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Sustainability Report

of SÜDPACK Holding GmbH for the
2022 – 2023 Reporting Period



SÜDPACK



➤ **Erik Bouts**

CEO

Sustainability for Success

Not only does sustainability lie at the very heart of our activities, it is also a driver for our growth and a guarantor of our values. The SÜDPACK Group is expressly committed to a sustainable organizational structure and to protecting people and the environment.

Our 2030 Sustainability Strategy is both a foundation as well as a powerful tool, which takes a holistic approach encompassing the environment, economy, and society. In all areas. On all levels. And along the entire supply chain. It is based on the sustainability framework that we presented in detail in our 2022 Sustainability Report. Our goal and one of the strategic building blocks of our corporate strategy is Sustainability Leadership. In the area of sustainability, we aim to be the market leader in our industry in order to live up to the perception of our own role and to leverage competitive advantages over the long term. Sustainability is a key building block in the very best sense, not only at this present moment but also for the future orientation of our company group.



➤ **Carolin Grimbacher**

Managing Partner



➤ **Tharcisse Carl**

Managing Director



➤ **Andreas Braun**

Managing Director

With NET ZERO and a circular economy, we have set ourselves two key goals that span the entire value chain. Our use of modern technology and pioneering products ensures that not only are we actively supporting the transformation of the plastics and packaging industry, we are also shaping it. We see a circular economy as the key to resource conservation and CO₂e reduction. For us as a responsible film manufacturer, circular means most notably that our high-performance films can be converted into a high-quality resource at the end of their useful life and utilized for the production of new goods. As a family business too, with decades of history and forward-thinking visions, our goal is to pass SÜDPACK on to the next generation as a healthy organization. In this context, it is both our desire and a need for us to ensure that we continuously generate added value for our stakeholders and our employees in particular. And that we not only continue to steadily reduce the environmental impact of our activities, but also continuously fulfill our social responsibility in our local communities.

Within the three key action areas of the circular economy, climate protection and social responsibility, we have backed up our ambitions with relevant initiatives and goals, which we document alongside our progress in our Sustainability Reports. This gives us growing insight into how sustainable SÜDPACK has already become – and allows us to specifically manage both further and necessary measures.

The achievements we have made during this reporting period include certification of our Corporate Carbon Footprint, our new life cycle assessment tool, preparation for the Supply Chain Act, SA8000 certification, and the further development of our sustainability strategy. However, the development of a sustainable circular future can only be successful once the necessary political and economic framework conditions are in place. That is why we have increased our exchange of information with various political representatives and across multiple levels over recent months. We are actively involved in the sustainability initiatives of the German Association for Plastics Packaging and Films (IK), Flexible Packaging Europe (FPE), and Circular Economy for Flexible Packaging (CEFLEX). We have also contributed our expertise in the creation of the Packaging and Packaging Waste Regulation (PPWR), whose introduction we consider a key building block for the future viability of our industry. The SÜDPACK Management Board plays a key, overarching role. The Board is steadfast in its commitment to sustainability, ensuring that it is anchored and cascaded down through all levels of the organization. The Management Board is where ultimate responsibility lies, investments and measures are approved, progress on material topics is made, conventional approaches are reassessed, and new perspectives are considered.

The fifth and current edition of our Sustainability Report is more than just a documentation of our goals and achievements. The report bears testimony to exceptional collaborative performance for the good of our company, society, and the environment.





   

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Overview

Awards

WirtschaftsWoche – most innovative and sustainable SMEs

For the second time in a row, SÜDPACK was selected as one of Germany's top 50 most sustainable SMEs in WirtschaftsWoche's cross-sector ranking. After being placed an excellent 36th in 2022, we continued to improve in 2023 to take tenth spot in the ranking. In the innovation ranking of the renowned magazine, we came ninth. For both studies, the Munich-based consulting firm Munich Strategy analyzed the activities of 4,000 companies on behalf of WirtschaftsWoche.

German Packaging Award for Tubular Bag PurePE and PharmaGuard®

We were the proud winner of two German Packaging Awards in 2023. In the "new material" category, it was our recyclable pouch for cheese ripening that impressed, namely our Tubular Bag PurePE. In the category "sustainability/recyclability", it was our PharmaGuard® that scored top marks as a recyclable blister concept for solid applications, which is also mono-material-based. With our Tubular Bag PurePE, using a film that is 30 µm thinner compared to previous film structures made it possible to reduce resource consumption by 23% and the carbon footprint by 19%. A recyclability of 96% has been certified by the Institute cyclos-HTP. What impressed the jury about PharmaGuard® is that according to an LCA (life cycle assessment) conducted by Sphera, the film concept has a greatly reduced climate impact – by up to 47% – and a lower energy and water consumption compared to blister solutions made of PVC/PVdC and aluminum.

WorldStar Packaging Award for Tubular Bag PurePE and PharmaGuard®

Tubular Bag PurePE and PharmaGuard® were also among the winners of the annual global competition honoring the best of the best in packaging innovation.

Lean & Green Management Award

The outstanding results achieved in resource-efficient production were recognized during the Lean & Green Summit in October 2023 with the special "Excellent Strategic Implementation" award. An independent jury of representatives from science/technology, business and media examines candidates in an assess-

ment supported by management consultancy T&O and based on additional questionnaires regarding the sustainability and lean management strategies of the participating companies.

Nomination for Baden-Württemberg's Environment Award

In 2022, Baden-Württemberg's Environment Award was bestowed for the twentieth time. The prize is awarded by the state of Baden-Württemberg for remarkable achievements by companies in the field of environmental and climate protection and sustainable business. SÜDPACK won the jury over in the category "Industrial companies with more than 250 employees" and was nominated for the "Environmental Award for Companies 2022."

EFTA-Benelux Flexo Awards

SÜDPACK Grootegast performed brilliantly in the EFTA-Benelux Flexo Awards 2023 with two wins: gold in the "Flexo print on foil/wide" category and silver in the "Flexo print on film/medium" category. The two solutions particularly impressed the expert jury because of their accomplished workmanship manifested in consistent printing dots, excellent color gradients, beautiful pastel colors in the design and, last but not least, clearly visible details.

SA8000 Certification

Although the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LKSG) first applied to SÜDPACK from January 1, 2024, we had already implemented the new legislation in 2023 and compiled a declaration of principles on respecting human rights, whilst simultaneously completing SA8000 certification in August 2023, being one of the few companies of our size to do so. Initiated by Social Accountability International (a non-governmental organization located in New York), the aim of this internationally recognized certification standard is promote social responsibility within the workplace. It is based on the United Nations' Universal Declaration of Human Rights, the International Labor Organization (ILO) Conventions and other international human rights standards as well as the labor rights that are anchored in national labor laws.

Highlights

Sustainability is a central topic for the SÜDPACK company group and now, together with all its various aspects, forms the core of the SÜDPACK brand. In our daily business, in our interaction with stakeholders, in our investment decisions, and, most particularly, in our products. Within the framework of our sustainability strategy, we bring together our environmental, economic, and social responsibility along the entire value chain and are building on our story of success.

Since publishing our first Sustainability Report in 2016, we have continuously developed as a company group in terms of our sustainability. Our current report, our fifth, once again provides the customary level of detail following our 2023 Progress Report, documenting the remarkable degree of maturity that our level of sustainability has reached.

We started with isolated initiatives. Today, sustainability is firmly established throughout our organization. To be able to keep all the measures right on course and drive our sustainability strategy forward, we have implemented extensive sustainability management and created a dedicated area of responsibility.

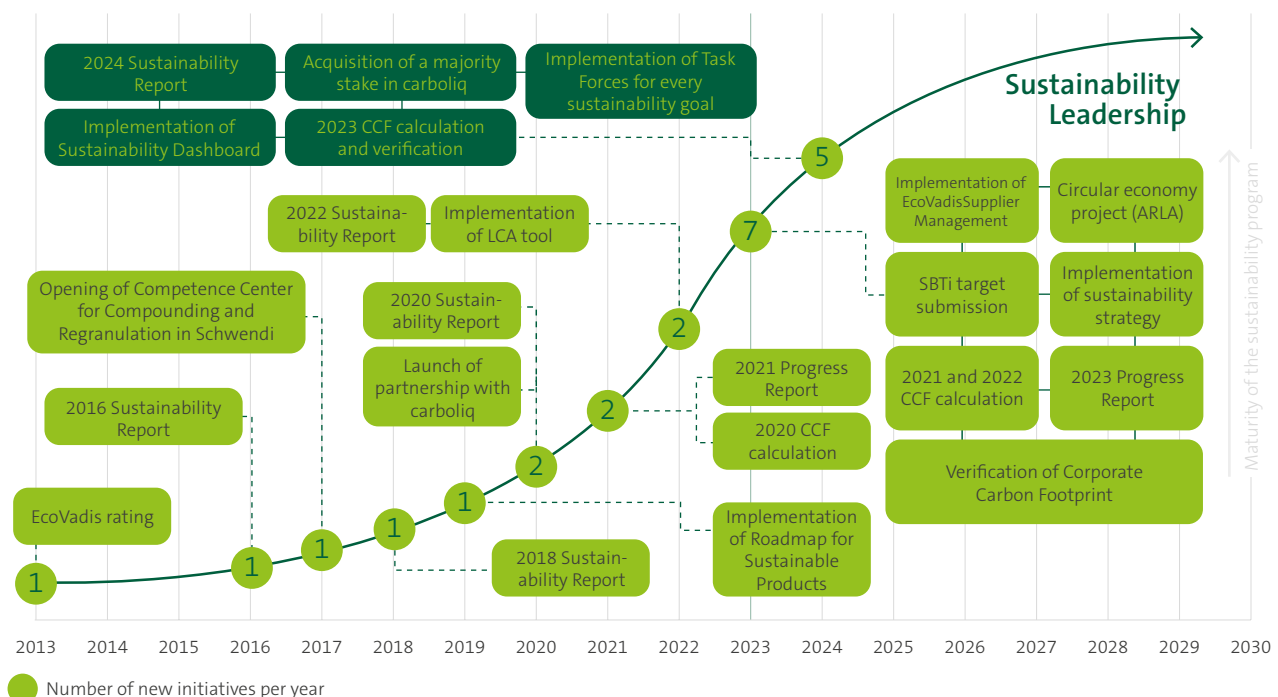
The projects initiated and successfully rolled out in 2023 include:

- Implementation of EcoVadis Supplier Management
- Submission of our targets to the Science Based Targets Initiative (SBTi)
- Calculation of our 2021 and 2022 Corporate Carbon Footprints including validation
- 2023 Progress Report
- Finalization of the sustainability strategy
- Circular economy project in collaboration with initial pilot customers

A look at individual projects reveals that, compared to our base year 2021, we were able in 2023 to reduce our waste by 11% and chemically recycled more than 100 tons of SÜDPACK waste. Our CO₂e reduction (Scope 1–3) is currently 22%, the CO₂e reduction per m² 10%. Furthermore, the percentage of renewable energy at SÜDPACK has increased to 46%. And the proportion of our suppliers that we were able to review and assess their sustainability now amounts to 68%. Last but not least, we were pleased to be able to improve our EcoVadis score by four points. With a total of 63 points on our scorecard, we now have a silver medal. On the pages that follow, we report in more detail about our projects, our respective ambitions and the extent to which we have achieved our goals. We are currently working on the operationalization of the topic “Sustainability in the Company” and working to anchor it even more across all levels.

Operationalization of sustainability at SÜDPACK

The steadily increasing number of initiatives conveys the operationalization and increasing degree of maturity of sustainability at SÜDPACK and thus the path to Sustainability Leadership.



Facts and Figures 2023

10 production sites

1,724 employees

98 trainees and students

724 million m²
sales volume

68%
purchasing volumes
with sustainability
assessments

EcoVadis Score

+ 4
to 63 points
(2023 vs. 2021)

46%
renewable energies

> 120 t
Internal waste was
chemically recycled

- 22% CO₂e
of total group
(2023 vs. 2021)

10% CO₂e
per m² film
(2023 vs. 2021)

- 11%
waste (2023 vs. 2021)

Four
business units



SÜDPACK Verpackungen SE & Co. KG | Ochsenhausen (Germany)



*Ecoform Multifol Verpackungsfolien
GmbH & Co. KG | Erlenmoos (Germany)*



SÜDPACK Verpackungen SE & Co. KG | Erolzheim (Germany)



SÜDPACK Verpackungen SE & Co. KG | Schwendi (Germany)



SÜDPACK Bioggio SA (Switzerland)



About SÜDPACK

Since its foundation by Alfred Remmele in 1964, SÜDPACK has stood for top quality, innovative strength, and technological leadership. Today, we are still driven to ensure maximum product protection with minimum use of materials by means of pioneering high-performance films and packaging concepts, and to make a contribution to improved consumer and patient protection with our products.

Organizational details and business model

The SÜDPACK company group is a 100% family-owned company. Under the umbrella of SÜDPACK Holding GmbH, approximately 1,800 employees across ten sites and in four business units generated a sales volume of 724 million m² in 2023.

Our conventional as well as innovative and sustainable high-performance films are exported to more than 70 countries. SÜDPACK is headquartered and based in Ochsenhausen.

Our core markets primarily include the food industry, the healthcare sector, and the manufacturers of technical products. Core competencies are film production, its finishing, and pouch production. Core technologies are cast and blown film coextrusion, flexo, rotogravure, and digital printing as well as laminating. Our technology mix is unique in the market, as are our many years of expertise.

On our state-of-the-art equipment, we produce film solutions based on a wide variety of polymers. In recent years, we have consistently focused on the development of recyclable mono-structures. Out of our production volume of more than 700 million m² of film in 2023, over half was printed and laminated.

We secure our leading position in the market with extensive investments. We invest in new technologies, in our product portfolio, and in the continuous development of our organization. The majority of our technology investments are made in plant projects that form the basis for the production of sustainable product solutions.

Alongside this, SÜDPACK also invests in efficient material management and in a circular economy. Within the framework of material management, we are intensively pushing ahead with regranulation and compounding. This has led to the integration of another business model in our organizational structure with which we can leverage potential for growth that is more than just marginal. Our site in Schwendi has

been systematically set up and expanded to do just that since 2017. It is now our Competence Center for compounding and for the extrusion of films.

We have also been a stakeholder in carboliq since 2020. The company was founded as a technology platform for chemical recycling and is dedicated to the design and implementation of resource recovery systems. Founded as a spin-off from a long-established German plant manufacturer, the specialists develop and implement solutions to meet the growing demand for secondary raw materials and facilitate the oil recovery from mixed and contaminated plastic waste. The liquid resource (CLR – circular liquid resource) that is recovered in a single-stage process is used to manufacture new, high-quality polymers. For SÜDPACK, carboliq is not only an essential building block of our growth and sustainability strategy, but also a forward-thinking option for closing loops for carbon and therefore for plastics fractions as well, which to date have generally undergone thermal utilization.

Structure and composition of governance

The family business SÜDPACK is run by the second generation with 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.





SÜDPACK Kłobuck sp. z o.o. (Poland)

During the reporting period (reference date: December 31, 2023), the Management Board comprised Erik Bouts (CEO), Carolin Grimbacher and Tharcisse Carl. The Executive Management Team (EMT) represents the second-tier management level. This is where all aspects of the key topic of sustainability is coordinated by the Vice President (VP) for Strategic Marketing and Sustainability. One level below is the Sustainability Team. The team includes two people who are mainly responsible for the development and continuous operationalization of the sustainability strategy. In addition, they focus in particular on the topics of Corporate Carbon Footprint (CCF), circular economy, and sustainability reporting.



SÜDPACK Oak Creek Corporation (USA)

Furthermore, the Management Board, EMT, and Sustainability Team form the Sustainability Steering Committee, which convenes once per quarter. The aim is to measure the success of current sustainability projects and to adopt further strategic measures and initiatives in the area. The Steering Committee is supported by corporate functions. Depending on the topic, they also work on sustainability projects and even directly in the Steering Committee in some cases.



SÜDPACK Grootegast B.V. (Netherlands)

The SÜDPACK Management Board contributes to the development and updating of strategies and values as well as the purpose, guiding principles, policies, and goals of the organization, and approves them. The four-eyes principle and the cross-functional checking of all business units and functional areas invariably applies across the entire company. A corresponding competency matrix forms the framework for action. If required, the Management Board can delegate responsibilities and tasks to the EMT, and in particular in the field of sustainability, to the Vice President Strategic Marketing and Sustainability. A weekly, in-depth exchange of information is held between the CEO and the VP Strategic Marketing and Sustainability.



SÜDPACK Medica SAS | Coulmer (France)

In cases of conflict, the Management Board always aims to meet its legal obligations and the interests of stakeholders. The four-eyes principle applies here as well and cross-functional checks are carried out in all BUs and functional areas.



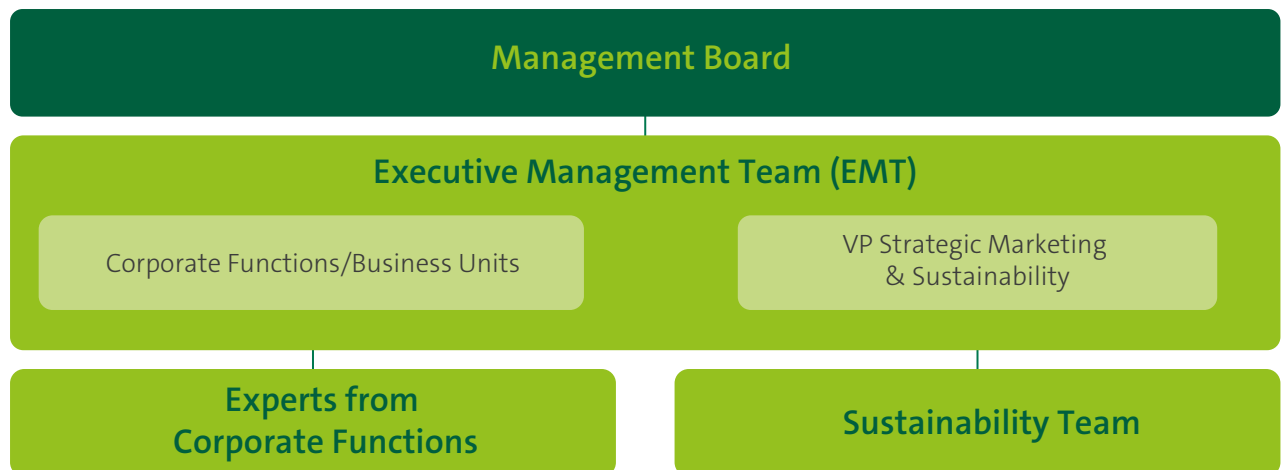
Kamakshi SÜDPACK Pvt. Ltd. | Joint Venture (India)

The SÜDPACK Advisory Board is of particular importance in the organization because the Advisory Board is part of the highest governance body alongside the Management Board. It nominates and appoints the managing directors – and discharges them as well. The SÜDPACK Advisory Board consists of the chairperson and four external experts. In addition to their supervisory and monitoring role, their position is to contribute their knowledge as experts in various areas. Each member covers a specific spectrum that is of particular interest to SÜDPACK. Specifically, the



Sustainability Steering Committee

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



Advisory Board must approve important decisions regarding investments, HR, corporate acquisitions, and other strategic issues in order to minimize the risk of making poor decisions. SÜDPACK's Advisory Board members are elected at the annual general meeting – the framework conditions are based on the Articles of Association.

Critical issues are generally communicated to the CEO by EMT members and are discussed during the weekly shopfloor meetings. A review of business development is conducted once a month, and an EMT strategy meeting is held every two months. The Management Board holds a meeting once a week. Every quarter, the CEO and Management Board report to the Advisory Board on the business situation and current projects, ensuring information is continuously shared at this level as well.

The SÜDPACK group comprises the following locations:

- SÜDPACK: (SP) Ochsenhausen: blown film extrusion, flexo and digital printing, converting, laminating
- SP Erlenmoos: cast film extrusion
- SP Erolzheim: Logistics Center
- SP Schwendi: blown film extrusion, regranulation, compounding
- SP Bioggio (Switzerland): rotogravure printing, laminating
- SP Kłobuck (Poland): flexo printing, laminating
- SP Oak Creek (USA): flexo and digital printing, laminating
- SP Grootegast (Netherlands): flexo printing, laminating
- SP Coulmer (France): pouch production for medical goods
- SP Kamakshi (India – not in Sustainability Report): joint venture, blown and cast film extrusion, printing

Business Units



BU Food

The Business Unit (BU) Food is responsible for all packaging solutions that ensure the protection and quality of food. This means our films are used to produce both end customer packaging and process packaging with special functionalities. SÜDPACK's concepts preserve freshness and aroma and extend the shelf life of products, which in turn contributes to a high level of consumer safety and to the reduction of food waste. Our portfolio of sustainable solutions has been continuously expanded in recent years. Our solutions help our customers fulfill current requirements whilst also meeting the growing demand in

the industry. To realize growth opportunities in the new markets, we have further enhanced our strategy process.

Applications:

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



BU Medica

The product range extends from standard to customer-tailored packaging concepts. For example, it includes the production of 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 product highlight is the development of PharmaGuard®, a PP-based, recyclable film for the production of halogen-free blister packaging for tablets and other pharmaceutical solid applications.

The products are manufactured using state-of-the-art plant technology and in accordance with the highest quality and hygiene standards, including the capacity to operate under clean room conditions.

Applications:

Medical: incontinence care, renal and urinary tract care, ophthalmology, interventional care, orthopedic and surgical care, wound care products, diagnostics

Pharma: pharmaceuticals, enteral applications, and food systems, life sciences



BU FF&C

The BU FF&C (Functional Films and Compounds) specializes in the production of technical films and compounds. Our individual functional films have to prove their high quality in a wide variety of applications. For the development and production of compounds, we have built up comprehensive expert knowledge and modern processing and application technology in the areas of additives, biopolymers, recyclates, and fillers – thus strengthening our market position as a holistic solution provider. Moreover, the BU FF&C is strongly committed to the issue of a circular economy and has owned a majority stake of the chemical recycling company carboliq since the beginning of 2024.

As a result, we are able to implement closed-loop models with our customers (also in Food and Medica) and with other stakeholders along our value chain.

Applications:

Automotive engineering, aviation, non-food, and consumer goods, household, furniture and garden, building and construction, packaging industry



BU USA

The BU USA – unlike the three other Business Units FF&C, Food and Medica – is not oriented towards industries, but rather towards the American market as a whole. This is because on the other side of the Atlantic, SÜDPACK still operates for some industries largely as a mid-sector solution provider. And the market is developing very quickly. The food industry also offers major growth opportunities for BU USA. It is actively supported by the BU Food in working this market. Thanks to the moderate company size, excellent service, extensive industry experience and high flexibility, our colleagues at the Oak Creek site

are already able to implement demanding projects. The agile team also works out potential in the market while dealing with the optimization of production and sales processes.

Applications:

Food, consumer goods, household items and cleaning products, cosmetics



Products

Whether it's for use in the food, medical or pharmaceutical industries or for technical applications, SÜDPACK's high-performance films are always cutting edge and meet the wide variety of customers' requirements with their multiplicity. And although the individual films are all very different from one another, they all meet the same high standards when it comes to quality and functionality.

As part of our materiality analysis, presented in this report from page 21, we discovered that two major topics are of top priority when it comes to our products: consumer protection and innovation. For these topics, the organization must describe the actual and potential negative and positive impact on the economy, environment, and people. In terms of the negative impact, we have to demonstrate whether and to what extent the organization is involved, i.e. with its activities or as the result of its business relationships.

A positive aspect is that our products protect food, medical products, pharmaceuticals, and non-food items. Through our work, we are constantly gaining new insight, which allows us to continually improve

the protection of packaged goods. At the same time, we are learning how to conserve important resources better and how to generate added value.

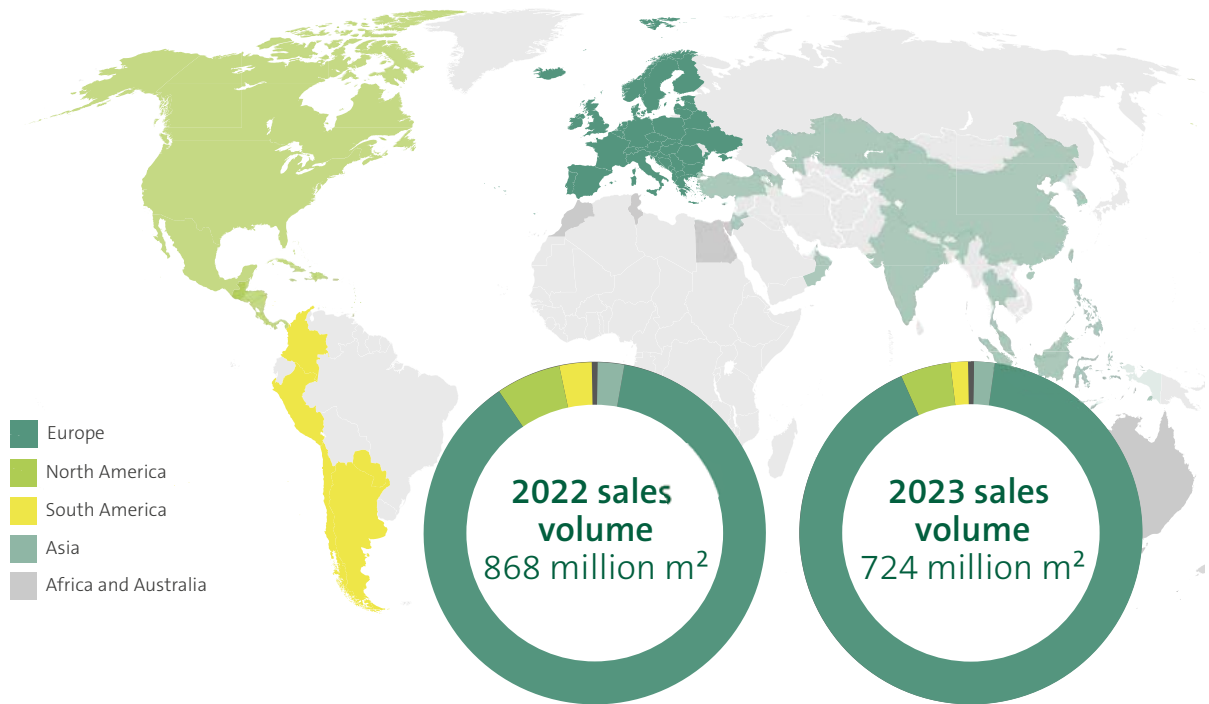
In the field of innovation, which is an inherent part of product design at SÜDPACK, the production of sustainable products and product development as a whole was given a positive rating in the materiality analysis. In particular, our focus on material efficiency and circularity is a strong factor, as well as the fact that we take CO₂e reduction into account in product development.

Last but not least, we registered positive points for our backward integration. The strategic decision to take a step back along our supply chain in order to ensure the control of production processes as well as suppliers contributes to both our sustainability and our quality.

Product and consumer protection with product-specific packaging

Right from the very start, SÜDPACK's business model is focused on the development and manufacture of

Sales Volume According to Regions



products that effectively protect a packaged product from quality deterioration, damage or manipulation while extending its shelf life by as much as possible. Using our product-specific packaging, for example, we are able to keep food from spoiling prematurely. This allows us to make a contribution to reducing food waste and its harmful environmental impact. Studies on the carbon footprint of food and its packaging* have shown that the impact of packaging on the environmental footprint is a mere 3% to 5%, while the food itself can be responsible for up to 97% of the impact – for example from its cultivation, irrigation, and logistics. This makes the protective function of packaging hugely significant, particularly as it is also a way to save a great deal of CO₂e.

All SÜDPACK products are strictly manufactured in compliance with BRCGS (Brand Reputation through Compliance Global Standard) as the entire company group is now certified in accordance with it. The standard is not only a robust framework for packaging manufacturers like SÜDPACK, but is also recognized worldwide by many brand owners, retailers, food service companies, and manufacturers for evaluating the capabilities of their suppliers.

* *Arbeitsgemeinschaft Verpackung und Umwelt (AGVU); Gesellschaft für Verpackungsmarktforschung (GVM); denkstatt (2020)*

Product innovations in sustainability

We utilize our expertise and technological advancements to develop pioneering innovations that support customers in their sustainability efforts as well as the transformation of our industry. But how can we ensure innovation? The answer is with vision and, above all, investment. In modern machinery, new technologies and the solid training and further development of our employees.

It was early on that we focused on developing and manufacturing products that are material, efficient and circular. The concept of sustainable product development is firmly anchored in the entire organization, and particularly in our R&D department and in strategic marketing. Design for Recycling and Design for Circularity are now a reality at SÜDPACK. In the product development process, we take a holistic approach – from the procurement of the raw materials to production, logistics and right through to the environmentally sound recycling of our products at the end of their life. A powerful instrument in this context is our LCA tool, which we have been using since 2023 to evaluate the entire life cycle of products along the process chain.

Because polypropylene (PP) and polyethylene (PE) meet the Design for Recycling requirements in many countries and can therefore be allocated to existing



material flows, we have in recent years increasingly focused on developing high-performance single-material solutions based on these two polymers. The two complete product lines PurePP and PurePE, suitable for thermoforming and pouch applications in both the food and pharmaceutical industries, are now available. PharmaGuard®, for example, was developed specifically for the pharmaceutical industry as a recyclable blister concept for solid applications, improving the eco-balance thanks to its excellent material efficiency, the low density of PP and its high yield. The recyclability of such single-material solutions can be verified if needed with a certificate from independent, external institutes. Our new lidding films are another current innovation. They ensure that packaging with APET trays can be recycled.

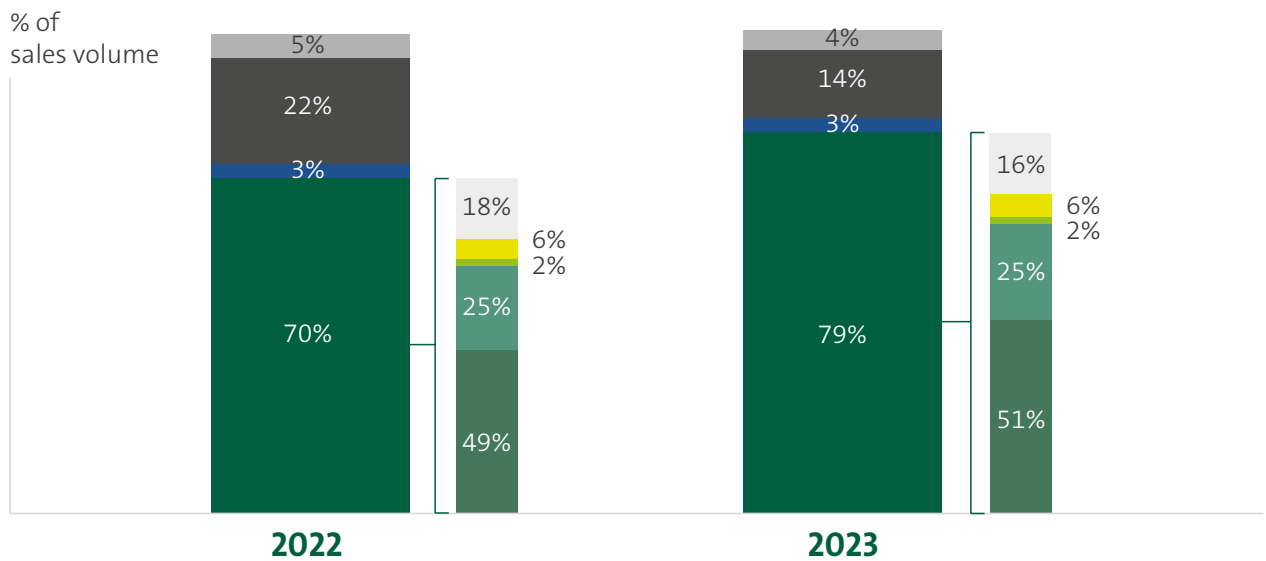
Last but not least, we count on sustainability for new pouch concepts. Pouches already intrinsically stand out due to their significantly lower weight compared to conventional packaging concepts such as thermoformed packaging or trays. When this is combined with the use of thinner materials, we can reduce the use of resources even further and substantially improve the carbon balance along the entire process chain. The versatile PE and PP composites made by SÜDPACK are impressive not only due to their optimal pouch stability and excellent product protection, but also most notably due to their recyclability. When developing our products, we collaborate with renowned machine manufacturers from the very beginning to ensure optimal processing on existing packaging machines.

Sustainable business models

SÜDPACK sees chemical recycling as an indispensable building block in a circular plastics industry. This applies above all in cases where mechanical recycling has reached its limits despite “Design for Circularity”. Chemical recycling also guarantees the sufficient availability of recyclates for the production of contact-sensitive packaging.

Our cooperation with carboliq allowed us to initially utilize our own production-related plastic waste for recycling in the plant in Ennigerloh and to set up circularity as a new business model for SÜDPACK. We have been implementing initial customer projects since 2023. An exciting step towards fully circular packaging came in the form of the project we undertook with Arla. In the project, we were able to convert the plastic waste from maturing packaging for mozzarella into a high-quality liquid resource and new packaging for grated cheese.

Sales Volume According to Industries



Breakdown according to industries

■ BU Food
 ■ BU Medica
 ■ BU FF&C
 ■ Other

BU USA is included in the individual areas.

BU Food according to applications

■ Meat and sausages
 ■ Dairy products
 ■ Fish
 ■ Bread and bakery products
 ■ Other food

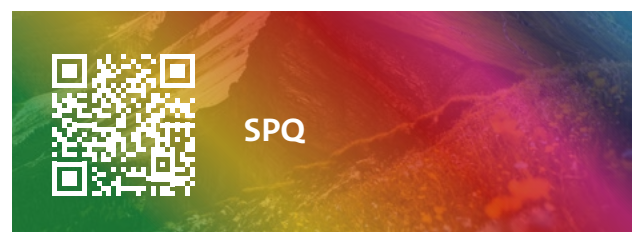
In a large-scale pilot project in 2023, carboliq in Ennigerloh, Germany was able to convert 80 tons of plastic film from the Danish dairy Rødkærsbro into new packaging using chemical recycling. The processing and granule production was carried out by Lyondell-Basell and Neste.

In the past, because the plastic packaging was not suitable for mechanical recycling, it had to be incinerated. Moreover, recyclate from mechanical recycling is not allowed to come into contact with food again. As a result, the films were not recycled into new food packaging and were instead used elsewhere and therefore exited the loop.

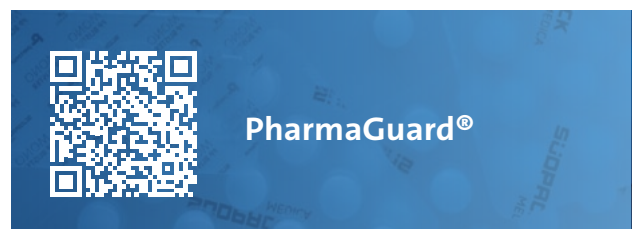
This example shows that here at SÜDPACK, innovation not only takes place at production level, but also at business model level. And this is because we are convinced that the transformation of the packaging industry from a linear to a circular economy requires the appropriate business models, as well as the appropriate investments made by the industry. With cooperation along the entire value chain, innovative business models can be used to also generate added value for all stakeholders.



Pure-Line



SPQ



PharmaGuard®



Association Work

SÜDPACK is a member of many international and national bodies, committees, and industry associations. We advocate our guiding values for sustainability through various channels at industrial, political, and social levels. This gives us the opportunity to gain and share knowledge. We can influence market developments and help shape them. We are part of a strong community that promotes constructive dialogue, supports one another and can achieve goals that individual companies cannot achieve alone.

We are particularly dedicated to the topics of sustainability and the circular economy. Which is why within the framework of partnerships and initiatives, we are explicitly involved in programs that aim for the conscious, sustainable use of plastics and implementation of a circular economy. For example, we are active members of the IK, FPE and CEFLEX associations, which advocate sustainable and circular development in the plastics packaging industry. In IK, we chair the Flexible Packaging Forum and are simultaneously active in various specialist committees. In FPE, we are involved in the Executive Committee, the Sustainability Committee and the Circular Economy Task Force. Our involvement with CEFLEX includes various working groups, such as the CEFLEX Advocacy Group, which is also involved in establishing chemical recycling. We are also a member of the Corporate Forum Chemical Recycling (CFCR).

In the run-up to the introduction of the PPWR, we actively supported the German Association for Plastics Packaging and Films (IK) providing them with specific amendment proposals. Furthermore, we exchange views with political representatives from various parties and levels in order to raise awareness regarding the current market situation and the challenges it poses. As an industry leader and one of the key driving forces for circularity in our industry, we explicitly welcome the EU Commission's proposal for a regulation regarding packaging and packaging waste that supports a circular economy as well as chemical recycling as a complementary technology to mechanical recycling. At the same time, we also see significant room for improvement in the mandatory rates for recycle use, for example, as well as greater clarification on outstanding issues and terminology. To put one issue in more concrete terms, the rapid definition of the term "recyclable at scale" as well as the definition of the corresponding material flows are a key prerequisite for being able to continue to operate effectively and to invest in new products and

technologies. Moreover, a mass balance approach is essential for the recognition of chemical recycling and for meeting ambitious recycle use rates. We remain engaged and committed for a multitude of reasons, which include the opportunity to make an impact, optimally advocate our interests and, last but not least, help shape important developments.

We substantially increased our involvement in association work during the reporting period. The topic of sustainability is essentially what we support in any new tasks within the various bodies and associations. With SÜDPACK Medica in mind, we now support the Sustainability Committee of the Sterile Barrier Association and contribute our expertise in plastic pharmaceutical packaging to the relevant working group of the German Association for Plastics Packaging and Films (IK). In the food segment, for example, we are actively involved in the Danish Food Cluster because the topic of sustainability in particular is rapidly gaining momentum in the Scandinavian market. We have also been a member of the German Coffee Association since 2024 and are already part of the “Sustainable Packaging” working group. By way of example, we are currently cooperating with Niehoffs Kaffeerösterei GmbH.

Association/Organization		Country	BU/ Group
	CPA	International	Group
	FPE	Europe	Group
	CEFLEX	Europe	Group
	IK	Germany	Group
CFCR	Corporate Forum Chem. Recycling	Germany	Group
	Elipso	France	Group
	GIFLEX	Italy	Group
	Istituto Italiano Imballaggio	Italy	Group
	ANAIP	Spain	Group
	KIDV	Netherlands	Group
	Pakkaus	Finland	Group
	Danish Food Cluster	Denmark	Food
	FTA	USA	Group
	FPA	USA	Group
	OPRL	UK	Food
	German Coffee Association	Germany	Food
	BioPharma Cluster South Germany	Germany	Medica
	Sterile Barrier Association	Europe	Medica
	Biolago	Germany	Medica
	Nezumed	Germany	Medica
	KLiB	Germany	FF&C



Materiality Analysis

To identify which sustainability topics are of particular relevance to the SÜDPACK company group and its stakeholders, a comprehensive materiality analysis was performed in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD). The analysis serves as an important basis not only for sustainability reporting, but also for the critical evaluation and further development of our sustainability strategy.

We deliberately analyzed the two perspectives of impact materiality (inside-out) and financial materiality (outside-in), which also prepares us for the CSRD in 2026, which makes it mandatory to perform a double materiality analysis. Moreover, this allows us to guarantee a seamless transition from the GRI Standards to the new European Sustainability Reporting Standards (ESRS) of the CSRD. Applying double materiality increases the scope of reporting for SÜDPACK.

The inside-out perspective examines both the positive and negative impact of our business activities on society and the environment. In contrast, the outside-in perspective concentrates on the opportunities and risks posed by sustainability topics on the financial and profit position as well as the business development and performance of SÜDPACK.

Approach to preparing the materiality analysis

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

In an extensive stakeholder screening, major sustainability topics were initially identified by analyzing secondary data. As relevant stakeholders along the supply chain, SÜDPACK identified and interviewed customers, suppliers, retailers, machine manufacturers, market competitors, recyclers, and end consumers. Also included were charitable foundations and non-governmental organizations (NGOs), media and the press, the local community, schools, colleges and universities, politics, legislation, official authorities, institutions, employers' liability insurance associations,

professional associations, and industrial associations. SÜDPACK then held 15 detailed interviews with machine manufacturers, customers, suppliers, representatives of society, universities, recyclers, and associations. The aim of these discussions was to identify the relevance of sustainability topics to these extremely important stakeholders and to assess SÜDPACK's previous sustainability performance as well as its impact on people and the environment.

Impact Materiality

Inside-out perspective

Impacts of the company on people and the environment

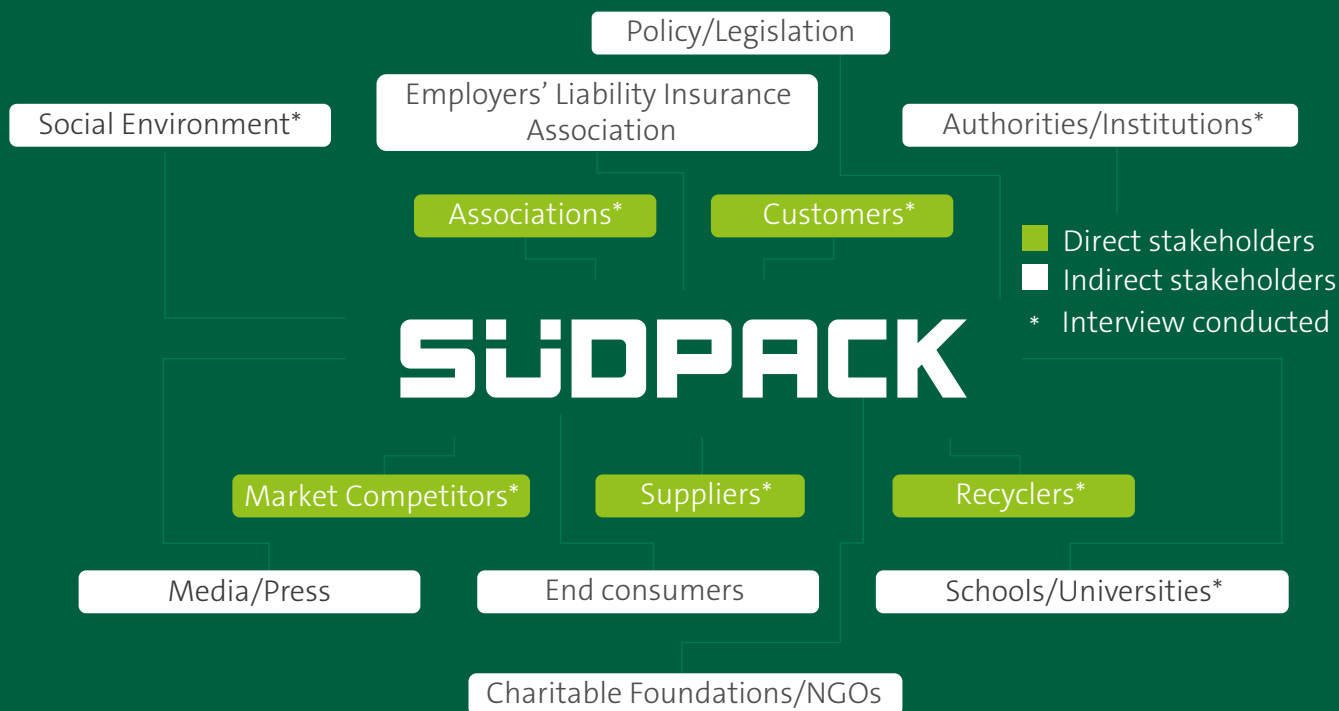


Financial Materiality

Outside-in perspective

Impacts on the company





The most important finding that arose from the stakeholder dialogue is that sustainability is extremely important to all stakeholders. Most notably, climate change, energy, and a circular economy were of utmost importance. The same applies to working conditions for employees, compliance, consumer protection, innovation, and product design. Our sustainability strategy considers these key aspects in the areas of action concerning the circular economy, climate protection, and social responsibility.

In a further step, Management, BU Heads, representatives from the Sustainability Team as well as the Environmental Management, HR, Compliance, Purchasing, Product Management, and Strategic Marketing departments participated in two workshops to categorize the potential material topics in relation to impact and financial materiality. In concrete terms, each of the 96 topics required according to the ESRS were assessed based on their positive and negative impact as well as their opportunities and risks. In addition, the topic of innovation and product design was considered, as it turned out to be of particular importance in the stakeholder dialogue. Because individual inquiries were not expedient in some areas, we grouped some topics together and did not ask about them individually.

A concrete example of our approach

The following is an example based on the environment topic. In the context of impact materiality, we concentrated specifically on how severe SÜDPACK's impact is on climate change (scale), how widespread this impact is along the supply chain (scope) and how difficult it would be to remediate or reverse this impact (remediability).

We discovered that while the impact is high, SÜDPACK takes far-reaching measures to reduce the negative impact along the supply chain. This negative impact includes: the high CCF, raw material availability, raw material consumption, the end of life of our products, and lastly, logistics, since our products are used worldwide.

A positive aspect, however, is that our films effectively protect important products such as food, medical goods, and pharmaceuticals. Putting more and more PP- and PE-based single-material solutions on the market with a lower carbon footprint, continuously optimizing the material efficiency of our high-performance films, and additionally relying on bio-based plastics and regional business markets are aspects that we also consider favorable. Last but not least, we are pursuing a coherent CO₂e reduction strategy within the scope of the SBTi.



The following topic areas were considered in the materiality analysis:

Ecology

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

When considering the financial opportunities and risks that arise from climate change, i.e. the outside-in dimension, the paramount finding is that the risks and likelihood of occurrence are very high – for example regarding the pricing of carbon emissions, enhanced reporting obligations, and the rising costs of raw material. In addition, weather-related events and climatic changes can entail risks. The same applies to Europe’s competitive disadvantages compared to other regions of the world and to the fact that retail and consumers are currently unwilling to pay higher prices for sustainable packaging.

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

Nevertheless, we also see opportunities. Investments in new technologies also open up new areas of business for us. We are increasing our resource and energy efficiency. We are gaining market shares due to carbon pricing. Moreover, financing is facilitated as more funds are available for sustainable technologies.

Governance and Addition

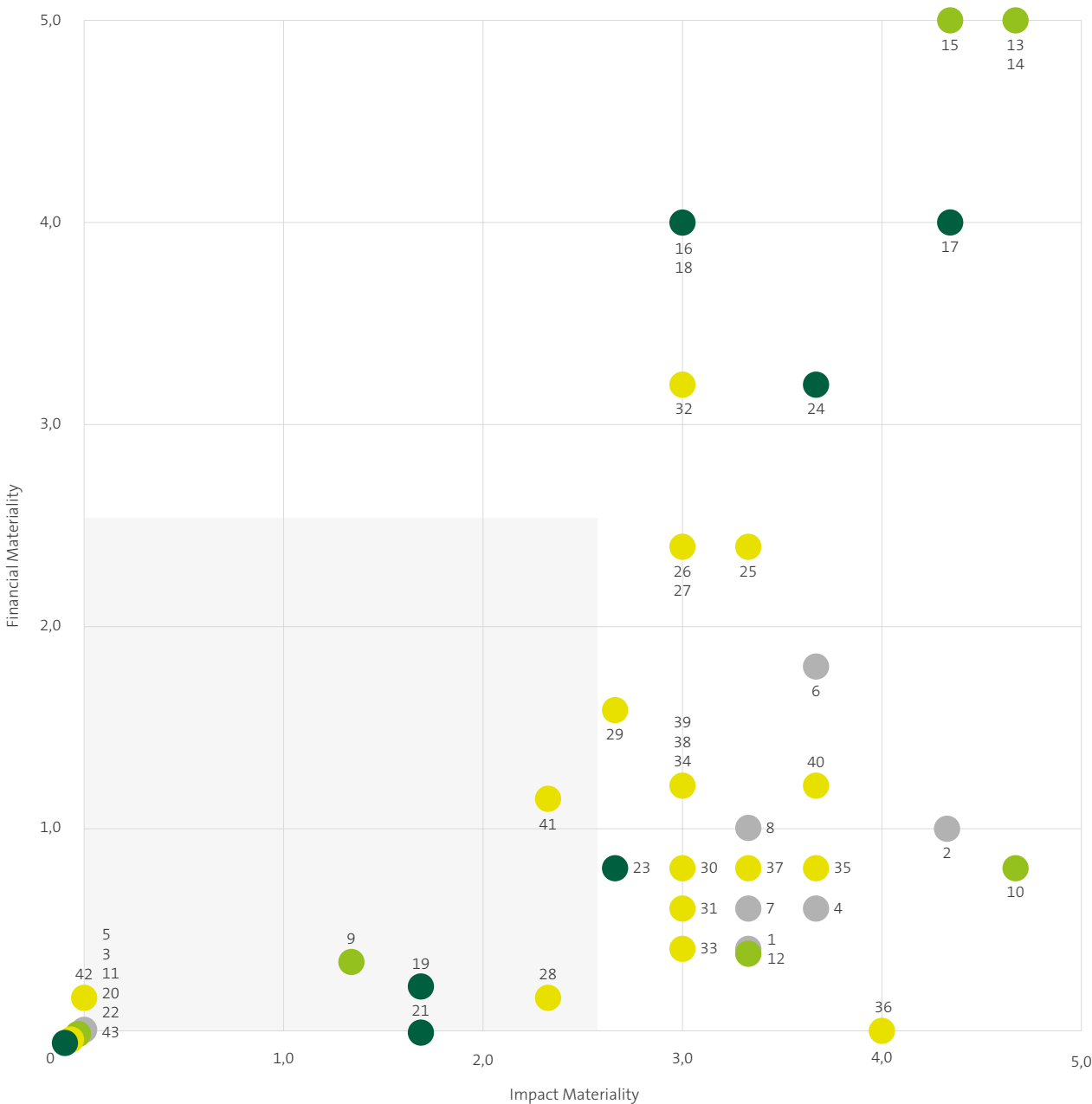
- Compliance and corporate policy
- Bribery and corruption
- Innovation and product design

Materiality Matrix

The quintessence of all these results is our materiality matrix. The y-axis represents financial materiality, the x-axis displays impact materiality. The materiality analysis is regularly reviewed and updated. To this end, we monitor not only the development of business areas, risks and opportunities for SÜDPACK, but also changes in legislation as well as the requirements and needs of our stakeholders.

As the 2024 Materiality Matrix shows, we are reporting specifically about the topics and their sub-topics in this Sustainability Report:

- Climate change
- Pollution
- Water and marine resources
- Biodiversity and ecosystems



- Circular economy
- Own workforce/working conditions
- Own workforce – equal treatment and opportunities for all
- Own workforce – human rights and other rights
- Workers in the value chain
- Consumers and end-users
- Corporate policy
- Innovation and product design

Most of these topics were already set in the 2022 Sustainability Report in a similar form. Fundamentally, the familiar topics that have been important to us remain relevant. There are, however, four additional topics as well:

- Climate change adaptation
- Microplastics in the area of pollution
- Impact on the extent and condition of ecosystems and ecosystem services under the topic of biodiversity, and
- Data protection under the topic of own workforce – human rights and other rights.

Results assessment

The exemplary approach illustrated here was applied to all the topics listed above in both workshops. Subsequently, the Sustainability Team including the Head of Strategic Marketing & Sustainability assessed all 96 topics with assessment tables for both dimensions. The terms used in the matrix are based on the ESRS.

The assessment for impact materiality was performed based on the criteria of scale, scope, and remediability of impacts on a point scale of 0 – 5. The scores for the three criteria were added together and averaged. Starting at 2.5 out of 5 points, we categorize a topic as “material”.

To assess financial materiality, the score for the scale of opportunities and risks was multiplied by the likelihood. The likelihood was determined as follows:

- 0 = 0% likelihood
- 1 = 20% likelihood
- 2 = 40% likelihood
- 3 = 60% likelihood
- 4 = 80% likelihood
- 5 = 100% likelihood & actual opportunities and risks

Here too, the highest score was 5 points and materiality is also reached at 2.5 points.

Management of material topics

In the following chapters, SÜDPACK presents the activities or business relationships for each material topic and reports on the actual and potential negative and positive impact on the economy, environment, and people.

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



Sustainability Strategy

As one of the leading manufacturers of high-performance films and packaging solutions for the food, non-food, medical device, and pharmaceutical industries, and also of customer-specific compounds for technically demanding applications, we feel it is our duty to make our company, processes and products as sustainable as possible. That is why Sustainability Leadership is one of the strategic building blocks of our 2030 Corporate Strategy.

Sustainability Leadership is also more than just a vision. It is an obligation to always consider and incorporate leadership and sustainability in an ecological, economic, and social context as well. Sustainability Leadership also means developing and establishing innovations in the market for a better future – with the lowest possible carbon footprint and maximum added value for us and our customers. Our innovative strength is based on being a leader in technology and on having an in-depth understanding of customer needs in addition to well-founded knowledge about sustainability requirements. Our sustainable products and business models are a key factor that differentiates us in our industry. As a family-run business with a long tradition and pioneering developments, SÜDPACK stands just as much for stability and profitable growth as it does for longevity and competitiveness.

To be able to strengthen our position in the field of sustainability, purposely and efficiently operate in a dynamic environment, and actively shape sustainable transformation, we are constantly working on the operationalization of our sustainability strategy in a wide variety of functional areas of our company.

From our standpoint, the most important drivers in this process are our employees. It is only when they internalize and back changing values that a more sustainable corporate culture can succeed. The additional drivers of this development that we see are essentially:

- The legal and political framework conditions being manifested in the EU's Green Deal and the PPWR
- 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

- Society, which shapes and backs trends
- Financial markets
- The raw material and energy markets. Here too, the changing availability of raw materials and energy is forcing a rethink.

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 success acts as a “door-opener” – and is simultaneously the key to more security, both for us as an organization and for our stakeholders.



Visions and ambitions in sustainability

The SÜDPACK sustainability strategy focuses on three central areas of action at its core: circular economy, climate protection, and social responsibility.

What we call our “ambitions” are our visions in the field of sustainability that contribute to Sustainability Leadership. In the three areas of action concerning the circular economy, climate protection, and social responsibility, we defined a total of seven ambitions. For the circular economy, they are sustainable products, ZERO WASTE, and leader in the circular economy. For climate protection, we are concentrating on NET ZERO, which is also joined by energy management and resource efficiency. When it comes to our social responsibility, zero accidents, a motivated organization, and sustainable supply chain are among our most important goals. These ambitions will be turned into projects that we consistently pursue.

The 2030 Sustainability Strategy is designed to ensure that SÜDPACK continues to fulfill its responsibility in 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 also provides the framework that makes it possible to work efficiently and therefore sustainably.



Operationalization of the sustainability strategy in the company group

The SÜDPACK sustainability strategy was finalized on the basis of the sustainability framework and on the 2022 Materiality Analysis in the fourth quarter of 2022 and in the first quarter of 2023. During this period, areas of action were prioritized as it was not possible to work on all the topics at the same time. In the second and third quarters of 2023 the expansion of our sustainability strategy was on the agenda. This included establishing and planning projects in close coordination with the responsible teams and departments.

The circular economy area of action focuses in particular on: technologies for efficient resource management and for the production of sustainable products; PPWR-compliant packaging solutions for the European market; the CO₂e efficiency of our products; waste reduction; the use of production waste; and the circular economy as a whole.

Key projects in the climate protection area of action concern: the reduction of our environmental footprint in accordance with the SBTi targets; renewable resources; and the whole topic of material efficiency. In the area of social responsibility, we are working very hard on the topics of employee satisfaction, attractive workplace design, and the reduction of accidents of any kind – and therefore on a safe work environment in all areas. We are also striving for higher transparency in our supply chain and are looking more closely at the topic of sustainability as an important decision-making criterion in purchasing.

In every segment of the framework for action, there is at least one project that we are pursuing as a top priority and that is also allocated to one of the seven ambitions. We have underpinned these projects with various initiatives that break the project down to an operational level and include KPIs and goals through to 2030. In the months ahead, we will continue to develop the individual projects.

The following table shows the individual projects in the three areas of action with their goals and responsibilities. The goals and definitions of the KPIs for the individual initiatives were determined jointly with the responsible individuals. This forms the basis for the operationalization of our sustainability strategy in the company group. At this point, however, final goals have not been defined yet for all the projects that could be incorporated into this Sustainability Report. The details on the individual projects and goals can be found in the chapters that follow.

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% capacity
	Product design	Sustainable Products and NET ZERO	Packaging Solutions for the EU Market according to PPWR CO ₂ e Efficiency of Our Products	Increase in percentage of recyclable products Increase in PCR percentage (contact-sensitive) Reduction t CO ₂ e/m ² (Scope 1 – 3)	100% recyclable films 10% PCR 209 t CO ₂ e/million m ²
	Material management	ZERO WASTE and SÜDPACK as Leader in Circular Economy	Waste Reduction Use of Production Waste Closing Loops	Reduction of waste Increase in recycling of non-recyclable waste Development of strategic partnerships Development of clear communication	0 t waste tbd tbd 92,000 impressions, likes & shares/year
Climate protection	NET ZERO	NET ZERO	CO ₂ e Reduction in accordance with the SBTi	Scope 1 and 2 reduction Scope 3 reduction	-76.3% CO ₂ e -25% CO ₂ e
	Energy management	NET ZERO	Renewable Energies	Increase in percentage of renewable energies	100% renewable energies
	Resource efficiency	NET ZERO	Material Efficiency	Increase in material efficiency	105 g virgin material/m ²
Social responsibility	Employees	Motivated Organization	Employee Satisfaction Attractive Workplace	Increase in employee satisfaction Reduction in turnover of employees	3.3 points in employee survey tbd
	Occupational safety	Zero Accidents	Accident Reduction Safe Work Environment	tbd tbd	tbd tbd
	Supply chain	Sustainable Supply Chain	Transparent Supply Chain Sustainability as Purchasing Decision	Increase in percentage of suppliers with sustainability rating Improvement of SÜDPACK EcoVadis rating Improvement in sustainable purchasing decisions	90% of purchasing volumes > = 80 points 100% of decisions with LCA information



Monitoring the sustainability strategy

As soon as the individual projects and goals have been specified, we will start to record the status quo, or respectively, the status of each project and the extent to which goals have been reached based on the figures from 2021. Based on this, we were able to launch some projects in 2023. In the event of any deviation, suitable corrective measures must be developed and initiated. Goal achievement is always measured in the current year compared to the goal for 2030.

Comparing the strategy with our 2024 Materiality Analysis

In the context of the current materiality analysis, comparing the material topics with our strategy revealed that all the topics we are working on are also material. However, not all the material topics had been anchored in our sustainability strategy. The topics

- Climate change adaptation
- Water consumption
- Impact on the condition of ecosystems
- Diversity

will also be considered more closely after the current topics have been addressed. We have put them on our backlog.

Strategy implementation on our company scorecard

A number of sustainability projects and initiatives have already been registered as part of our strategic scorecards at a corporate and functional level and are monitored accordingly. This includes:

- Increasing the share of sustainable products (company scorecard)
- CO₂e reduction (company scorecard)
- Optimal use of resources (company scorecard)
- Safe working environment with few accidents (company scorecard)
- Employee satisfaction and attractive workplace (company scorecard and HR department scorecard)
- Expansion of the circular economy (R&D, BU FF&C department scorecards)

Moreover, the sustainability area defines further sustainability initiatives that will be monitored at a departmental level in the form of a scorecard.

Within the scope of these scorecards, we will also consistently monitor the overarching corporate goals.



Outlook for 2024

Our intention for 2024 is to finalize all goals still outstanding. In parallel, we are giving further momentum to the operationalization of our sustainability strategy in the direction of task forces, because with the right specialists in the right team, we are better able to ensure the right level of skill, strengthen our effectiveness and reach our goals at a much faster pace.

Task Force 1 is established in the Product Management and Development department. It is responsible for the “Packaging Solutions for the EU Market” and “Material Efficiency” projects. As Task Force 2, the BU FF&C team is responsible for technologies in the field of efficient resource management, waste reduction, and the use of production-related waste. Renewable energies is the project taken on by Energy Management in its role as Task Force 3. As Task Force 4, Purchasing gives top priority to the “Transparent Supply Chain” and “Sustainability as Purchasing Criterion” projects. The experts in our extrusion strategy form Task Force 5, which focuses on technologies that optimize our environmental footprint in conjunction with the production of sustainable products. Task Force 6 is formed by Strategic Marketing and is focused on the “Closing Loops” project. Employee satisfaction and workplace issues are assigned as projects to the HR Department as Task Force 7. An eighth Task Force still needs to be created. It will deal with the reduction of accidents at work and with the topic of occupational safety as a whole.

The plan is for there to be automated reporting using a BI dashboard, which will at any time give us an overview of all the areas of action, projects, and goals.





Corporate Governance and Compliance

Integrity, compliance, legal responsibility, and practiced values are the cornerstones of SÜDPACK's sustainable governance. They are mandatory for the Management Board, senior management, and employees of the company group – and also apply to business and development partners as well as suppliers along the value chain. This applies all the more in a dynamic environment and in times of radical change. We are convinced that we as a company can only have lasting success when our conduct is ethically and legally responsible.

That is why we not only work consistently on and with our understanding of integrity, but also constantly monitor it and continue to develop it.

The surveys conducted with internal stakeholders form an important indicator in conjunction with our materiality analysis. They revealed that corporate policy, data protection, and product safety are the three most material topic areas.

Accordingly, consistent positive feedback was given regarding our compliance structure in the area of corporate policy in our materiality analysis, which included officers, appropriate training courses, and the newly introduced whistleblower mechanism. Our uniform supplier management, Code of Conduct, Supplier Code of Conduct, and the implementation of SA8000 were also viewed positively.

The positive impact in the area of data protection demonstrated that our data protection directive, the designation of a data protection officer as well as data backup and data availability have reached a high level at SÜDPACK.

With functioning and practiced management systems, we establish safety, reliability, and transparency in all areas of our organization and along the process chain. Product safety is ensured by the appropriate measures and standards. Our company meets customer conditions regarding the traceability of products and data protection regulations. All information is available and freely accessible.

Corporate policy

Responsible business conduct is firmly embedded in SÜDPACK's DNA. As a family company with local roots and international operations, our corporate policy and vision demonstrate our commitment to the legally compliant and socially responsible governance of our company. The motto "think global, act local" sums up our vision of what it means to be a first-class, transnational organization that operates globally while still taking local needs into account. This is also our approach when it comes to compliance. We have pledged to comply with all the laws, regulations, administrative and operational specifications that apply to us, to honor the commitments we have set ourselves and to align the conduct of every individual with our values and corporate principles.

The compliance mechanisms include:

- SÜDPACK Guiding Values
- Code of Conduct
- Supplier Code of Conduct
- SA8000
- Compliance Officer and legal coordination
- Process to remediate negative impacts

The SÜDPACK Code of Conduct sets the global standards and provides a joint guideline for all employees. To ensure all employees act in compliance with the law, they receive regular training about the binding standards of conduct. In essence, we focus on five topic areas in our Code of Conduct:

- Conduct within our company
- Protection of intangible and tangible assets
- Environment and sustainability
- Legal and regulatory framework
- Conduct towards business partners and competitors

During the reporting period, the main focus at SÜDPACK was on communication as well as training courses on guidelines and the SA8000 process. Individuals can also seek advice from the Compliance Officer regarding the implementation of the guidelines and practices of the organization for responsible business conduct. Moreover, our whistleblower mechanism makes it possible for all employees, customers, contractors, suppliers, and other third parties to anonymously report regulatory violations. In our guideline for reporting information, the processes for obtaining advice, reporting concerns and the procedure for evaluating violations are clearly regulated. This allows us to ensure a fair and transparent procedure that takes account of both the principle of proportionality for the parties concerned as well as the protection of the person who provided the information.



Data protection

Data is a sensitive asset that is worthy of protection. The handling of data requires particular care. For SÜDPACK, data protection is not only a legal requirement, it is also an expression of our honest and fair behavior in everyday business. To protect the individual rights of our employees and business partners, we have established a globally adequate level of data protection as defined by the General Data Protection Regulation (GDPR) of the European Union.

The data protection guideline fundamentally covers matters such as how to handle confidential information, assets, and research findings. To effectively protect central business processes, IT applications and IT systems, globally applicable security standards were created and information security was integrated into internal processes. We are also further developing the security of our IT to prevent the loss, theft, manipulation, and misuse of data and to ensure its availability. In addition, regular IT security training makes sure that employees are always up to date. To verify compliance with internal and external requirements, a Data Protection Officer was appointed.

All employees are obliged to observe the principles of data protection within the context of their everyday work so that SÜDPACK is and remains compliant. Central elements of data protection are primarily:

- Transparency
- Purpose limitation and erasure
- Accuracy
- Data minimization
- Privacy by Design
- Privacy by Default

SÜDPACK expects managers to set a good example and to monitor and ensure compliance with the rules regarding data protection in their area of responsibility. Employees who spot weaknesses in the area of data protection are obliged to inform their manager or the Data Protection Officer.

Product safety

SÜDPACK products stand for maximum quality and safety. We ensure the safety of our products as well as the assessment of the health and safety impact of product and service categories with suitable measures, standards, and, most notably, with our risk management system. Technical and regulatory laws



and requirements form the framework for action within which we consider internal development specifications and processes. We have relevant certifications that underpin our high standards in product and process management.

SÜDPACK's declared objective is to recognize risks at an early stage in the product development process, in production, in our surroundings, along the supply chain, and right through to the consumer or end user, and to take preventative action. In order to prevent risks relating to product safety, measures such as risk analyses are performed within the context of our certified production safety and hygiene management system in accordance with BRCGS as well as our quality management system in accordance with ISO 9001. These measures are undertaken at least once per year for existing products and processes, and on an ongoing basis for new products and processes. The relevant information on the BRCGS certification of the entire company group can be found in the "Products" chapter of this Sustainability Report.

Based on this risk management, we maintain a continual dialogue with our customers and suppliers, as well as with authorities, industrial associations, institutes, and the public. For example, we are active in different working groups of the IK and in various DIN standards committees to further promote the topic of product safety and to constantly make improvements within our own company.

Sustainable Efficiency

Lean production, sustainable products and processes, and the responsible use of resources are the key to our success and is what has enabled us to increase the effectiveness and efficiency in our company. We save on costs, resources, and energy. We reduce superfluous working steps. And we optimize collaboration along the supply chain.

Sustainable efficiency makes a contribution to further optimizing our value-added process – and to effectively interlinking nature, work, and technology with one another. In other words, sustainable efficiency forms the framework for ensuring our work is both efficient and sustainable.

A key building block in this concept is lean management. Reliable lean methods and lean tools, such as policy deployment, shopfloor management, PMO (project management office) and Six Sigma make it possible to define goals in every category, effectively pursue them, and, if needed, take corrective measures.

Policy deployment helps us to systematically substantiate the overriding goals and strategies, and to underpin them with the appropriate measures and projects for the various levels, departments, and employees. In essence, we focus on five operative goals in this context:

- Quality
- Costs
- Lead time
- Throughput, and
- Occupational safety, health, and environment.

PMO ensures we manage our capacities and prioritize important projects that are key to reaching our five targets and thus our EBT target.

Shopfloor management, which is the active presence of senior management where things happen, helps us raise awareness of operative processes among management and employees. As a holistic management tool, shopfloor management is also a powerful lever for a constructive error culture. Moreover, it also allows our employees to actively contribute their ideas and use their own initiative.

A necessary cultural building block at SÜDPACK is Six Sigma. With statistical tools and a structured approach, even complex topics and problems that prevent employees from reaching their goals can be analyzed and effectively processed.

Our achievements in the area of resource-efficient production were recognized in October 2023 with the special “Excellent Strategic Implementation” award at the annual Lean & Green Summit. The award is an opportunity for companies with 150 or more employees to obtain a sustainability and lean management rating and to learn from the best. Scientific support for the award is provided by the Technical University of Munich and by the Technical University of Applied Sciences Würzburg-Schweinfurt.

Our current task is to link up even more effectively with Lean & Green by raising more awareness of sustainability among our employees and by making green targets known and controllable through decentralized shopfloor management activities.





9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Circular Economy

One of the biggest building blocks for sustainability in the plastics packaging industry is a circular economy. The draft of the European PPWR, which places renewed emphasis on recycling and the use of PCR while simultaneously requiring the reduction and recyclability of packaging material and packaging waste by 2030, also addresses the causes of one of the most pressing cross-cutting issues for globally sustainable development. As an overarching strategy, the EU Plastics Strategy likewise aims to decouple the European plastics industry from fossil raw materials and implement a circular economy. The declared goal along the entire supply chain is to responsibly handle raw materials and recyclables, curb the consumption of fossil resources, and optimize the carbon footprint. A world should and must be created in which carbon as a resource can be kept in a loop and existing plastic waste can be converted into new, high-quality products.

The fact is that the importance of a circular economy as well as the dynamics in the market are constantly increasing.

SÜDPACK has firmly anchored the topic of circular economy in its sustainability strategy. We have been actively working on a circular plastics industry for years now, primarily through our partnership with carboliq. Moreover, our association work and communication with politicians, society, and our stakeholders gives us new insights while also promoting awareness of the topic. As one of the driving forces for a circular economy, this allows us to not only make a powerful impact in the market, but to also contribute to a faster and smarter implementation. Our ambitions in the area of a circular economy contribute to SDG 9 and SDG 12, the “Industry, Innovation and Infrastructure” and “Sustainable Consumption and Production” sustainable development goals.

Technology

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: 61% Sustainable Products: not available

Within the scope of our materiality analysis, we were able to gain valuable information about our resource inflows and their use as well as the resource outflows in conjunction with our products. This information is incorporated into our measures in the areas of the circular economy and innovation and product design.

Our investments in new production facilities are a notable positive factor. Our local regranulation in Schwendi and at Ecoform makes it possible for us to minimize production-related plastic waste as well as plastic waste from our customers by converting it into valuable recyclates, which we then incorporate into our films or use in compounds. In addition to investing in our own mechanical material management, our investment in chemical recycling technologies will also increasingly become apparent. One crucial example involves our projects with partners, which have received a great deal of attention from the media. Together, we are working hard to establish and expand a functioning circular economy.

With carboliq in particular, our investments mean we are currently the only film manufacturer in the market with access to an advanced technology with a positive rating. We have implemented the technology as an essential building block of a business strategy that is not only sustainable, but also geared towards growth.

Sustainability strategy projects

We have already initiated two of our ambitions in the area of technology – ZERO WASTE and sustainable products – as part of our sustainability strategy.

The key project of the ZERO WASTE ambition addresses suitable technologies for efficient or even greater efficient resource management at SÜDPACK. We see effective initiatives as being the expansion of our capacities and technologies in the compounding and regranulation business area as well as chemical recycling. The project is on track in the reporting period – we have reached 61% of our goal. The primary duty



for the BU FF&C Task Force is to now ramp up the capacities to 100% by 2030 so we can actually recycle all our waste.

A key project for the Sustainable Products ambition addresses the implementation of suitable technologies for the production of sustainable products and expanding the capacity and technology of our existing machines. According to our preliminary plans, we should be able to produce 100% sustainable products by 2030 as required – provided that the relevant framework conditions have been created and our customers' demand for the relevant products allow for it. It is also quite certain that we will continue to steadily increase the proportion of sustainable products in our portfolio. The specific target definition for 2030 is still pending and the KPIs are not available yet. All in all, there is still considerable work to be done on our Sustainable Products ambition. A Task Force from Product Management and R&D is responsible for this.

Measures

As a leader in both technology and innovation, we make sure our films do not end up as waste, but can instead remain in circulation as recyclables throughout their entire life cycle. We feel the only way to constructively drive forward the expansion of a circular economy is with the right combination of different recycling technologies.

With the framework of our internal material management, for example, we have in recent years significantly expanded our capacities in the areas of mechanical recycling, regranulation, and compounding. We not only feed recyclables back into the value-added process and therefore conserve resources, but are also tapping into new business opportunities with innovative compounds made of conventional and bio-based raw materials.

And even though mechanical recycling is an important building block of a circular economy, the ability to close loops especially in the area of food packaging makes it necessary to consider chemical recycling as an effective process in addition to mechanical recycling. That is why we are working tirelessly on making the technology more widely known by making trade fair appearances, holding press events, and supporting marketing campaigns. We exchange information with various stakeholders and incorporate their expertise. Among other things, we showcase carboliq technology in the various specialist bodies.

We are also active in the CFCR, the Corporate Forum Chemical Recycling. The Forum brings together a group of businesses to represent the entire industrial value chain. These include not only SÜDPACK and carboliq, but also BASF, Lyondell-Basell, THINKTANK, and Procter & Gamble. In the position paper that was



published in August 2023 “Political fields of action for the raw material turnaround and transformation into a circular economy by means of chemical recycling in Germany,” nine fields of action are presented for how the implementation of chemical recycling can work on an industrial scale in Germany.



Product Design

Ambitions	Projects	Goal for 2025	Goals for 2030		Goal attainment (100%)
Sustainable Products and NET ZERO	Packaging Solutions for the EU Market according to PPWR CO ₂ e Efficiency of Our Products	50% turnover with products from the Roadmap for Sustainable Film Solutions	Increase in percentage of recyclable products Increase in PCR percentage (contact-sensitive) Reduction t CO ₂ e/m ² (Scope 1–3)	100% recyclable films 10% PCR 209 t CO ₂ e/million m ²	Recyclable films: 13% PCR: not available Reduction t CO ₂ e/million m ² : 38%

Although the upcoming PPWR has not provided a final definition for sustainable packaging yet, SÜDPACK explored the question of what influencing factors contribute to the sustainability of products and what criteria we need to develop so new products truly deserve the “sustainable” label. We have therefore continued to develop our Roadmap for Sustainable Film Solutions and are no longer focusing on just the four areas of recyclability, circular economy, material reduction, and renewable raw materials, but are now aiming for a combination of the following properties or factors:

- Recyclability
- Material efficiency/savings in resources
- Alternative raw materials such as bio-based, synthetic plastics that are of non-fossil origin
- Regranulates and recyclates (PIR – post-industrial recyclate and PCR – post-consumer recyclate)
- Eco-balance of our products along the process chain

All these points are relevant overall to SÜDPACK if we want to reach our sustainability and CO₂e reduction goals. Most particularly, recyclability and films recyclate content will gain increasingly in importance in view of the expansion of a circular economy in the plastics industry as well as the PPWR of the EU. These efforts must also be in line with our eco-balances.

The knowledge gained as a result of our materiality analysis, which is also in the “Circular Economy – Technology” chapter, is that we need to more compre-

hensively address the resource inflows and their use as well as the resource outflows related to our products. We also need to derive appropriate measures in the areas of the circular economy and innovation and product design.

The negative impacts for SÜDPACK that were criticized remain the use of fossil raw materials in the production of our high-performance films. The fact that, at this point, many of our products are barely kept in the loop, instead being thermally utilized at their end of life, or – depending on the country – end up in a landfill, is also viewed negatively. These are factors, however, that we only have limited influence over or no ability to change. Apart from PET, a circular economy does not exist in our industry yet. All the measures that SÜDPACK has initiated and implemented so far were carried out voluntarily and based on a need to live up to our pioneering role as a leader in technology and innovation, and to turn strong words into strong action. It comes then as no surprise that a positive response was received from both external and internal stakeholders most particularly regarding recyclability, high material efficiency, and the increased use of recyclates whenever possible. Our investments in new machines and technologies as well as the successful work performed by our R&D department in creating circular products is also appreciated. The same applies to backward integration and the fact that we have become part of the SBTi to drive forward our CO₂e reduction in accordance with the goals of the Paris Climate Agreement while also taking the most recent scientific knowledge into account.

Sustainable Product Design

Sustainable product design comprises initiatives to reduce the carbon footprint of our films as well as initiatives for developing circular materials.



Sustainability strategy projects

As one of the key players in the industry for flexible packaging, SÜDPACK made a conscious decision to incorporate climate protection and the reduction of our environmental footprint as a core element of our sustainability strategy. The declared objective is to develop film and packaging concepts that are product specific, particularly material efficient, resource conserving, and recyclable, making them less damaging in terms of their environmental impact compared to conventional solutions. Our ambitions in this area are Sustainable Products and NET ZERO.

A key project on the agenda for our Sustainable Products ambition is the development of packaging solutions for the EU market in accordance with the PPWR. By increasing the share of recyclable products in our portfolio and increasing the amount of PCR in our films, we have introduced two strong initiatives, which will also be joined by a third – because we want to achieve great things in package printing as well. With our sustainable SPQ technology, we have laid the ideal foundations and opened up a new dimension in flexo and rotogravure printing. The next goal we are pursuing is recyclable printing so we are able to offer our customers 100% recyclability for their packaging solutions. The KPIs here have not been conclusively defined yet; neither has the recent data for the “Increasing the Share of PCR in the Films” project. The goals we aim to reach by 2030 are: 100%

recyclable films, 10% (non-PET) and 30% (PET) percentage of recyclimate and 100% in the area of recyclable printing. These goals outline the further development of our goal for 2025, which is to generate 50% of our turnover with products from the Roadmap for Sustainable Film Solutions. In 2023, this amounted to 32% of our turnover. To reach our goals for 2030, our Task Force from Strategic Product Management and Product Development are working on a wide variety of initiatives that specifically address the development of high-performance single-material solutions and the processing of recycles in our products.

As part of NET ZERO, we have in recent months increasingly focused on the Reduction in tons of CO₂e/million m² product initiative as part of the “CO₂e Efficiency of our Products” project. For the goal we want to reach by 2030, we were able to realize 38% of the planned 209 tons of CO₂e/million m² of product in 2023.

To be able to reach 100% of our CO₂e reduction goals in the scheduled timeframe, the Task Force for SBTi Target Achievement will systematically analyze the carbon emissions generated as well as any further environmental impact along our supply chain. They will also document the relevant progress made in each phase.

Material Management

Ambitions	Projects	Goals for 2030		Goal attainment (100%)
ZERO WASTE and SÜDPACK as Leader in Circular Economy	Waste Reduction Use of Production Waste Closing Loops	Reduction of waste Increase in recycling of waste Development of strategic partnerships Development of clear communication	0 t waste tbd tbd 92,000 impressions, likes & shares/year	Waste: 11% not available not available Impressions, likes & shares: 100%

To keep our products in a loop while simultaneously reducing the quantity of waste and the cost of disposal, we rely on internal (mechanical) material management at our German sites.

The key finding from our materiality analysis in conjunction with our internal and external material management is that sensible material management affects the entire supply chain and the entire life cycle of each product.

A negative aspect revealed in evaluations carried out in the area of waste is that our film production generates hazardous and non-hazardous waste. The percentage of thermal utilization at the end of life is also still high. Statistics from sources such as Eurostat (2021) show that the recycling rate of plastic packaging in the EU amounts to roughly 40%. 30% of the packaging is thermally utilized and 30% ends up in landfill. This is because, as described in previous sections, a functioning circular economy does not yet exist.

Our overarching ZERO WASTE goal is viewed positively and explicitly covers the following aspects:

- Monofraction regranulation of plastic waste
- Reuse of edge trims and regranulates
- Compounding
- Waste reduction and disposal optimization
- Investment in new technologies to reduce waste
- Material efficiency

The insights gained in the area of microplastics and biodiversity include the negative aspect that our products contribute to pollution due to packaging waste at the end of life (keyword: microplastics). In the field of biodiversity in particular, there was little negative impact. Exception: parts of the Schwendi site are designated as a protected area.

A positive aspect is that our products protect food and medical goods. Another plus is that we have implemented an environmental management system including appropriate measures. We are at an advanced

tage where biodiversity is concerned because we do not exploit any species. We also indirectly reduce land usage by protecting food and recover raw materials that have already been processed using our measures.

Sustainability strategy projects

Projects that we view as key for our ZERO WASTE ambition (based on our internal material flows) include waste reduction and the use of production waste. In this context, we have defined the following initiatives and goals:

1. Reduction of hazardous and non-hazardous waste
 - by 2030: 0 tons
 - 2023: 11% goal achievement
2. Expansion of regranulation
 - by 2030: 100%
 - 2023: 28% goal achievement
3. Increase in percentage of chemically recycled SÜDPACK waste
 - 2030 goals still need to be determined.
4. Increase opportunities to recycle non-recyclable waste, such as printed PET
 - 2030 goals still need to be defined here as well.

The FF&C Task Force will continue to drive the measures forward and push to achieve the goals.

In our “Loops” project, we are pursuing two strong initiatives developing strategic partnerships and developing clear communication regarding a circular economy. While defining the KPIs and setting goals for 2030 is still pending for the development of our strategic partnership, we have already been able to define them for “Circular Economy Communication”. The plans for this area include a total of 300 print and online publications per year, 3,000 clicks on our circular economy homepage and 92,000 impressions, likes, and shares on our active social media channels by 2030. 100% of the goal for publications and impressions was already reached in 2023, and 54% has



been achieved for clicks on the homepage. The Task Force from Marketing Communication is responsible for ambition two.

Waste

To reach our ZERO WASTE strategic goal, our internal activities in the area of material management were expanded during the reporting period. At present, more than half of the waste is already being reused; however, the rest still has to be disposed of and waste in the USA is still sometimes sent to landfill. We see an opportunity in the compounding area of business, in particular, for film remnants to be processed, re-used and sold. This is because we can optimally adapt the property profiles of our innovative compounds made from conventional and bio-based raw materials to meet the specific needs of our customers. Our unique expertise is of tremendous benefit, especially in the case of solutions for technically demanding applications.

Leadership in a circular economy

In collaboration with our pilot customer Arla Foods and as described on page 17, SÜDPACK developed a model that makes the production of multi-layer maturing pouches for mozzarella cheese circular by using chemical recycling from carboliq.

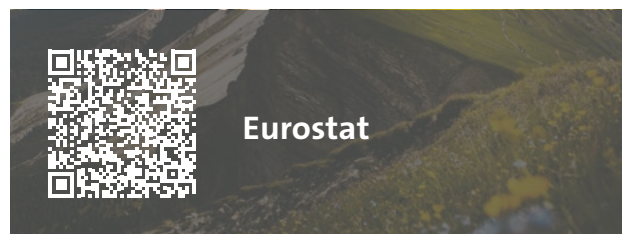
The “Flatz” project is a good example of mechanical recycling. The Flatz company sources a PP-based flexible film with a barrier from SÜDPACK as an inner liner for a pulp tray to make the tray tight and sealable. The end customer seals the tray with a paper-based barrier top web that is produced by SÜDPACK. However, the production process of this hybrid tray at Flatz generates a relatively large amount of punching waste. This punching waste is mechanically recycled at SÜDPACK’s Recycling Center in Schwendi and a proportion of it is fed back into the production of new films for Flatz. This 100% closes the material loop.

Environmental protection

SÜDPACK meets its responsibility for the environment with various measures and underpins them with relevant standards such as the Environmental Management System ISO 14001. The international norm forms a framework for action to achieve defined goals that enhance the environmental performance of our organization in a process of continuous improvement.

In various parts of this report (specifically on the topic of ZERO WASTE), we have already described how we can curb the pollution caused by packaging waste at the end of life as well as the issue of microplastics with measures such as reducing our own waste, optimizing the material efficiency of our films and expediting our own material management as well as the recovery of recyclables by means of a circular economy.

The significant positive and negative impact in the area of environmental protection – microplastics have also been addressed, more specifically at the beginning of this chapter. We are convinced that the topic will be of even greater relevance in the future. A second topic that is growing in importance and is therefore becoming a stronger point of focus for us is biodiversity and its impact on the condition of ecosystems. We are therefore currently developing potential measures for these topics as well.



Development of waste quantity [t]

	2021	2022	2023
Non-hazardous waste	17,078	16,127	15,106
Processing for reuse	746	637	545
Recycling	8,212	7,678	7,394
Other procedures for recovery	–	–	–
Total – reused	8,958	8,315	7,939
Incineration (with energy recovery)	7,786	7,460	6,863
Incineration (without energy recovery)	73	73	40
Landfill	261	279	264
Other disposal procedures	–	–	–
Total – forwarded for disposal	8,120	7,812	7,167
Hazardous waste	965	987	996
Processing for reuse	3	–	132
Recycling	–	–	–
Other procedures for recovery	–	–	–
Total – reused	3	–	132
Incineration (with energy recovery)	816	813	459
Incineration (without energy recovery)	146	174	405
Landfill	–	–	–
Other disposal procedures	–	–	–
Total – forwarded for disposal	962	987	864
Total waste	18,043	17,114	16,102

7 AFFORDABLE AND
CLEAN ENERGY



13 CLIMATE
ACTION



Climate Protection

The path to NET ZERO

Climate protection is the major issue of our time – and is a challenge for everyone involved in the value chain. The common goal is to respect the limits of our planet, maintain the stability of the environment, protect the well-being of people, and shape a sustainable future.

At SÜDPACK, too, we are aware of the impact our business activities has on the environment. All five phases – supply chain, production, logistics, use phase, and the end of life of our products – generate carbon emissions. To the best of our ability, we want to keep the negative impact of these emissions as low as possible using a variety of different measures.

We are fully committed to the Paris Climate Agreement and its goals. In our sustainability strategy, we have established the reduction of greenhouse gas emissions in all phases of the value chain as our NET ZERO ambition, and thus as a key goal in our organi-

zation. This goal, however, needs a solid foundation – as well as people who, both as individuals and as part of the organization, change the development for the better with their enthusiasm, conviction, and skills.

Most of this concerns asking the right questions and finding smart answers to these questions: How can we improve our CCF? How can we influence the framework conditions to develop products that are even more sustainable, further optimize our processes, and implement true circularity in our industry? What impact has our efforts had so far? And which topics do we need to expedite in order to for us to reach our goal?

We evaluated what is important in our materiality analysis. The findings of the climate protection topic group were then incorporated into the materiality matrix. All ambitions and projects for our climate protection area of action contribute to SDG 7, “Affordable and Clean Energy”, and SDG 13, “Climate Action”.

NET ZERO

Ambitions	Projects	Goals for 2030		Goal attainment (100%)
NET ZERO	CO ₂ e Reduction in accordance with the SBTi	Scope 1 and 2 reduction Scope 3 reduction	-76.3% CO ₂ e Scope 1 und 2 -25% CO ₂ e Scope 3	Scope 1 and 2: 83% Scope 3: 62%

The most important finding from our analysis is not surprising. Climate protection, climate change adaptation, and our associated NET ZERO ambition are highly material topics for SÜDPACK and its stakeholders.

The high production-related CCF, which is driven up in scope 3 by purchased goods and services (fossil raw materials) in particular, puts the focus right on the negative impacts. And the fact that a high percentage of our products are still incinerated in the end of life phase simply reinforces that impression.

In contrast, a positive factor is that we have in recent years specialized in the development of PP and PE-based single-material solutions and in the improvement of the material efficiency of our films. The use of bio-based plastics in conjunction with product manufacturing is also viewed positively. We received additional positive points due to our CO₂e reduction

strategy in accordance with SBTi and the fact that there were no signs of any negative impact on human rights along our entire supply chain.

For SÜDPACK, climate change is associated with various financial risks, including higher costs due to the pricing of carbon emissions and increasing prices for raw materials. Likewise, climatic changes and extreme weather-related events entail financial risks in conjunction with increasing insurance premiums or costs for damage repair – even though our sites are not located in the designated risk areas. The situation is aggravated by the fact that climate protection efforts cost money, but retailers and consumers are rarely willing to carry the additional cost.

What should be considered when it comes to opportunities is that we can gain market shares due to carbon pricing. Our various sustainability activities and, as a result, our reputation in the market facilitate the

financing of all kinds of investment. Investment in new technologies and the expansion of our capacities allow us to then initiate further measures to protect the climate, environment, and resources.

Sustainability strategy projects

Our NET ZERO ambition is a central building block and an overarching goal of our sustainability strategy. We have pooled the measures defined in the context of NET ZERO in a multidimensional project that primarily focuses on reducing our carbon emissions in accordance with the SBTi targets. It is a joint project involving our BU FF&C and the Strategic Product Management, Development, Finishing, Energy Management, and Purchasing departments. The two significant initiatives aim to reduce scope 1, scope 2, and scope 3.

We have also achieved 83% of our goal in scope 1 and scope 2. The goal is to reduce our greenhouse gas emissions by 76% by 2030 compared to our base year 2021. For indirect emissions, a reduction target of 25% has been set for scope 3 in the purchased goods

and services category. We achieved 62% of our goal in 2023 since we only have a limited influence on the relevant factors. We will also further intensify our efforts in this segment.

Our commitment to the Science Based Targets Initiative

The SBTi is a climate action organization that enables companies to play their part in combating the climate crisis. More than 5,000 companies worldwide have already anchored effective climate protection at a corporate level and have defined SBTi targets in order to be able to limit global warming to 1.5°C.

SÜDPACK is also committed to the goals of the Paris Climate Agreement. In April 2022, the SBTi Commitment Letter was signed and the targets were then promptly submitted to the SBTi in December 2023. Exactly two years after signing the letter, the submitted targets for reducing greenhouse gas emissions and thus improving our carbon balance were validated in April 2024.

The submission of the climate targets was preceded by a comprehensive analysis of the Corporate Carbon Footprint (CCF), which included all the production sites and sales offices. To do so, the emissions for 2021 and 2022 were recorded and evaluated, and 2021 was set as the base year for measuring progress.

The scope 1 and scope 2 emissions according to the Greenhouse Gas Protocol Standard are always taken into account. They cover the direct activities of the company as well as its energy requirements. At SÜDPACK, they only account for 5% of the total CCF. SÜDPACK is committed to reducing these emissions by 76% (1.5°C) by 2030. By far the greatest share of the total emissions, namely 90%, are found in scope 3. The emissions in the area of purchased goods and end-of-life disposal alone account for 85%. That is why SÜDPACK has included these emissions in its target setting. Specifically regarding indirect emissions, a reduction target of 25% (<2°C) was set for scope 3 in the purchased goods and services category. Building on these targets, SÜDPACK is currently developing its CO₂e reduction projects, which will be rolled out for the entire company.

Specific projects for target achievement

It is encouraging that our CO₂e reduction projects are generally right on track. We are gradually increasing our own generation of regenerated energy at our sites, for example by using our photovoltaic systems and purchasing green electricity. All our German production sites already operate using 100% green electricity. Progress is also being made in transitioning our product portfolio to sustainable solutions. The focus is primarily on reducing material use and on developing extra thin, lightweight, and recyclable monomaterials

Corporate Carbon Footprint [t CO₂e]

	2021	2022	2023
Scope 1	18,005	17,778	13,866
Coolant	300	307	434
Mobile incineration	434	584	725
Stationary incineration	17,241	16,856	12,675
SF6 isolation	30	30	31
Scope 2	38,053	2,428	6,487
Electricity (market-based)	38,036	2,411	4,585
Electricity (location-based)	32,041	34,135	25,208
Heat	17	17	1,901
Scope 3	484,265	461,366	400,316
Purchased goods and services	344,633	325,105	287,931
Fuel- and energy-related activities	8,313	8,495	7,353
Waste	19,987	16,846	16,824
Business travel	86	326	250
Employee commuting	2,418	2,567	2,317
Upstream transport	20,893	19,748	15,591
Downstream transport	574	453	416
Recycling and disposal	76,897	75,406	59,744
Capital goods	5,317	5,949	3,837
Investments	202	1,368	2,295
Processing of purchased products	4,919	5,081	3,758
Final result	540,323	481,572	420,668

based on PP and PE. Moreover, SÜDPACK consistently invests in innovative technologies. An impressive example is Sustainable Print Quality (SPQ), which significantly reduces ink and solvent consumption in film printing thanks to its intelligent ink and process management.

Last but not least, we are constantly expanding our capacities in our own mechanical materials management and for chemical recycling in order for us to be able to keep even more products in a loop at their end of life, conserve fossil resources, and optimize the environmental footprint along the value chain.

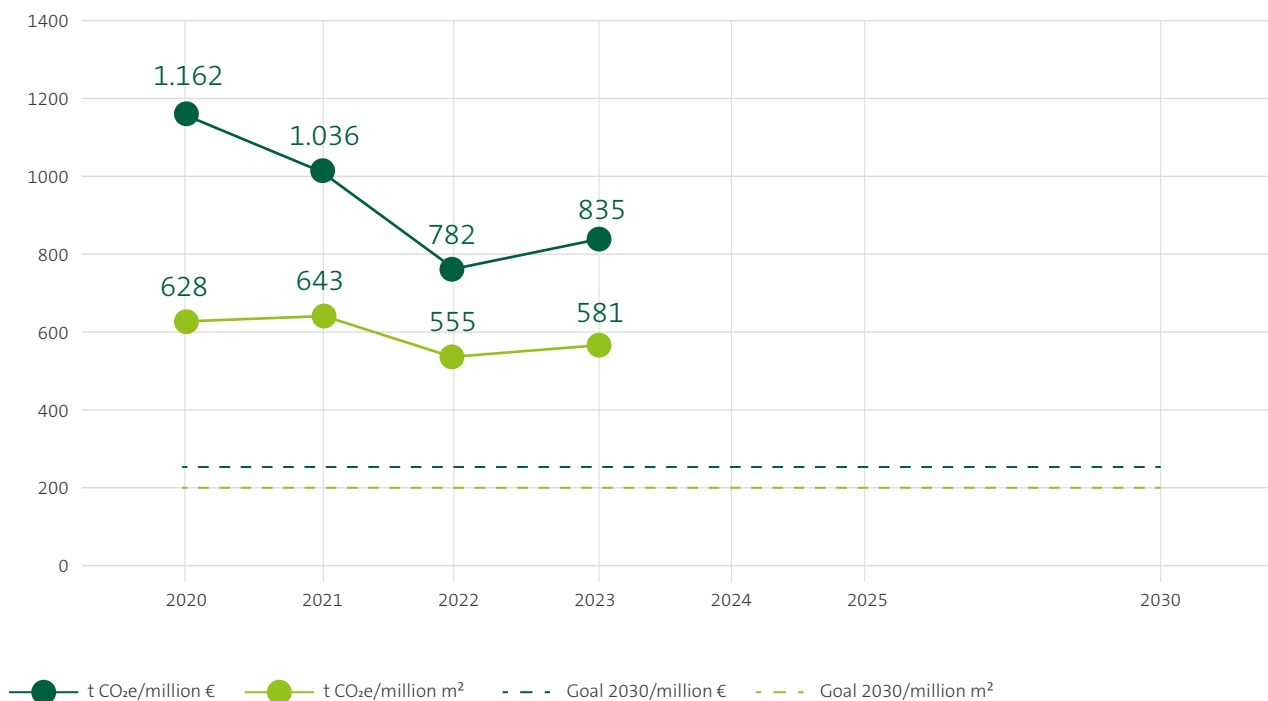
Our efforts in climate protection go beyond the borders of both systems and countries. They apply to all SÜDPACK sites. After all, climate protection is an ongoing commitment and task across the world.

Outlook for 2024

We will join the Baden-Württemberg Climate Alliance (Klimabündnis Baden-Württemberg) in 2024. In the alliance, the climate alliance partners – the state of Baden-Württemberg and companies committed to the climate – want to make a sustainable contribution to the necessary transition and make “Made in Baden-Württemberg” products a success both in local and international markets within the framework of a voluntary partnership. Corporate climate protection should be implemented systematically to become climate neutral over the medium and long term. With the climate protection agreement, partners declare their willingness to support each other in reaching their political and corporate climate protection goals and to work cooperatively.

CO₂e intensity and reduction path in accordance with the SBTi

t CO₂e per reference value



Energy Management

Ambitions	Projects	Goals for 2030		Goal attainment (100%)
NET ZERO	Renewable Energies	Increase in percentage of renewable energies	100% renewable energies	Renewable energy: 46%

Energy is a precious commodity. Particularly in a time of climate change and with the more rigid framework conditions that we are currently experiencing. Within the scope of the NET ZERO ambition, SÜDPACK has set itself the goal to not only drastically reduce its carbon emissions, but to also utilize intelligent, forward-looking energy management in order to be able to contribute to resource conservation, climate protection and security of supply.

The production of plastic films is energy-intensive. Despite placing greater emphasis on energy efficiency when investing in new machines, our machinery still has a high level of energy consumption. As a result, this has a negative impact on our materiality analysis.

What is viewed positively is that SÜDPACK continues to pursue its ambitious goals for increased energy efficiency in film production and invests in modern, energy-saving machines and production processes. The early decision to rely on photovoltaic systems and regenerative energy as a whole is also seen as favorable. We have been running our German sites with 100% green electricity since 2022.

The implementation of the energy management system ISO 50001 also adds bonus points. It is both an effective tool and a guarantee for success. Moreover, certification according to DIN EN ISO 50001 for companies with energy consumption of more than 7.5 GWh based on the Energy Efficiency Act (EnEfG) is mandatory in Germany starting in January 2024. For particularly energy-intensive companies like SÜDPACK, it is also a prerequisite for potential relief regarding the renewable energy surcharge (German Renewable Energy Sources Act, EEG) and the expected electricity and energy tax.

The standard also helps us to:

- Tap into previously unused energy efficiency potential
- Improve our energy cost balance
- Reduce the greenhouse gas emissions and harmful impact of our energy systems
- Optimize our environmental footprint
- Comply with our legal obligations
- Fulfill our responsibility for protecting the environment and climate

In short, energy management is an extremely important topic for SÜDPACK and its stakeholders. With both positive and negative impacts.

Sustainability strategy projects

Our ambition in the energy area also contributes to NET ZERO. An important project in the context of this area of action is “Renewable Energy”.

The corresponding initiative aims to increase the percentage of renewable energy at SÜDPACK to 100% by 2030, 5% of which is to be self-generated by expanding our photovoltaic systems. In 2023, we were able to generate 0.5% of the required total energy consumption ourselves. Purchased green energy accounts for 46% of our total energy consumption. In cases where guarantees of origin were not purchased for green electricity, a location-based calculation is performed based on the electricity mix in each country.

The Energy Management Project Team was formed to further the transition to green energy and also roll out electricity purchasing and self-generated electricity for all international sites.

Measures

Effective energy management optimizes energy consumption, maximizes the use of renewable energies and helps to drastically reduce emissions.

In the first step and as a prerequisite for effective energy management, SÜDPACK recorded the energy consumption of all sites and examined options for CO₂e neutral procurement. In addition to electricity, the procurement of biomethane and biofuels is also an option. The percentage of renewable energies in the entire SÜDPACK group amounts to 46% in 2023 and includes self-generated power (for example from photovoltaic systems) and the purchasing of guarantees of origin for electricity (German sites). If electricity is taken into account on its own, the company group reaches 82% in 2023. In total, it was possible to reduce energy consumption by 14% between 2023 and 2022.

In addition to the ISO 50001 certified management system, it is important here to mention the investment we are making in more energy efficient

machines and facilities, such as our new printing machines. In the case of procurement for our production sites outside of Germany as well, the same high energy efficiency standards are taken into account.

A clever idea that required little effort but made a powerful impact was a minor initiative in our Extrusion Department. By mounting insulating sleeves on the extruder screws and machine tools, we were able to reduce the heat loss of the machine as well as energy consumption in production. Moreover, it became apparent that this measure also keeps the electrical energy supply more constant. Last but not least, the reduced input of heat improves the indoor climate of the production hall. As a result of reducing heat loss, we were able to lower our energy consumption by 17%. This is equivalent to 200kWh/t.

It was also possible to make a small adjustment in energy efficiency for the regranulation systems. For test purposes, a conveyor unit that uses compressed air was shut down to reduce the consumption of compressed air. We found that this did not pose a risk or have a negative impact on operating the system. As a result, the measure has been implemented as planned. The reduction amounts to a total of 0.9 m³/kWh – which is 74% less compressed air than used in the previous regular operation.

An even greater impact was made by a measure to reduce electricity requirements in the area of cooling units. In 2023, we were able to lower the electricity consumption of a feed pump by 64%. This amounts to savings of 80% compared to before. How did we accomplish that? Cooling unit 2 for process cooling supply 3/9°C is in phase 1 (two of four compressors). According to the design, the pumps should supply approximately 103 m³/h to the free coolers on the condenser side. At the moment, however, 220 m³/h are supplied. Therefore, by bringing the throughput back to the original design conditions, we significantly reduce the electrical energy requirements while simultaneously increasing the temperature spread.

LED lights, motion sensors, interval timers or dimming – even “little changes” can have a major impact. This is clearly demonstrated in the example of lighting renewal, i.e. lighting optimization. We now require about 45% less energy or 5 kWh/m² less compared to our previous lighting.

Total energy consumption [MWh] (location-based)

	2022	2023
Non-renewable fuels	86,016	76,505
Purchased energy	72,329	63,908
Self-generated energy	13,687	12,597
Renewable fuels	74,363	60,773
Purchased energy	73,989	60,075
Self-generated energy	374	697
Sold energy	3,008	3,079
Total energy consumption*	157,371	134,199

* non-renewable fuels + renewable fuels – sold energy



Resource Efficiency

Areas of action	Projects	Goal for 2025	Goals for 2030		Goal attainment (100%)
Resource efficiency	Material Efficiency	123 g virgin material/m ²	Increase in material efficiency	105 g virgin material/m ²	Material efficiency: 49%

The majority of resources available worldwide are limited – which is why using them responsibly is of utmost importance for both the environment and future generations. Resource efficiency is not only of environmental significance, it is also important in a social context and relevant to companies, particularly from an economic perspective. After all, it strengthens the reputation of a brand and has many positive effects on the success of a company.

SÜDPACK also benefits from increased resource efficiency. The economical yet intelligent use of a wide variety of resources as well as the recovery of high-quality recyclables is to be seen as an essential task of the 2030 Sustainability Strategy and as a path to a more sustainable future.

A look at the materiality analysis reveals that the topics of resource use, innovation, and product design are very important for SÜDPACK and its stakeholders. A topic that is not material for SÜDPACK, yet still of importance, is water. We will therefore briefly cover the topic in this Sustainability Report as in previous issues.

It came as no surprise in the surveys that the use of fossil raw materials and the utilization of our products came across negatively since too few plastic fractions are kept in a loop. In contrast, positive associations are made with our achievements in the area of material efficiency and resource savings. A positive view is also taken of our technology mix and investment in modern machinery in conjunction with a high level of extrusion expertise. Without this, the development and manufacturing of particularly thin and recyclable films would not be possible.

Sustainability strategy projects

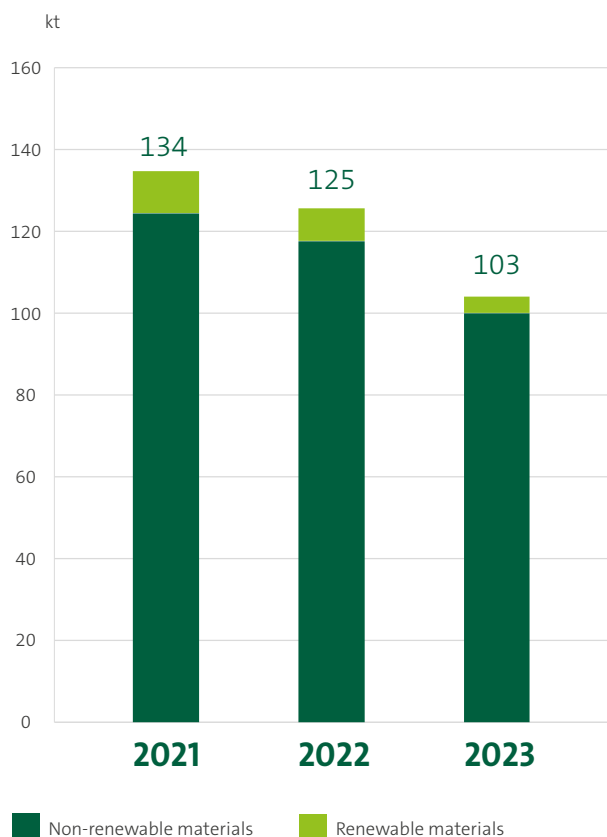
The core of our NET ZERO ambition also includes our Material Efficiency project. The corresponding initiative calls for us to further increase our material efficiency with suitable measures.

In concrete figures, we have set ourselves the goal of 105 grams of virgin material/m² film for 2030. We have already achieved 49% in 2023. This goal is

a further development of our goal for 2025, which envisages a material efficiency of 123 grams of virgin material/m². We already reached that goal in 2023. The Task Force from Strategic Product Management and Development will implement further measures to cross the finish line by 2030 at the latest.

Materials used

The increase in material efficiency can also be seen in the amount of materials used, which we have been able to reduce in recent years. Even though production dropped slightly between 2022 and 2023, the amount of materials used still fell disproportionately. Approximately 5% of the materials we use are made with recycled input materials from our in-house regranulation.



Water

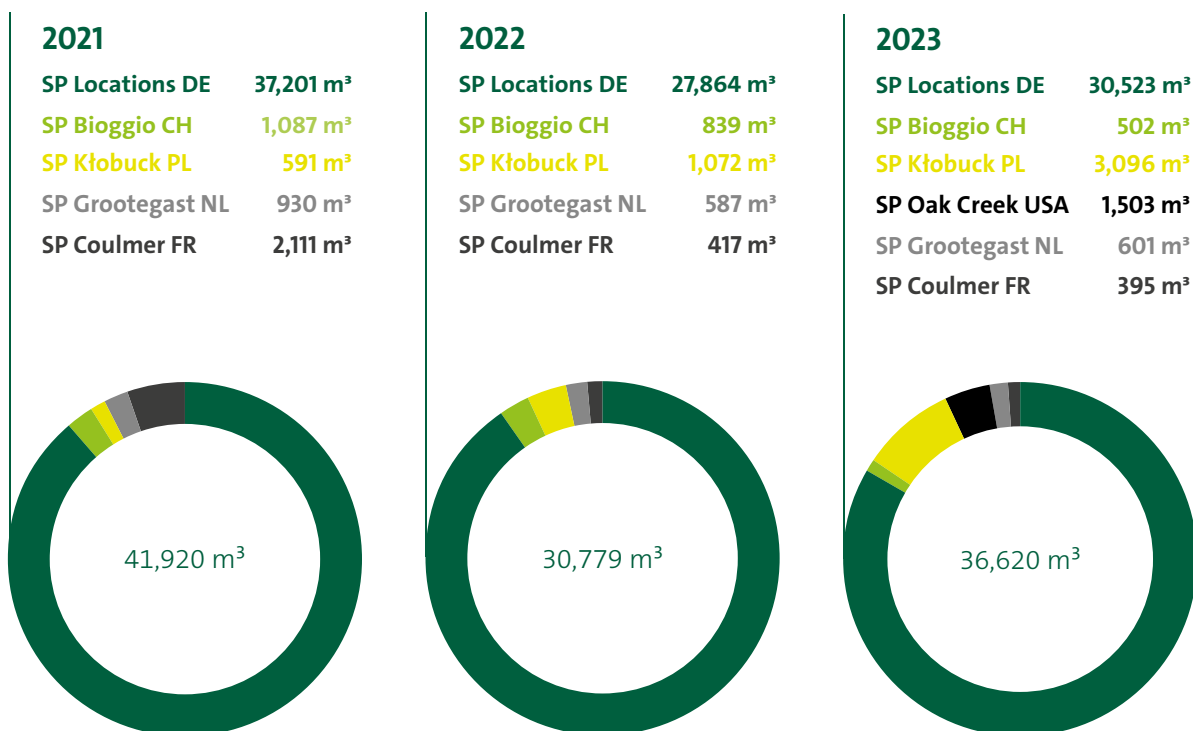
A focus in the area of resource efficiency is the topic of water. Because we only use water in regranulation, and not in production, water consumption at SÜDPACK is very low and therefore not material for our sustainability strategy.

Nonetheless, we are dedicated to the topic of water as a matter of principle, because it is an important issue considering continued global warming, the related heat waves, and the resulting water scarcity in many regions of the world. More than ever before, the careful and responsible use of water is a must. This is also true when considering the expansion of recycling infrastructure since, for example, water is used for mechanical recycling to clean waste.

In Germany and France, we had much higher water consumption in 2021 due to water damage. In the intervening years, we have been able to lower it back down to normal levels by repairing the leaks. However, our plant in Kłobuck is undergoing substantial expansion, which has now led to higher water consumption.



Water Consumption



The data for the US site will be available starting in 2023.



Life cycle assessment

“As little material as possible, but as much as necessary” – our motto is a perfect match for our goals. To conserve and make meaningful use of resources and also be able to improve our environmental footprint in the product area, we have been relying on a life cycle assessment, or eco-balance, tool since 2023. The tool enables us to analyze the environmental impact of products over their entire life cycle, compare different concepts, and provide an end-to-end evaluation of packaging solutions.

The impact categories that we have identified as relevant to our films in addition to greenhouse gases (CO₂e) are the consumption of fossil resources (fossil energy inherent in the material) and ecotoxicity (toxic effect on living organisms).

To calculate the environmental impact of products, we apply a cradle-to-grave approach that takes into account different end-of-life options within defined system limits. This is an important approach, because for our flexible films (with an average recycling rate of 48% and a thermal utilization rate of 52%), approximately 10% are found at the end of the life cycle. By

using mechanical or chemical recycling as an alternative to thermal utilization, we can reduce CO₂e and obtain resources for reuse.

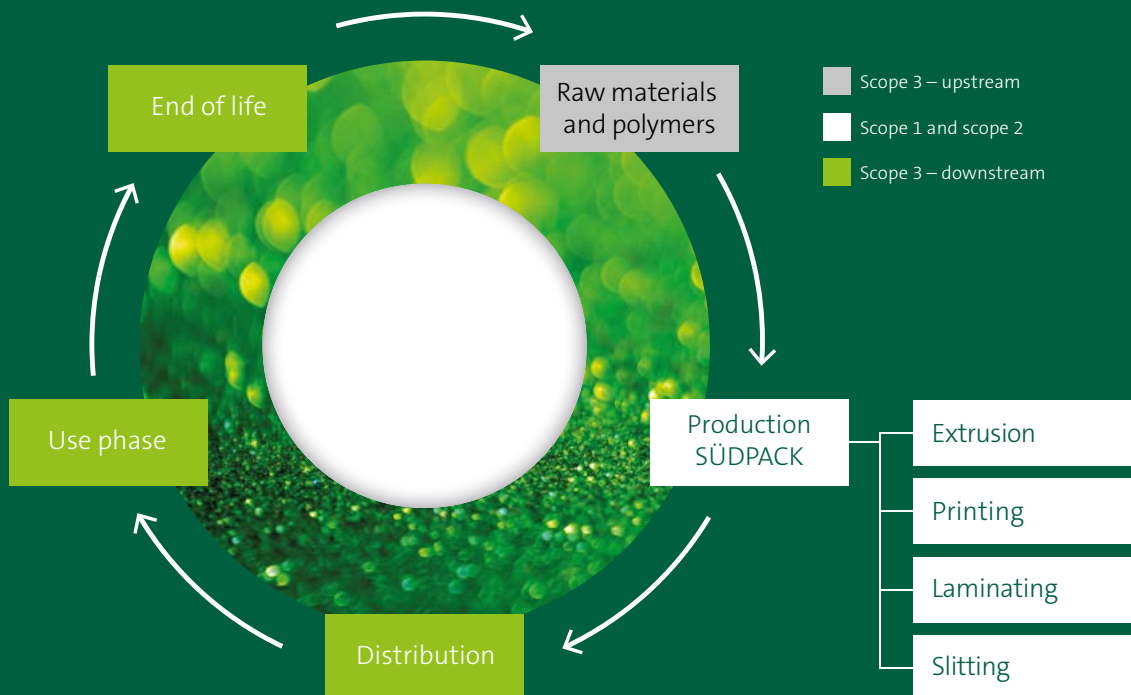
We use our LCA tool to support our customers in finding the optimal packaging solution and achieving their environmental and sustainability goals. For SÜDPACK customers in particular, we also offer screening LCAs and comprehensive LCAs.

For certain product groups, we also implement the ISO 14040/44 certifications of our LCAs. We share the results with our customers or upon customer request. An excellent example in this area is our verified Flow Pack PurePP LCA study:

LCA example Flow Pack PurePP

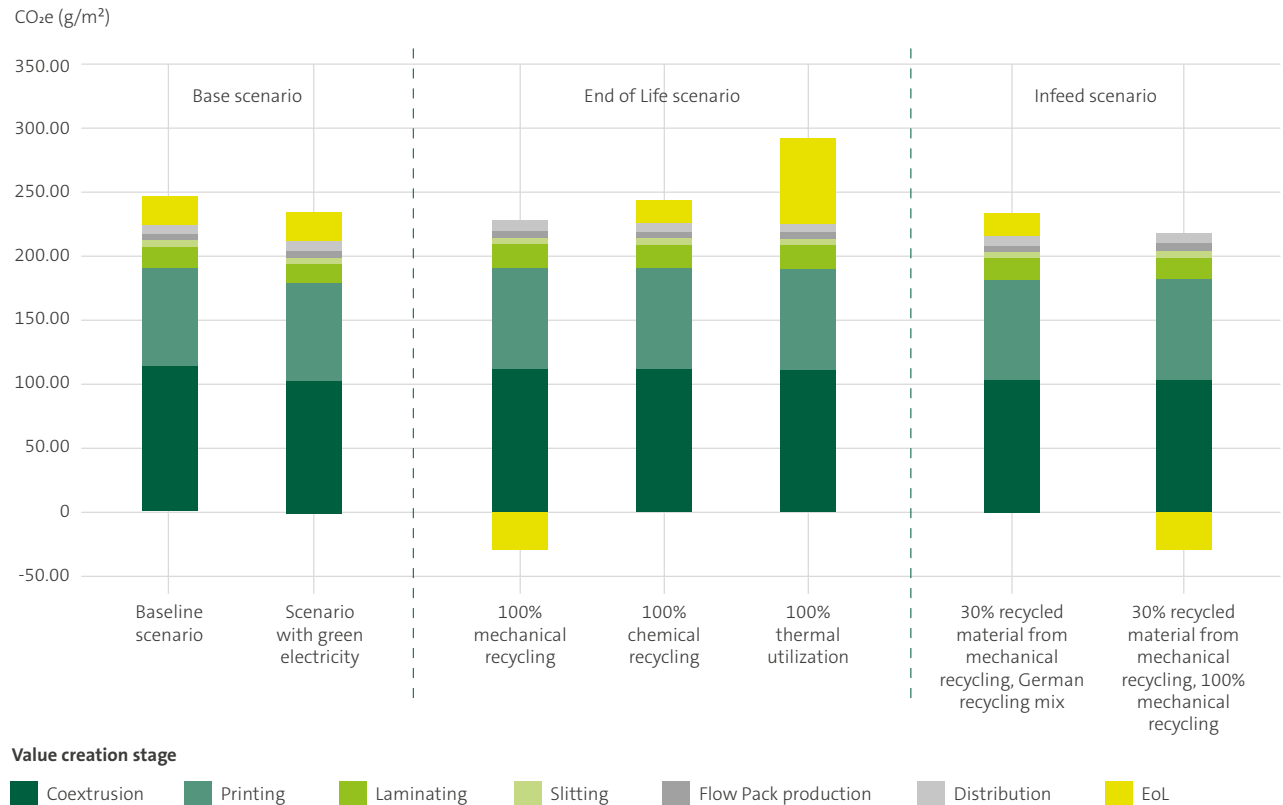
The Flow Pack PurePP films are part of the SÜDPACK Pure-Line portfolio. They are flexible film laminates that are used for manufacturing flow packs for various applications, particularly in the food sector. The films are made of PP with a small share of barrier polymer. Due to their single-material structure, the cyclos-HTP institute assesses their recyclability rate as 92%.

Definition of the relevant system limits along the life cycle



LCA Flow Pack PurePP

Carbon emissions for different scenarios.



In collaboration with Sphera, SÜDPACK performed an LCA according to ISO 14040/44 to assess the potential environmental impact during the entire life cycle (cradle-to-grave) of the Flow Pack films.

In addition, the impact in various scenarios is assessed:

End of life (EoL):

- Current recycling mix in Germany as baseline scenario
- 100% mechanical recycling
- 100% chemical recycling
- 100% thermal utilization

Power source for our production:

- German grid mix as baseline scenario
- Green electricity from hydropower

Use of materials

- 100% virgin material
- 30% recycled material from mechanical recycling
- 30% recycled material from chemical recycling

Results

In the baseline scenario, 1 m² of Flow Pack PurePP generates 246 g CO₂e/m² during its entire life cycle. The production steps coextrusion and printing also include the preprocessing of raw materials, which

dominate the carbon footprint in all the considered scenarios. Mechanical recycling provides the biggest savings in carbon emissions and results in 194 g CO₂e/m², or 185 g CO₂e/m² with 30% recyclate content, while the incineration of the Flow Packs releases significant amounts of fossil CO₂e. This scenario causes the highest emissions with 293 g CO₂e/m². The amount of recyclate content from chemical recycling is not included in the figure as this scenario requires system expansion. The scenario with 30% recyclate from chemical recycling and 100% chemical recycling would save 9% of emissions at the EoL compared to the baseline scenario with system expansion. The results for ecotoxicity and fossil resource consumption correlate with the results related to climate change.





3 GOOD HEALTH
AND WELL-BEING



8 DECENT WORK AND
ECONOMIC GROWTH



Social Responsibility

People are our top priority

If you want to make a good argument for your business in a world of growing complexity, you have to behave responsibly and sustainably above all else.

As an employer, as a business partner and with its employees, SÜDPACK is part of society. Social responsibility therefore represents a key task for us as a family-run business. And we consciously participate in social life. We contribute to the sustainable shaping of our environment as well as the entire value chain. It is a fact that our employees are our most important resource, our customers and business relationships form the foundation of our successful development, and open communication represents a valuable component of our brand philosophy.

Our ambitions in social responsibility contribute primarily to SDG 3 “Good Health and Well-Being” and SDG 8 “Humane Work and Economic Growth”.

We take social involvement to heart

The involvement of our organization as well as SÜDPACK employees ranges from donations and the sponsoring of charitable initiatives and organizations in the communities of our sites to the personal commitment of individuals.

One example is the student SeeSat project of the Baden-Württemberg Cooperative State University Ravensburg, Friedrichshafen campus. During the reporting period, 3,000 euros went to the project, in which two industrial engineering dual study program SÜDPACK students are also active participants. 3,500 euros in raffle proceeds from our 2023 Christmas party went to the Huck Finn Children’s Home in Ochsenhausen. Eight employees in Schwendi, five in Erolzheim and 18 at the headquarters in Ochsenhausen took part in the second internal registration campaign for stem cell donation at the German SÜDPACK sites to enable, where appropriate, stem cell transplantation as a life-saving treatment for leukemia patients.

Employees

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 tbd	Employee satisfaction: 91% Workplace: not available

The primary objective of our organization is to shape changes, such as those brought about by demographic change and the transformation of our industry, for our approximately 1,800 employees in a responsible, socially sensitive, and forward-looking way. It is up to us to develop visions and new business models, to remain loyal to our values, to create a safe and attractive working environment and to constantly enhance our skills. Of equal importance are employees who tackle challenges and continue SÜDPACK’s success story with their willingness to do what the situation demands of them each and every day.

When we compare the numbers, we can see that we are on the right track. While according to iwd, the information service at the German Economic Institute, the average length of service for a German employee is 11 years; in 2023, the 62 recipients of long-service awards had been with the company for an average of 18 years. Overall in 2023, employee length of service at SÜDPACK was approximately 12 years.

Our materiality analysis gave us important insight into the employee area, which enabled us to define the material topics as a result.

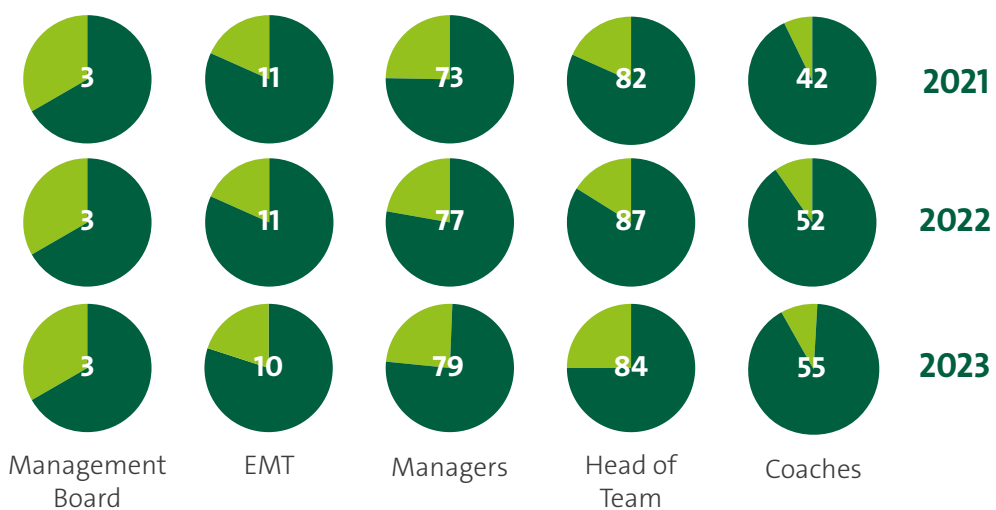
Development in number of employees

	2021			2022			2023		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	1,653	1,283	370	1,730	1,332	398	1,724	1,325	399
SP sites Germany	1,091	841	250	1,116	856	260	1,092	835	257
SP Bioggio (Switzerland)	147	129	18	148	130	18	141	125	16
SP Klobuck (Poland)	196	160	36	232	193	39	237	199	38
SP Oak Creek (USA)	69	54	15	70	53	17	57	43	14
SP Grootegast (Netherlands)	61	22	39	80	30	50	97	36	61
SP Coulmer (France)	89	77	12	84	70	14	100	87	13

Development in number of senior management members

Men

Women



In shift operation, for example, the negative impact includes working conditions, while positive ratings were given for employment contracts of indefinite duration, needs-based working time models and flexible work schedules, a transparent pay scale, and the Social Performance Team (SA8000). In the segment “Equal Treatment, Equal Opportunities, Diversity, and Inclusion”, one negative aspect was that not all the company premises at all of the sites are barrier free. What is viewed positively, on the other hand, is that SÜDPACK provides extensive training and further development as well as company pension schemes and disability insurance. The company also employs people with disabilities (approximately 3%) and promotes diversity in management positions. The Code of Conduct, SA8000 certification, and the whistleblower system that was implemented in 2023 are also rated positively in the “Discrimination in the Workplace” segment. In conjunction with discrimination, human rights, and data protection, top feedback was given at all sites regarding the observance of human rights, the Code of Conduct, our annual EcoVadis rating, our data protection guidelines, and the appointment of a Data Protection Officer. There were negative impacts established in these areas.

Sustainability strategy projects

Performance that is spurred by satisfaction and a working environment that is both safe and healthy is the foundation for success. As part of our Motivated Organization ambition, we launched two large projects in 2023: “Employee Satisfaction” and “Attractive Workplace”. Another part is the introduction of disability insurance, described in the chapter on “Occupational Safety”. The goal is to adapt to market-driven working conditions and create a comfortable working environment where everyone can do their best.

Employee satisfaction was given three points in 2023; our aim is to reach 3.3 points by 2030. In the workplace area, targets have not yet been set and the rating is performed based on employee turnover.

The “Employer Branding” project

Despite having an image that is positive throughout, it has become essential for us to continue to strengthen SÜDPACK as an employer brand. That is why our HR team is working flat out on “Employer Branding”. We want to hone what distinguishes us and dedicate ourselves to the topics that we consider

important. In our analysis, we found that the team spirit and values we live by every day at SÜDPACK are rated very highly. In the SÜDPACK family, every employee in every department is important – they are appreciated, supported, and challenged. And to improve even further, we will increasingly focus on the following topics in the future:

- Corporate purpose and values
- Diversity, equality, and integration
- Remote and flexible working
- Technology and innovation
- Employee well-being and mental health
- Individual employee/candidate experience
- Authenticity, transparency, and communication.

The measures that have already been implemented include a pension plan, disability insurance, an assertiveness seminar for female employees, company

events, and free ice cream on hot summer days. A 37.5 hour working week was implemented in Production and core working hours were eliminated in Administration. Even during parental leave, SÜDPACK offers individual options for structuring working hours and working conditions, making it much easier for young parents to return to work. In 2023, a total of 67 employees took parental leave, 32 of whom were female and 35 male. 57 employees returned from parental leave with a retention rate of 98%. The SÜDPACK Flexi-Concept was introduced in 2024, which gives employees the option to decide individually if they would like to convert their pay increase into additional vacation days. Employees also have the option to convert vacations days into additional pay. The concept was met with a very positive response. In the first year, roughly 15% of the employees across the German sites chose this option.

Age distribution of our employees

Industrial employees



Commercial employees



The database for the US site is currently being established.

New hiring of employees

	2021	2022	2023
Hiring rate	12%	15%	8%
SP sites Germany	10%	13%	6%
SP Bioggio (Switzerland)	2%	3%	1%
SP Klobuck (Poland)	27%	31%	12%
SP Oak Creek (USA)*	not available	not available	not available
SP Grootegast (Netherlands)	not available	7%	15%
SP Coulmer (France)	not available	38%	30%

* The database for the US site is currently being established.

Turnover of employees

	2021	2022	2023
Turnover rate	8%	10%	8%
SP sites Germany	9%	11%	8%
SP Bioggio (Switzerland)	3%	2%	6%
SP Klobuck (Poland)	6%	13%	10%
SP Oak Creek (USA)*	not available	not available	not available
SP Grootegast (Netherlands)	not available	7%	7%
SP Coulmer (France)	not available	7%	9%

* The database for the US site is currently being established.

Annual total compensation ratio

	2022	2023	Difference
The ratio of annual total compensation for the highest-paid individual to the median annual total compensation for all employees*	12.6	11.8	-6.3%

* annual total compensation = fixed component + variable component + additional payments

All part-time employees were calculated as full-time to improve comparability.

Key figure for the German sites. The other sites will be added over the next few years.

Company pension scheme

SÜDPACK introduced an attractive, employer-funded company pension plan many years ago for the employees at the German sites. In addition, we offer the option of an employee-funded pension plan in which our employees can build up a further pillar of retirement provision through voluntary deferred compensation from their gross salary.

Remuneration policy

The current remuneration system is clearly structured, transparent, and easy to understand. It applies to all employees. Introduced in April 2021, this system enabled the company to group in one of the 63 pay grades (pay matrix), which harmonized the compensation systems for our industrial and commercial employees while simplifying and standardizing the remuneration systems. In addition, we have encouraged all employees to play their part in the success of the company by implementing a variable compensation component. Our compensation structure now consists of a fixed and a variable component based on achieving a common earnings target that is the same for everyone.

Annual employee performance reviews are now also firmly established. In feedback conversations, 100% of our employees received regular performance and career development reviews during the reporting period.

Training

SÜDPACK's certified training program and numerous training activities ensure that employees are offered both vocational training and study programs. Four full-time and six part-time instructors and more than 100 training managers support our junior staff in the nine training occupations and nine degree programs. And with some success: in each of the last three years alone, over 80% of trainees and students have been taken on. Most of the other young individuals usually decide to continue their training, for example with advanced secondary education or degree programs. To further enhance SÜDPACK's appeal as a training company, a 35-hour week will be introduced for apprentices and students starting in September 2024.

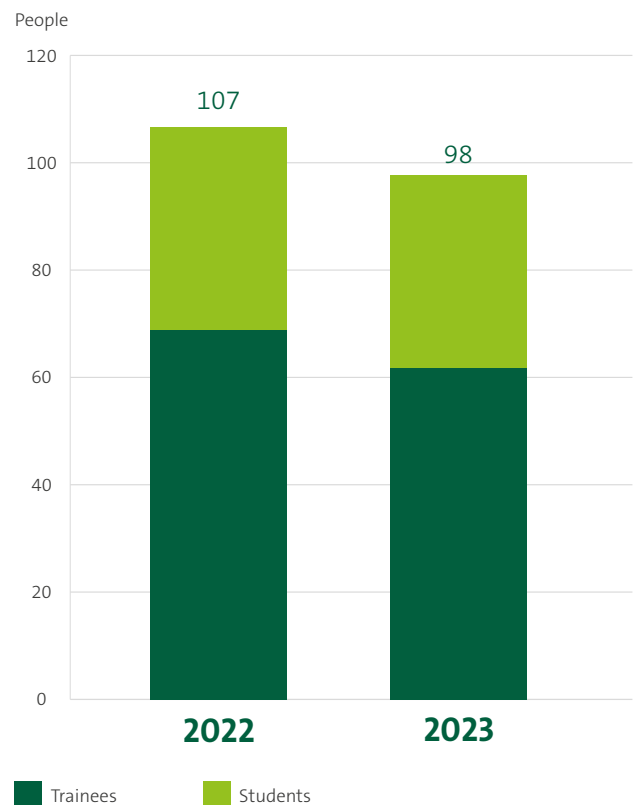
Moreover, our IHK-certified "Training Ambassadors" visit schools, universities, and events to give young people insight into everyday working life and pique their interest in an internship, apprenticeship or dual study program at SÜDPACK. We currently work closely with seven cooperating schools. In addition to

this, our junior staff are also actively involved in our in-house exhibitions, training fairs, and information events in the region. Another important component is our own annual career information day, “Snap Your Job”.

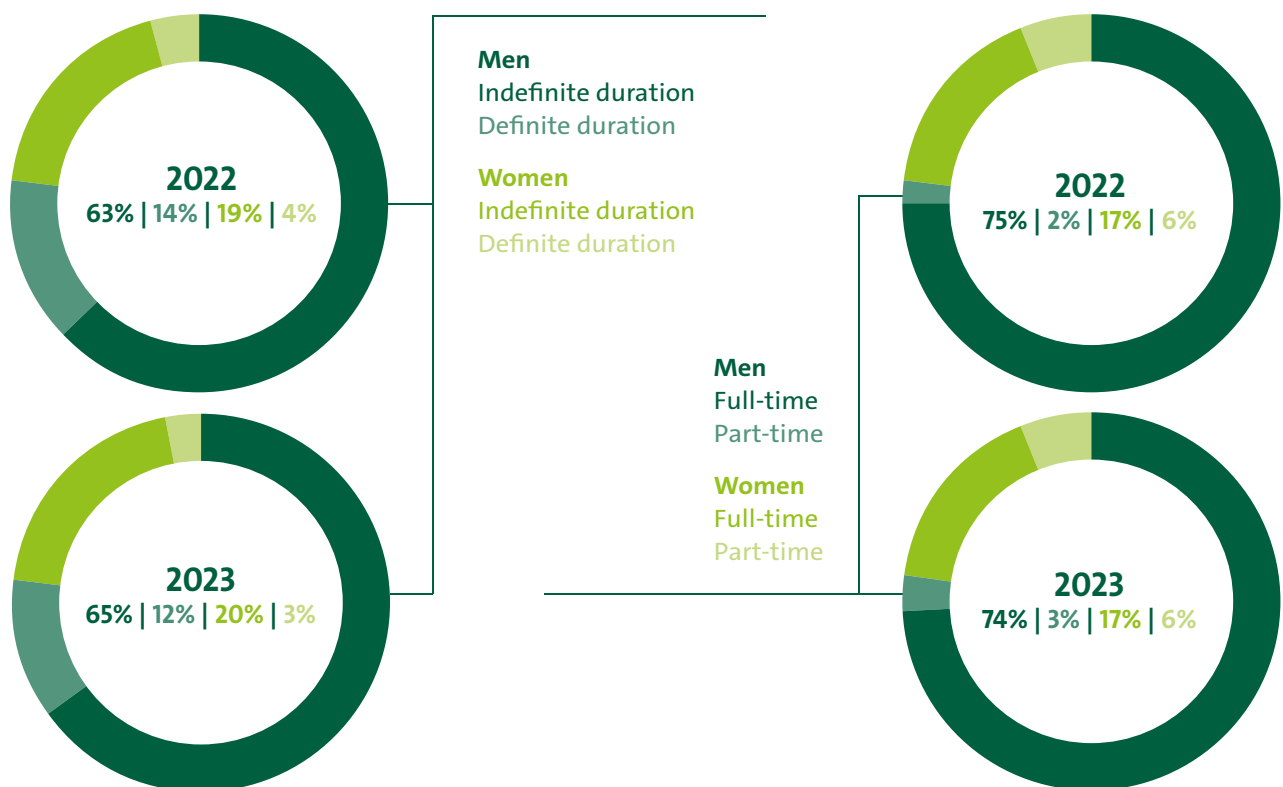
Our Partners are particularly active at universities, with Carolin Grimbacher as a curator in Kempten and Johannes Remmele as a curator in Biberach. In the period from 2021 – 2024, we also supported seven students in Neu-Ulm and Kempten, awarding them a Germany scholarship in the fields of Business Information Systems – Data Science and Industrial Engineering.

And although the number of apprentices and students dropped slightly from 107 to 98, SÜDPACK remains consistently attractive as one of the strongest employers in the region.

Number of trainees and students



Employees according to type of employment



Occupational Safety

Ambitions	Projects	Goal for 2025	Goals for 2030	Goal attainment 2030 (100%)
Zero Accidents	Accident Reduction Safe Work Environment	7 ppm 1,000 reports of near misses	tbd tbd	not available not available

SÜDPACK relies on holistic health and occupational safety management. Because it is important to maintain the health and performance of employees while avoiding work accidents and work-related diseases as far as possible. A risk-based approach in both areas allows us to recognize initial signs as early on as possible so that appropriate measures can be taken.

Our materiality analysis and regular surveys conducted among our employees also gave us important insights into this topic area, and revealed that we are still struggling with work-related accidents and injuries. Shift operation in our Production department is also viewed negatively, despite the positive aspect of it offering a high degree of flexibility, advantages when it comes to organizing leisure time and financial benefits. We did receive positive points, on the other hand, for our preventive measures, health promotion, and company doctor.

Sustainability strategy projects

The work performed by the Occupational Safety Task Force, which was set up in 2021 and is committed to the Zero Accidents goal, has also been rated positively so far. Projects were also consistently initiated in 2023 to reduce the number of accidents and create a safe work environment for every individual. However, we are only just getting started with our efforts in this area. For 2025, we have set an intermediate goal of seven PPM (accidents per million hours worked). In 2023, we achieved 8.2 PPM. For near misses, the target is 1,000 reports per year. In 2023, we achieved 97%.

We will set the initiatives and goals for 2030 as soon as our new Occupational Safety Manager starts in October 2024. Under his direction, we want to develop appropriate measures for both accidents and in the area of creating a safe work environment.

One of the key building blocks for SÜDPACK in the area of employee satisfaction and occupational safety is SA8000 certification, which was initiated in 2022 and completed in August 2023. The internationally recognized certification standard is based on the United Nations' Universal Declaration of Human Rights, the International Labor Organization (ILO)

Conventions, and other international human rights standards as well as the labor rights that are anchored in national labor laws. We are one of the few companies of our size to have successfully completed the certification so far, and with it, we are fulfilling our due diligence towards our employees, customers, suppliers, and society as a whole. During the reporting period, we made significant progress most particularly in the segments of work equipment, safety measures on the machines, safety training, and ergonomics.

Health protection

We were very active in the area of health protection at the German sites during the reporting period. An example of one of the key measures we implemented is our massage offer to all employees. Shiatsu, which is a manual method of treatment developed in Japan, takes a holistic and natural approach to handling health problems while simultaneously stimulating both physical and mental well-being. At SÜDPACK, around 350 individual appointments are kept each year by employees. An average of 70 to 100 employees come for workplace health management consultations on health and nutrition. Every Wednesday, we offer a 30-minute lunch break training session. Employees do not need to register in advance. We also offer Nordic walking classes. Up to 250 employees also take part in the carotid artery and skin cancer screening each year.

Since September 2023, consultation hours have been offered by a company doctor during working hours at the German SÜDPACK sites. For the international sites, care from a company doctor is also available as and when necessary. Since fall, a fitness room with modern equipment has also been available at the German sites. And to encourage our employees to be even healthier and more active, we also became part of the sports and wellness network EGYM Wellpass, which currently includes more than 9,000 partner studios and sports opportunities. The offer from SÜDPACK will be available starting in June 2024 for an unlimited period of time.

Occupational safety

SÜDPACK had its management system for occupational safety and health voluntarily certified according to the ISO 45001 standard at the sites in Germany, Bioggio, and Kłobuck to:

- Continuously improve our occupational health and safety performance
- Minimize hazards and risks
- Meet legal requirements, and
- Achieve our occupational health and safety targets

The Safety Masterboard and electronic work incidents log were rolled out at all sites except for SÜDPACK Grootegast. This now gives us a group-wide overview and full transparency regarding the occurrence of accidents and near misses. The Masterboard is an established element of shopfloor meetings at an EMT and Production level. All other EMT meetings start with “5 minutes for safety”, during which the Occupational Safety Officer presents the current statistics. All senior management, including the EMT and Managing Directors, took part in an educational workshop in 2023 on the main topics regarding occupational safety from the German Social Accident Insurance Institution. As a result of the workshop, safety videos were produced that aim to further increase awareness among the workforce in both the industrial and commercial area. The EMT members also conduct four safety walks each year. To aid employee training in Production, the prevention training module “Entanglement Injuries from Rotating Parts” was borrowed from the German Social Accident Insurance Institution.

The “Access Restriction” project is also on the right track. To keep unauthorized persons from entering the building while also not endangering the safety of employees, entrances were reduced and most doors were converted into escape doors. Occupational safety videos on different topics are now available in the appropriate languages for each site.

Disability insurance – an important safeguard in case of emergency

For many years now, we have placed particular emphasis on optimally safeguarding our employees. Because occupational disability applies on average to one in every four employees in Germany, we have been offering insurance at SÜDPACK since 2023. We offer this to all employees in consultation appointments at highly attractive special conditions secured from our major customer. It is currently utilized by just under 20% of our employees.

Work accidents and injuries [ppm*]

	2021	2022	2023
Rate of accidents with absence from work > 3 days	7	11	9
SP sites Germany	7	8	9
SP Bioggio (Switzerland)	15	33	17
SP Kłobuck (Poland)	9	5	7
SP Oak Creek (USA)	10	0	6
SP Grootegast (Netherlands)	not available	not available	not available
SP Coulmer (France)	0	48	0
Rate of accidents with absence from work for 0 – 2 days and consultation with a doctor	11	11	10
SP sites Germany	17	18	16
SP Bioggio (Switzerland)	0	0	3
SP Kłobuck (Poland)	3	0	0
SP Oak Creek (USA)	not available	not available	not available
SP Grootegast (Netherlands)	not available	not available	not available
SP Coulmer (France)	0	0	9
Work-related injury rate	33	37	27
SP sites Germany	50	43	39
SP Bioggio (Switzerland)	0	83	13
SP Kłobuck (Poland)	0	0	16
SP Oak Creek (USA)	not available	not available	not available
SP Grootegast (Netherlands)	not available	not available	not available
SP Coulmer (France)	0	10	46
Rate of near misses and unsafe conditions	127	274	361
SP sites Germany	192	431	598
SP Bioggio (Switzerland)	21	20	129
SP Kłobuck (Poland)	6	15	57
SP Oak Creek (USA)	not available	98	16
SP Grootegast (Netherlands)	not available	not available	not available
SP Coulmer (France)	12	68	464

* 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 percentage of suppliers with sustainability rating Improvement of SÜDPACK EcoVadis rating Improvement in sustainable purchasing decisions	90% of purchasing volumes > = 80 points 100% of decisions with LCA information	Purchasing volumes with sustainability rating: 76% SÜDPACK EcoVadis rating: 79% Decisions with LCA: 0%

Our standards in terms of sustainability and responsibility apply not only within our organization, but also to our suppliers and business partners – worldwide.

Our transparent business practices and business relationships enable us to strengthen our business and SÜDPACK as a brand. We ensure the delivery capability and support of our customers. We reduce the negative impact on the environment and society along the supply chain. Most importantly, we comply with current regulations arising, for example, from the Act on Corporate Due Diligence Obligations in Supply Chains (Supply Chain Act, LKSG).

As part of our materiality analysis, we were also able to determine important topics in the supply chain area of action.

The following is viewed positively:

- The Supplier Code of Conduct
- Our declaration of principles on respecting human rights
- The Supply Chain Act-compliant risk analysis and our risk management in the supply chain
- The SÜDPACK supplier evaluation
- 35% proportion of local raw material suppliers in Germany

Sustainability strategy projects

In the scope of our Sustainable Supply Chain ambition, we are pursuing two goals that are closely intertwined: a transparent supply chain and sustainability as a decision-making criterion in purchasing. Effective initiatives that we have defined in this area include increasing the percentage of suppliers with a sustainability assessment as well as the percentage of suppliers with a positive sustainability rating. Currently, 68% of our supplier volumes in euros have a sustainability assessment, and the aim is to increase this amount to 90% by 2030.

In parallel, we have set ourselves the task to further improve our EcoVadis rating. An average EcoVadis rating of 80 points is planned for both suppliers and

SÜDPACK by 2030. Having reached 76% for our suppliers and 79% for SÜDPACK in 2023 means we are well on course.

In the area of a transparent supply chain, there is no data for the base year 2021 because we launched the sustainability-based supplier evaluation in 2023.

As for purchasing decisions, we are not optimally positioned yet. Target definition for 2030 is still pending and the relevant KPIs are not available yet. As a measure, we have decided to include materials with LCA information in our purchasing decisions in the future and to rate them based on comparable criteria.

To further promote the achievement of goals, we formed a Task Force in Purchasing.



Supply Chain Act and SA8000 certification

As part of our social responsibility along the supply chain, we are taking an external approach involving the implementation of the Supply Chain Act and an internal approach using SA8000.

This fulfills our due diligence towards our employees, customers, suppliers, and society as a whole. In addition to this, we clearly substantiate our high standards regarding sustainability and social responsibility with our declaration of principles on respecting human rights.

The Supply Chain Act regulates corporate due diligence obligations with regard to the respect of human rights in global supply chains, which includes protecting children from exploitation through work, the right to fair wages, and protecting the environment. Even though it has only been mandatory for the SÜDPACK Group from 2024, we started preparing for it in late 2022 with the aid of EcoVadis and in our internal processes.

In 2022 and 2023, we began a complex procedure to analyze the risks in our supply chain. Our risk management uses a clearly defined process flow. Direct suppliers have to first fill out a self-disclosure form so they can be uploaded to EcoVadis. They are then examined based on their industry and country risks to identify real and potential risks to human rights and the environment in the supply chain. If there are no objections during the examination, preliminary approval is granted. For suppliers deemed to be high risk in these topics, we initiate an assessment both in-house and externally with the EcoVadis scorecard or with a comparable rating if EcoVadis is not available. When everything is in order, the supplier is granted final approval. Otherwise, corrective measures must be initiated through EcoVadis or with a supplier audit from SÜDPACK.

New suppliers are also checked for compliance with various sustainability criteria based on a corresponding self-disclosure form and as part of quality assurance agreements. The Supplier Code of Conduct is also saved in the self-disclosure form as a link and must be confirmed by the supplier in addition to other minimum requirements. All suppliers have to undergo a risk assessment and supplier self-disclosure procedure once a year.

EcoVadis status quo

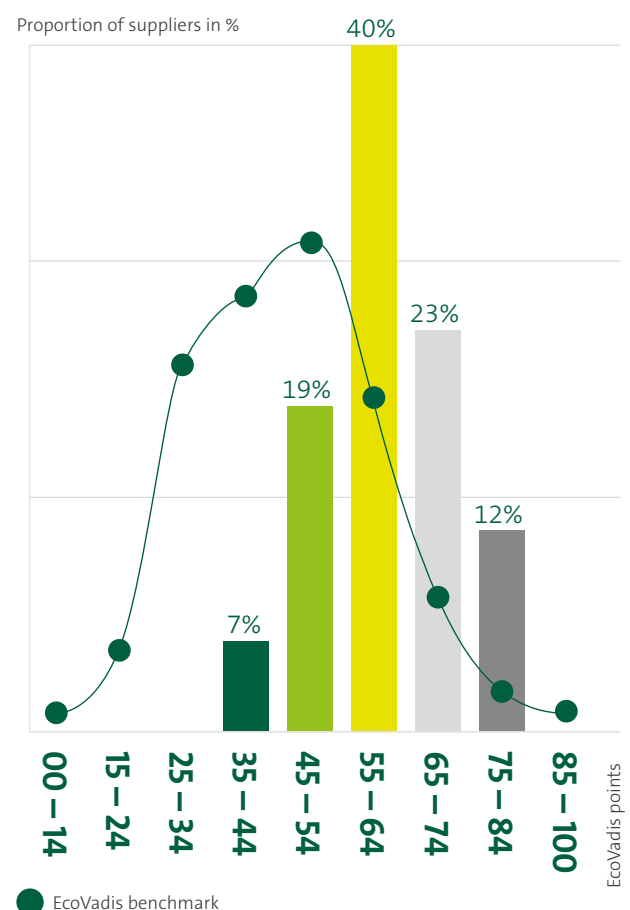
These efforts are proving successful. As of October 2023, 25% of the direct SÜDPACK partners had already achieved an average EcoVadis rating of 61.4 points. These partners also invited their partners, which has resulted in the listing of roughly 4,000 second-tier suppliers on EcoVadis at this point in time.



Supplier Code of Conduct

In April 2024, the total score for 45% of the direct partners amounted to 61.1 points, which equals an increase of 14.7%, and the number of second-tier suppliers had increased to 4,400.

Distribution of our suppliers' EcoVadis scores



GRI Content Index

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, 2022 – December 31, 2023.			
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	SÜDPACK Holding GmbH	8 – 11
2-2	Entities included in the organization's sustainability reporting		11, 71
2-3	Reporting period, frequency, and contact point	Contact: lisa-marie.schmidberger@suedpack.com	71
2-4	Restatements of information		71
2-5	External assurance		68 – 70
2 Activities and workers			
2-6	Activities, value chain, and other business relationships		8 – 17
2-7	Employees	In SP Baar, an additional 70 people (32 men, 38 women) are employed. Because SP Baar is not a production site, it will no longer be taken into account.	54 – 59
2-8	Workers who are not employees	None	
3 Governance			
2-9	Governance structure and composition		9 – 11
2-10	Nomination and selection of the highest governance body		10 – 11
2-11	Chair of the highest governance body		10 – 11
2-12	Role of the highest governance body in overseeing the management of impacts		10 – 11
2-13	Delegation of responsibility for managing impacts		10 – 11
2-14	Role of the highest governance body in sustainability reporting	Review and approval of the Sustainability Report by the Management Board	2 – 3
2-15	Conflicts of interest		10 – 11
2-16	Communication of critical concerns		9 – 11
2-17	Collective knowledge of the highest governance body		9 – 11
2-18	Evaluation of the performance of the highest governance body		9 – 11
2-19	Remuneration policies		58
2-20	Process to determine remuneration		58
2-21	Annual total compensation ratio		58
4 Strategy, policies, and practices			
2-22	Statement on sustainable development strategy		2 – 3
2-23	Policy commitments		32 – 34
2-24	Embedding policy commitments		32 – 34
2-25	Process to remediate negative impacts		32 – 34
2-26	Mechanisms for seeking advice and raising concerns		32 – 34
2-27	Compliance with laws and regulations		32 – 34
2-28	Membership associations		18 – 19

GRI Standard		Additional information	Page
5 Stakeholder engagement			
2-29	Approach to stakeholder engagement		21 – 23
2-30	Collective bargaining agreements	Not bound by collective bargaining agreements	
3 – Material topics			
3-1	Process to determine material topics		21 – 24
3-2	List of material topics		25
3-3	Management of material topics	Certification according to ISO 9001, ISO 14001, ISO 50001, ISO 45001 (https://www.suedpack.com/de/zertifikate)	27 – 31, 37 – 63
200 Economic			
201-2	Financial implications and other risks and opportunities due to climate change		45 – 46
204-1	Proportion of spending on local suppliers	35% proportion of local raw material suppliers in Germany	62 – 63
205-1	Operations assessed for risks related to corruption	100% (Code of Conduct applies to all operations and whistleblower mechanism to all sites and in all languages)	
205-2	Communication and training about anti-corruption policies and procedures	All relevant employees receive regular training in this area	32 – 33
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption in the reporting period	
300 Environmental			
301-1	Materials used by weight or volume		50
301-2	Recycled input materials used		50
302-1	Energy consumption within the organization		49
302-4	Reduction of energy consumption		49
303-5	Water consumption		51
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		43
304-2	Significant impact of activities, products, and services on biodiversity	No significant impact	
305-1	Direct (Scope 1) GHG emissions		46
305-2	Energy indirect (Scope 2) GHG emissions		46
305-3	Other indirect (Scope 3) GHG emissions		46
305-4	GHG emissions intensity		47
305-5	Reduction of GHG emissions		45 – 47
306-2	Management of significant waste-related impact		41 – 43
306-3	Waste generated		43
306-4	Waste diverted from disposal		43
306-5	Waste directed to disposal		43
308-1	New suppliers that were screened using environmental criteria		62 – 63
308-2	Negative environmental impact in the supply chain and actions taken		62 – 63
400 Social			
401-1	New employee hires and employee turnover		58
401-3	Parental leave		57 – 58
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

GRI Standard		Additional information	Page
403-8	Workers covered by an occupational health and safety management system	100% (through ISO 45001)	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)	58
405-1	Diversity of governance bodies and employees		56 – 57
406-1	Incidents of discrimination and corrective actions taken	No cases of discrimination during the reporting period	
408-1	Operations and suppliers at significant risk of incidents of child labor		
409-1	Operations and suppliers at significant risk of incidents of forced or compulsory labor		
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 commitment	55
416-1	Assessment of the health and safety impact of product and service categories		14 – 17, 32 – 34
416-2	Incidents of non-compliance concerning the health and safety impact of products and services	None	14 – 17, 32 – 34
417-2	Incidents of non-compliance concerning product and service information and labeling	None	14 – 17, 32 – 34
417-3	Incidents of non-compliance concerning marketing communications	None	14 – 17, 32 – 34
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None	33 – 34

Abbreviations

BRCGS	Brand Reputation through Compliance Global Standard
BU	Business Unit
CCF	Corporate Carbon Footprint
CEFLEX	Circular Economy for Flexible Packaging
CO ₂ e	Carbon dioxide equivalents
CSRD	Corporate Sustainability Reporting Directive
GDPR	General Data Protection Regulation
EMT	Executive Management Team
EoL	End of Life
ESRS	European Sustainability Reporting Standards
EVOH	Ethylene vinyl alcohol copolymer
R&D	Research and development
FF&C	Functional Films and Compounds
FPE	Flexible Packaging Europe
GRI	Global Reporting Initiative
IK	German Association for Plastics Packaging and Films (Industrievereinigung Kunststoffverpackungen)
ILO	International Labor Organization
KPI	Key performance indicator
LCA	Life cycle assessment
LKSG	German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz)
NGO	Non-governmental organization
PCR	Post-consumer recycle
PE	Polyethylene
PET	Polyethylene terephthalate
PIR	Post-industrial recycle
PMO	Project Management Office
PP	Polypropylene
ppm	Accidents per million working hours
PPWR	Packaging and Packaging Waste Regulation
PVC	Polyvinyl chloride
SBTi	Science Based Targets Initiative
SDG	Sustainable Development Goal
SP	SÜDPACK
SPQ	Sustainable Print Quality
CFCR	Corporate Forum Chemical Recycling

Sustainability Audit

Certificate

Validation Sustainability Report
in accordance with GRI Standards

After remote assessment, document inspection and discussions with responsible employees,
we confirm the credibility, transparency and plausibility of the information in the Sustainability
Report, Reporting Year 2022/2023, published by

SÜDPACK

SÜDPACK Holding GmbH

at the location

Ecoformstr. 1, 88416 Erlenmoos

SÜDPACK Holding GmbH prepares its Sustainability Report 2022/2023 in accordance with the
GRI Standards 2021.

The focus of the audit is on the principles of corporate sustainability responsibility as well as
the reliability and quality of the report content on a sample basis.

The validation of the sustainability-related disclosures presented in the report is planned and
performed to enable us to express our opinion with limited assurance.

Berlin, 02.09.2024



Prof. Dr.-Ing. Jan Uwe Lieback
Director

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afnor
GROUPE

Third Party Assurance Statement

to SÜDPACK Holding GmbH , Ecoformstr. 1, 88416 Erlenmoos

We, the GUT Zertifizierungsgesellschaft für Managementsysteme mbH Umweltgutachter (GUTcert), have been engaged to perform a limited assurance engagement based on the AA1000 Assurance Standard (AA1000AS v3, 2020) Type 2 on the disclosures in the Sustainability Report 2021 of SÜDPACK Holding GmbH (within the limits disclosed in the Report) for the reporting period 01.01.2022 to 31.12.2023.

Responsibility of the legal representatives

The top management of SÜDPACK Holding GmbH is responsible for the preparation of the Sustainability Report in accordance with the reporting concepts of the Global Reporting Initiative Standards (GRI Standards): Impact, Material Topics, Due Diligence and Stakeholder. The quality of the reporting is evaluated against the reporting principles of the GRI Standards:

- Accuracy
- Balance
- Clarity
- Comparability
- Completeness
- Sustainability context
- Timeliness
- Verifiability

This responsibility includes the selection and application of appropriate methods to prepare the above-mentioned report, making assumptions and estimates about individual disclosures that are reasonable in the circumstances. Furthermore, the Board of Directors is responsible for designing, implementing and maintaining systems and processes relevant to the preparation of the Report.

Responsibility of the auditors

Our responsibility is to ensure an independent and qualified validation. We express a conclusion based on our work performed as to whether any matters have come to our attention that cause us to believe that the sustainability disclosures presented in the Sustainability Report for the period 01.01.2022 to 31.12.2023 not been prepared, in all material respects, in accordance with the GRI Standards. In addition, we have been engaged to make recommendations for the further development of sustainability management and reporting based on the results of the validation.

The validation is carried out according to the TYPE 2 assurance level of the AA1000AS. The focus of the validation is on the concepts and principles of corporate sustainability responsibility as well as the reliability and quality of the report content on a sample basis.

The validation of the sustainability-related disclosures presented in the report has been planned and performed to enable us to express our opinion with limited assurance.

This limited assurance relates only to evidence from internal sources and groups; obtaining these evidence is limited to the company or management level of the SÜDPACK Holding GmbH.

Systems and processes that determine the report content were audited, applying the materiality principle or the stakeholder engagement process. Specific sustainability performance was checked on a sample basis.

The planning of validation procedures was at the auditors' discretion and was implemented through the following activities, among others:

- Inspection of the documents on the 'Strategy 2030', corporate organisation and stakeholder dialogue
- Inspection of the documentation of the systems and processes for the collection, analysis and aggregation of data relating to sustainability performance.
- Personal interviews with the management, the commercial director, the head of finance & administration and the head of human resources
- Personal interviews with the Sustainability Officer, Head of QM, Hygiene, Environmental Protection and Occupational Health and Safety, Compliance, Marketing
- Analytical assessment of communicated key figures and trends for the reporting period 2022-2023
- Obtaining evidence on a sample basis for individual disclosures, including by inspecting internal management documentation and accounts and analysing data sets generated as reports from internal data systems.

Verdict

Based on our limited assurance engagement, nothing has come to our attention that causes us to believe that the sustainability disclosures in the Sustainability Report 2024 of SÜDPACK Holding GmbH do not comply with the concepts and principles of the GRI Standards.

The reporting was performed in accordance with the GRI Standards.

Supplementary notes - Recommendations

Without qualifying the above result, we make the following recommendations for the further development of sustainability management and reporting:

- ▶ The existing sustainability programme was further refined through the dedicated materiality analysis, which is already aligned with the ESRS. It is advisable to compare the metrics to be reported on with the existing database with regard to the material topics and to close any gaps.
- ▶ Sustainable supplier management has also gained further structure. Nevertheless, the focus should remain on this area in the future so that self-imposed targets, including those relating to 'sustainable purchasing decisions', can be realised.

Hamburg, the 30th August 2024

GUT Zertifizierungsgesellschaft für
Managementsysteme mbH
Umweltgutachter



Susanne Moosmann

About the Report

This Sustainability Report is the fifth of its kind compiled by SÜDPACK Holding GmbH and refers to the years 2022 and 2023. Also shown is the data for 2021 – where possible – to ensure better comparability with the previous reporting period.

As this report also shows, sustainability is a fundamental component of our corporate strategy at SÜDPACK. And we are continuously working on the further development of our ambitious sustainability strategy. Our new challenges, developments, and special initiatives and measures are summarized and presented in a comprehensible manner once again in our fifth Sustainability Report.

Compared to the previous report from 2022, we performed our materiality analysis in 2024 according to the requirements of the CSRD and applied the principles of double materiality. The results of this materiality analysis were applied retrospectively to the reporting period since the areas of action that arose from the analysis were similar to the areas of action from the analysis in 2022.

Furthermore, the sustainability strategy was established and expanded. SÜDPACK Verpackungen GmbH und Co. KG also changed its name to SÜDPACK Verpackungen SE und Co. KG on February 1, 2024.

Moreover, the scope of the report was changed and now includes all production sites that belong

to the SÜDPACK group of consolidated companies. Until now, the report had covered the German sites SÜDPACK Verpackungen SE und Co. KG and ecoform Multifol Verpackungsfolien GmbH und Co. KG with its operations in Ochsenhausen, Erlenmoos, Schwendi and Erolzheim, as well as SÜDPACK Kłobuck sp. z o.o. in Poland and SÜDPACK Bioggio SA in Switzerland. This report now additionally includes the sites SÜDPACK Medica SAS in France, SÜDPACK Oak Creek Corporation in the USA, and SÜDPACK Grootegast B.V. in the Netherlands.

The report complies with the internationally recognized Sustainability Reporting Standards published by the Global Reporting Initiative (GRI Standards). The content was compiled in accordance with the GRI Standards. The Sustainability Report is produced biennially. In non-reporting years, we provide our stakeholders with a progress report.

Publisher

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