we ensure that each individual has access to objective, well-founded guidance on responsible conduct within our organization, thereby helping to promote sound business practices overall. Our whistleblowing system enables all employees, customers, contractors, suppliers, and other third parties to report violations without fear of retaliation. Our Whistleblowing Policy clearly defines the procedures for seeking advice, raising concerns, and assessing reported violations. This ensures a fair and transparent process that takes account of both the principle of proportionality for those concerned and the protection of the reporting person. During the reporting period, one whistleblowing report concerning corruption was received. The case was investigated thoroughly, and the individual concerned was subsequently dismissed.

Processing times for whistleblower reports during the reporting period

	Acknowledgment of receipt	Feedback to whistleblower on measures taken
Target (statutory requirement)	7 days	3 months
Actual processing time	0.6 days	33.3 days

Data protection

To protect the privacy rights of our employees and business partners, SÜDPACK has established an appropriate level of data protection in accordance with the European General Data Protection Regulation (GDPR). Accordingly, all employees and senior managers are required to observe data protection principles in their day-to-day work and to report any vulnerabilities directly to the appropriate SÜDPACK Group contacts, helping to ensure continued compliance with applicable data protection requirements.

The data protection guideline fundamentally covers matters such as how to handle confidential information, assets and research findings. To safeguard core business processes, IT applications, and systems, we have introduced global security standards and embedded information security in our internal processes. These standards and processes are continuously refined. In addition, regular IT security training makes sure that employees are always up to date. The Data Protection Officer oversees compliance with both internal and external requirements. Our reporting system is used to flag misconduct, irregularities, or other issues. SÜDPACK’s data protection principles:

- Transparency
- Purpose limitation and erasure
- Accuracy
- Data minimization, as well as “Privacy by Design” and “Privacy by Default”

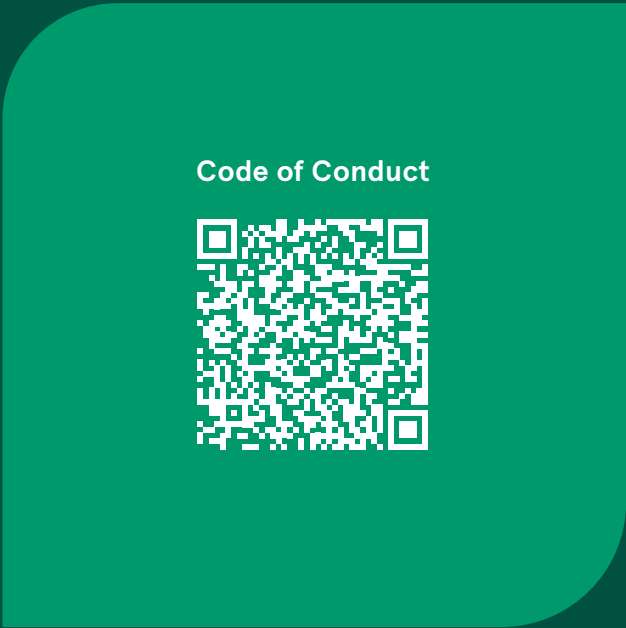
Product safety (consumers and end users)

International industry standards and relevant certifications help us ensure the quality and safety of our products and assess the impacts of different product and service categories on consumer and patient protection. These include:

- ISO 9001: Quality Management System
- ISO 13485: Quality management for medical products
- ISO 15378: Quality management for manufacturers of primary packaging materials for medicinal products
- BRCGS: Global Standard for Packaging Materials

SÜDPACK’s clear objective is to identify risks at an early stage throughout its product development and production processes, in its operating environment, and along the supply chain through to end users and consumers, and to take preventive action to address them.

Governance



Compliance



Sustainable Efficiency

“Sustainable Efficiency by SÜDPACK” brings together the physical and digital worlds. It is not only a key area of action with ambitious goals, but also an important driver of success.

Sustainable Efficiency aims to achieve measurable sustainability impact through circular products, lean production, decarbonization, responsible use of resources, technology, and, above all, people. In short, it is about bringing nature, work, and technology together in a meaningful way.

A key building block of the concept is lean management. Proven lean methods and tools such as Policy Deployment, Shopfloor Management, and Six Sigma, together with the Project Management Office (PMO), enable a results-oriented approach and ultimately help drive profitable growth. By implementing lean, smooth, waste-free processes, we increase the effectiveness and efficiency in our company. We save on costs, resources and energy. We reduce superfluous working steps. We also optimize collaboration along the entire value chain.

One of the key tools in our lean management approach is LEANPACK. In 2024 and 2025, we ran the training 16 times (including 12 sessions at our German sites) for around 160 participants. Structured as a business simulation, it closely mirrors real process steps. The interactive format teaches lean management methods and SÜDPACK’s targets in the areas of occupational safety, quality, lead time, costs, and throughput, enabling teams to set appropriate priorities and identify practical courses of action.

Material efficiency activities at our Multifol plant also began in 2024. Producing smaller batch sizes increased the setup and changeover requirements in extrusion. Our lean management initiatives were therefore focused on continuous improvement and the development of all employees. Key elements included:

- Target setting
- Root cause analysis
- A comprehensive employee training program incorporating lean principles, including a business simulation adapted to blown film extrusion
- Weekly Gemba Walks focused on jointly optimizing setup and changeover processes
- Monitoring results
- And subsequently rolling out the successful approach to other areas, such as cast film extrusion

As the daily Gemba Walks have proven effective, they are now carried out across all areas at our German sites, with a focus on Safety, Quality, and Lean. As part of this lean management method, senior management observes production processes firsthand on the shop floor, enabling them to identify opportunities for improvement and determine appropriate actions.

Circular Economy



The PPWR, which entered into force on February 1, 2025, and whose first provisions will apply from August 2026, is giving further impetus to the circular economy in the plastics and packaging industry. This momentum is being further accelerated by advances in technology, ambitious sustainability efforts by companies, the retail sector, and policymakers, as well as growing public pressure.

SÜDPACK is committed to using finite resources as efficiently as possible and keeping carbon, a valuable resource, in circulation. Our approach centers on material reduction, optimizing packaging design, and developing alternative material structures to conserve resources – and, above all, on circularity, so that existing plastics and plastic waste can be recycled into new, high-quality products. In this way, we support the implementation of the PPWR and have established ourselves as one of the forces driving what we see as an essential transformation in the market.

All ambitions and projects within the Circular Economy area contribute to SDGs 9 and 12, with the corresponding targets reflected in the Sustainability scorecard.

Technology

The findings from our materiality analysis on resource inflows and outflows and resource use inform our activities in the areas of Circular Economy and Innovation and Product Design. Our investments in new production equipment and our commitment to chemical and mechanical recycling technologies are particularly important in this context. Through local regranulation at our Schwendi and Eco-

One key project under the Sustainable Products ambition focuses on implementing suitable technologies for the production of sustainable products and upgrading existing machines with regard to their capacities and technology. To expand production of PharmaGuard®, a blister packaging solution that is recyclable* according to current standards, work began in November 2025 on expanding the Erolzheim plant, including the addition of an ISO 7-certified clean room. The extension will also incorporate technology that enables production scrap generated during the manufacture of PP-based blister packaging to be regranulated and reused. The expanded plant is scheduled to become operational in fall 2027. In addition, the Coulmer site in France has been expanded since 2023 to include clean room production space for pouch manufacturing. Following its opening in July 2026, the facility will also manufacture the new mono-PE bags and pouches under certified ISO 7/8 clean room conditions. These are intended to replace conventional PA/PE pouches across much of the existing portfolio. Once operational, the expansion will significantly increase the production area available for recyclable* primary packaging for pharmaceuticals and sterile barrier systems for medical and diagnostic products.

Measures

From SÜDPACK’s perspective, further progress toward a circular economy can only be achieved through a diverse mix of recycling technologies. In this context, we regard the various recycling processes as complementary rather than as competing alternatives. To achieve this, however, existing recycling capacity must be expanded, established recycling processes further developed, and the conditions created for PCR to be

Ambitions	Projects	Goals for 2030	Goal attainment (100%)
Zero Waste and Sustainable Products	Technologies for Resource Management and the Production of Sustainable Products	Capacity expansion for resource management and production of sustainable products 100% capacity	Resource management: 50% Sustainable Products: not available

form plants, we are able to recycle our own production-related plastic waste by converting it into valuable granules and recyclates. These materials are then fed back into film production or used in compounds.

Sustainability Strategy projects

The central project under our Zero Waste ambition focuses on suitable technologies for improving the efficiency of resource management at SÜDPACK. To achieve this, we are focusing on initiatives to expand both capacity and technological capabilities in our Compounding and Regranulation business area, as well as on chemical recycling. In the 2025 reporting period, we reached 50% of our target in the Technology for Resource Management segment. By 2030, we aim to build up sufficient capacity to enable the recycling of 100% of all non-hazardous waste and production by-products. If these materials cannot be reused within our own operations, the Technical Films and Compounds business areas responsible for the project will seek suitable applications for them in other industries.

used on a commercially viable basis, particularly in contact-sensitive packaging applications. This will support the development of a circular economy that is aligned with market demand.

SÜDPACK supports the transition to a circular economy across our industry through active involvement in relevant committees, institutions, and industry associations such as IK, FPE, and CEFLEX. We also work to raise awareness of the issue among policymakers and incorporate insights from our dialogue with stakeholders into our activities. We contribute to this transition by developing new circular products that are designed for recycling and contain PCR. We are also supporting this transition by expanding our production capacity, as we are currently doing at SÜDPACK Medica. This means that even in the



*Recyclable in accordance with the German minimum standard and DIN EN 13430

medical packaging industry, where primary packaging is not subject to the PPWR requirements on PCR use and recyclability, we can already offer attractive options for companies committed to sustainability.

As part of our Sustainability Strategy, we are focusing specifically on two areas: resource management and the circular economy. At SÜDPACK, resource management is primarily concerned with recovering materials internally through regranulation, recyclables processing through compounding, and identifying external recovery options for waste that cannot be recycled in-house. Our circular economy activities focus primarily on improving the recyclability of material structures and on using chemical recycling at the end of a package’s life cycle as part of an integrated approach to raw materials management. The reality is that, while mechanical recycling remains a key pillar of the circular economy, closing material loops – especially for food packaging – will also require chemical recycling as an effective complementary process. It should therefore be developed further as we move toward a more sustainable future. This is especially true where mechanical recycling reaches its limits.

Product design

Ambitions	Projects	Goals for 2030		Goal attainment (100%)
Sustainable Products and Net Zero	Packaging Solutions for the EU Market according to PPWR	Increase in percentage of recyclable products	100% recyclable films	Recyclable films: 27%
	CO ₂ e Efficiency of Our Products	Increase in PCR percentage (contact-sensitive)	10% PCR	PCR: not available
		Reduction t CO ₂ e/m ² (Scope 1–3)	209 t CO ₂ e/million m ²	Reduction t CO ₂ e/million m ² : 35%

Our materiality analysis confirmed the need to firmly embed resource use and the topics of resource inflows and outflows, and to develop appropriate measures in the areas of Circular Economy and Innovation and Product Design. In particular, the use of fossil raw materials and the fact that some of our products currently remain in circulation only to a very limited extent and are instead sent for thermal recovery are considered negative impacts. Positive impacts include:

- Circular design
- Recyclability and the use of recyclates
- Material efficiency
- Investments in new machines, technologies, and R&D
- Backward integration
- Science Based Targets – our ambition to reduce CO₂e emissions

Sustainability Strategy projects

Our Sustainable Products ambition brings together projects aimed at increasing the share of sustainable products in our portfolio in response to the PPWR. By 2030, we aim for recyclable films to account for as close to 100% of our European portfolio as possible, up from 27% today. At the same time, we aim to increase the PCR content in contact-sensitive applications to 10%. In addition, we aim to increase the PCR content in PET to 30% and in non-contact-sensitive applications to 35%. This metric is already available at product level;

a project is currently underway to establish a portfolio-wide assessment process. A cross-functional project team comprising representatives from Product Management, Development, Purchasing, Sustainability, IT, Master Data, QW, and the PMO is responsible for implementing the corresponding measures, establishing the necessary data foundation, and implementing the PPWR requirements. As part of our Net Zero ambition, we are placing even greater emphasis on the “CO₂e Efficiency of Our Products” project and its associated KPI for CO₂e reduction, measured in metric tons of CO₂e per million m² of product.

As of 2025, we have achieved 35.6% of our 2030 CO₂e intensity target (tCO₂e/t of product) of 1.67 metric tons of CO₂e per metric ton of product. For CO₂e intensity (tCO₂e per million m² of product), we are currently 34.7% of the way toward our target of 209 metric tons of CO₂e per million m² of product. A team drawn from Product Management, R&D, Energy Management, Purchasing, and Sustainability will now systematically analyze CO₂e emissions throughout our supply chain arising from the type and quantity of raw materials used and from the manufacture of our products, and take full advantage of opportunities for improvement.

Sustainable product design

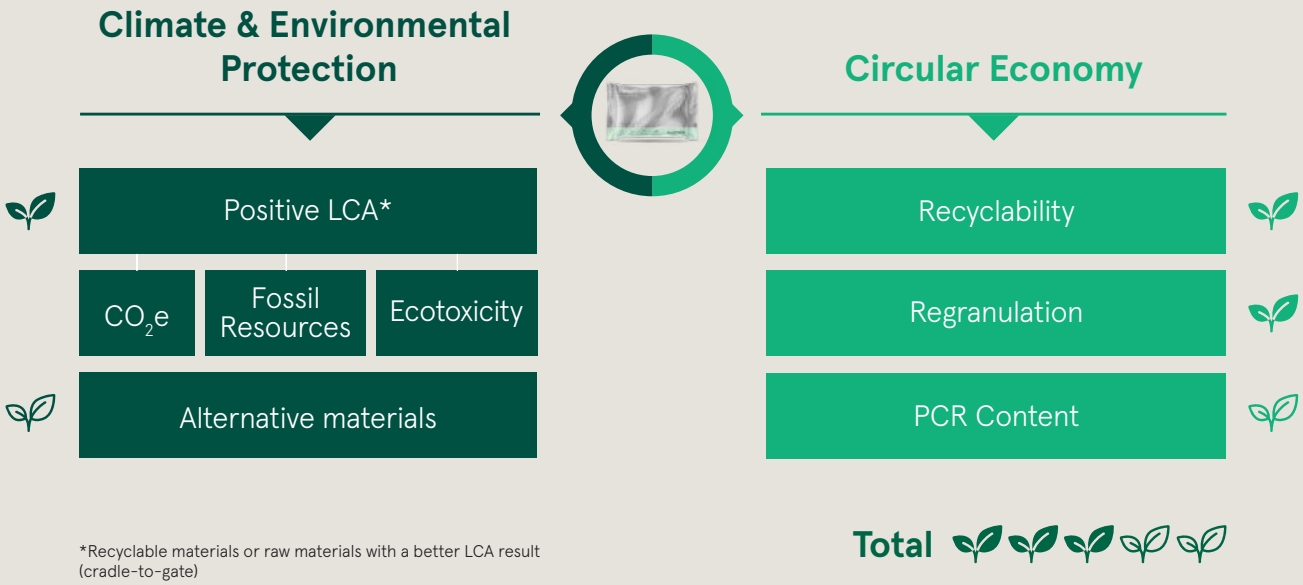
The environmental impact of packaging depends on more than just the material used. The specific application, the type of raw material (fossil-based, recycled, or bio-based), the packaged product, energy requirements, packaging weight, and end-of-life recovery must also be taken into account when assessing whether a packaging concept is environmentally sustainable.

To assess whether one product is more sustainable than another, we identified five key factors and grouped them into two overarching categories:

- Circular Economy
- Climate and Environmental Protection

Within the Circular Economy area of action, we regard recyclability, regranulation, and the use of PCR as key factors. For Climate and Environmental Protection, positive results in a life cycle assessment across different impact categories – such as CO₂e emissions or ecotoxicity compared with the reference product – as well as the use of alternative materials such as bio-based plastics, count favorably toward the overall score. The assessment uses a simple scale from 0 to 5, with one point awarded for each criterion a product meets. This allows products to be compared and the more sustainable option to be identified.

Sustainable Product Design



BU Food

In the BU Food, our focus is on further developing recyclable structures in preparation for the upcoming PPWR recyclability standards, while continuing to ensure product protection. Prime examples include

- our new PE-based Carbon Lite film
- and our latest-generation PP mono-material structures, which deliver further improvements in both material efficiency and recyclability.

In the coffee and convenience segments, we are currently stepping up the development of recyclable solutions to replace the aluminum laminates that are still widely used.

In preparation for the first phase of the PPWR implementation, set to begin in August 2026, SÜDPACK has taken a proactive approach by screening its food product line for substances of concern and PFAS. These substances must not exceed specified limits in the finished packaging unit. As part of a project, the relevant products and raw materials were identified and product formulations adjusted where necessary. Our products were converted by the deadline of August, 12, 2026, so that our customers can comply with these limits. At the same time, we continue to focus on recyclability and the development of films containing PCR, as both will become increasingly important as the circular economy expands within the plastics industry and the PPWR gains in significance.

In 2025, we also launched another important project centered on an assessment system designed to reflect PPWR requirements and evaluate our progress in product development. Our new roadmap for sustainable packaging provides the framework for the strategic and sustainable transformation of SÜDPACK’s portfolio, focusing primarily on recyclability, PCR content, non-fossil solutions, and PCF.

BU Medica

The BU Medica portfolio focuses in particular on core products for which Design for Recycling is a key guiding principle. We take requirements relating to sortability, recyclability, and circularity into account from the development stage onward. Through material structures designed for recycling, resource-efficient design, and the reduction of material complexity, we create packaging solutions that combine product protection with the circular economy.

With NutriGuard®, we have also launched a packaging concept that is recyclable* in accordance with current standards, offering a more sustainable alternative to established PVC/PVdC blister packaging. As nutraceuticals are classified as food products, they are subject to PPWR requirements, particularly those relating to recyclability, PCR content, and PFAS.

*Assessed in accordance with the German minimum standard and DIN EN 13430

Resource Management

Ambitions	Projects	Goals for 2030		Goal attainment (100%)
Zero Waste and SÜDPACK as Leader in Circular Economy	Waste Reduction	Reduction of waste	0 t waste	Non-hazardous waste: -5%
	Use of Production	Increase in recycling of waste	tbd	Hazardous waste: -16%
	Waste	Development of strategic part-	tbd	not available
	Closing Loops	nerships		not available

Intelligent material management in the plastics and packaging industry aims to move away from conventional disposal of production waste and used packaging toward circular-economy solutions.

For SÜDPACK, resource management is essential to our future viability and to pursuing a responsible environmental and climate policy. We therefore focus primarily on reducing internal and external waste volumes, ensuring effective separation of materials, and finding appropriate recovery options for the different material fractions throughout our supply chain. Wherever possible, this is achieved through mechanical recycling – supplemented by chemical recycling where mechanical processes reach their limits.

One negative impact is the generation of both non-hazardous and hazardous waste during film production. The share of plastic packaging that is not recycled is steadily declining, but remains higher than for other material types. According to Eurostat data on packaging recycling rates** in the EU, 41.7% of plastic packaging was recycled in 2023, while 35.3% was incinerated and 23% sent to landfill. Although this represents a slight improvement over the 2021 figures, there is still considerable room for improvement – including at SÜDPACK. Our stakeholders consistently view SÜDPACK’s overarching Zero Waste ambition positively. From the product development stage onward, we place particular emphasis on:

- high material efficiency
- avoiding substances that unnecessarily hinder recycling
- using materials that can be effectively recovered.

Our principle: Any material saved at the outset does not need to be disposed of at the end. And every package designed in accordance with Design for Recycling requirements conserves resources and reduces the environmental impact – helping to advance genuine circularity in our industry.

These efforts are supported by a range of complementary measures, including the regranulation of plastic waste and recyclables by material type (wherever possible), the systematic reuse of edge trim, die-cutting waste, and regranulate in compounding, as well as substantial investments in new waste-reduction technologies.

Sustainability Strategy projects Waste

Two key projects in relation to our Zero Waste ambition – focusing on our internal material streams – are Waste Reduction and Use of Production Waste. As part of these efforts, we have set an ambitious target of reducing both hazardous and non-hazardous waste to zero metric tons by 2030.

Development of waste volumes [t]

in t	2023	2024	2025
Diverted from disposal	8,070	11,482	12,079
Non-hazardous waste	7,939	11,081	11,714
Processing for reuse	545	605	505
Recycling	7,394	10,475	11,209
Other procedures for recovery	-	-	-
Hazardous waste	132	401	364
Processing for reuse	132	362	348
Recycling	-	39	16
Other procedures for recovery	-	-	-
Forwarded for disposal	8,032	5,050	6,854
Non-hazardous waste	7,168	4,398	6,103
Incineration (with energy recovery)	6,863	4,001	5,632
Incineration (without energy recovery)	40	132	-
Landfill	264	265	472
Other disposal procedures	-	-	-
Hazardous waste	864	652	751
Incineration (with energy recovery)	459	648	737
Incineration (without energy recovery)	405	-	-
Landfill	-	-	-
Other disposal procedures	-	4	14
Total waste	16,102	16,532	18,933

**https://doi.org/10.2908/ENV_WASPAC



However, as of 2025, non-hazardous waste has increased by 5% in absolute terms and hazardous waste by 16% compared with the 2021 baseline. This was due in part to the significantly higher number of production trials involving the SPQ printing process in 2025, as well as higher production volumes compared with 2023 and 2024. Despite this, total waste volumes have fallen by 7.3% at SÜDPACK Germany and by 41% at SÜDPACK Bioggio compared with 2021. The next step is to analyze waste-volume data and the methods used to collect it in detail, with the aim of identifying and implementing targeted waste-reduction projects.

We are further along when it comes to regranulation. By 2030, we aim to regranulate as much production waste as possible. Regranulated materials currently account for approximately 4.9% of all materials used.

Another priority is to use new technologies to increase the recycling rate for waste that cannot currently be recycled. To this end, we are exploring additional options and defining corresponding targets and initiatives.

Ambition: SÜDPACK as Leader in Circular Economy “Closing Loops” sounds simple. In reality, however, a functioning circular economy requires a major collective effort involving industry, trade, lawmakers, institutions, society, and individual companies – and places demands on every one of them.

We have identified the development of strategic partnerships as a key initiative. However, specific targets for 2030 have not yet been defined, as the development of market-ready alternatives to mechanical recycling is taking longer than expected. The project team tasked with this will therefore explore further options and determine the way forward.

In our Compounding business area, for example, we are actively developing new ways to process film scrap for reuse and sale. Our unique expertise in polymers, additives, and fillers, combined with our technical capabilities, offers significant advantages – particularly for technically demanding applications. The innovative compounds made from conventional or bio-based raw materials, which we consolidated under the StarBlend® brand in 2025, can be precisely tailored to our customers’ specific requirements (high media resistance, surface quality, scratch resistance, and protection against UV radiation and weathering).

Climate & Nature Protection



Climate protection is a monumental task. It means drastically reducing greenhouse gas emissions across the entire value chain and permanently sequestering unavoidable residual emissions, preserving environmental stability, and safeguarding human well-being. Everyone has a role to play in helping ensure a sustainable future for our planet.

As a family-owned mid-sized company, we think and act with future generations in mind. Our goal is to ensure the company’s long-term success and safeguard its future for generations to come. Sustainable business practices are therefore not simply a corporate aspiration, but a responsibility we take seriously. Against this backdrop, climate protection is a key focus area and an integral part of our Sustainability Strategy. We regard it as our responsibility to future generations and as essential to securing their quality of life, economic stability, and prosperity. We therefore work continuously to reduce our greenhouse gas emissions, use energy more efficiently, and promote more climate-friendly solutions throughout our value chain.

We see nature protection as an essential complement to climate protection. Accordingly, we take an integrated approach that considers healthy ecosystems, biodiversity, and water alongside climate protection and adaptation, CO₂e reduction, and sustainable product development. By embedding Climate and Nature Protection in our business strategy and consistently pursuing the targets we have set, we are fulfilling our own ambitions and can guide the SÜDPACK Group into the future confident that we are acting responsibly.

emissions. The current end-of-life pathways for our products are not yet fully circular, which also contributes to adverse climate impacts. There are also positive impacts, including:

- Our focus on recyclable PP-, PE-, and PET-based packaging concepts that use less material and are designed for circularity at end of life;
- The development of packaging materials made from bio-based or biodegradable plastics with a lower CO₂e content than fossil-based plastics;
- Our near-term CO₂e reduction targets, validated by the SBTi; and
- Our voluntary commitment to greater sustainability through alliances and industry associations.

Climate change also presents financial opportunities, but it brings risks as well. These include higher costs resulting from carbon pricing and rising raw material prices, as well as climate-related changes and extreme weather events that can lead to higher insurance premiums and increased costs for repairing damage. Another challenge is that efforts to protect the climate and nature also entail costs. The additional costs involved are not always shared by customers, retailers, or consumers. Put another way, willingness to bear the additional costs associated with sustainability remains limited, particularly in economically challenging times.

At the same time, investments in new technologies and in expanding a more sustainable product portfolio make it possible to take concrete action on climate protection, environmental protection, and resource conservation. A broad range of sustainability activities can also

Ambitions	Projects	Goals for 2030		Goal attainment (100%)
Net Zero	CO ₂ e Reduction in accordance with the near-term SBTs	Scope 1 and 2 reduction Scope 3 reduction	-76.3% CO ₂ e Scope 1 and 2 -25% CO ₂ e Scope 3	Scope 1 and 2: 96% Scope 3: 64%

The various ambitions and projects within our Sustainability Strategy – including the Science Based Targets initiative (SBTi) and our membership in the Climate Alliance Baden-Württemberg – support our climate protection and CO₂e reduction goals, and therefore SDGs 7 and 13. During the next reporting period, we will continue to expand our work in the area of Nature Protection and define corresponding targets and measures.

Net Zero

Climate protection, climate change adaptation, and the associated Net Zero ambition are key issues for the SÜDPACK Group. The findings from our materiality analysis are consistent with the positive and negative impacts already identified in previous Sustainability Reports.

Our high production-related Corporate Carbon Footprint (CCF) is largely driven by Scope 3 emissions from purchased goods and services based on fossil raw materials. As a result, the impacts of our business activities are a key focus of our efforts to reduce indirect CO₂e

strengthen a company’s brand and enhance its reputation. On top of this, they can also make it easier to finance investments of all kinds, while creating a solid economic foundation for future development. Lenders and business partners already favor companies that can respond flexibly to climate-related and geopolitical change, put their visions into practice, and take targeted action early to safeguard their future viability.



Sustainability Strategy projects

Like Zero Waste, SÜDPACK’s Net Zero ambition is an integral part of our Sustainability Strategy. It is also a task that challenges us as an organization and drives us forward day after day.

Corporate Carbon Footprint [t CO₂e]

Emission source	2023	2024	2025
Scope 1	13,866	13,607	13,966
Coolant	434	458	643
Mobile incineration	725	626	591
Stationary incineration	12,675	12,492	12,701
SF6 isolation	31	31	31
Scope 2	6,487	1,108	987
Electricity (market-based)	4,585	1,090	970
Electricity (location-based)	25,208	24,024	22,183
Heat	1,901	18	17
Scope 3	400,316	396,800	412,642
Purchased goods and services	287,931	274,353	289,460
Fuel- and energy-related activities	7,353	8,022	8,316
Waste	16,824	17,555	19,460
Business travel	250	343	415
Employee commuting	2,317	2,309	2,411
Upstream transport	15,591	19,563	15,786
Downstream transport	416	1,606	1,404
Recycling and disposal	59,744	61,701	61,979
Capital goods	3,837	5,854	7,905
Investments	2,295	2,230	2,233
Processing of purchased products	3,758	3,263	3,274
Final result	420,668	411,515	427,595

Differences are due to rounding of the values shown in the table

The related measures are combined in a wide-ranging project focused primarily on reducing our CO₂e emissions in line with the SBTi near-term targets. The project is led by a strong cross-functional team made up of representatives from Sustainability Management, Product Management, Development, Compounds, Finishing, Energy Management, Environmental Management, and Purchasing.

Our targets under the Net Zero ambition are aligned with the SBTi near-term targets for Scope 1 and 2 and Scope 3.1, which were validated in April 2024. Accordingly, we aim to reduce our greenhouse gas emissions across Scopes 1, 2, and 3 by 2030. We also met our annual target for 2025.

Overall, our analyses show that production volumes increased slightly in 2025, resulting in a corresponding increase in emissions. In particular, the higher volume of purchased goods and services led to an increase in emissions from our largest source of emissions. The associated increase in waste volumes also had a negative impact on our CCF.

In addition, significant investment – including in the expansion of the Erolzheim and Coulmer plants – resulted in an above-average increase in emissions in the Capital Goods category.

At the same time, electricity-related emissions decreased slightly, as the Coulmer site has been purchasing green electricity backed by guarantees of origin since the beginning of 2025. Transport emissions also fell as a result of optimization measures, despite higher purchasing and sales volumes.

Our progress in the area of products is also worth highlighting: The expansion of our portfolio of sustainable packaging solutions is well underway, even though demand for recyclable material structures has not yet picked up as expected for a variety of reasons. In preparation for the PPWR requirements that will apply from 2030, we are also stepping up our work on PCR, which is currently used primarily in PET films and PET granulates. Both measures improve the PCF of the products we manufacture. The benefits of materials with a lower CO₂e footprint are also reflected in our CCF, particularly in categories 3.1, Purchased Goods and Services, and 3.12, End-of-Life Treatment of Sold Products. In package printing, we have also succeeded in convincing more customers to adopt our sustainable SPQ printing technology, enabling further CO₂e reductions in both flexo and rotogravure printing.

SBTi

SÜDPACK is firmly committed to the goals of the Paris Agreement and therefore joined the SBTi in 2022. More than 11,000 companies worldwide have already joined the initiative, with the aim of helping to limit global warming to 1.5°C through effective corporate climate action.

SÜDPACK’s near-term SBTs, validated in April 2024, target a 76% reduction in Scope 1 and Scope 2 emissions between 2021 and 2030. As of 2025, our progress toward this target stands at 96%, leaving us just short of reaching it.

These emissions are directly linked to our own operations and energy requirements. However, by far the largest share of our total emissions – 96.5% – falls within Scope 3. Emissions from Purchased Goods and Services and End-of-Life Treatment of Sold Products alone account for 85% of our Scope 3 emissions. For indirect emissions, the near-term target is a 25% reduction in the Purchased Goods and Services category. To date, we have achieved 64% of our 2030 target in this category.

An important basis for this work is our CCF, which is now available for the years 2021 through 2025 and records and analyzes emissions from all production sites, sales offices, and holdings in other companies, such as carboliq. 2021 serves as the baseline year, making progress easier to measure and visualize, and is also the base year for the SBTs. Verification of the 2023 and 2024 CCFs in accordance with the Greenhouse Gas Protocol (GHG) identified only minor recommendations and issues.

Climate Alliance Baden-Württemberg

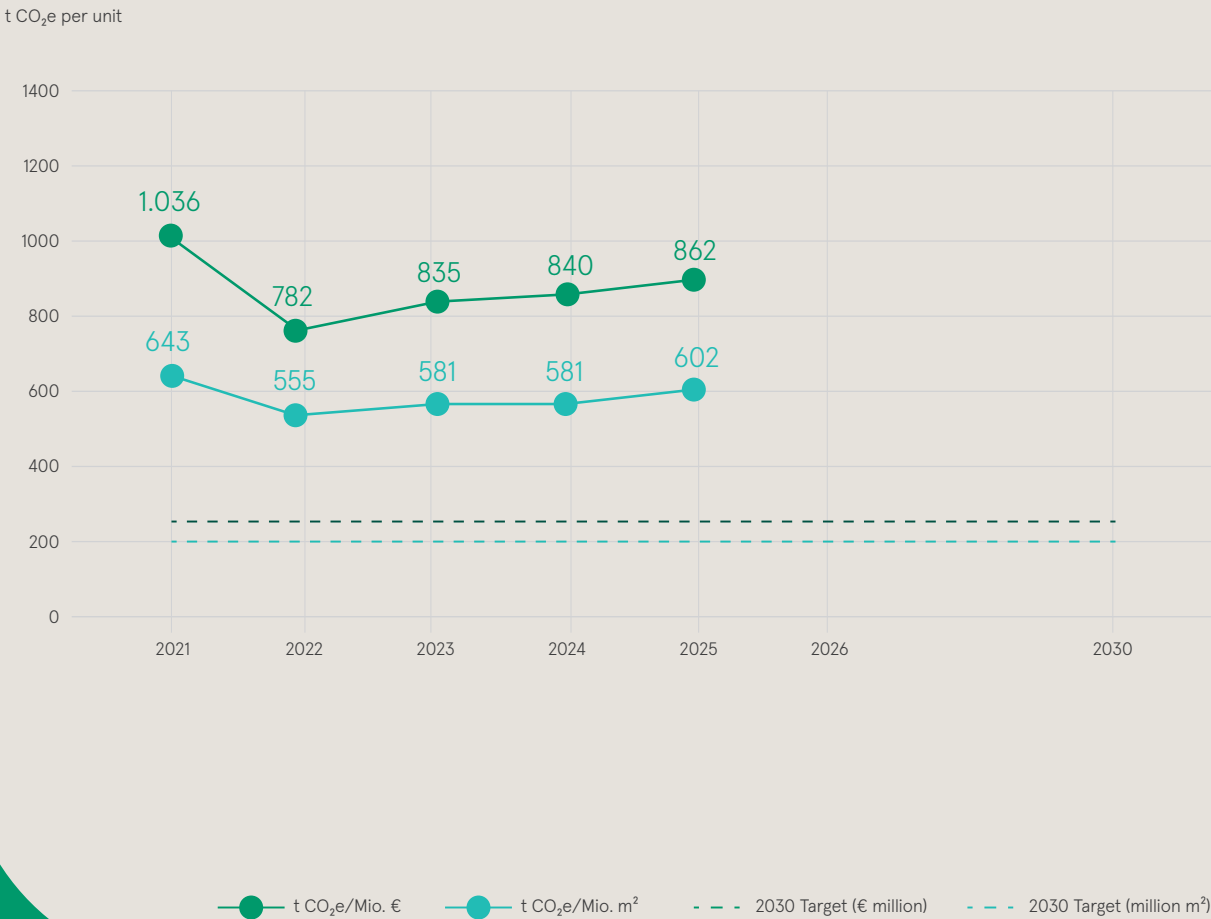
By joining the Climate Alliance Baden-Württemberg in November 2024, we – along with 66 other companies committed to climate action – voluntarily entered into a climate action agreement with the state of Baden-Württemberg and committed to reporting on our progress annually over a ten-year period. The alliance aims to

promote systematic climate action within companies. In 2025, we submitted our first emissions report to the state government in accordance with the alliance’s requirements.

Climate adaptation

Climate change is already a reality, as are its consequences, including extreme weather events and flood risks. As a company, we too need to prepare for these new challenges. Against this backdrop, a climate risk analysis was carried out in 2025 as part of a project with the Climate Alliance Baden-Württemberg and Prognos AG, based on a number of specific examples. The methodology is now being extended to other areas of the company and other climate change impacts, while the approach is also being formalized in light of the CSRD.

CO₂e intensity





Energy Management

Ambitions	Projects	Goals for 2030		Goal attainment (100%)
Net Zero	Renewable Energies	Increase in percentage of renewable energies	65% renewable energy	Renewable energy: 88%

Energy is a precious commodity. As part of our Net Zero ambition, SÜDPACK aims to use intelligent energy management to help conserve resources, protect the climate, and ensure security of supply – ultimately contributing to a more sustainable future for our planet.

By intelligently linking digitalization and management systems with our Sustainability Strategy, we can manage energy consumption, improve our energy cost position, identify untapped energy-efficiency potential, and reduce the adverse impacts of our energy systems.

A key tool for achieving this is our certified ISO 50001 energy management system, which, under the Energy Efficiency Act (EnEfG), has been mandatory in Germany since January 2024 for companies with annual final energy consumption of more than 7.5 GWh. Energy-intensive companies such as SÜDPACK can use this system to systematically reduce their energy consumption while also benefiting from lower energy-related levies and charges.

This is particularly relevant because granulate production is energy-intensive and our production facilities themselves consume significant amounts of energy. As expected, both factors are reflected as negative impacts in our materiality analysis. On the positive side, SÜDPACK made early investments in green electricity, its own photovoltaic systems, and energy-efficient production equipment. Another positive aspect is our use of international standards to optimize our environmental footprint and meet statutory requirements.

Sustainability Strategy projects

The most important project within Energy Management focuses on Renewable Energy. The key initiative within this project is to increase the share of renewable energy at SÜDPACK to 65% by 2030. Of this, 5% is to be generated in-house.

In 2025, purchased green energy accounted for 57% of total energy consumption, while self-generated green energy accounted for 0.5%.

The Energy Management project team continues to focus on expanding the use of green electricity across the company and increasing in-house electricity generation through photovoltaic systems and similar technologies. In addition, we are evaluating options for using other sustainable energy sources and continuing the transition toward electrification.

Measures

Effective energy management can significantly reduce emissions by sharply reducing energy consumption and maximizing the use of renewable energy wherever feasible and appropriate.

To establish our current position and identify opportunities for further progress, energy consumption was recorded across all sites. This was followed by a review of options for CO₂e-neutral energy procurement.

At present, renewable energy use across the SÜDPACK Group comprises both in-house generation, such as photovoltaic power, and the purchase of guarantees of origin for renewable electricity at Ochsenhausen, Erlenmoos, Schwendi, and Erolzheim, as well as at our sites in Poland, the Netherlands, and France. Renewable energy accounted for around 57% of our energy consumption in 2025, representing a slight increase compared with previous years. Across SÜDPACK as a whole, 92% of the electricity we currently use comes from renewable sources.

It is also encouraging that energy-efficiency measures reduced energy consumption by 2.6% between 2024 and 2025 and by a total of 19% compared with the 2021 baseline.

In addition to our certified ISO 50001 management system, our investments in more energy-efficient machinery and equipment have proved particularly effective. We have also found that even relatively “small changes”, such as installing LED lighting, motion sensors, timers, and dimming functions, can deliver significant savings. For example, upgrades and improvements to our lighting have reduced electricity consumption by around 45%, equivalent to 5 kWh/m². In one section of our main plant in Ochsenhausen, replacing a further third of the lighting is now saving 55,001 kWh per year.

But our successes do not end there. Optimizing the compressed-air system – specifically by eliminating a total of 80 leaks – has reduced annual energy consumption by 157,253 kWh. Further savings of 404,409 kWh per year have been achieved by removing existing stand-alone cooling units and connecting various areas of the Ochsenhausen plant to the existing central cooling supply. Last but not least, insulating additional extruder to reduce heat loss and energy demand is expected to improve the energy efficiency of one extruder by 3.9%.

Total energy consumption [MWh] (location-based)

	2024	2025
Non-renewable fuels	66,245	59,489
Purchased energy	53,895	47,909
Self-generated energy	12,350	11,581
Renewable fuels	67,962	71,287
Purchased energy	67,393	70,691
Self-generated energy	569	596
Sold energy	3,480	3,408
Total energy consumption*	130,727	127,368

* Non-renewable fuels + renewable fuels – sold energy. Differences are due to rounding of the values shown in the table

Resources and Nature

Areas of action	Projects	Goals for 2030		Goal attainment (100%)
Resource efficiency	Material efficiency	Increase in material efficiency	105 g virgin material/m²	Material efficiency: 40%
	Biodiversity and water management	tbd	tbd	not available

Our planet does not have sufficient resources to sustain current levels of consumption. Responsible use of limited resources is therefore imperative, both today and for future generations.

As a manufacturer of plastic films and packaging concepts, SÜDPACK is committed not only to meeting regulatory requirements, but also to helping establish a circular economy within the industry and keeping the raw materials used in our increasingly sustainable portfolio in circulation. Every package made from fossil raw materials contributes to emissions and resource consumption.

To address this, we are pursuing a range of approaches to improve sustainability in the packaging industry, including optimizing material efficiency, designing packaging around both product requirements and circularity, conducting life cycle assessments, investing in technology and research, and implementing intelligent material management. Our stakeholders share this view: In our materiality analysis, resource use and Innovation and Product Design rank among the most relevant topics. Our efforts to minimize raw material use and maximize material efficiency are therefore viewed positively. Our modern machinery, which enables us to produce ultra-thin film structures and in which we continue to invest substantial sums, is also viewed positively. As in previous materiality analyses, respondents once again viewed the use of fossil raw materials and the end-of-life recovery of our products negatively, as too few plastic fractions are still kept in circulation.

The SÜDPACK Group’s business activities in Germany and abroad have a range of environmental impacts, including negative ones. Although we cannot eliminate every adverse impact, targeted measures can help reduce water, energy, and resource consumption and minimize our impact on nature.

Our materiality analysis reflects the potential and actual positive and negative impacts, as well as the risks and opportunities, associated with nature conservation. On the negative side are losses of plastic granules and potential environmental pollution caused by packaging waste and microplastics.

Positive impacts include the role SÜDPACK products play in protecting food and medical products. Our certified ISO 14001 environmental management system is also viewed positively. Among other measures, it includes concrete steps to prevent the release of microplastics and to treat used water.

Sustainability Strategy projects

Material efficiency

At the heart of our Net Zero ambition is the Material Efficiency project, with a clear focus on continuously improving the material efficiency of our high-performance films.

Our current portfolio shows that we are making good progress. SafePeel Clear NT, for example, is a latest-generation, high-transparency lidding film that, at 37 µm, is more than 25% thinner than its predecessor and, according to our internal calculations, has a carbon footprint up to 33% lower. For horizontal PE-based flow pack applications, we have also reduced film thickness – and therefore material use – by around 10%, while maintaining the same barrier and mechanical properties. In a current customer project involving a PP flow pack for fresh pasta, we have also succeeded in reducing the packaging weight of an already very lightweight pouch by a further 8%.

Our 2030 target is to reduce virgin material use across all our films to 105 g/m². In 2025, we reached 126 g/m², representing 40% progress toward this target.

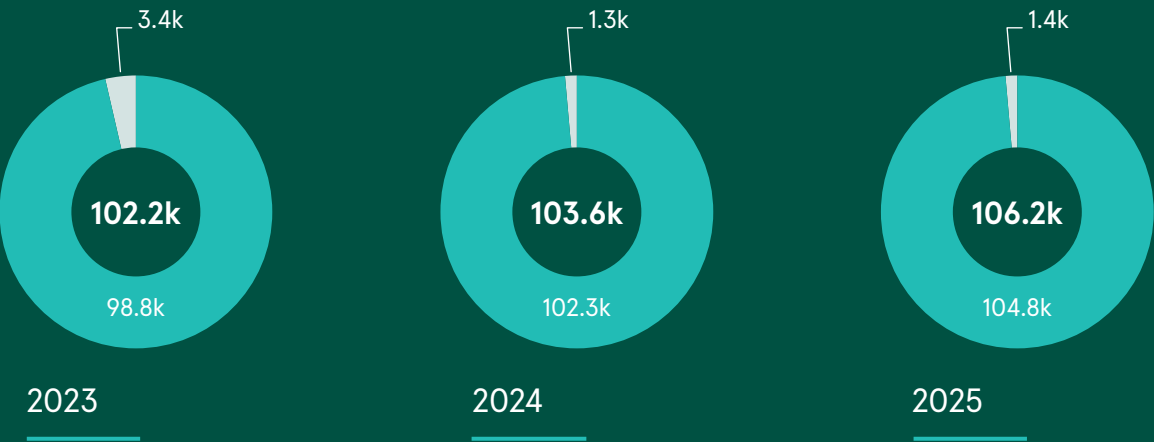
Biodiversity

Biodiversity is another area where our activities have an impact. Although the Schwendi site is located in a protected area and additional land is being developed for new buildings, no species are being exploited. Our stakeholders also recognize

SÜDPACK’s positive contribution to sustainability through circular, resource-efficient packaging solutions, as well as through food protection and the reduction of food waste, particularly with regard to agricultural land use and CO₂e emissions.

Materials used (t)

Non-renewable materials Renewable materials



Water consumption in m³



Site	2023	2024	2025
Sites in Germany	30,523 m³	↑30,655 m³	↓28,663 m³
Bioggio, CH	502 m³	↓371 m³	↑1,005 m³
Kłobuck, PL	3,096 m³	↑3,638 m³	↓3,602 m³
Grootegast, NL	601 m³	↓541 m³	↓540 m³
Oak Creek, US	1,503 m³	↓1,435 m³	↑1,862 m³
Coulmer, FR	395 m³	↑840 m³	↑1,479 m³



Further measures relating to biodiversity and water will therefore be progressively and systematically incorporated into our Sustainability Strategy 2030.

The initiatives implemented to date have already delivered tangible results: We have committed to zero granule loss and put technical and organizational measures in place to prevent spilled granules from entering the environment. Screens fitted to all outdoor drains at our sites prevent microplastic particles from entering wastewater systems and ultimately the environment. In this context, for the first time under the REACH Regulation, we reported to the European Chemicals Agency the amount of synthetic polymer microparticles released into the environment in 2025.

As a general principle, we have avoided the use of highly hazardous substances in production for many years. When introducing new chemicals, we assess the available options and give preference to lower-risk alternatives. Outdoor lighting has been restricted to protect insects. And to protect threatened swallow populations at our German sites, we have provided nesting sites.

Small changes can also make a big difference when it comes to paper. At our customers' request, we use FSC-certified paper from responsibly managed forests where protecting wildlife, plant life, and the wider ecosystem is a key priority. One of the most important levers is the end-of-life stage of our packaging solutions. By advancing the circular economy, we can reduce the amount of plastic waste that is incinerated or sent to landfill, resulting in lower CO₂e emissions and fewer packaging residues entering the environment.

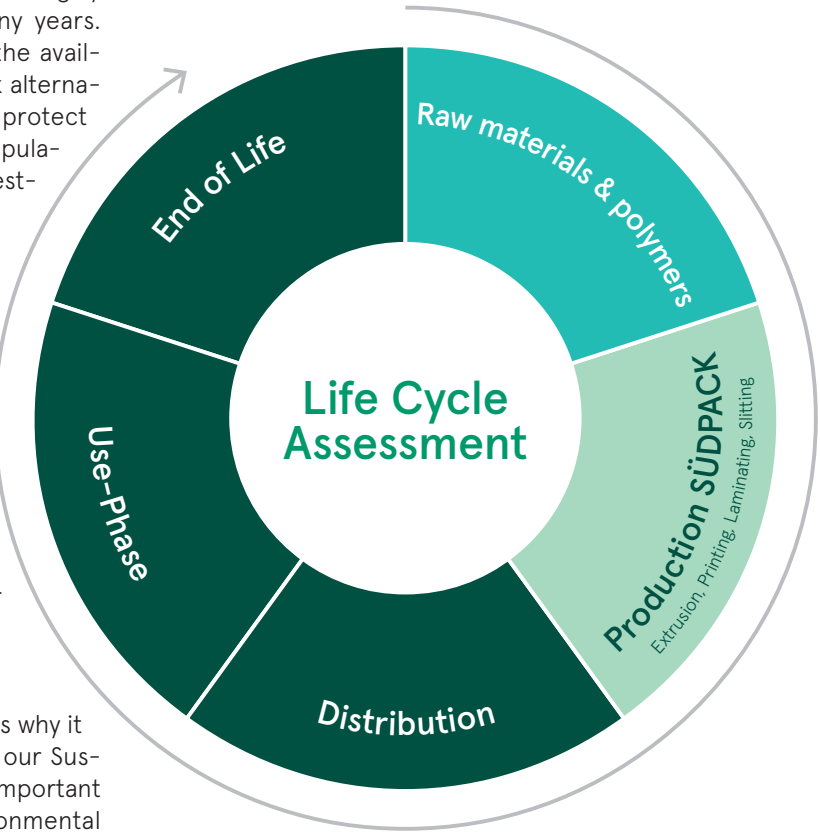
Water
Water use is relatively low at SÜDPACK, which is why it has not previously been a dedicated focus of our Sustainability Strategy. Even so, water remains an important consideration within our approach to environmental management.

At sites exposed to flood risk, barriers and firewater retention systems have been installed to prevent contaminated water from entering rivers or groundwater. Used water is also filtered to remove plastics and additives. The water required for regranulation is circulated in a closed loop. To ensure maximum safety, we electronically monitor all substances present in the water, as well as water consumption.

Despite the increase in production from 2024 to 2025, we reduced water consumption across the SÜDPACK Group by 1%. At our German sites, water consumption fell by 6.5%.

Life cycle assessment (LCA)
"Use as little material as possible, but as much as necessary" remains our central guiding principle. More than ever, our aim in film production is to ensure optimum product protection and maximum performance with minimum material use.

Our intelligent resource management makes an important contribution to reducing our environmental footprint, as using less material also means lower CO₂e emissions associated with the materials used. Comprehensive LCAs make this measurable and allow for holistic comparisons by incorporating a wide range of impact categories, including climate change, fossil resource use, particulate matter formation, ecotoxicity, and human toxicity.



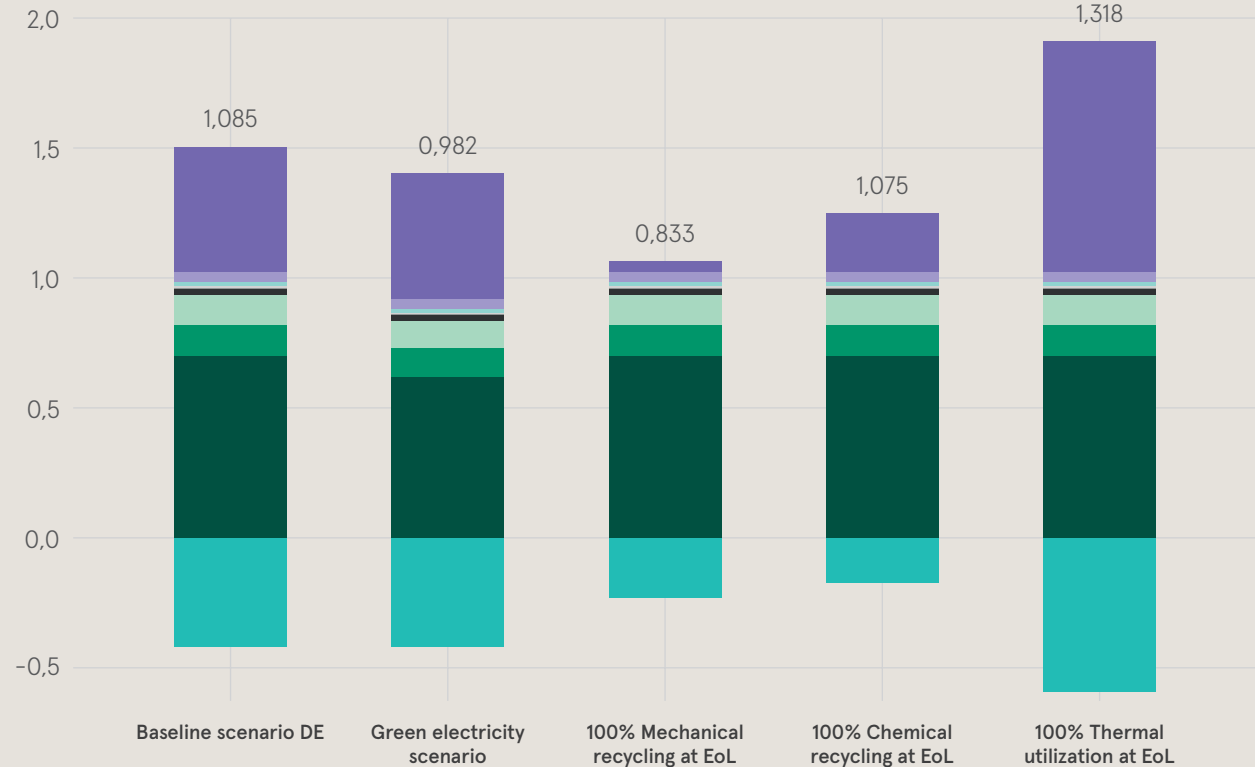
To calculate the environmental footprint and assess the environmental impacts of our products, we use a cradle-to-grave approach. Within defined system boundaries, this approach considers oil extraction, raw material production, and the use of various electricity sources, as well as key SÜDPACK processes such as coextrusion, printing, laminating, and roll slitting. It also covers transport, packaging production at the customer's site, and the various end-of-life options available.

ISO 14040/44-certified LCA study for the Ecoterm & Ecopol packaging system

The packaging concept consists of the 250 µm PP-based Ecoterm SV T4 bottom film and the 60 µm Ecopol PurePP lidding film. Including the label, the complete packaging solution was rated by the cyclos-HTP institute as 94% recyclable*. According to a recent LCA, the production of the raw materials before they reach SÜDPACK accounts for the largest share of emissions. The LCA also shows that, based on the German recycling mix derived from Eurostat data and the German electricity mix, Ecoterm PurePP has a carbon footprint of 1.085 kg CO₂e per m² of packaging material over its entire life cycle.

At end of life, thermal recovery of the packaging results in the highest emissions, as expected, at 1.318 kg CO₂e/m². If the packaging is fully mechanically recycled, its product footprint is reduced by 23%. Chemical recycling still achieves an 18% reduction compared with incineration. What is clear is that both recycling methods are preferable to thermal recovery, as both reduce greenhouse gas emissions and allow the recovered materials to be reused in high-value applications. In short, producing recyclable films that are then actually recycled reduces environmental impacts compared with non-recycled films.

LCA Ecoterm PurePP
Climate Change – total [kg CO₂ eq./m²]



Value creation stage

- Coextrusion bottom film
- Coextrusion top film
- OPP printing
- Lamination
- Slitting
- Packaging & shipment to customer
- Ecoterm manufacturing
- Distribution
- Disposal
- Credits (EoL)

Calculation with CFF allocation, distribution 1200km, EoL scenarios compared to baseline scenario DE (DE electricity mix, EoL 48% recycling, 52% incineration)

*Assessed in accordance with the German minimum standard and DIN EN 13430

Social Responsibility



SÜDPACK is a part of society – as an employer and business partner and through each and every employee. In our day-to-day work, we are committed to building positive relationships with all our stakeholders, guided above all by ethical principles. Our employees are our greatest asset, successful business relationships are vital to our future, transparent communication is a key element of our brand philosophy, and the community in which we live and operate is a genuine source of strength.

Social responsibility at SÜDPACK extends well beyond the factory gate – it is central to our identity and corporate culture. Our efforts help create a safe work environment, promote fair working and business conditions throughout the value chain, foster diversity, inclusion, and equal opportunities, and reinforce our leading position in the market.

All ambitions and projects linked to SDGs 3 and 8 are brought together within our Social Responsibility area of action. A particular focus is on measures that promote occupational safety and employee health. We also provide targeted support to help employees achieve a better balance between work and family life. Beyond the workplace, we support education, culture, and sport, create opportunities for employees to volunteer, and support charitable initiatives such as “Zusammen Berge versetzen,” “Schule ohne Rassismus,” and the St. Martin-laden in Ochsenhausen.

Employees

In our materiality analysis, we therefore focused above all on the needs and suggestions of our employees. Shift work was identified as one area of concern. The lack of barrier-free access at some of our sites was also criticized. Permanent employment contracts, flexible working models and hours, the transparent pay structure, and the Social Performance Team (SA8000) received especially positive feedback. Our training and professional

Ambitions	Projects	Goals for 2030		Goal attainment (100%)
Motivated Organization	Employee Satisfaction Attractive Workplace	Increase in employee satisfaction Reduction in turnover of employees	3.3 points in employee survey 2.5%	Employee satisfaction: 93% Employee turnover: 15%

development opportunities, occupational pension scheme, and occupational disability insurance were also viewed positively. Employees also responded favorably to our data protection measures, Code of Conduct and whistleblowing mechanism, our Sustainability Strategy including the annual EcoVadis rating, and our Declaration on Respect for Human Rights. They also value our commitment to people with disabilities, who accounted for 2.7% of our workforce in Germany in the reporting year, as well as our active efforts to promote diversity in management positions. SÜDPACK’s appeal as an employer is also reflected in the number of employees who have been with the company for many years. In 2025, 78 employees were honored for 10, 25, 35, 40, or 45 years of service.

Sustainability Strategy projects

As part of our Motivated Organization ambition, we are pursuing two key projects. The corresponding initiatives focus primarily on expanding and adapting working conditions to meet market needs and creating a modern, comfortable work environment.

One thing is clear: Our biennial survey shows that we are making steady progress on Employee Satisfaction. With a score of 3.1 points, we have achieved 93% of our 2030 target of 3.3 points and moved closer to the target compared with 2023. For the Attractive Workplace project, employee turnover is used as the key metric. By 2030, we aim to reduce the current rate of 8% to 2.5%.

In the employee survey, the Senior Management category showed a notable improvement compared with previous surveys. Several measures were introduced in this area in 2025. The FIT4Leadership program is designed to thoroughly prepare tomorrow’s senior managers for their new role. The program was piloted in 2025 and will become a standard program at SÜDPACK in 2026. STAYFIT4Leadership, meanwhile, was mandatory for all experienced senior managers in 2025 and will be rolled out further over the coming years. The aim is to support senior managers’ professional and personal development, strengthen their leadership role in day-to-day operations, and embed SÜDPACK’s values more firmly throughout the organization.

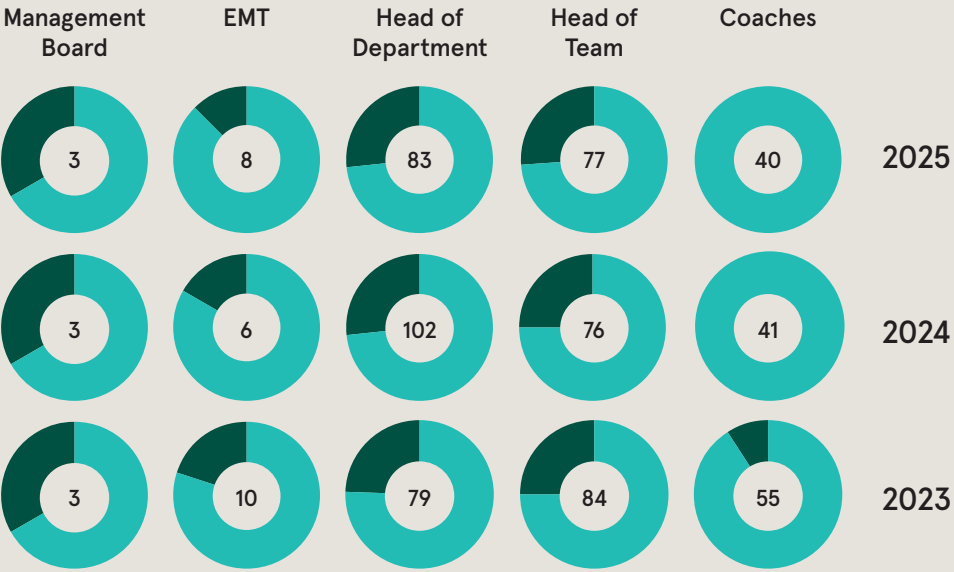
Diversity and inclusion

To advance diversity and inclusion at SÜDPACK, we identified four key areas in 2025 and prepared corresponding measures, some of which were implemented in 2025 with others planned for 2026. These initiatives are designed to make diversity more visible in everyday working life and ensure that different needs are given greater consideration. One key area is raising employee awareness of diversity and inclusion. Targeted training is designed to promote respectful interaction and foster

a work environment in which discrimination is actively challenged. We also aim to increase the proportion of women in management positions. We regard diversity as a strategic factor for success that promotes innovation and contributes to better decision-making. Another key area is gender-specific health, as biological differences can give rise to different health needs. Taking these into account can help create more equitable conditions within the company.



Development in number of senior managers



Development in number of employees

	2023			2024			2025		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Sites in Germany	1,092	835	257	1,047	789	258	1,083	811	272
Bioggio, CH	141	125	16	97	84	13	96	84	12
Kłobuck, PL	237	199	38	301	252	49	327	274	53
Oak Creek, US	57	43	14	55	40	15	57	43	14
Medica (DE, FR, CH)	97	36	61	99	40	59	102	43	59
Grootegast, NL	100	87	13	88	76	12	82	71	11
Branch Offices	70	32	38	68	39	29	51	28	23
Total	1,794	1,357	437	1,755	1,320	435	1,798	1,354	444

New hires

Site	2023	2024	2025
Sites in Germany	6 %	8 %	9 %
Bioggio, CH	1%	2 %	8 %
Kłobuck, PL	12 %	39 %	16 %
Oak Creek, US	n/a	n/a	20 %
Medica (DE,FR,CH)	15 %	6 %	3 %
Grootegast, NL	30 %	13 %	11 %
Branch Offices	n/a	n/a	1 %
Total	8 %	13 %	10 %

Turnover of employees

Site	2023	2024	2025
Sites in Germany	8 %	13 %	7 %
Bioggio, CH	6 %	33 %	8 %
Kłobuck, PL	10 %	13 %	9 %
Oak Creek, US	n/a	n/a	24 %
Medica (DE,FR,CH)	7 %	18 %	9 %
Grootegast, NL	9 %	20 %	9 %
Branch Offices	n/a	n/a	3 %
Total	8 %	16 %	8 %

We are also taking further steps to make our corporate culture more family-friendly. We help employees balance their professional and personal lives and develop tailored solutions for returning to work and for pursuing career development alongside family commitments. In 2025, 83 employees took parental leave, including 50 men and 33 women. A total of 64 employees returned from parental leave, 17 of them women. The return-to-work rate was 98.5%, compared with 98.2% in 2024. The retention rate for employees who returned from parental leave in 2024 was 90.6%.

Employer Branding project

Building and strengthening SÜDPACK’s profile as an attractive employer and training provider is a key part of ensuring our continued success and long-term prospects, and is being driven by the HR project team. Our employees value the “SÜDPACK Family” spirit, with its emphasis on teamwork, a strong sense of togetherness, shared events, and close identification with the company. SÜDPACK is also viewed positively for offering attractive, secure jobs with opportunities to take on responsibility and build a long-term career, for creating opportunities for part-time employees, career changers, and young talent, and for its strong industry reputation for reliability, innovation, and sustainability.

Well-received initiatives in the areas of Employee Well-being and Remote & Flexible Work include occupational disability insurance, the Gym Pass, and an assertiveness seminar for employees. Our HR department also offers popular benefits such as Christmas parties, after-work events, and free ice cream on hot summer days. The introduction of a 35-hour week for apprentices and students in 2024 has also been well received. In Administration, core working hours have been abolished, and employees in many areas can now choose to work remotely for up to two days per week.

A new system has also been introduced to make life easier for employees who require specialized workwear and protective clothing. Since 2025, personalized garments have been rented, stored in individual lockers, professionally laundered, and repaired or replaced as needed.

Remuneration policies

At SÜDPACK, all administrative and production employees are assigned to one of 63 pay grades within the compensation matrix. The standardized compensation system is designed to be easy to understand and highly transparent. In addition, a variable compensation component allows all employees to share in the company’s success. The current compensation structure comprises fixed and variable components, with the variable component linked to a company-wide earnings target that applies equally to all employees. Every employee across the SÜDPACK Group is also entitled to an annual employee review focusing on objective performance assessment and professional development.

The SÜDPACK Flexi pilot project has also proved successful and was expanded in 2025 to all German sites and SÜDPACK Medica in Switzerland. Under the program, employees can choose five or ten additional

vacation days, or five or ten fewer vacation days, with a corresponding salary adjustment. During the reporting period, 26.2% of eligible employees chose one of the four options.

In addition to their salary, employees at our German sites benefit from an attractive employer-funded occupational pension plan introduced by SÜDPACK. Employees can also choose to build up an additional retirement provision through an employee-funded pension plan by voluntarily converting part of their salary into pension contributions.

Training

With ten training occupations and nine degree programs, SÜDPACK offers a wide range of opportunities for young people starting their careers in Germany. They are supported by four full-time trainers, six part-time trainers, and more than 100 training coordinators across the various departments.

Our apprentices and students also play an important role in recruitment. Some serve as IHK-certified training ambassadors, visiting schools and events to share first-hand insights into their working environment. Others are available to talk to prospective applicants at information events and recruitment fairs, including our annual “Snap your Job” career information day.

SÜDPACK’s training program is also supported by the company’s shareholders, who serve as guest speakers and members of the boards of trustees at local universities: Carolin Grimbacher in Kempten and Johannes Remmele in Biberach. Each year, we also award Deutschlandstipendium scholarships to students at universities in the region. Our efforts abroad are also bearing fruit. For the 2025 training intake, we recruited ten apprentices from Nepal, Brazil, Albania, and Ukraine. Tailored training is provided to support their professional, social, and cultural integration.

Overall, our modern training concept and average retention rate of 90% put us well above the Institute for Employment Research (IAB)’s highest reported figure of 79% for 2025.

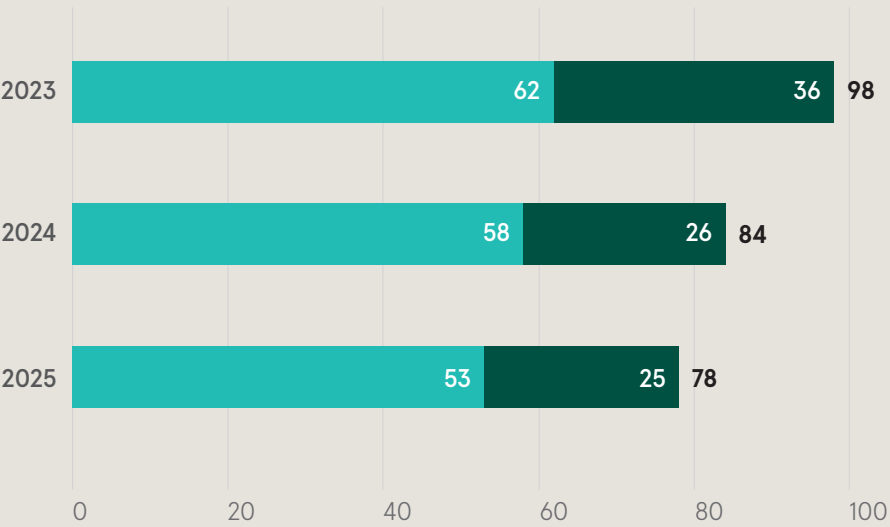
Age distribution of our employees

Men Women

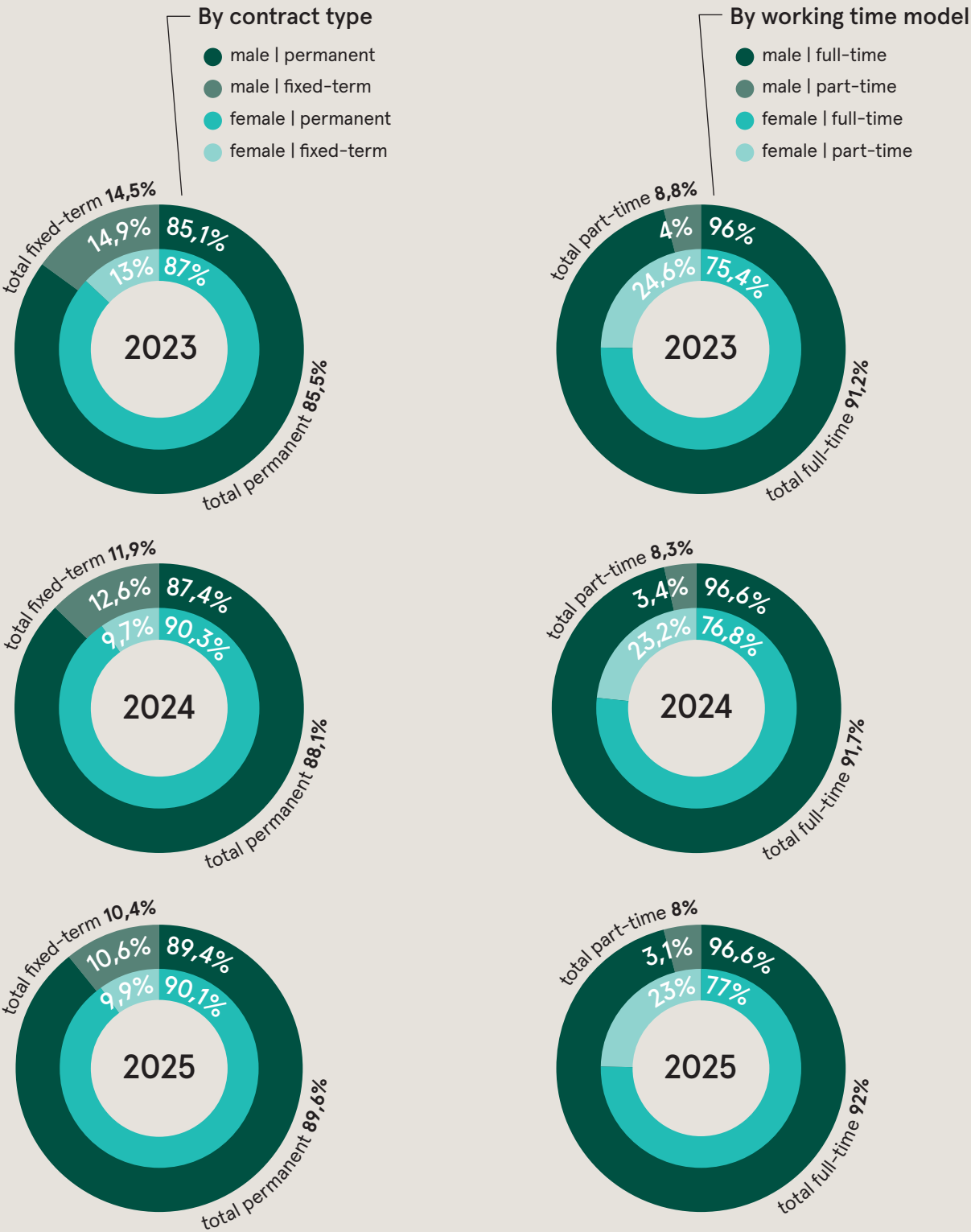


Number of trainees and students

Trainees Students



Employees according to type of employment



Annual total compensation ratio

As of December 31	2023	2024
Annual total compensation of the highest-paid individual compared with the median annual total compensation of all employees*	15.78	16.02
Change in the annual total compensation ratio		1.53

*Annual total compensation = fixed component + variable components + allowances. Part-time employees were converted to full-time equivalents

Occupational Safety

Ambitions	Projects	Goals for 2030	Goal attainment (100%)
Zero Accidents	Accident Reduction Safe Work Environment	20% annual reduction in accidents	Target achievement 2024: 71% Target achievement 2025: 132%

Protecting employees’ physical and mental health – and their ability to perform effectively – is a top priority at SÜDPACK. Our integrated approach to occupational safety and health management actively involves employees and senior management throughout the company.

To prevent accidents, promote well-being, and provide safe, ergonomic work environments, we consistently build on the projects and initiatives already launched under our ISO 45001 occupational health and safety management system. Our program of measures is continually refined in response to observations and feedback.

Our stakeholder dialogue found that both shift work and work-related accidents and injuries are viewed as negative impacts. Although workplace accidents cannot be prevented entirely, our 2025 data presents a largely positive picture. During the reporting period, we made substantial progress in areas including work equipment, machine safety, safety training, and ergonomics. Our preventive measures, health promotion activities and services, and our occupational physician are also viewed positively. The same applies to our SA8000 certification, through which we meet additional occupational health and safety criteria as well as our duty of care toward employees.

Sustainability Strategy projects

The name says it all: Our Zero Accidents ambition aims to provide a safe work environment for all employees. The corresponding initiatives are defined and coordinated by Occupational Safety Management. In 2024, we recorded 9 ppm (accidents per million hours worked), against a target of 7 ppm. In 2025, we outperformed our target of 6.5 ppm, achieving 4.9 ppm. The new milestones set in 2025 target a 20% reduction in accidents each year through 2030.

Occupational safety

Occupational safety is a high priority throughout the SÜDPACK Group. A safe and healthy work environment is supported by our ISO 45001 management system and a central Occupational Safety Management function.

Comprehensive analyses of workplaces and activities are carried out to assess hazards and minimize risks. A multi-stage emergency and crisis plan is now in place at all sites, ensuring that the right people are informed at the right time and that decisions can be made quickly. The Safety Masterboard and electronic first-aid log also provide a Group-wide overview of accidents and near misses.

As part of a comprehensive safety culture, SÜDPACK provides regular occupational safety training for all employees, including management. The program is supported by occupational safety videos covering a range of topics in the languages used at the respective sites. Clear safety rules and checks are in place for contractors and visitors on the factory site.

In 2025, we also stepped up our measures relating to work equipment, machine safety, and ergonomics. As part of our Behavior-Based Safety (BBS) concept, we launched the “Safety Next Level” pilot project, which focuses on human behavior as the cause of most accidents. The first step is to make senior management more aware of the need for a cultural shift in the area of occupational safety. By encouraging positive behavior and self-reflection, the next step is to foster a sense of personal responsibility for everyone’s safety.

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, employees now have access to a wide range of high-quality preventive health and healthcare services. These include shiatsu massages, a fitness room, and, since 2024, the EGYM Wellpass, which provides access to an extensive range of fitness options.

In 2025, around 100 employees made use of the health and nutrition consultations offered by our occupational health management team. Back health, carotid artery, and skin cancer screenings were also offered several times during the year. Our occupational physician has also become a well-established point of contact for acute health concerns, blood tests, and other medical needs. SÜDPACK’s second Health Day in Ochsenhausen, featuring skin checks, first-aid activities, and fitness tests, was also met with great enthusiasm by employees in 2025.

Occupational disability insurance

In 2025, 17% of our employees opted for occupational disability coverage through SÜDPACK – a prudent choice, given that around one in four employees in Germany is affected by occupational disability. The insurance, which has been available since 2023, offers attractive group rates, with SÜDPACK contributing an additional 20% of the employee’s monthly payment.

Work accidents and injuries

in ppm*	2023	2024	2025
Rate of accidents with absence from work > 3 days	8	10	5
German sites	9	6	5
Bioggio, CH	17	18	5
Kłobuck, PL	7	15	7
Oak Creek, US	6	-	-
Grootevast, NL	-	-	-
Coulmer, FR	n/a	39	10
Rate of accidents resulting in 0–2 lost work days and a doctor’s visit	10	10	11
German sites	16	15	13
Bioggio, CH	3	-	19
Kłobuck, PL	n/a	2	-
Oak Creek, US	n/a	8	20
Grootevast, NL	-	-	3
Coulmer, FR	9	-	10
Work-related injury rate	27	38	26
German sites	39	49	39
Bioggio, CH	13	50	14
Kłobuck, PL	-	2	-
Oak Creek, US	n/a	n/a	n/a
Grootevast, NL	-	3	1
Coulmer, FR	46	58	19
Rate of near misses and unsafe conditions	361	237	211
German sites	598	246	224
Bioggio, CH	129	829	520
Kłobuck, PL	57	51	56
Oak Creek, US	16	25	71
Grootevast, NL	-	3	-
Coulmer, FR	464	252	455

*Accidents per million working hours



Supply Chain

Ambitions	Projects	Goals for 2030		Goal attainment (100%)
Sustainable Supply Chain	Transparent Supply Chain Sustainability as Purchasing Decision	Increase in the share of suppliers with a sustainability rating	90% of purchasing volumes	Purchasing volume with sustainability rating: 87%
		Improvement in sustainable purchasing decisions	Purchasing volume with CO ₂ information	Purchasing volume with CO ₂ information: 58%
		Improvement of SÜDPACK EcoVadis rating	≥ 80 points	SÜDPACK EcoVadis rating: 100%

A sustainable supply chain combines environmental and social responsibility with long-term business success. In a constantly changing environment, established processes need to be reassessed so that we can contribute to society and the planet, meet legal requirements and uphold our own values, while remaining competitive and well positioned for the future. For several years, we have been working to strengthen the resilience and performance of our supply chain. Our approach is shaped primarily by the findings of our materiality analysis and the requirements of SA8000, with the active involvement of our suppliers.

Key elements of this approach, which were also rated positively, include:

- Our Supplier Code of Conduct
- Our Declaration on Respect for Human Rights
- An LkSG-compliant risk analysis and risk management within the supply chain
- Supplier management
- and SÜDPACK’s Sustainability Strategy with its holistic approach.

Sustainability Strategy projects

The key goals and projects of our Sustainable Supply Chain ambition are Transparent Supply Chain and Sustainability as Purchasing Decision, making supply chain transparency and sustainability in supplier and raw material selection top priorities for SÜDPACK.

During the reporting period, we focused on increasing the proportion of materials for which CO₂e data is available and the proportion of suppliers with a positive sustainability rating on EcoVadis or an equivalent platform.

The average EcoVadis score of SÜDPACK suppliers rose from 67.53 in 2024 to 69.62 in 2025. This represents 86.4% progress toward our 2030 target. The improvement is also reflected in the score distribution: more than 95% of suppliers now score at least 45 points, while 54.3% have an advanced EcoVadis rating and 9.8% an outstanding rating.

Despite the progress made so far, SÜDPACK has no intention of slowing down. By 2030, we aim to have EcoVadis or equivalent sustainability ratings covering 90% of our supplier spend (in EUR). We currently have sustainability ratings covering 78% of our supplier spend, representing 87% progress toward this target. For purchased plastic granulates – our main raw material – supplier PCF data already covers 80% of the total volume, putting us

well on track. However, we have so far achieved only 58% of our target: to have supplier PCFs or LCA data available for 90% of all purchased raw materials. We will therefore step up our efforts in this area over the coming years to obtain more product- and supplier-specific data, gain a more accurate picture of the CO₂e intensity of our raw materials and supply chain, identify promising areas for action, and drive further decarbonization.

LKSG and SA8000

While implementation of the LkSG provides external validation of our ambitions, our SA8000 certification, in place since August 2023, demonstrates that we also meet requirements that go beyond those of the legislation. Meeting the requirements of the LkSG and the voluntary SA8000 standard for social responsibility in the workplace is a key pillar of SÜDPACK’s approach to fulfilling our social responsibility and due diligence obligations within our organization and toward customers and suppliers – and therefore to maintaining a sustainable supply chain. We will remain committed to this approach in future, even after Germany’s Supply Chain Due Diligence Act is replaced by the European Corporate Sustainability Due Diligence Directive, which, following Omnibus I, is not expected to apply to SÜDPACK.

Supply chain risk management

Our supply chain risk management covers all business units and purchasing activities across the SÜDPACK Group and is managed centrally. It follows a clearly defined process that has already been described in the two previous reports. In brief, suppliers first complete a self-assessment covering areas such as management systems, labor and human rights, and environmental issues. Their responses are then assessed together with any available EcoVadis or equivalent rating and the SA8000 country risk to produce an overall score. New suppliers are also required to confirm their adherence to our SCoC (Supplier Code of Conduct), which sets out minimum requirements in areas including labor and human rights, environmental management, and energy management. Like our existing suppliers, they then undergo an annual risk assessment comprising a self-assessment and, where further clarification is required, a SÜDPACK supplier audit. On-site audits are also carried out for highly sensitive products and corrective measures are requested where necessary. If a supplier fails to meet certain minimum requirements, such as respect for human rights, the company concerned is removed from our supplier base.

Information provided by SÜDPACK to the downstream supply chain

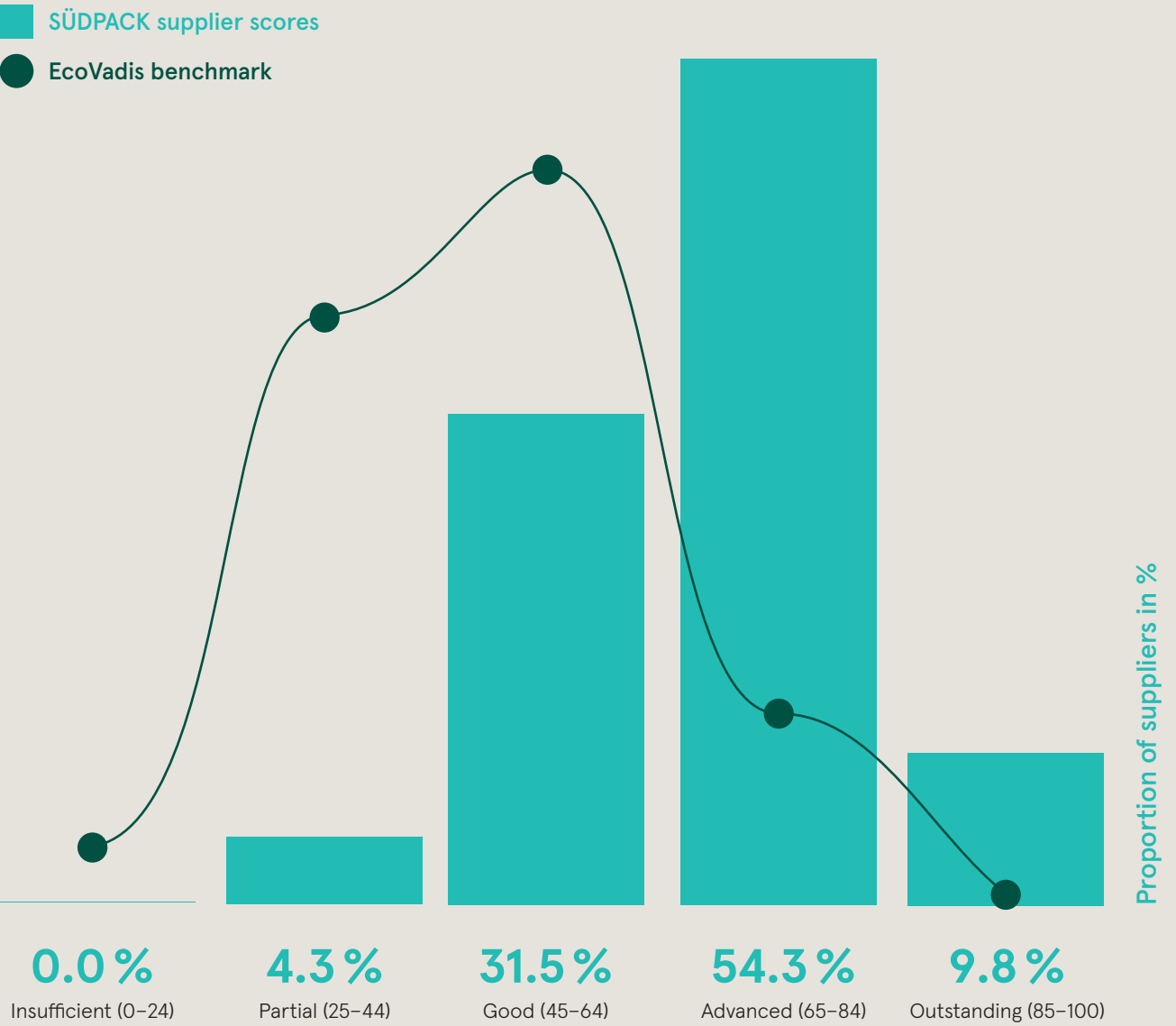
We also use EcoVadis to provide the downstream supply chain with concise information and data on our sustainability management, together with the relevant supporting documents. This gives our customers insight into our policies, the measures taken to implement them, the integration and operation of our management systems, and the results achieved.



The resulting EcoVadis rating not only provides a framework for this information, but also offers a useful benchmark: For the second year in a row, our Platinum status places us among the top 1% of all companies assessed worldwide. The EcoVadis assessment also confirms the maturity and effectiveness of SÜDPACK’s approach to sustainability management.



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



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GRI-Standard	Additional Information	Page
Statement of use SÜDPACK Holding GmbH has reported in accordance with the GRI Standards for the period from January 1, 2024 – December 31, 2025.		
1 – Foundation 2021		
Applicable GRI Sector Standard: no Sector Standard applicable		
2 – General Disclosures		
1 The organization and its reporting practices		
2-1 Organizational details	Report scope: SÜDPACK Holding GmbH; Headquarters: SÜDPACK Verpackungen SE & Co. KG, Alfred-Remmele-Straße 2, 88416 Ochsenhausen	10–13
2-2 Entities included in the organization's sustainability reporting		10–11, 68
2-3 Reporting period, frequency, and contact point	Contact: natalie.musik@suedpack.com	68, 70
2-4 Restatement of information	Correction of calculation method for materials used granulates GRI 301-1, 301-2	68
2-5 External assurance	No external assurance	–
2 Activities and workers		
2-6 Activities, value chain and other business relationships		10–19
2-7 Employees		54–59
2-8 Workers who are not employees	None	–
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2-9 Governance structure and composition		12–13
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2-11 Chair of the highest governance body		12–13
2-12 Role of the highest governance body in overseeing the management of impacts		12–13
2-13 Delegation of responsibility for managing impacts		12–13
2-14 Role of the highest governance body in sustainability reporting	Review and approval of the Sustainability Report by the Management Board	4–5
2-15 Conflicts of interest		12–13
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2-20 Process to determine remuneration		57
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2-23 Policy commitments	https://www.suedpack.com/en/suedpack-group/about-suedpack/compliance	32–35
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2-30 Collective bargaining agreements	Not bound by collective bargaining agreements	–
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3-2 List of material topics		26
3-3 Management of material topics	Certification of management systems according to ISO 9001, ISO 14001, ISO 45001, ISO 50001, SA 8000, ISO 15378, ISO 13485 (https://www.suedpack.com/en/suedpack-group/about-suedpack/certificates)	27–31, 38–63
200 Economic		
201-2 Financial implications and other risks and opportunities due to climate change		45–47
204-1 Proportion of spending on local suppliers	47% of suppliers from Germany	62–63
205-1 Operations assessed for risks related to corruption	100 % of sites are assessed; Limitation of corruption risks through internal control systems, Four-eyes principle in processes and transactions	33–34
205-2 Communication and training about anti-corruption policies and procedures	Code of Conduct binding for all employees, mandatory trainings on corruption risks for 100% of employees	33–34
205-3 Confirmed incidents of corruption and actions taken	1 corruption incident in reporting period, internal measures were taken, and the individual in question was dismissed following an investigation	34
300 Environmental		
101-1 Policies to halt and reverse biodiversity loss	Not yet available, currently being developed	–
101-2 Management of biodiversity impacts	Formalized management of impacts is in development	50–53
101-3 Access and benefit-sharing	Not relevant	–
101-5 Locations with biodiversity impacts	Sites within protected areas: Coulmer; sites directly adjacent to protected areas (less than 0.5 km): Erolzheim, Schwendi; sites near protected areas (0.5 –5 km): Ochsenhausen; wider vicinity of a protected area (5 – 10 km): Bioggio, Klobuck, Grootegast, Oak Creek ; Specific impacts are being determined	50–53
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401-3 Parental leave		57
403-1 Occupational health and safety management system		60–61
403-3 Occupational health services	All employees have access to occupational health services through SÜDPACK, e.g. a company doctor.	60–61
403-5 Worker training on occupational health and safety		60–61
403-6 Promotion of worker health		60–61
403-8 Workers covered by an occupational health and safety management system	100%, through management system ISO 45001	60–61
403-9 Work-related injuries		61
404-3 Percentage of employees receiving regular performance and career development reviews	100% (annual employee and management review)	57
405-1 Diversity of governance bodies and employees		56, 58–59
406-1 Incidents of discrimination and corrective actions taken	2 reports during the reporting period; reports were reviewed by HR and the Compliance department; 1 incident was determined not to constitute discrimination, and 1 incident resulted in a disciplinary meeting followed by awareness training for all managers on harassing behavior	–
408-1 Operations and suppliers at significant risk of incidents of child labor	None	33–34, 62–63
409-1 Operations and suppliers at significant risk of incidents of forced or compulsory labor	None	33–34, 62–63
414-1 New suppliers that were screened using social criteria		62–63
414-2 Negative social impact in the supply chain and actions taken		62–63
415-1 Political contributions	No political support, rather social engagement	–
416-1 Assessment of the health and safety impacts of product and service categories		16–19, 33–34
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None	16–19, 33–34
417-2 Incidents of non-compliance concerning product and service information and labeling	None	16–19, 33–34
417-3 Incidents of non-compliance concerning product and service information and labeling	None	16–19, 33–34
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None	33–34

Abbreviations

Abbreviation	Meaning
BRCGS	Brand Reputation through Compliance Global Standard
BU	Business unit
CCF	Corporate carbon footprint
CEFLEX	Circular Economy for Flexible Packaging
CO ₂ e	CO ₂ equivalents
CRSF	Child-resistant, senior-friendly
CSDDD	Corporate Sustainability Due Diligence Directive
CSRD	Corporate Sustainability Reporting Directive
DIN	German national standards body (Deutsches Institut für Normung)
DSGVO	General Data Protection Regulation
DVI	German Packaging Institute
EMT	Executive Management Team
EoL	End of Life
ESRS	European Sustainability Reporting Standards
EVOH	Ethylene vinyl alcohol
F&E	Research and development
FPE	Flexible Packaging Europe
GHG	Greenhouse Gas Protocol
GRI	Global Reporting Initiative
IK	German association for plastic packaging and films
ILO	International Labour Organization
LCA	Life-cycle assessment
LKSG	Act on Corporate Due Diligence Obligations in Supply Chains
PCF	Product carbon footprint
PCR	Post-consumer recycleate
PE	Polyethylene
PET	Polyethylene terephthalate
PIR	Post-industrial recycleate
PMO	Project management office
PP	Polypropylene
ppm	parts per million
PPWR	Packaging and Packaging Waste Regulation
PVC	Polyvinyl chloride
SBT	Science-Based Targets
SBTi	Science Based Targets Initiative
SDG	Sustainable Development Goal
SP	SÜDPACK
SPQ	Sustainable Print Quality

About the Report

This is the sixth Sustainability Report published by SÜDPACK Holding GmbH.

The report shows how sustainability is embedded in SÜDPACK’s corporate strategy and how this informs the development of key sustainability-related targets. To manage the identified impacts, corresponding measures and initiatives are defined and implemented. As part of our sustainability reporting, we provide transparent information on the progress made toward our targets during the reporting period.

The reporting period covers the years 2024 and 2025. Selected data from 2023 is also included to improve comparability with the previous reporting period. 2021 is used as the baseline year for reporting progress toward our targets.

The Sustainability Report is published every two years. In the years between reports, we provide our stakeholders with a Progress Report.

As with our 2024 Sustainability Report, we have updated our materiality analysis in line with the Global Reporting Initiative (GRI) requirements and applied the principles of double materiality set out in the Corporate Sustainability Reporting Directive (CSRD) and the 2023 European Sustainability Reporting Standards (ESRS). The Sustainability Report is based on the internationally recognized GRI standards for sustainability reporting and has been prepared in accordance with those standards.

As with the previous comprehensive Sustainability Report, this report covers all SÜDPACK production sites. These include the German sites operated by SÜDPACK Verpackungen SE & Co. KG and ecoform Multifol Verpackungsfolien GmbH & Co. KG in Ochsenhausen, Erlenmoos, Schwendi, and Erolzheim. The report also covers the following international production sites: SÜDPACK Kłobuck sp. z o.o. in Poland, SÜDPACK Bioggio SA in Switzerland, SÜDPACK Medica SAS in France, SÜDPACK Oak Creek Inc. in the USA, and SÜDPACK Grootegast B.V. in the Netherlands.



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