



# The **FUTURE** is up to us!

Annual and  
Sustainability  
Report **2024**

greiner 

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## The future is up to us!

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# The future is up to us!

Our future is in our hands: With courage, determination, and responsibility, we are committed to sustainable, long-term solutions. Change does not happen on its own – we make it possible. Our team spirit, dedication, and willingness to embrace change are what drive us forward. Because one thing is certain: Our future is shaped by the people working on it today.





# Our company

Greiner is a long-standing family-owned company and a global player with strong growth potential. Although the past financial year was marked by numerous changes and key strategic decisions, we have consistently continued our sustainable transformation course. As a Group, we combine our strengths to ensure an economically, socially, and environmentally sustainable future.

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Greiner at a glance





# "The future lies in our hands"

A challenging market environment and key personnel decisions shaped the 2024 financial year. In this interview, the Executive Board reflects on recent progress and provides insight into concrete plans for long-term success.

**Ms. Dubourg, you have been CEO of Greiner since March 2024. How would you describe the past year?**

**Saori Dubourg:** The past year was challenging, but also full of energy and motivation. Despite a slight drop in revenue, we managed to improve the company's profitability. I'm proud to be part of Greiner and would like to thank all our employees for their commitment during these economically volatile times. My initial focus was on stabilizing the company's value. After visiting numerous sites, it quickly became clear to me that Greiner has immense potential. With a strong focus on future markets and clearly defined strategies, we aim to fully unlock this potential across our three divisions: Greiner Packaging, Greiner Bio-One, and NEVEON. To this end, we have optimized processes in many areas to unlock the identified value potential. We will stay on this path and bring our "Full Potential Plan" to life. We have therefore set a clear course for the future of our company. What's important now is to let strategic vision guide our actions and continue to develop Greiner as a global player. We haven't just set sail – we're steering the ship.

**"With a focus on future markets and clearly defined strategies, we want to unlock the full potential of all three divisions."**

”

**Saori Dubourg**  
Chief Executive Officer Greiner AG



**Saori Dubourg**  
Chief Executive Officer Greiner AG

**How did the economic volatility impact revenue and earnings in the past financial year?**

**Hannes Moser:** Overall, we did not achieve the growth we had hoped for at the Group level. Revenue fell slightly to 1.99 billion euros, but we were able to increase profitability. We also invested around 129 million euros – most of it in Europe – to prepare for the challenges ahead. Once again, our broad positioning as a Group put us on a stable foundation.

**Saori Dubourg:** Indeed, our greatest strengths are our diversified portfolio and our presence in a wide range of markets. Many industries have been heavily impacted by the multiple crises of recent years. Greiner's broad positioning is a major advantage in this situation. In addition, our 10,318 employees accomplished a great deal last year. In a world of change, it's people who shape the future – with passion, knowledge, and courage.



## Let's take a look at the individual business units. How did each of the three divisions perform over the past year?

**Saori Dubourg:** At Greiner Packaging and Greiner Bio-One, we saw significant volume growth compared to the previous year, signaling a positive turning point. In the packaging sector, we effectively offset cost increases, and Greiner Packaging also impressed with product innovations such as airUp and home-compostable coffee capsules. Greiner Packaging in particular recorded volume growth above the industry average. In the medical products division Greiner Bio-One, demand also developed positively, as the markets finally recovered from the post-pandemic demand shock in 2024. Here, too, we were able to significantly improve profitability. Our foam division, NEVEON, continues to face challenges, as the furniture and mattress industries remain sluggish. As a result, we consolidated our production network and closed three German sites. At the same time, our NEVEON sites in Eastern Europe have proven to be competitive – which gives us confidence for the future.

**Hannes Moser:** In summary, the divisions Greiner Packaging and Greiner Bio-One achieved revenue growth well above overall economic growth. At NEVEON, revenue and volume declines are mainly due to the sale of the Perfoam sites. In addition, we made key strategic decisions in this division last year and now look forward to a medium-term market recovery.

**Hannes Moser**  
Chief Financial Officer Greiner AG

**"Once again,  
our broad positioning  
as a Group put us on  
a stable foundation."**

”

**Hannes Moser**  
Chief Financial Officer Greiner AG



## What is needed for the economy to recover – not only in Austria but also across Europe?

**Saori Dubourg:** In Europe, rising labor and energy costs as well as increasing regulation are putting pressure on the competitiveness of industry. However, we must not focus solely on the challenges of the present – we need to work together on solutions and lay the economic foundation for future growth. It will be crucial to secure better access to raw materials, strategically promote innovation, and target future growth markets – because that is the key to long-term success in global competition. The same applies to us as a global player in the plastics and foam industry. That's why we have taken a close look at our future markets and derived appropriate standard strategies for each division and business unit as part of our portfolio analysis. Our goal is to help drive economic growth and ensure a successful future for our industrial locations.





**Despite this challenging environment, Greiner was able to achieve success last year. What were your personal highlights in the past financial year?**

**Hannes Moser:** A highlight was certainly the opening of the expanded Mediscan site of Greiner Bio-One in Kremsmünster – now the largest sterilization site in Europe. This investment underscores our leading position in the industry and our strong commitment to Austria as a business location. I also consider it a success that, last year, we successfully completed the full realignment and restructuring of key support functions – such as IT, Legal, and Tax – to further leverage synergies across the Group. Since I joined Greiner in 2011, the Group has evolved into a modern, international player.

**Saori Dubourg:** A personal highlight for me was the Group-wide EcoVadis Platinum rating for the area of sustainability. This places us among the top one percent of all companies assessed worldwide. In Austria, we received the ESG Award from a renowned newspaper last year and were also honored with several nominations and awards in the ESG field. This shows that we are on the right track. We see sustainability as a success factor – for ourselves and for the next generation. With our Blue Plan sustainability strategy and our detailed reporting, we are demonstrating in a transparent way where we currently stand in terms of our sustainability performance. Many of our sustainability initiatives also rely on collaboration along the value chain. Highlights from the past financial year included the joint venture of NEVEON and the waste management company BRANTNER green solutions, as well as the partnership project of Greiner Packaging and Constantia Flexibles for home-compostable coffee capsules. I also consider the new global structure within People & Culture, with its clear focus on talent management, to be a success. We are convinced that the potential of our employees helps us become more resilient and is a key to our success.

## Speaking of talent management: Demographic changes are making it increasingly difficult to attract the right skilled professionals. What approach is Greiner taking to attract sufficient talent?

**Saori Dubourg:** It's not just about finding the right talent – it's just as crucial to foster growth from within. We are fully committed to creating a work environment that not only motivates, but also allows each individual to realize their full potential. To this end, we're implementing a wide range of initiatives aimed at making Greiner an attractive place to work. After all, Greiner is a special company, combining the tradition and values of a family-owned business with a diverse, international environment. That is something we need to preserve. We rely on a balance of experience and forward-thinking by leveraging the strengths of different generations. We're grateful for the invaluable expertise of our long-standing employees, as well as the fresh perspectives brought by emerging talent. Across all generations, we see inspiring momentum: Together, they contribute ideas on future-oriented topics such as artificial intelligence, sustainability, business models, and equal opportunity in the workplace.

## Regulatory requirements continue to increase – especially for international manufacturing companies. How is Greiner addressing this?

**Hannes Moser:** New ESG requirements, in particular, are constantly emerging, affecting every area of our company. Greiner benefits from having set a high standard early on. Even though the road ahead is challenging, we are committed to staying the course. We've been voluntarily reporting non-financial indicators for years and have proactively prepared for upcoming reporting obligations. In addition, regulations in the tax area have increased significantly. On top of that, the EU taxonomy requires the classification of sustainable economic activities. Managing all these regulatory requirements consumes considerable resources. Numerous cross-functional teams are involved and are doing outstanding work.

## What megatrends will shape Greiner's future? Where will the journey take us in the next 25 to 50 years?

**Saori Dubourg:** As a family business, we at Greiner tend to think in terms of generations. It's not just about chasing short-term targets or trends – we are focused on what will still matter 50 years from now. Advancing strategic future markets is key to this long-term vision. As a company, we are shaped by major global trends: macroeconomic growth, geopolitical tensions, innovation and digitalization, sustainability, and shifting demographics. These are the megatrends we have in our sights. Based on them, we've defined distinct future markets and strategies for each division and its respective business units. Across all industries, the climate crisis will be a major concern for us over the coming decades. From the EU, we're seeing increasing regulatory pressure in the area of sustainability. We view this as a tremendous opportunity to position Europe as a global leader. I see particular potential for Greiner in the area of the circular economy. The fact that there are already ambitious goals here is demonstrated by the Blue Plan sustainability strategy, which was developed several years ago. The focus is now on consistently implementing sustainability measures in all areas to truly become a game changer. To support that goal, we aim to further improve our reporting and internal processes, and to foster even closer collaboration across the Group.

## That leads us to the final question: What will be decisive for Greiner's success in the future?

**Hannes Moser:** We must continue to focus on diversification while concentrating on our strengths. Financial independence, stability, and targeted investment will continue to be critical factors for our long-term success.

**Saori Dubourg:** What will matter most is the action we take within the company today to ensure we remain relevant for coming generations. With a strong focus on future markets and clearly defined strategies, we've laid the foundation. The key to this is our employees. After all, our future is shaped by the people who are working on it today.

# A new era for Greiner



**Photo of the Supervisory Board** (from top left to bottom right): Dominik Greiner (Chair of the Supervisory Board), Dr. Andreas Ludwig (Deputy Chair of the Supervisory Board), Dr. Regine Hagen-Eck (member of the Supervisory Board), Dr. Nico Hansen (member of the Supervisory Board), Jakob A. Mosser (member of the Supervisory Board), Christoph Greiner (member of the Supervisory Board), Gerald Schinagl (member of the Supervisory Board), Margret Suckale (member of the Supervisory Board), as well as Mario Nussbaumer (employee representative), Georg Kofler (employee representative), Markus Rohrauer (employee representative), and Ernst Zimmermann (employee representative)



## 2024 was a turning point for Greiner in many respects. This year saw a leadership transition and a number of strategic decisions in which the Supervisory Board was heavily involved, in line with its responsibilities.

In March, Saori Dubourg began her role as the new CEO of Greiner AG, ushering in a new era. Additionally, Ilke Panzer took over as head of the Greiner Bio-One division in February. Both quickly settled into their roles and succeeded in bringing noticeable new momentum and value stability to their areas of responsibility. On behalf of the Supervisory Board, I would like to thank both of them, as well as the entire leadership team at Greiner AG and the division heads.

At the end of 2024, we also bid farewell to Manfred Stanek, who is taking on a new professional challenge. Over his nearly nine years at Greiner, Manfred Stanek made a significant contribution to the Group's development. We wish him all the best for the future, both professionally in his new role and personally. He will be succeeded by Marcus Morawietz as of May 15, 2025. We are very much looking forward to working with him, as he brings both extensive industrial experience and deep methodological expertise.

Overall, we look back on a satisfactory financial year for Greiner: Earnings improved, and demand showed a positive turnaround. The only exception was the foam division, which continued to suffer from weak demand across the industry. Against this backdrop, the Supervisory Board approved optimizations to the production network. These included the withdrawal from the South

African market and the closure of three unprofitable sites in Germany. We are aware that plant closures are very difficult decisions. Nevertheless, they were necessary to strengthen the Group's long-term stability and put the foam division back on a healthy growth trajectory.

Despite all the economic challenges, our ambitions in the area of sustainability remained as high as ever during the past financial year. We were particularly proud of the Platinum rating awarded by the globally recognized sustainability platform EcoVadis. With its "Blue Plan," Greiner made sustainability a central focus of its activities at an early stage. This success story is now bearing fruit: Greiner is among the top one percent in its industry worldwide – a well-deserved reward for its hard work. Looking ahead, Greiner will not rest on its achievements, but will stay the course set by the Blue Plan to remain a leader in sustainability and the circular economy.

Once again, on behalf of the Supervisory Board, I would like to extend my sincere thanks to all employees, the Executive Board, and all stakeholders for their trust and excellent cooperation. The outstanding achievements of the past year are proof of the unique strength of the Group. The Supervisory Board therefore looks to this new era for Greiner with confidence.



**Dominik Greiner** Chair of the Supervisory Board, Greiner AG



# Stability in times of change

**Family Council:**  
(from top left to right)  
Dominik Greiner  
Barbara Mechtler-Habig  
Peter Greiner  
Christoph Greiner (seated)

Even though last year brought many changes – one thing remains the same: Greiner is a family-owned company. Our top priority is to set the right course for future generations.

Times of change call for foresight and stability. The 2024 financial year was such a year – a year of transition. As a family, it is important to us to maintain stability and composure without losing sight of our long-term goals. We are guided by the value framework of our family-owned business, which we intend to pass on to the next generation in a few years. For us, stability by no means implies stagnation. Since its founding in 1868, our company has successfully reinvented itself time and again over multiple generations.

For Greiner's sustainable success, it is also important to us that the people leading the company share our values. The recent changes in top management over the past year give us confidence. We are pleased with the successful start of our collaboration with Greiner CEO Saori Dubourg and are excited about Marcus Morawietz taking over from Manfred Stanek on May 15, 2025. We were also pleased to welcome a new division CEO at Greiner Bio-One last year, with Ilke Panzer joining the team. We view the company's ability to promptly fill vacant management positions with outstanding leaders as a particular strength. Despite many new faces, we sense a familiar spirit within the company and see that Greiner is moving in the desired direction.

Within the Family Council, we closely follow developments in the company and maintain an ongoing dialogue to support management as best we can. For young and old alike, site visits – such as in 2024 in Serbia – are among the annual highlights for us as an entrepreneurial family. Through these visits, and with our own Family Academy, we can also pass our values on to the younger generation.

We are particularly proud that Greiner has managed to stay on course, even during turbulent times – both economically and in the area of sustainability. We are also pleased to see that, despite the difficult market environment, a positive economic trend is already emerging. Even in markets that faced significant challenges in the recent past, we saw the first signs of a turnaround during the past financial year.

Of course, we are well aware that the achievements of the past year are not down to individuals alone, but above all to the contributions of each and every employee. That is why we would like to extend our heartfelt thanks for this dedication – especially in times of major change.



Dominik Greiner



Barbara Mechtler-Habig



Peter Greiner



Christoph Greiner



# Greiner at a glance

## Portfolio

Greiner is a leading global supplier of plastic and foam solutions based in Kremsmünster (Austria). Our three operating divisions (Greiner Packaging, NEVEON, and Greiner Bio-One) produce and market innovative solutions for a wide range of industries and sectors under the umbrella of Greiner AG. The majority of our customers are in the packaging, furniture, and sports industries, as well as the medical technology and life science sectors.

We are an unlisted stock corporation and have been family-owned for five generations. With a unique corporate culture based on trust, responsibility, and mutual respect, Greiner today provides secure jobs for more than 10,300 people in over 30 countries.

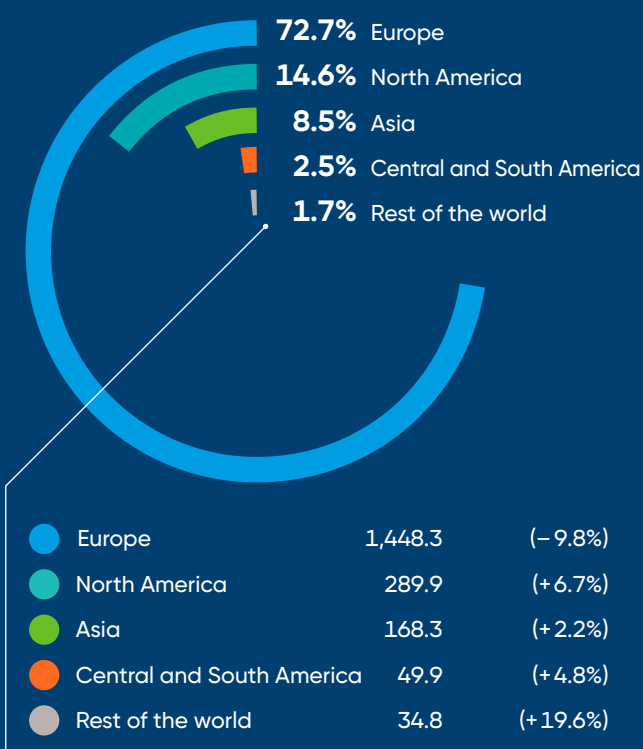
The future of Greiner lies in the circular economy. This is the focus not only of the product development of our divisions, but also of the start-up hub Greiner Innoventures. The aim of Greiner Innoventures is to implement sustainable ideas in an entrepreneurial way – particularly in the field of the circular economy.

## Overview of key figures

	2023	2024
Sales revenue	2,119	1,991
Cash flow	186	192
Investments	138	129
Employees	10,544	10,318
Sales revenue per employee	0.20	0.19

Employee headcount (not including leased personnel); calculation as of 12/31, not including employees of the divested business units; ACTUAL 2023 figures in million EUR/sales revenue including the Greiner Perfoam business units (which were divested as of 12/28/2023).

## Sales revenue by region



Share of sales revenue in 2024 as a percentage (rounded), actual 2024 in million EUR and year-over-year change



A long-standing family-owned company and global player with clear sustainability goals:  
[greiner.com](https://www.greiner.com)



## Three successful divisions

### Greiner Packaging

manufactures innovative and sustainable plastic packaging for customers around the world. The division's solutions protect a wide range of products in the food and non-food sectors – from yogurt to detergent. Greiner Packaging consists of two business units: Packaging and Assistec. The Packaging business unit produces cup packaging and packaging solutions, while Assistec manufactures custom-made technical plastic parts and complete plastic assemblies. The division has a presence in 30 locations across 18 countries.

### NEVEON

is a leading expert in foam solutions for polyurethane flexible and composite foams for a wide range of applications. The division has operations in 44 locations spread over 13 countries and brings together all of the company's foam competencies in its two business units: Living & Care (mattresses, padded furniture, and medical applications), Mobility (aviation, automotive, railway, and maritime) & Specialties (boiler insulation, acoustic solutions, filter foams, specialized packaging, sport applications, and special applications).

### Greiner Bio-One

develops and manufactures high-quality products for medical and laboratory applications. It focuses on single-use plastic products for in-vitro diagnostics, biotechnology, and the diagnostic and pharmaceutical industries. The company serves as a technology partner for hospitals, laboratories, universities, research institutions, and players in the diagnostic, pharmaceutical, and biotech fields. Greiner Bio-One consists of three business units – Preanalytics, BioScience, and Mediscan – and has 29 locations in 22 countries.

## Key figures for the divisions

	Greiner Packaging	NEVEON	Greiner Bio-One	Greiner Group total
Sales revenue in million EUR	875	455	666	1,991
Employees	4,933	2,519	2,624	10,318
Locations	30	44	29	107

Employee headcount (not including leased personnel); calculation as of 12/31, not including employees of the divested business units; ACTUAL 2024 figures in million EUR, Greiner Group total including Greiner AG and Greiner Innoventures GmbH

# Serving customers at 107 locations around the globe

1,991  
million in sales revenue [in EUR]

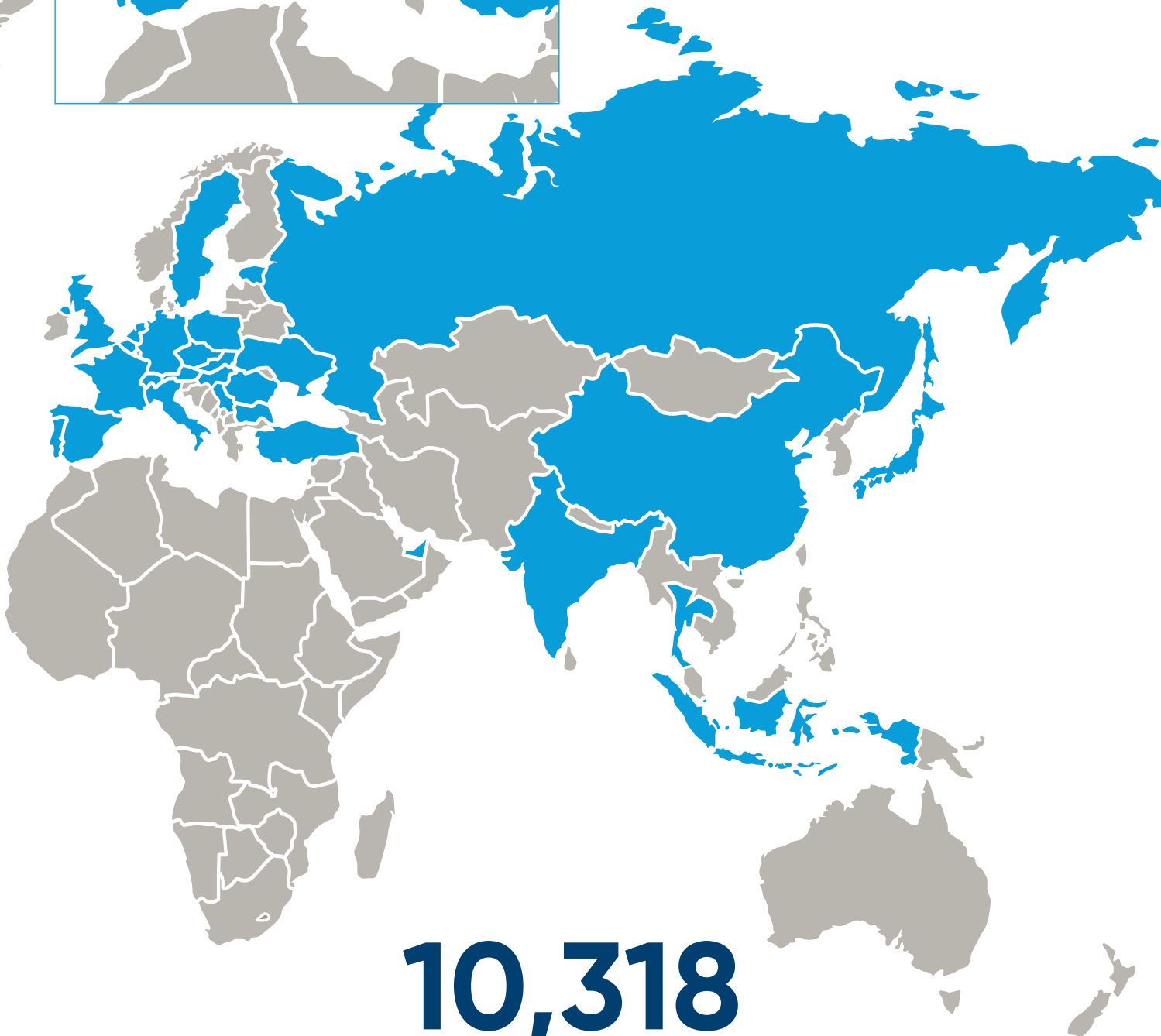
● Production and sales locations







in **31**  
countries



**10,318**  
employees [headcount]



# Our performance

The future offers opportunities – and it is up to us to seize them. As a family-owned company with a history of over 150 years, we have weathered many turbulent times – and emerged stronger each time. We are actively shaping our future and remain committed to the sustainable development of our company, even in difficult times. We do so with the constant goal of being a good employer and a reliable partner for our customers and business partners.

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# Highlights '24

Platinum for  
Greiner in EcoVadis  
sustainability rating



Successful start to the year for  
Greiner Packaging with two  
WorldStar Awards



Mediscan, a subsidiary  
of Greiner Bio-One,  
opens new sterilization  
facility.



Launch of internal  
diversity network  
greiner.for.all.



NEVEON and BRANTNER green solutions sign  
an agreement for the planned establishment  
of a joint venture for mattress recycling.



Greiner Innoventures invests in  
circular economy start-ups.



A long-standing family-owned  
company and global player with  
clear sustainability goals:  
[greiner.com](https://www.greiner.com)



# Development of the Group

2024 was a year of challenges, but also of opportunities. After generating sales revenue of 2,119 million euros in the previous year, we achieved total sales revenue of 1,991 million euros in 2024. On a like-for-like basis – excluding the sales revenue of the Greiner Perfoam business units, which were divested as of December 28, 2023 – this represents a slight decline of 0.8 percent.

## Our financial performance

In 2024, the overall economic situation remained strained worldwide. However, the first signs of a trend reversal could be seen in individual markets. The global conditions naturally also affected the economic performance of our divisions. Despite the challenging economic situation, we were able to counteract cost increases and fluctuations in demand as a Group through targeted measures.

For the Greiner Group, sales revenue on a like-for-like basis – excluding the sales revenue of Greiner Perfoam business units, which were divested as of December 28, 2023 – fell slightly by 0.8 percent to 1,991 million euros. A closer look at the divisions reveals that sales growth was well above the economic growth rate at Greiner Packaging and Greiner Bio-One. At NEVEON, by contrast, we experienced a significant decline in revenue compared to the previous year.

Greiner Packaging generated sales revenue of 875 million euros in 2024, an increase of 3.6 percent compared to 2023 (845 million euros). The division was able to cushion price developments effectively and impressed the market with numerous product innovations. Our Packaging business unit, which produces food packaging and other products, delivered a good financial performance in 2024. The business unit Assistec, which offers customized plastic parts and products, was able to increase sales revenue again compared to the previous year.

Our medical technology division, Greiner Bio-One, increased its sales revenue by 4.5 percent in 2024 – from 637 million euros in 2023 to 666 million euros in 2024. This growth was driven

in part by positive developments in demand. The Preamalytics business unit had a successful year in 2024 and was able to significantly increase sales compared to the previous year. In addition, market demand has also visibly increased in the BioScience business unit. With the construction of a new sterilization facility, the Mediscan business unit made a significant investment in expanding its infrastructure and future growth potential. These new capacities created the largest sterilization site in Europe. Sales revenue in this business unit increased significantly.

For our foam division, 2024 was a demanding year. In 2024, NEVEON recorded a decline in sales revenue of 17 percent to 455 million euros<sup>1</sup>. In the Living & Care business unit demand stagnated in the mattress and furniture industries at a low level. The economic situation in the furniture industry last year was characterized by declining demand and a rise in insolvencies. Against this backdrop, the decision was made to close the unprofitable German production sites in Ebersbach and Burkhardtsdorf, as well as the administrative site in Wiesbaden. As part of these closures, NEVEON will consolidate its site network and continue to supply customers from its remaining production network locations. Around 240 employees are affected by the closures. In the Mobility & Specialties business unit, the challenging environment in the construction industry also affected our performance. However, in the associated aviation sector, which includes the production of foam materials for aircraft seats, we achieved quite satisfactory results in 2024.

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<sup>1</sup> On a like-for-like basis (excluding the sales revenue of the Greiner Perfoam business units, which were divested as of December 28, 2023)



## Our investment volume

Innovation and new technologies are essential for us as a company, which is why we continue to invest even in challenging times. Our main focus last year was on making even more targeted investments and becoming more efficient overall. In 2024, our total investment volume amounted to 129 million euros, or 6.5 percent of our sales revenue. Our investment priorities in 2024 focused on modernizing and expanding machinery and equipment (36.7 million euros) and on digitalization (4.9 million euros). The largest share of investments was made in Europe (84 percent), followed by South America (8 percent), North America (5 percent), and Asia (3 percent).

## Navigating transformation

Although market conditions remain challenging, we are staying the course consistently. We achieved numerous milestones in our major transformation projects, and our sustainability efforts received multiple awards. We are doing everything we can to achieve our ambitious goals and strengthen our role as a global player.

### Changes in leadership

In the course of 2024, there were fundamental changes to the Executive Board. On March 1, 2024, Saori Dubourg assumed the position of CEO of Greiner AG. Manfred Stanek, most recently a member of the Executive Board of Greiner AG, left the Greiner Group at the end of 2024 after more than eight years with the company. He will be succeeded by Marcus Morawietz as of May 15, 2025. Morawietz has excellent experience in the chemical industry along with in-depth methodological and process know-how. He recently served as Managing Director and Senior Partner in the global Industrial Goods practice group at Boston Consulting Group (BCG). There was also a leadership change in one of our divisions in 2024: Ilke Panzer assumed the role of division head at Greiner Bio-One on February 1.

### Health and Safety as a priority

Greiner works day in and day out to ensure the safety of its employees and protect their health. We are committed to providing a safe working environment and ensuring that our workflows are free of hazards. In 2024, we further intensified our Group-wide efforts in this area. A Group-wide decision was made in 2024 to incorporate Health and Safety (H&S) goals into the personal target agreements of all employees. Additionally, in the spring, we conducted our first Group-wide H&S survey, in which more than half of all employees participated. Together with a benchmark analysis, the survey forms the basis for setting our Group-wide goals through 2030. More information on our efforts and targets in health and safety can be found in the sustainability section of this report.

# 129

EUR million in total investment,  
6.5% of total sales revenue

### Focus on People & Culture

Numerous changes took place in the People & Culture area in 2024. Sigrid Heinze assumed the newly created position of Vice President of People & Culture, underscoring the importance of this area. Our People & Culture strategy, developed in 2023, was further implemented in 2024. By creating cross-divisional competence centers and standardized processes, we can achieve more together. We believe that Group-wide concepts help simplify collaboration and reduce complexity, especially in certain areas. This applies to Talent Management, including Talent Attraction & Acquisition, Digitalization & Processes, and Compensation & Benefits.

### Recognition for sustainability efforts

We aim to lead the way in sustainability and serve as a role model for other companies. One great success in 2024 was achieving Platinum status from EcoVadis, the world's largest provider of comprehensive corporate responsibility ratings. As a Group, we improved from Gold to Platinum status within just one year, placing us among the top one percent of all rated companies.

Our 2023 Annual and Sustainability Report received the Austrian Sustainability Reporting Award (ASRA) in the category "Companies that voluntarily prepare a sustainability report." Additionally, our internal training program, the "Climate Ambassador Program," was nominated for the TRIGOS sustainability award in the employee initiatives category in 2024.

### **Greiner Innoventures invests in circular economy start-ups**

Complementary to the company's traditional research and development activities, yet part of the global innovation process, the start-up hub Greiner Innoventures operates autonomously according to the principles of corporate venture capital. Insights from global foresight analyses are used to identify key developments and trends that will shape future challenges. The goal is to develop new, substantial building blocks for the Greiner portfolio through investments or, alternatively, to generate additional business independent of the core business via start-up investments. In 2024, Greiner increased its stake in the circular mattress start-up MATR to support the company's continued growth. At the end of the year, Greiner also invested in the Italian start-up Movopack, which develops reusable packaging solutions for e-commerce.

### **UniTy!: The path to Group IT**

As part of the UniTy! project, four IT departments within the Greiner Group are being merged into a single global unit. The project was launched in summer 2023. The name UniTy! was chosen for this important IT transformation project to emphasize that everyone involved is part of one large team. The IT landscape is changing rapidly – with new processes, organizational models, and technologies emerging. Digitalization and artificial intelligence are integral to many of our projects and initiatives. However, it is important to remember that people remain at the heart of these changes and continue to play the most vital role. The new structure consolidates existing IT resources and expertise, enabling more effective use. The goal is to leverage digitalization and IT solutions synergistically for the benefit of the entire group.

### **Milestones in the digital transformation program ONE!**

The transformation program ONE! was launched in 2022 with the goal of strengthening the Greiner Group's competitiveness as it transitions to the unified ERP system SAP S/4HANA. In 2023, over 100 key business capabilities were defined to serve as the program's framework and ensure alignment with Greiner's digital ambitions. Building on this, the template phase began in 2024. Employees from across the business

units designed the company-specific processes that will be incorporated into a unified process map. These process models, along with the corresponding descriptions of business requirements, now serve as the foundation for configuring and implementing the S/4HANA system landscape – work that is already beginning directly in our new Greiner ERP system ONE!. Another important foundation was laid in the area of master data. Starting in the second quarter of 2025, all general customer and supplier data will be managed and distributed from the new central master data organization. The necessary preparations for the go-live were already implemented in 2024. Half of the existing master data was either cleaned up or eliminated, and relevant training sessions were initiated for the affected stakeholders. Other milestones achieved this year included strengthening the process management organization, defining the rollout strategy, and developing the key user concept. All of these are supporting measures that ensure the sustainable implementation and long-term success of ONE!

### **Artificial intelligence in action**

At Greiner, we see artificial intelligence (AI) as an opportunity to unlock the full potential of our employees. Our AI working group is tasked with anticipating and analyzing technological developments in AI, evaluating their best possible use for Greiner, and promoting proper handling of the technology. In 2024, more than 300 Copilot licenses were issued to Greiner employees. This is helping to integrate generative AI into employees' daily work, increasing openness to and acceptance of these technologies. Users were enthusiastic about the tool's capabilities. Another example of AI use at Greiner is its application in knowledge management. AI-powered generative chatbots make it easier to locate information. Internally developed apps allow employees to quickly and easily create and store documentation. Another key focus is using AI to extract maximum value from our data and support planning processes. We also collaborate with external providers to implement innovative AI-based applications. For example, Greiner Bio-One uses AI to analyze incoming orders and automatically transfer relevant data to the ERP system via the cloud. This significantly reduces workload and potential sources of error.



# Development of the divisions

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# Do the innovation

Greiner Packaging boasts more than 60 years of experience in developing and manufacturing stable plastic packaging and technical parts. It uses a host of production, decoration, and barrier technologies. The company serves its customers through its two business units – Packaging and Assistec. The corporate unit focuses on sustainability as part of its product development process. Greiner Packaging supplies customers around the world with innovative and sustainable packaging solutions and plastic products through its highly motivated global teams.



**Packaging** → produces packaging for the food market (milk and dairy products, salads, ready meals, spreads, pet food), the non-food market (detergent, medical products, cosmetics), and the reuse and multi-use market (baby bottles, drinking bottles, reusable lids). The business unit also provides barrier solutions that help to extend the shelf life of food and prevent food waste.

**Assistec** → produces technical parts and assemblies made of plastic for various sectors and applications, ranging from household appliances to the life sciences, electronics, and automotive industries. The business unit acts as a long-term partner to its customers and supports them in achieving the desired product success with precisely coordinated processes based on its extensive technological know-how and innovative services.

## Business development 2024: Growth in Packaging, challenges in Assistec

The year 2024 was marked by differing developments in the two business units, driven by specific market conditions and customer requirements.

Despite volatile demand in some markets, the Packaging division grew at a rate above the market average. The Packaging business unit started 2024 strong, but demand weakened over the course of the year, leading to slight declines in sales revenue and volume from August onward. Overall, however, the business unit outperformed the market. Increasing price sensitivity was particularly noticeable in European markets, and retailers increasingly focused on private label products, especially in the dairy and coffee capsule segments. Strong growth impulses came from the U.S., with products like air up® and reuse packaging also contributing to success. The plastics market in 2024 was characterized by weak demand, but despite technical issues at manufacturers, there were no supply shortages. For Greiner Packaging, raw material prices remained stable thanks to good availability.

Meanwhile, the Assistec business unit faced volatile demand and structural changes in its markets, including automotive, DIY, construction, and electronics. Despite challenging conditions, international sites successfully implemented key projects, such as applications for office equipment, heating systems, and fire protection systems. The commercial and operational reorganization was aimed at better responding to the needs of global customers. In March 2024, Jakub Oliverius joined as the new Vice President and provided

**Beatrix Praeceptor**  
CEO Greiner Packaging International GmbH



Headquarters	Sattledt, Austria
Sales revenue (change compared to the previous year)	EUR 875 million (+ 3.6%)
Employees	4,933
Locations	30
Countries	18
Core technologies	
→ Injection molding	→ Extrusion blow molding
→ Injection stretch blow molding	→ Deep drawing
→ Extrusion	→ Assembling

important momentum for the division's transformation, particularly by expanding commercial and technical project management.

The year 2024 demonstrated that Greiner Packaging was able to achieve successful growth in the Packaging segment despite challenging market conditions, while Assistec had to adapt to volatile demand situations. Initiatives at Greiner Packaging, such as innovative products and a revised recycling strategy to meet the requirements of the EU Packaging and Packaging Waste Regulation (PPWR), laid a solid foundation for future growth. At the same time, Assistec strengthened its long-term competitiveness by focusing on operational and technical excellence and customer-oriented solutions.

## Milestones

### Multiple awards for Greiner Packaging

Greiner Packaging received several awards in 2024. The company was named a "Lean Management Leading Company®" by StEP-Up for its Operations Management Program. Additionally, Greiner Packaging won two WorldStar Awards for innovative packaging solutions: one for the K3® r100, a self-separating cardboard-plastic combination, and another for the sustainable redesign of the Olma Pierot yogurt packaging. The K3® r100 was also honored with the Packnorth Award. The Austrian State Prize for Smart Packaging recognized Greiner Packaging's home-compostable coffee capsules as an "exemplary packaging solution." At the Hungaropack Awards, Greiner Packaging received the Sustainability Award for its smart reusable drinking cups with RFID chips. Another honor came at the 2024 IMDA Awards,

The r-PET flakes are an integral part of the business model for the future and are already being used at several locations.



where Greiner Packaging received the prize "Best Use of IML – Traditional Aesthetic" for its in-mold labeling (IML) solution.

### Sustainable packaging made from r-PET

Availability, food safety, and quality – r-PET is the preferred material for sustainable packaging and is currently the only mechanically recycled material that meets the strict requirements of the European Food Safety Authority (EFSA) for food applications. To meet growing demand, Greiner Packaging produces r-PET flakes in various purity grades at its PET recycling plant in Serbia. The ultimate goal of the industry is to establish a tray-to-tray recycling loop for r-PET.

There are currently two approaches to using recycled materials in food packaging. The first approach embeds non-decontaminated recycled material in a barrier structure, placing it in the middle layer between two layers of virgin material or decontaminated recycled material. This method is efficient but has not yet been approved by the EU as a "suitable technology." The second approach involves complete decontamination of the material before further processing. The recycled material is decontaminated, extruded, and thermoformed into the desired product. This process is considered safe and preserves quality because it prevents contaminant migration and is recognized as a "suitable technology." Greiner Packaging uses this process to decontaminate and extrude r-PET flakes into film, ensuring high material quality and product safety.

### Post-consumer recycling: A key to sustainability at Greiner Packaging

The use of post-consumer recycled material is essential for the circular economy and remains a central focus for Greiner Packaging. Mechanical and chemical recycling are the two primary processes for reprocessing plastic packaging. Mechanical recycling works well with clean waste but reaches its limits when dealing with contaminated materials such as food packaging. This is where chemical recycling comes in: It breaks plastics down at the molecular level, making even heavily contaminated materials reusable.

However, producing food-grade recycled polypropylene (r-PP) is a challenge. By 2030, the demand for recycled material will far exceed supply, requiring new solutions. Greiner is therefore pursuing both mechanical and chemical recycling to create closed and safe material loops. EU Regulation 2022/1616 mandates food safety for recycled packaging, but implementing these requirements is a complex process that involves rigorous testing procedures. Greiner Packaging is developing innovative approaches to keep materials in circulation as long as possible while maintaining high safety standards.

One example of closed recycling loops is a project with ARA and the Austrian Coffee Brewers Association that demonstrates how sustainable solutions can be implemented in practice.

### Successful coffee capsule recycling project

The coffee capsule recycling project in Austria proves that closed material loops are also possible for complex packaging. Within just three months, around 52 million coffee capsules were collected. The initiative, led by the Austrian Coffee and Tea Association (KTV) and Altstoff Recycling Austria (ARA), aimed to keep coffee capsules in circulation and raise consumer awareness. Partners along the entire value chain, including Greiner Packaging, supported the project in the pilot regions. In a new recycling plant, the capsules were processed, separating the coffee from the plastic and turning both into valuable raw materials. The capsules were transformed into pure aluminum or plastic, while the coffee grounds were used as organic fertilizer, oil absorbents, or for biogas production.

### Certified CO<sub>2</sub>e calculation tool: An important step toward sustainability

Greiner Packaging has developed a calculation tool that accurately determines the footprint in CO<sub>2</sub> equivalents (CO<sub>2</sub>e) of its products from raw material extraction to factory exit ("cradle-to-gate"). In June 2024, the tool was validated by TÜV Austria according to ISO 14067:2018, confirming the reliability of its calculations. This validation supports the achievement of the climate targets set by the Science Based Targets initiative and provides customers with important information about product sustainability. The tool analyzes raw materials, energy consumption, and transport, enabling Greiner Packaging to identify hotspots – raw materials being the most significant leverage point. Customers benefit from this data as it allows them to advance their own sustainability strategies in a targeted way. By providing transparent CO<sub>2</sub>e data and highlighting potential reductions, Greiner Packaging is strengthening its position as a leader in the packaging industry and demonstrating its commitment to a climate-friendly future.

### Greiner Packaging, Siegwirk, and Krones collaborate on recycling initiative

Directly printed PP and PS cups are often considered non-recyclable. Greiner Packaging, together with Siegwirk and Krones, aims to challenge this perception. The goal of the initiative is to prove the recyclability of directly printed cups and demonstrate that modern recycling facilities can effectively process them. The partners have shown that these packages can successfully undergo de-inking and be transformed into high-quality white recycle – without requiring changes to ink formulations or printing designs. This was achieved using hot caustic solutions.

The results highlight the need to adapt recycling guidelines to technological advancements to promote sustainable solutions for the circular economy.

The project partners advocate for a reassessment of the role of printing inks in the recycling process and support a standardized evaluation of de-inkability according to DIN SPEC 91496 to account for the efficiency of modern recycling methods.



Thanks to the leak-proof design of the air up® Mini Sipper, school bags stay dry.

## Products

### Ensuring product quality

In the food packaging industry and the production of materials for food contact applications, quality management standards play a central role. Alongside ISO 9001, the BRCGS Packaging Materials Standard is particularly significant. This globally recognized standard establishes clear safety, quality, and operational criteria for manufacturers of food contact materials, ensuring compliance with regulatory requirements such as Regulation (EU) 10/2011 and Regulation (EU) 1935/2004. For Greiner Packaging, adherence to these standards is mandatory and serves as the foundation for the safe and high-quality production of its products.

## Revolution in packaging: The K3® r100 and its success in Europe

The K3® r100 from Greiner Packaging offers a groundbreaking solution for separating cardboard-plastic combinations. Until now, recycling such packaging has largely depended on consumer engagement. With the K3® r100, however, material separation happens automatically – already on the way to the recycling facility. This ensures that cardboard and plastic are correctly sorted in the very first separation step and can enter the appropriate recycling streams.

This innovative and sustainable packaging solution is gaining traction in various markets, including Austria, Germany, Switzerland, Luxembourg, the Netherlands, the Czech Republic, and the UK. Noteworthy developments include the adoption of the K3® r100 in the UK, where Symington's became the first provider to use it for its instant porridge, as well as in the Czech Republic, where OLMA was the first company in the country to implement this packaging for its dairy products. In Austria, the well-established company Berglandmilch has been using the K3® r100 for some time, further strengthening its position as a pioneer in the industry.

By introducing the K3® r100 across multiple markets, Greiner Packaging is setting new industry standards and making a valuable contribution to the circular economy by improving recyclability and conserving resources.

**"In 2024, we laid important foundations for the future through sustainable product development and active transformation. In doing so, we combine ambitious growth targets with the highest sustainability standards while also placing great importance on a safe and attractive work environment. Together, we are shaping a forward-looking perspective that unites responsibility, innovation, and efficiency."**



**Beatrix Praeceptor**  
CEO Greiner Packaging

## air up®: Water bottle with flavor

air up® is revolutionizing the drinking experience by infusing water with flavor through scented air – completely free of sugar or artificial additives. Since 2023, all Tritan™ bottles in the product range have been manufactured at Greiner Packaging in Austria. This innovation partnership, established in 2022, led to the 2024 launch of the air up® Mini Sipper – a drinking bottle specially designed for children available in four vibrant colors. The child-friendly EasyOpen Click & Sip mechanism makes drinking easier by allowing the lid to be flipped open effortlessly – perfect for small hands.

## Greiner Assistec develops multifunctional battery case for Husqvarna

In close collaboration with Husqvarna, Greiner Assistec in Grodzisk, Poland, has developed an innovative portable battery case specifically designed for storing batteries for garden and DIY tools. The case stands out for its multifunctional design featuring integrated accessory holders and can be flexibly expanded to safely transport oil containers, for example.

Production of the battery case combines extrusion blow molding (EBM) and injection molding. A key focus was sustainability, with many components made from recycled polypropylene. By assembling all plastic, metal, and textile components under one roof in Grodzisk, the project optimized both the carbon footprint and production efficiency.

With this project, Greiner Assistec once again demonstrates its ability to meet complex product requirements and deliver custom, high-quality solutions for international customers.w

## 2025: Focus on market expansion and transformation

The year 2025 will be marked by ongoing challenges, including a pessimistic economic outlook in Europe, political crises, and stagnant consumer spending. The food industry remains price-sensitive, and in recent years, there have been few sustainable developments in product and packaging innovations. These difficult conditions are further exacerbated by rising costs, particularly in wages and energy, as well as increasing competitive pressure due to excess production capacity. We expect that producers will face growing pressure to raise their prices to offset high energy and labor costs compared to international benchmarks. Cardboard-based raw materials are also expected to follow an upward trend from the second half of 2025, driven by rising energy and wage costs.

Despite this volatile market environment, Greiner Packaging remains confident in securing growth through both portfolio expansion and entry into new markets. At the same time,



we are increasing the recyclability of our portfolio and the share of recycled materials in our products to meet both rising sustainability demands and regulatory requirements. In the Assistec business unit, the focus will be on implementing the ongoing transformation. In addition to operational optimization, we will concentrate on strengthening the commercial pipeline and increasing the revenue share from selected key customers.

These measures are aimed at fully leveraging growth potential and ensuring positive long-term business development.

Greiner Packaging remains confident that it will achieve successful growth in 2025, despite the anticipated market volatility and challenges.

## Mix & Match meal box: The ultimate reusable and to-go packaging

### Functionality and sustainability with style

The Mix & Match meal box is an innovative reusable packaging solution designed for convenient meal transportation. Specifically developed to meet the needs of the hotel, restaurant, and catering industries, the meal box promotes eco-friendly dining habits. It is also dishwasher-safe, ensuring easy maintenance and long-lasting use.

The meal box can be customized to seamlessly align with different brand identities. A variety of colors enhance its style, while custom prints allow for unique branding or logos – with high-quality in-mold labeling (IML) designs also possible.

The product is made from polypropylene (PP), a material known for its durability and sustainability. It can be airtight sealed, keeping meals fresh and hygienically packaged. The meal box is available in four sizes that can be modularly combined for optimal food storage: 400 ml, 700 ml, 1,000 ml, and 1,250 ml.

Digital meal box: For those looking for more than just a standard meal box, logistics and washing cycles can be tracked using an integrated RFID chip or a custom QR code, Data Matrix code, or barcode.

### Product advantages:

- Re-use instead of single-use
- Optimized stacking
- Customized design
- BPA free
- Food and dishwasher safe
- Suitable for restaurant heat lamps
- Made using a single material





# Making a difference

Greiner Bio-One has been developing and distributing solutions and high-quality plastic products for medical technology and laboratory applications for more than 60 years. Its products are used in clinical diagnostics (e.g. blood and saliva collection systems), life science research (e.g. cell culture products), drug discovery (e.g. microplates), and the sterilization of medical devices. With a broad portfolio available in over 100 countries worldwide, the company supports scientists and medical professionals in their daily work caring for patients. Greiner Bio-One operates in the market through its three business units: Preanalytics, BioScience, and Mediscan.

**Preamalytics** → develops and manufactures systems for taking blood and urine samples from people and animals. It also provides digital systems for pre-analytics. Indwelling venous safety cannulas round out the portfolio. The innovative product solutions from Preamalytics significantly improve the efficiency and safety of daily routine tasks in a hospital, laboratory, or clinical setting.

**Mediscan** → is one of Europe’s leading suppliers and service providers in the sterilization of medical products, the sterilization of food packaging, and the functional improvement of plastics and semiconductors using ionizing radiation.

**BioScience** → is a strong technology partner for universities, research institutions, and players in the diagnostic, pharmaceutical, and biotech fields. The business unit focuses on developing and producing laboratory equipment, such as containers for cultivating and analyzing cell cultures, as well as microplates used for high-throughput screening in biochemical, genetic, and pharmacological tests.

**Ilke Panzer**  
CEO Greiner Bio-One International GmbH



## Our performance in 2024

Compared to 2023, our customers' stock levels have increasingly eased in 2024, resulting in a more balanced demand situation.

The Preamalytics business unit recorded satisfactory demand overall, and in the BioScience segment, demand stabilized after a significant decline in the previous year and the first half of the current year.

Headquarters	Kremsmünster, Austria
Sales revenue (change compared to the previous year)	EUR 666 million (+ 4.5%)
Employees	2,624
Locations	29
Countries	22
Core technologies	
→ Highly automated assembly	→ Sterilization (E-beam technology, gamma technology, X-ray technology)
→ Injection molding	→ Software development
→ Extrusion	
→ Surface coating	

## Milestones

### Ilke Panzer appointed as the new CEO of Greiner Bio-One International

As of February 1, 2024, Ilke Panzer took over as the new division head and managing director. The German native pursued her career in the U.S., where most recently she worked as a freelance healthcare innovation consultant. With management experience at Assurance Laboratories LLC, BloodCenter of Wisconsin, Johnson & Johnson, and General Electric, she has excellent knowledge of the healthcare and pharmaceutical industries. With Ilke Panzer at the helm and a new leadership team, Greiner Bio-One has laid the foundation for driving sustainable innovations and increasing customer and patient satisfaction.

### Opening of the largest sterilization facility in Europe

Since the last site expansion in 2015, both production volumes at Greiner Bio-One and the demand for sterilization services have increased. Adjacent to the existing facility in Kremsmünster, a new plant has been established for medical product sterilization, decontamination of food packaging, and surface treatment of plastics and semiconductors. Electrons accelerated in an electron beam accelerator are used either directly as an electron beam (E-beam) or indirectly after conversion into X-ray photons (X-ray) for sterilization and decontamination of products. This enables the highest level of precision and quality, tailored to specific product requirements. The investment volume amounted to 22 million euros, covering not only the construction of the new building but also a high-performance electron accelerator and a highly automated conveyor system. The facility, which began trial operations in August, was officially inaugurated in mid-November.

### Digital solutions for healthcare

Processes in healthcare are complex, demanding, and require a high level of precision and reliability. At the same time, efficiency and resources are often stretched to the limit. The transition to digital solutions can significantly improve this situation. For example, digital solutions can help minimize errors in blood collection, such as sample mix-ups or incorrect labeling. Pre-barcoded VACUETTE® tubes are essential for an automated workflow in preanalytics. Each tube is assigned a unique barcode during production, eliminating manual labeling and ensuring greater transparency and traceability from manufacturing to analysis.

Together with Tracie software, this solution enables the seamless tracking of biological samples. The software streamlines workflows, reduces manual steps, and lowers error susceptibility in blood collection, allowing medical professionals to spend more time with patients. Additionally,



With Tracie software solutions and pre-barcoded VACUETTE® tubes, Greiner Bio-One offers a comprehensive and digital solution for the management of biological samples.

Tracie offers transport monitoring, providing comprehensive oversight of sample transport, even from external collection sites to the laboratory.

### Patient Blood Management: Small blood volumes for a wide range of analyses

Capillary blood is becoming increasingly popular as a sample material due to its simple and minimally invasive collection. It enables the analysis of multiple parameters with minimal blood volume. Capillary blood collection supports the principle of patient blood management: as little blood as possible, as much as necessary. If venous blood collection is not possible for some reason, capillary blood collection can be a promising alternative. For children and patients requiring frequent blood draws, minimizing the amount of blood taken is crucial. MiniCollect® tubes for capillary blood collection allow for efficient blood flow thanks to their wide opening. With the integrated spatula, blood droplets can be collected easily and hygienically.



## On the path to sustainable product solutions

As one of the leading providers of plastic solutions for laboratory applications, Greiner Bio-One is setting a strong example for sustainability and transparency. The company's serological pipettes have been certified by the non-profit organization My Green Lab with the prestigious ACT Environmental Impact Factor Label for life science products. Among serological pipette manufacturers, Greiner Bio-One ranks as the company with the lowest environmental impact factor. Greiner Bio-One also achieved an excellent rating in the categories of "reduction of production impact," "use of renewable energy," "transport impact," and "packaging content." For packaging, Greiner Bio-One uses cartons made from 99 percent recycled material. A geothermal water cooling system for mold cooling circuits, a special regranulation unit for reprocessing unavoidable production waste into recycled raw materials, and optimized transport routes further contribute to the company's low environmental impact score. In addition to serological pipettes, Greiner Bio-One's 15- and 50-milliliter centrifuge tubes have also been certified with an excellent rating. The certification process for additional product groups is already underway.

## Outlook for 2025: Profitable growth

This year, Greiner Bio-One remains focused on profitable growth and looks ahead with confidence to the economic developments of 2025. The stabilization of the market situation in recent months provides a solid foundation for this.

**"Our initiatives have set the stage for sustainable and profitable growth, allowing us to make a meaningful impact for users and patients."**

”

**Ilke Panzer**  
CEO Greiner Bio-One

In the Preanalytics and BioScience business units, Greiner Bio-One is building on its core products to further strengthen its market position. Beyond its home markets in Europe, the company sees significant potential in the United States, aiming to further expand its global market share, particularly in BioScience. Greiner Bio-One is also optimistic about the future of its Sterilization business unit, with its subsidiary Mediscan and the site expansion in Kremsmünster, Austria. With this investment in state-of-the-art plant technology, Mediscan is well-positioned to meet the growing demand from third-party customers in the sterilization sector.



With its latest expansion, Kremsmünster has become the largest sterilization site in Europe.

MiniCollect® is the ideal system for collecting, transporting, and processing capillary blood.



## MiniCollect®: A gentle method for collecting small sample volumes

MiniCollect® provides a gentle method for collecting small blood samples, enabling a wide range of analyses. The system is particularly suitable for young children, elderly people, and patients with sensitive veins.

MiniCollect® is also recommended for cases where venous blood collection is particularly difficult. For patients with fragile veins, those who require frequent blood draws, or individuals with severe burns, capillary blood collection using the MiniCollect® system offers an excellent alternative to venous blood collection.

The MiniCollect® tube features an integrated spatula, allowing easy and hygienic collection of blood droplets.

### Product advantages:

- Transparent labels for visual inspection of the sample material
- Transport-safe caps
- Ready-to-use product with an integrated spatula

# The Future of Foam

NEVEON is a leading integrated company for polyurethane, flexible, and composite foams. The core business consists of the production of around 300 different standard and specialty foams and their processing into semi-finished or finished products. The foam solutions ensure comfort and safety and improve the energy balance in many contexts. NEVEON operates at 44 sites in 13 countries and serves three strategic market segments – Living & Care, Mobility, and Specialties – through two business units (Living & Care and Mobility & Specialties).



**In the Mobility market segment** → NEVEON is a reliable partner for comfort and technical foams for passenger transportation. NEVEON markets its products through three product lines: .automotive (e.g. lightweight foam absorbers, seat cushions and headlining), .aviation (e.g. seat cushions, seat covers and special products), and .railway (e.g. seat cushions and seat covers).

**For the Specialties market segment** → NEVEON produces foams and hybrid materials for a wide range of product and industrial applications. NEVEON markets its products through seven product lines: .insulation (e.g. hot water, boilers, and heat pumps), .acoustics (e.g. industrial acoustics, room acoustics, and impact sound insulation), .construction (e.g. impact sound and vibration insulation, structural protection mats), .filtration & .sealing (e.g. filter foams for liquids and gases and as carrier materials, industrial seals), .consumables (e.g. discs and rollers for surface treatment, apparel, and footwear, household and natural sponges), .packaging (e.g. reusable and disposable packaging, case solutions) and .sports (e.g. sports flooring, safety solutions, and wearables).

**For the Living & Care market segment** → NEVEON produces and processes comfort foams for optimal sleeping and living comfort. NEVEON markets its products through two product lines: .bedding (e.g. mattresses, toppers, pillows, healthcare applications) and .upholstery (e.g. furniture upholstery and custom cuts). In line with its strategic direction, NEVEON is shifting its .bedding segment toward a one-stop shop for mattresses, positioning itself as a full-service provider that offers everything from block foams and customized mattress cores to ready-to-sell white-label or private-label mattresses – all from a single source.

## Our performance in 2024: Difficult market situation and structural adjustments

Like in 2023, 2024 was another extremely challenging year for NEVEON. In addition to strained supply chains, the difficult market situation in key customer industries – particularly in the furniture, heating, construction, and automotive sectors – led to a significant decline in demand for foam products. While 2023 already saw a record low in housing construction permits in Germany, the construction sector – a key driver for the Living & Care business and boiler insulation – faced even greater challenges in 2024. To secure future growth in this difficult environment, NEVEON decided in October 2024 to close its unprofitable production sites in Ebersbach and Burkhardtsdorf, Germany,

Jürgen Kleinrath  
CEO NEVEON Holding GmbH



# NEVEON

Proud Member of Greiner

Headquarters	Vienna, Austria
Sales revenue (change compared to the previous year)	EUR 455 million (– 17.4%) <sup>1</sup>
Employees	2,519
Locations	44
Countries	13
<b>Core technologies</b>	
→ Block, molded, and composite foam production	→ Converting (e.g. cutting, reticulation, shaping, milling, rotary and flatbed cutting)
→ Assembly (e.g. gluing, laminating, impregnating, flocking, thermoforming)	

<sup>1</sup> On a like-for-like basis (excluding the sales revenue of the Greiner Perfoam business units, which were divested as of December 28, 2023)



as well as the administrative site in Wiesbaden. Additionally, the business unit optimized its production footprint through the successful sale of its South African locations.

As in the previous year, **Living & Care** experienced a downturn in the 2024 financial year. The primary reasons for this were the market saturation caused by the COVID-19 pandemic, the ongoing crisis in the construction industry, and high consumer savings rates in Europe. This led to reduced spending on durable consumer goods such as bedding and upholstered furniture – and thus to structural overcapacity. Despite these challenging market conditions and expectations of weak market growth in the coming years, the business unit continued investing in the development of high-quality foams. These include bio-based foams and foams made from mass-balanced raw materials. Additionally, the major production site in Sibiu, Romania, was expanded and modernized.

**Mobility & Specialties** saw a positive trend in the aviation sector and increased market demand in 2024. While in 2023, the company struggled to keep pace with market demand on the production side, it successfully met customer requirements in 2024, handling the elevated number of orders. The turnaround in the aviation sector is an impressive demonstration of how NEVEON overcame the crisis in the aviation market during the COVID-19 pandemic and successfully navigated the rapid post-pandemic recovery. This success was largely due to optimizing planning processes in collaboration with customers and making data-driven decisions, enabling growth with both existing and new customers.

Outside the aviation sector, the **Mobility & Specialties** business unit faced significant challenges due to difficult market conditions. The boiler insulation segment was particularly affected in the first half of 2024 by the weak construction industry and uncertainty regarding Germany's amended Building Energy Act (GEG). From September onward, order volumes improved significantly, increasing by around 20 percent compared to the first half of the year. The reason for this was the start of disbursements of the approved funding. However, the boiler insulation market – especially in Germany, which accounts for about 60 percent of total sales – remains difficult to predict. The unstable subsidy landscape and political uncertainty ahead of Germany's upcoming elections continue to create market volatility. The Base Materials segment faced declining sales volumes in the automotive, construction, and heating sectors, as well as challenges in the supplier market. However, there were some positive developments: First orders were secured for internally developed filter foams, while specialized foams for the automotive sector saw success in Sibiu, Romania. In the .sports segment, a market-ready concept for circular shock pads was introduced.

## Projects

### Consolidation of the NEVEON site network

During the 2024 financial year, various strategic and structural measures were implemented to address the structural overcapacity in the market. One key focus was the consolidation of the NEVEON site network. As part of the strategic focus on Europe, the NEVEON sites were sold in October 2024 through a management buyout (MBO). In addition, at the beginning of October, the closure of three German sites was decided, along with the relocation of production volumes to other sites within the NEVEON production network – primarily to Zgierz (Poland), Sibiu (Romania), and Kremsmünster (Austria). The production sites affected by the closures are Ebersbach, which processes foams for technical applications, and Burkhardtsdorf, which produces foams for the furniture and mattress industry. Despite extensive efforts and comprehensive restructuring measures, these sites were no longer competitive due to increasingly challenging international market conditions and a significant decline in the furniture, automotive, construction, and heating industries in Germany and Europe. The closure of these two production sites also entails the discontinuation of administrative operations in Wiesbaden, as maintaining a separate administrative location for the remaining German sites (Dörfles-Esbach and Nürtingen) is not economically viable.

### Full speed ahead for mattress recycling: NEVEON and Brantner establish a joint venture

In Austria, over one million used mattresses are disposed of each year. This results in the release of around 150,000 tons of CO<sub>2</sub> annually, as well as the destruction of valuable raw materials. Approximately 25,000 tons of CO<sub>2</sub> emissions arise from the thermal energy recovery – i.e. incineration – of mattresses. NEVEON is tackling this issue in collaboration with the circular economy company BRANTNER green solutions. To conserve natural resources and drive the transition to circular material flows, the two companies signed an agreement in June 2024 to establish a joint venture. Following approval by the relevant competition authorities, the joint venture, named LOOP-it, was officially founded in January 2025. In its initial phase, the company, headquartered in Krems an der Donau (Austria), will collect used mattresses in cooperation with collection points and recycling centers, dismantle them, and then mechanically recycle them. The recovered raw materials will then be processed by NEVEON and other manufacturers into valuable new products, such as composite foam mats for livestock stalls or sound insulation elements.

### Establishment of the Austrian Mattress Alliance

Another major step toward sustainable and resource-efficient mattress disposal was taken in October 2024 with the founding of the Austrian Mattress Alliance. This industry association, initiated by NEVEON, MATR, Betten Eberhardter, and the Climate Lab, aims to promote ecologically and economically sustainable business models in the mattress industry and to develop innovative solutions for dealing with used mattresses.

In its first phase, the alliance is focusing on circular design, the introduction of a digital product passport, and the implementation of a producer responsibility fee.

## Products

In the foam sector, the ISO 9001 standard serves as a key foundation for a systematically functioning organization. It defines quality standards, facilitates the identification and fulfillment of customer requirements, and ensures the production of standard-compliant and safe products. Similar to the packaging sector, compliance with the REACH regulation – which governs the registration, authorization, restriction, and evaluation of chemical substances – is a fundamental prerequisite for manufacturing safe, high-quality products. Depending on the specific industry within the foam sector, various standards and certifications must be adhered to, such as IATF 16949 (the standard for the automotive industry) or EN 9100 (the standard for organizations in the aerospace industry). Additional product certifications, such as CertiPUR™ (a testing, analysis, and certification program for the environmental, health, and safety properties of polyurethane foam), OEKO-TEX® STANDARD 100 (a label for textiles tested for harmful substances), or OEKO-TEX® STeP (certifications for production facilities at all stages of the supply chain), demonstrate that product quality and consumer safety are top priorities. As a further measure to ensure a functioning recycling chain, the Global Recycled Standard (GRS) is being implemented at selected sites as a certification for textile recycling, enabling the tracking and verification of the recycled material content in a final product. Moreover, NEVEON is REDcert2-certified, allowing the use of sustainably certified renewable raw materials and sustainably certified recycled materials in the value chain to offer products that conserve fossil resources. The division also takes a pioneering role with a self-developed tool for calculating carbon footprints. This tool enables the assessment of product environmental impacts at selected sites in accordance with ISO 14067. Following a successful audit, TÜV Austria validated the calculation logic of the tool in accordance with ISO 14067. Furthermore, TÜV Austria's verification of the tool confirms that the input data and the calculated results provided by the tool are accurate. With this, NEVEON has established itself as an industry leader.

### NEVEON's CO<sub>2</sub> calculation tool: A key to emissions reduction

As part of the Greiner Group, NEVEON has committed to the Science Based Targets initiative. Accurately quantifying the product carbon footprint (PCF) is a crucial step in achieving ambitious climate goals and strategically directing research and development activities. Since 2024, NEVEON has been using a proprietary carbon footprint calculation tool to assess the environmental impact of products (foam blocks, sheets, and rolls) at selected domestic and international sites in accordance with ISO 14067. The tool's calculation logic was validated by TÜV Austria after a successful audit in line with ISO 14067. Additionally, TÜV Austria confirmed in a verification audit that the input data and the results generated from it are accurate. This further strengthens NEVEON's leadership position in the industry.

### foam.hybrid eNdura: Sustainable lightweight design. Lasting comfort

With approximately 70 percent lower emissions (as of December 2023, subject to change) in the production process compared to conventional HR foam cores with a comparable lifespan, foam.hybrid eNdura sets new standards. In the production of foam.hybrid eNdura, a portion of fossil-based materials is replaced early in the value chain with biological raw materials. As a result, foam.hybrid eNdura contributes to the conservation of fossil resources with a share of 30 percent sustainably certified renewable raw materials in accordance with REDcert2. Additionally, the innovative foam.hybrid eNdura raw material mix reduces the amount of material required for the production of mattress cores to 15.4 kilograms – compared to 24.5 kilograms in the production of conventional HR foam cores. The fact that NEVEON's foam.hybrid eNdura meets the highest standards is demonstrated by numerous certifications. The innovative lightweight material is REDcert2-certified, LGA pollutant-tested, and complies with OEKO-TEX® STANDARD 100. Additionally, it carries the CertiPUR™ label and holds certifications in accordance with ISO 9001 and ISO 14001.

## Outlook for 2025: Implementing the strategy

A continued weak demand situation is expected across all NEVEON business areas in 2025. This is primarily due to the uncertain geopolitical environment and persistently high interest rates, which have led to a decline in construction activity. The struggling construction sector is accompanied by a stagnating heating market and reduced investments in home furnishings. The automotive sector is also not expected to recover in the coming years. Against this backdrop, the top priority remains to take proactive measures to counteract the downturn in key markets and prepare for future challenges. NEVEON is placing particular emphasis on operational efficiency and a return to profitability. In 2025, the company will continue to intensify its focus on cash management, particularly optimizing working capital, while also enhancing data quality. This will establish a foundation for comprehensive, data-driven decision-making and significantly more precise corporate management.

A key focus for NEVEON in the 2025 financial year will be the implementation of the site consolidation plan decided in 2024. The emphasis will be on the gradual and smooth relocation of production volumes to existing sites, particularly in Zgierz (Poland), Sibiu (Romania), and Kremsmünster (Austria).

**“To counteract weakening markets, we are focusing on operational efficiency, optimizing our cash management, and enhancing data quality for evidence-based decision-making.”**

”

**Jürgen Kleinrath**  
CEO NEVEON Holding GmbH

## foam.hybrid eNdura. The sustainably lightweight foam for lasting comfort

### Product advantages:

- Approximately 70 percent lower emissions (as of December 2023, subject to change) in the production process compared to conventional HR foam cores with a comparable lifespan
- Use of 30 percent sustainably certified renewable raw materials (mass-balanced raw materials) according to REDcert2
- Outstanding durability and shape retention even under intensive and prolonged use
- Balanced pressure distribution, breathable sleep climate, and excellent moisture and temperature regulation for maximum comfort in any sleeping position







# Sustainability

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# Sustainability management

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# Sustainability management structure

As a globally operating company in the plastics and foam sector, Greiner operates in an industry facing numerous challenges, particularly in the area of sustainability. Through a figure-based management approach, targeted stakeholder engagement, and transparent communication, we are continuously advancing various sustainability initiatives.

Essential elements of our sustainability governance include the various management and decision-making bodies that jointly drive the sustainability agendas based on internal and external requirements, ongoing activities, and relevant key figures. They do this on the basis of the Blue Plan sustainability strategy (see pp. 64–66) and the overarching corporate strategy that firmly enshrines sustainability as one of four pillars (innovation, globalization, diversification, and sustainability). Sustainability was incorporated in 2023 when the corporate strategy was revised and now reflects the growing importance of this topic for both the environment and the company's long-term success.

The corporate strategy also focuses on three key areas: financial performance, people, and the circular economy. Aside from the strategic pillars, these priorities form substantive and temporal framework for giving projects a focus and making decisions.

## Entrenching sustainability in the organization

Our sustainability governance is structured in a way that integrates the various leadership and management levels, specialist departments, and geographical regions. This allows for an understanding of the various needs and requirements and provides access to a broad range of expertise. We consider this to be crucial for the successful implementation and management of the sustainability strategy and all related agendas, risks, and opportunities.

The Chief Executive Officer (CEO) of Greiner AG has ultimate official responsibility for sustainability. However, this cross-cutting issue also falls within the areas of responsibility of the other Executive Board members (CFO and COO). Consequently, the entire Executive Board is responsible for sustainability matters and for setting strategic priorities and making all key ESG decisions. Depending on the requirements and urgency, relevant matters and related potential risks and opportunities are analyzed at the Executive Board level, and further steps are determined. This means that sustainability aspects are managed in a target-oriented manner and taken into account in forward-looking decisions.

The Executive Board reports to the Supervisory Board at least four times a year to inform it of the most important current developments. The Supervisory Board oversees all significant strategic projects. In addition to monitoring and governance functions, it serves in an advisory capacity, thereby actively contributing to the sustainable development of the company. The Audit Committee, which consists of members of the Supervisory Board, also deals with the annual and consolidated financial statements, the implementation of risk management, the internal audit reports, and the IT audit, among other things. Since the 2024 financial year, the committee has also been addressing ESG risks and reporting obligations. The Personnel Committee, which deals with Executive Board contracts and Executive Board remuneration, was established in 2012 in addition to the Supervisory Board and Audit Committee. The Personnel Committee is made up of four shareholder representatives of the Supervisory Board (see Greiner AG Supervisory Board table on the next page).

This embedding of sustainability in the corporate governance structure ensures that sustainability-related issues are considered when developing corporate strategies and during financial planning, along with related annual budgeting and investment decisions.

## Executive Board of Greiner AG

Name	Year of birth	Initial appointment	Term of office	Function in the Executive Board
Saori Dubourg	1971	03/01/2024	02/28/2027	Chief Executive Officer Greiner AG (CEO)
Hannes Moser	1968	08/01/2011	12/31/2026	Chief Financial Officer Greiner AG (CFO)
Manfred Stanek	1969	01/01/2023	12/31/2024	Member of the Executive Board Greiner AG (COO)

## Supervisory Board of Greiner AG

Name	Year of birth	Initial appointment	Term of office	Supervisory Board functions in other committees
Dominik Greiner	1981	06/22/2020	Annual General Meeting 2025	Supervisory Board (Chair), Audit Committee, Personnel Committee
Dr. Andreas Ludwig	1959	06/22/2015	Annual General Meeting 2025	Supervisory Board (Deputy), Audit Committee, Personnel Committee
Christoph Greiner	1969	06/22/2015	Annual General Meeting 2025	Supervisory Board, Chair of the Audit Committee, Personnel Committee
Dr. Nico Hansen	1968	06/22/2020	Annual General Meeting 2025	Supervisory Board
Margret Suckale, MBA	1956	09/26/2023	Annual General Meeting 2025	Supervisory Board, Personnel Committee
Dr. Regine Hagen-Eck	1962	12/13/2016	Annual General Meeting 2025	Supervisory Board
Jakob A. Mosser	1961	06/22/2020	Annual General Meeting 2025	Supervisory Board
Gerald Schinagl	1963	06/25/2012	Annual General Meeting 2025	Supervisory Board Audit Committee
Markus Rohrauer	1984	2017	–	Supervisory Board (Employee Representative at Greiner AG), Audit Committee
Georg Kofler	1970	2015	–	Supervisory Board (Employee Representative at Greiner Bio-One International GmbH)
Ernst Zimmermann	1987	2016	–	Supervisory Board (Employee Representative at Greiner Packaging International GmbH)
Florian Huemer	1984	2021	03/05/2024	Supervisory Board (Employee Representative at NEVEON Holding GmbH), Audit Committee
Mario Nussbaumer	1975	2024	–	Supervisory Board (Employee Representative at NEVEON Holding GmbH), Audit Committee

## Independence and nomination process of board members

Dominik Greiner has been Chair of the Supervisory Board since June 2023. He is a member of the family that owns Greiner AG and was not a member of the Executive Board or a senior employee of the company or a subsidiary in the five years prior to his appointment to the Supervisory Board. The Supervisory Board is made up of four employee representatives and eight shareholder representatives.

The Supervisory Board is appointed by the shareholders at the Annual General Meeting for a selected period.

The owners manage the selection process for a new Supervisory Board. Key criteria for being selected for the Supervisory Board are the required professional expertise and the necessary experience. The Supervisory Board of Greiner AG boasts a very broad spectrum of expertise. Its members have professional profiles and international experience that complement each other. All members are under the age of 75. This age was defined as the maximum limit for serving on the Supervisory Board of Greiner AG.

The Supervisory Board is composed of Austrian and German citizens. There are currently two women on the Supervisory Board of Greiner AG (this corresponds to 25 percent of shareholder representatives and 17 percent of Supervisory Board members). During the reporting year, selected members of the Supervisory Board attended an ESG training session that focused primarily on the duties and responsibilities of the Supervisory Board in the context of sustainability. This ensures that both current and future requirements are addressed by the Supervisory Board and that expertise in this area continues to grow.

The Supervisory Board of Greiner AG is, by its own assessment, diverse and competent, as illustrated by the following competence matrix. The Supervisory Board has adopted the guidelines for independence in accordance with Annex 1 of the Austrian Code of Corporate Governance. Accordingly, all members of the Supervisory Board have met the requirement of being independent of the company and its Executive Board. The members of the Executive Board of the Greiner Group are appointed by the Supervisory Board.

	Dominik Greiner	Dr. Andreas Ludwig	Christoph Greiner	Dr. Nico Hansen	Margret Suckale	Dr. Regine Hagen-Eck	Jakob A. Mosser	Gerald Schinagl
Corporate governance and strategy development			x			x	x	x
Customer-specific perspectives		x	x	x				
Technology and product development		x		x	x			x
International markets		x	x			x	x	x
Finance			x	x	x			x
Corporate and capital market law					x	x	x	x
Human resources					x	x		x
Employee-specific perspectives		x		x			x	
Digitalization		x	x	x				
Competence in sustainability and regulation		x		x		x	x	x
International experience and background			x		x	x	x	x

Competence matrix of the Supervisory Board of Greiner AG



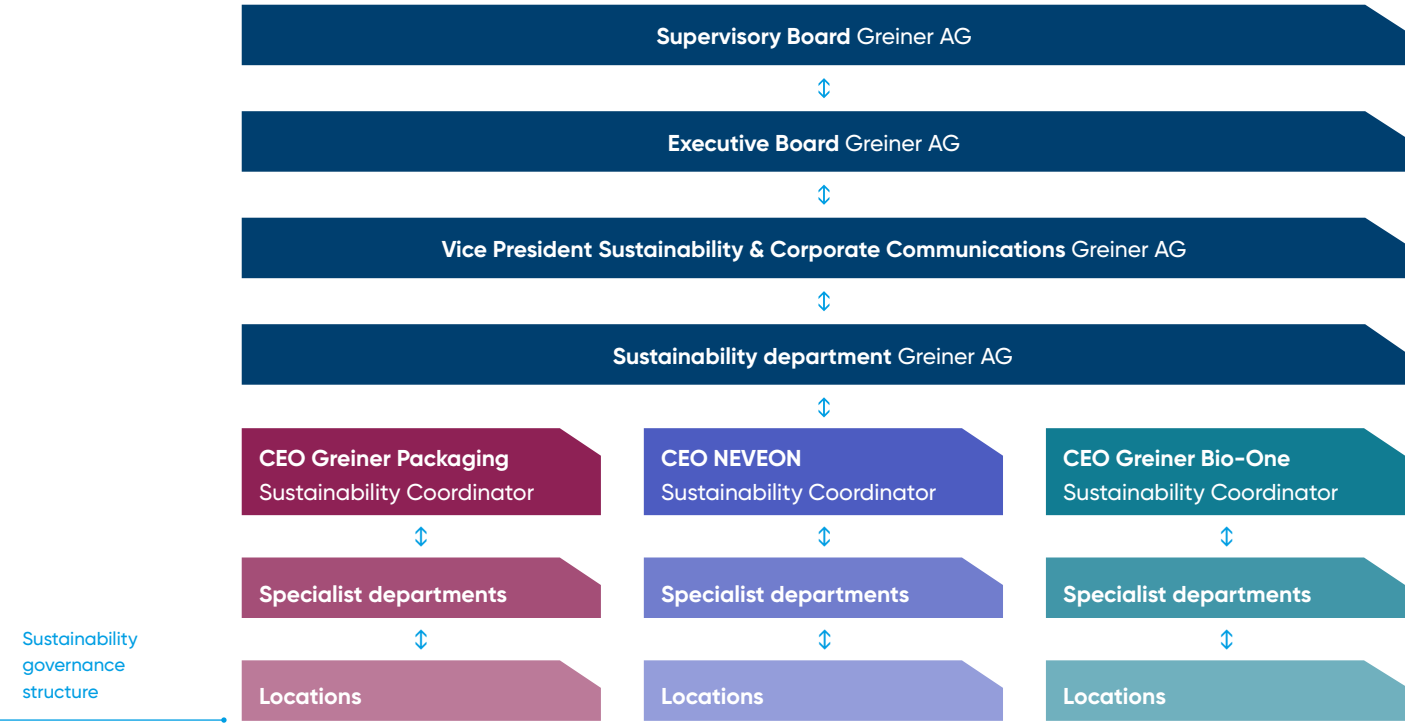
Structure of the Sustainability Department

The Sustainability department of Greiner AG coordinates all Group-wide sustainability efforts and serves as an interface between decision-makers in the divisions, business units, and subsidiaries. This department at Group headquarters also steers the collection of key figures, ESG risk management, materiality analysis, sustainability reporting, and the implementation and adjustment of the sustainability strategy. As part of the sustainability strategy, it is important to set appropriate targets and adjust existing ones – in line with internal and external requirements – and continuously monitor and communicate the degree to which targets have been achieved. The collection of key figures is particularly important because the data collected through the Greiner Group is crucial for evaluating ongoing activities and identifying appropriate measures where necessary. It is virtually impossible to manage sustainability agendas without a suitable data architecture and reliable data quality.

Since November 2022, the department had been led by two executives as Co-Heads of Sustainability. In October 2024, the dual leadership structure was dissolved. Thanks to her education and training and her many years of professional experience in sustainability management and reporting, the now sole Head of Sustainability boasts a high level of professional expertise and suitability for this function.

With regard to the specialist areas, the respective area managers bear responsibility and drive developments in accordance with the objectives. The Heads of Sustainability report to the Vice President People & Sustainability, who in turn reports directly to the Greiner Group CEO. This structure and management reporting processes ensure that the Executive Board is well informed at all times and can ensure, in coordination with the divisions and relevant specialist departments, that the adopted measures are implemented and the Group-wide targets achieved.

Divisional-level sustainability coordinators are designated to maintain close contact with the division heads, the specialist departments and the Group-wide Sustainability department. The coordinators' core responsibilities include fulfilling Group-wide reporting obligations, including data management, as well as coordinating and overseeing various sustainability initiatives at the divisional level. In addition, they coordinate the various requests and expectations of the respective stakeholders. For strategically important topics such as the circular economy, selected experts in the specialist departments of the divisions continuously build expertise and know-how regarding the various requirements for products and processes. These experts maintain close communication with the division heads, who are responsible for strategic direction and managing the respective agendas, reporting directly to the Executive Board of Greiner AG.



Sustainability working committees and decision-making bodies

The Sustainability Council is the chief information and decision-making body for managing ESG-related impacts, opportunities, and risks. It meets quarterly under the CEO's leadership. The meetings are attended by the division heads, the sustainability coordinators, the Vice President Sustainability & Corporate Communications, and the Head of Sustainability. Depending on the agenda, subject-matter experts may also be called in as needed. The Sustainability Council serves as a platform for cross-functional and cross-divisional information-sharing and coordination on various sustainability aspects. It ensures that the decisions made in the meetings are implemented across the Group's business operations and in the upstream and downstream areas of the value chain. Based on the sustainability strategy, the Council defines the strategic framework and Group-wide targets and ensures that processes and structures are established to serve as the foundation for sustainability initiatives worldwide.

The Chair of the Executive Board is kept informed of all developments during meetings of the Sustainability Council and is involved in all key decisions. This also applies to the materiality analysis and sustainability reporting. The Sustainability Council reviews and approves the list of material topics and holds overall responsibility for the sustainability report. In 2024, the proportion of women among the designated regular participants in the meetings was approximately 60 percent.

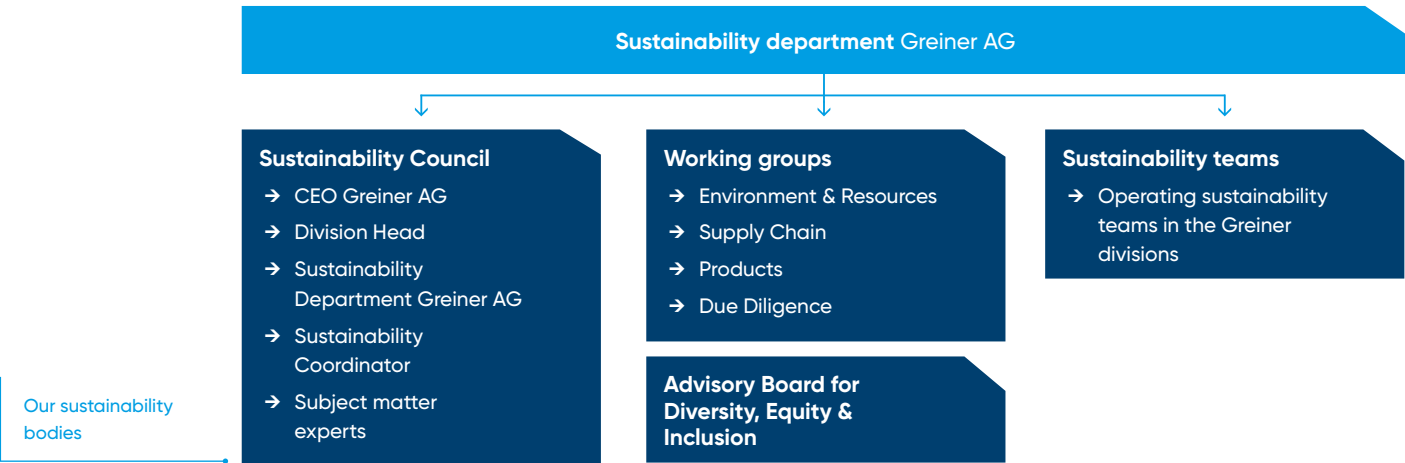
In addition to the Sustainability Council, there are four cross-divisional working groups focusing on Environment & Resources, Supply Chain, Products, and the newly established Due Diligence working group, which was introduced in the 2024 reporting year. The Advisory Board for Diversity, Equity & Inclusion was also established in 2024, replacing the previously existing working group on the topic. These committees bring together experts from Greiner AG, sustainability coordinators, and specialists

from the divisions to advance the company's sustainability agenda across the various thematic areas. They develop cross-divisional measures, which are implemented by sustainability coordinators at the divisional and site levels, as well as by designated experts at the Group level. Beyond implementation, the working groups also prepare recommendations, which are submitted to the Sustainability Council for decision-making.

In the 2024 reporting year, the focus of sustainability activities was on the gradual expansion and improvement of data management and sustainability reporting, the update of the sustainability strategy, the dissemination of information on upcoming legal requirements, and various specialist topics such as ESG risk management, energy procurement, and due diligence.

Skills portfolio of the management bodies

Successfully designing and advancing sustainability in the plastics and foam sector within an international environment requires a leadership team with diverse skills and expertise. This applies particularly to the Executive Board, whose members should cover as broad a spectrum of competencies as possible. This includes an understanding of the interactions and interdependencies related to key sustainability topics such as decarbonization, the circular economy, health and safety, and sustainability in supply chains. The members of Greiner AG's Executive Board are qualified to manage these impacts and thus drive the company's sustainable development by virtue of their educational and professional backgrounds, their prior experience in corporate environments, and their careers to date at Greiner. In addition, they engage actively in various committees and initiatives dealing with sustainability issues and regularly attend professional events on the subject.



Our sustainability bodies

Through their broad involvement and their participation in relevant internal and external committees, the members of the Executive Board are well acquainted with current developments in the field of sustainability. Moreover, this engagement fosters an ongoing expansion of knowledge and expertise in managing ESG-related impacts, risks, and opportunities.

CEO Saori Dubourg was responsible for steering and further developing the Group-wide sustainability strategy in the 2024 reporting year. This was carried out in close collaboration with the entire Executive Board and in coordination with divisional leadership and various specialist departments. The sustainability strategy addresses all material aspects, with a particular focus on decarbonization and the circular economy. The revision of the sustainability strategy, initiated in the reporting year, will continue in 2025. This involves defining clear responsibilities, ensuring transparency in tracking measures toward achieving targets, and adjusting existing goals or establishing new ones at the Group level.

These efforts are supported by the COO function, which was held by Manfred Stanek until December 2024. The activities related to decarbonization and the circular economy, particularly in product sustainability, draw upon the experience, commitment, and in-depth market knowledge of both the CEO and the COO. The latter, having served as division head of Greiner Packaging until May 2023, gained extensive insights into the industry and its market demands over the years.

Beyond environmental topics, the Executive Board's sustainability work also focuses on corporate culture and human resources. Diversity and people development fall under the CEO's area of responsibility and are driven in collaboration with the Executive Board, the HR department, and other experts. Health and safety, meanwhile, is the responsibility of the COO. Together with his team, he played a key role in improving Group-wide data collection, raising awareness, and ultimately reducing workplace accident rates. Additionally, he serves as a decision-maker in matters of responsible sourcing, bringing relevant expertise in sustainable supply chain management.

	Saori Dubourg	Hannes Moser (CFO)	Manfred Stanek (COO)
Corporate governance and strategy development	x	x	x
Customer-specific perspectives	x	x	x
Technology and product development	x		x
International markets	x	x	x
Finance	x	x	
Corporate and capital market law		x	
Human resources	x		x
Employee-specific perspectives	x	x	x
Digitalization	x	x	x
Competence in sustainability and regulation	x	x	x
International experience and background	x	x	x

Competence matrix  
for the Executive  
Board of Greiner AG

Chief Financial Officer (CFO) Hannes Moser is responsible for the development of sustainability reporting and the implementation of the related EU regulations, such as the EU Taxonomy Regulation. In this capacity, he can draw on his expertise and experience in accounting and financial reporting. In view of the increasing integration of sustainability management and finance, he plays a key role in sustainable finance and was also responsible for the sustainable ESG promissory note loan signed in 2022. By its own assessment, the Executive Board of Greiner AG is diverse and competent, as illustrated by the competence matrix.

### Pay incentives for management bodies

The successful implementation of sustainability agendas can be effectively incentivized by integrating sustainability factors into remuneration mechanisms. Greiner has implemented these measures for selected senior managers. Based on the sustainability strategy, specific individual targets and their weighting are agreed upon annually for managers. This means that the remuneration of the Executive Board and other senior managers is linked not only to financial performance criteria but also to non-financial sustainability criteria (ESG), which promote the achievement of sustainability targets. The combination of financial targets, such as earnings and profitability goals, with non-financial targets aligns with the interests of the owners and promotes the Group's sustainable and long-term success. The measurement of individual sustainability performance for managers is based on annual non-financial key figures and activities, which are validated by external bodies.

Greiner does not yet have a uniform Group-wide remuneration policy. The remuneration mechanisms remain the responsibility of the individual divisions, Greiner AG, and, in some cases, the local organizations. In the fourth quarter of the current financial year, work began on developing a Group-wide remuneration policy, which is set to be finalized the following year.

In 2024, a collective sustainability target in the area of health and safety was made mandatory for all employees whose performance is assessed based on individual targets. In the coming years, additional sustainability targets will be incorporated as a fixed component of variable remuneration.

## Greiner value chain

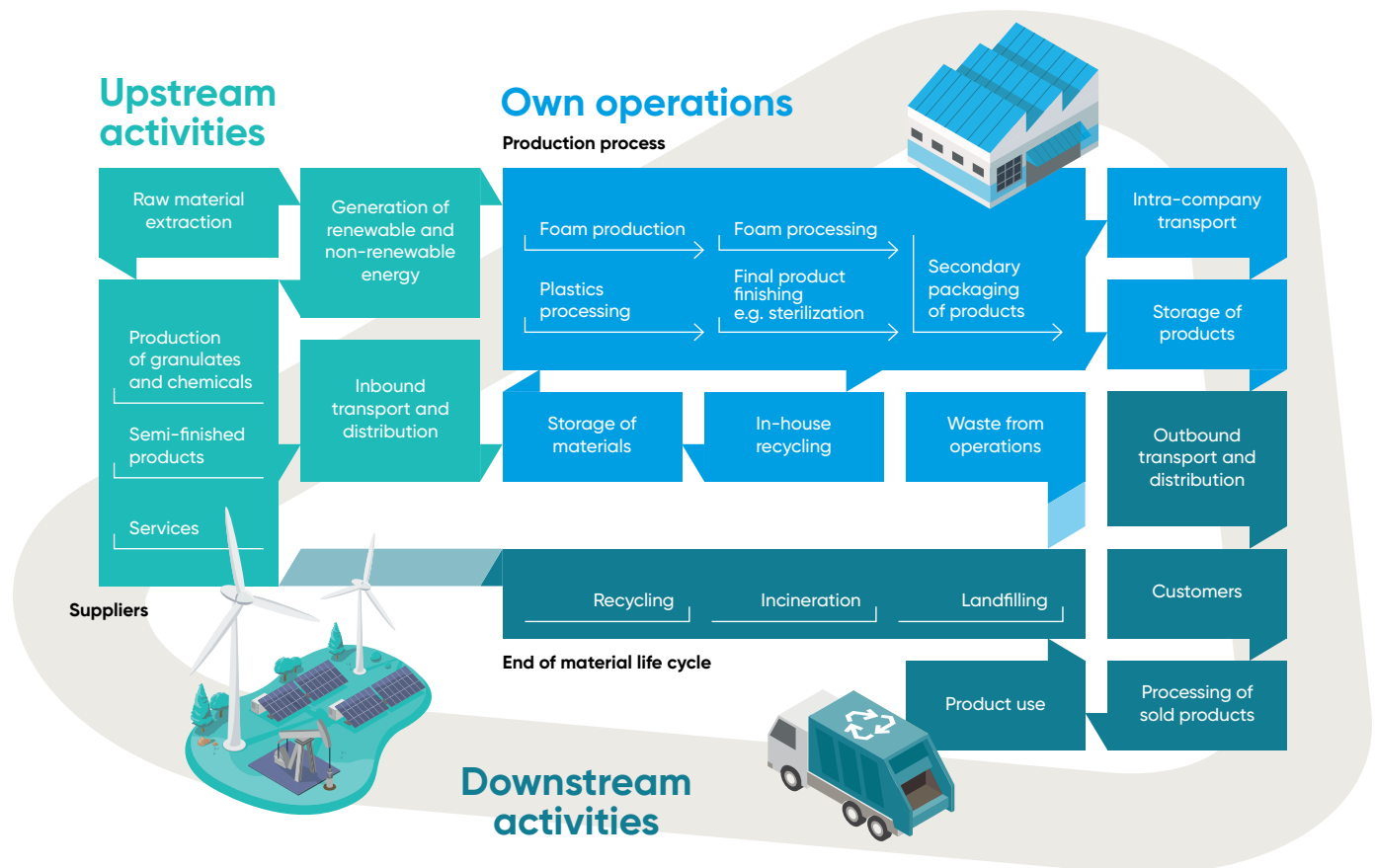
The value chain of the Greiner Group is a complex network of interconnected processes that vary slightly depending on the division, but can be comprehensively represented in the overview below. It encompasses various steps ranging from raw material extraction and the production of base materials and energy supply in the upstream segment to the processing of these materials into high-quality products by Greiner to their use and ultimate disposal or reuse in the downstream segment of the value chain. Depending on the product life cycle phase, different stakeholders are involved.

The social, environmental, and economic impacts of a company (inside-out perspective) do not arise solely from its own activities but also in the upstream and downstream areas of the value chain. Similarly, financial opportunities and risks for the Greiner Group can emerge – not only within the direct sphere of business operations – but also in other areas of the value chain or due to resource dependencies (outside-in perspective). Sustainability management, the materiality assessment process, and the identification of ESG impacts, risks, and opportunities – as well as the Blue Plan 2030 sustainability strategy – include these areas and the associated business relationships with suppliers, customers, and other stakeholders.

Our strategies and business activities are guided by diverse market and customer requirements. Close collaboration with customers, suppliers, and other stakeholder groups forms the foundation for the further development of our products and services. It also enables us to tap into new markets, thereby contributing to Greiner's long-term success.

At the beginning of the value chain is the extraction of resources and production of base materials, which Greiner procures and processes into products. The majority (approx. 90%) of these base materials consist of various plastics and chemicals required by the three divisions for product manufacturing. The focus is primarily on petroleum extraction and processing into plastic granules by the petrochemical industry, as well as the procurement and production of various chemicals and additives. In addition to raw materials and chemicals, the Greiner Group also sources semi-finished goods and various services.





Energy is required both in the supply chain and within our own operations to extract, manufacture, and process these input materials into products. In particular, the production of plastic granules and chemicals is highly energy-intensive. For its own production processes, Greiner primarily requires electrical energy. Alongside electricity – which we already source predominantly from renewable sources – we also consume oil, gas, and fuels, meaning fossil energy carriers.

Transport and logistics services play a key role across all core areas of the value chain (upstream, downstream, and within operations). Trucks are the primary means of transport for our inbound and outbound logistics. Rail freight is also used, while intercontinental transport is mainly carried out via sea freight. The goods procured in this way are stored at various stages and ultimately within our own production facilities, either centrally or locally.

The production processes within Greiner's facilities can vary significantly depending on the product, despite the use of similar base materials. For example, the processes for manufacturing plastic products differ considerably from those for producing foam products. For this reason, the following information on base materials, processes, and products is presented separately by division:

**Greiner Packaging** primarily produces plastic packaging for the food, non-food, and multi-use industries, including yogurt cups, drinking bottles, and technical plastic components used in household and garden appliances. The products in this portfolio are made using plastic granules made from polypropylene (PP), polystyrene (PS), polyethylene (PE), or polyethylene terephthalate (PET), for example. The various types of packaging are mostly manufactured using thermoforming or injection-molding processes.

**NEVEON** is a leading integrated provider of polyurethane soft and composite foams. It primarily produces foams used in mattresses, upholstery, aircraft seats, or thermal and acoustic insulation materials. To optimize the properties of its products for specific applications, various additives are required, such as vegetable oils, activators and catalysts, fillers and adhesives, dyes, flame retardants, and antibacterial agents. It also uses steel for spring cores, various textiles, nonwoven fabrics, decorative elements, and other components.

**Greiner Bio-One** is a medical technology company whose customers include laboratories, hospitals, medical practices, blood banks, universities, and companies in the healthcare sector. The primary raw materials used in the injection molding and extrusion processes to manufacture products

such as blood collection tubes, petri dishes, pipettes, plates, and bottles are plastic granulates. These are made from the thermoplastic polyethylene terephthalate (PET), as well as other materials, such as polystyrene (PS).

Wherever possible, Greiner integrates internal recycling into its production processes. This applies, for example, to “punching grids,” which are ground up and reused directly in production (in-process recycling). Products that cannot be further processed or sold due to various criteria are also recycled whenever technically feasible (post-industrial recycling).

After manufacturing, the products are packaged and typically shipped by truck or rail to customers for further processing. At Greiner Packaging, these customers include filling plants such as dairies, which distribute the products to wholesale and retail markets before they reach end consumers. At NEVEON, additional processing steps may be carried out by Greiner’s customers before the products are put to their final use.

At the end of their service life, most Greiner products are either incinerated for thermal energy recovery, landfilled, or returned to the production cycle via recycling streams (post-consumer recycling). The choice of disposal method largely depends on market-specific waste management infrastructure and legal requirements, such as hygiene regulations in the medical sector. Notably, Greiner operates a recycling plant in Serbia, where PET is processed into r-PET flakes, which are then reused internally as raw material.

## Stakeholders

We aim to generate positive added value for all stakeholders. We respect the diverse perspectives, attitudes, and expectations of our stakeholders and strive to achieve a fair balance of interests while ensuring transparent communication. Our goal is to remain in continuous dialogue with our various stakeholders. The choice of topics, the selected dialogue formats, and the frequency of communication vary depending on the stakeholder group.

## Stakeholder groups and dialogue formats

	Stakeholder interests	Dialogue format
<b>Employees</b>	<ul style="list-style-type: none"> <li>→ Long-term job security</li> <li>→ Fair pay and working conditions</li> <li>→ Recognition of performance</li> <li>→ Equal opportunity</li> <li>→ Health &amp; safety</li> <li>→ Transparent communication</li> <li>→ Education and training opportunities</li> </ul>	Our dialogue formats vary depending on the topic. We use various communication channels such as direct contact, physical/virtual town halls, the intranet, the global employee magazine, and employee interviews.
<b>Owners</b>	<ul style="list-style-type: none"> <li>→ Long-term, sustainable increase in value</li> <li>→ Corporate values in line with the Greiner family values</li> <li>→ Reputation of the Greiner Group</li> </ul>	The Family Council meets at regular intervals and receives updates on business developments and sustainability initiatives.
<b>Customers</b>	<ul style="list-style-type: none"> <li>→ Reliability</li> <li>→ Quality &amp; safety</li> <li>→ Strong customer relationships</li> <li>→ Good value</li> <li>→ Product sustainability</li> </ul>	We pursue approaches that differ in their frequency and patterns in our dialogue with customers. Direct points of contact include our key account managers and our cc.
<b>Local communities</b>	<ul style="list-style-type: none"> <li>→ Safeguarding jobs</li> <li>→ Positive contribution to the local community</li> </ul>	We appreciate the cultural differences at each location and trust our local employees to respond to location-specific needs. We provide customized contributions and develop solutions in partnership with the communities.
<b>Suppliers &amp; business partners</b>	<ul style="list-style-type: none"> <li>→ Long-term business relationship</li> <li>→ Equitable collaboration</li> <li>→ Stable and reliable business partner</li> <li>→ Transparent requirements</li> <li>→ Responsible sourcing</li> </ul>	We regularly share our expectations and goals with our suppliers and business partners and define common objectives.
<b>Associations &amp; platforms</b>	<ul style="list-style-type: none"> <li>→ In-depth discussions</li> <li>→ Development of joint solutions to existing challenges</li> </ul>	We are active in various industry and sector associations and platforms in almost all countries. We particularly value platforms that represent stakeholders along our entire value chain.
<b>Non-governmental organizations (NGOs) &amp; science</b>	<ul style="list-style-type: none"> <li>→ Compliance with legal regulations</li> <li>→ Reducing our negative impact on the environment</li> <li>→ Preserving an environment worth living in</li> <li>→ In-depth discussions</li> <li>→ Transparent communication</li> </ul>	We engage in in-depth discussions and close collaborations with universities and other scientific research institutions that develop sustainable solutions as part of basic research.
<b>Politics &amp; regulatory authorities</b>	<ul style="list-style-type: none"> <li>→ Compliance with legal regulations and standards</li> <li>→ Safeguarding jobs</li> <li>→ Payment of duties, taxes, and social security benefits</li> <li>→ Encouraging climate protection and a circular economy</li> </ul>	We intensified our discussions with political decision-makers through direct talks and our involvement in industry associations. It is particularly important for us to be actively involved in these debates amid evolving legislation on single-use plastic products.
<b>Media</b>	<p><b>Editing:</b></p> <ul style="list-style-type: none"> <li>→ Obtaining information that is relevant to media target groups (readers, viewers, etc.)</li> <li>→ Receiving information ahead of other, competing media</li> <li>→ Prompt responses to inquiries and follow-up questions</li> </ul> <p><b>Advertising department:</b></p> <ul style="list-style-type: none"> <li>→ Revenue from paid media tie-ins (advertisements, advertorials)</li> </ul>	We regularly invite selected representatives to press meetings and conferences, send out press releases, organize interviews and press trips, attend relevant trade fairs and events, and promote informal exchanges with various representatives of the media industry.

## Memberships and Initiatives

The complex challenges of our time, such as the fight against the climate crisis and the establishment of a circular economy, require joint solutions – across all countries, sectors, and stages of the value chain. This is why we have joined various organizations and support initiatives in which a wide range of companies, non-governmental organizations, and financial institutions are working to make our economy more sustainable. Our memberships, partnerships, and sponsorships must conform to our donation and sponsorship policies. No funding is available for political parties or their activist organizations or for alternative religious movements or institutions. Our strategically most important memberships in sustainability are the Ellen MacArthur Foundation, the Business Coalition for a Global Plastics Treaty, the Packaging with a Future platform, and the Alliance to End Plastic Waste. Greiner Packaging is part of Forum Rezyklat, a recycling alliance that develops practical, consumer-oriented solutions for recyclable packaging. We are also a member of the respACT business platform, the Federation of Austrian Industries, and regional networks such as Business Upper Austria. Other initiatives and projects that we support include the UK Plastics Pact, the Circular Plastics Alliance, the LIT Factory, HolyGrail2.0, PRE Plastics Recyclers Europe, SCS Styrenics Circular Solutions, PET2PACK, and REC2PACK.

### Ellen MacArthur Foundation & New Plastics Economy

The Ellen MacArthur Foundation aims to establish a circular economy for plastics in which plastic never becomes waste or harms the environment. In addition to its membership, Greiner has signed the New Plastics Economy Global Commitment. This commitment includes eliminating problematic and unnecessary plastic packaging by the end of 2025. By signing the agreement, Greiner has also pledged to drive innovation. The goal at Greiner Packaging is to ensure that 100 percent of its packaging is reusable, recyclable, or compostable and to incorporate ten percent recycled plastics. Greiner documents its progress toward these goals each year, and the Ellen MacArthur Foundation reviews it in an annual progress report.



[ellenmacarthurfoundation.org](https://ellenmacarthurfoundation.org)

### Business Coalition for a Global Plastics Treaty

In 2022, we joined the newly founded Business Coalition for a Global Plastics Treaty, initiated by the Ellen MacArthur Foundation and WWF. Alongside more than 150 members from across the plastics value chain, financial institutions, and NGO partners, we are calling for an ambitious global UN agreement.



[businessforplasticstreaty.org](https://businessforplasticstreaty.org)

### Alliance to End Plastic Waste

The Alliance to End Plastic Waste is working with over 90 member companies, supporters, and alliance partners across the entire plastics value chain to tackle the plastic waste problem. The Alliance funds projects such as installing trash barriers in rivers in Indonesia to prevent plastic waste from reaching the ocean. We joined the Alliance in 2020.



[endplasticwaste.org](https://endplasticwaste.org)

### Platform Packaging with a Future

The Packaging with a Future platform was launched in 2019, with Greiner as a founding member. This initiative brings together companies across the value chain that play a key role in the packaging and recycling industries. All members collaborate to analyze existing solutions for challenges in the packaging sector and develop them into holistic, widely applicable approaches.



[verpackungmitzukunft.at](https://verpackungmitzukunft.at)



## UN Global Compact

In 2020, Greiner joined the UN Global Compact (UNGC), the world's largest and most significant initiative for responsible corporate governance. By doing so, we have committed to the UNGC's ten universal principles in human rights, labor standards, environmental protection, and anti-corruption, which are based on key United Nations (UN) conventions. We actively contribute to promoting and upholding these principles, as well as to implementing the UN's 2030 Agenda and its 17 Sustainable Development Goals (SDGs). This report provides insights into the measures and activities we have implemented in the individual areas of the UNGC and in support of the SDGs during the reporting period.

[unglobalcompact.org](https://unglobalcompact.org)



## Sustainable Development Goals (SDGs)

In 2015, the "2030 Agenda for Sustainable Development" with its 17 Sustainable Development Goals (SDGs) was adopted at a United Nations summit. These 17 goals serve as a framework for governments, businesses, cities, and civil societies. We support the SDGs and actively contribute to their achievement through various sustainability initiatives.

With a focus on our business model and core operations, we conducted another materiality analysis in 2023 to examine which SDGs we have the greatest impact on. Across the entire value chain, our efforts focus on SDGs 3, 5, 8, 12, and 13.

[sdgs.un.org/goals](https://sdgs.un.org/goals)



## SDG 3 Good health and well-being



As a responsible company, we make a significant contribution to the health and safety of our employees. We promote overall well-being through a wide range of training programs, preventive measures, and routine activities. Our focus is on providing access to comprehensive healthcare services and preventing negative health impacts from the use and processing of chemicals and hazardous substances, as well as air, water, and soil contamination. A substantial part of our product portfolio is used in the medical sector, allowing us to support health promotion and research.

## SDG 5 Gender equality



We are committed to diversity and equal opportunity, recognizing them as key elements of a respectful corporate culture and an inclusive, positive work environment. Diversity and respect are our top priorities. Through awareness initiatives, specific targets – such as increasing the proportion of women in leadership roles – and various anti-discrimination measures, we work continuously to ensure equal opportunity for all current and future employees.

## SDG 8 Decent work and economic growth



Since our founding, we have pursued sustainable corporate growth that strengthens regional value creation and benefits society. As a responsible employer, we create decent jobs and ensure equal participation in economic life for all employees. We also promote respect for and compliance with human rights throughout our supply chains.

## **SDG 12 Sustainable consumption and sustainable production**



We actively support sustainable, resource-efficient consumption by driving innovation in products and technology. Our focus is on the efficient use of resources, clean production, and waste prevention. We also ensure that our products can be reused multiple times and recycled at the end of their life cycle. This enables us to contribute to a circular economy and more sustainable consumption and production patterns.

## **SDG 13 Climate action**



Climate protection is one of the three pillars of our Blue Plan sustainability strategy, making it a top priority in our sustainability agenda. Through measures such as gradually increasing the share of renewable energy and improving energy efficiency in production, we aim to reduce greenhouse gas emissions. Our goal is to achieve the Group-wide climate targets approved by the Science Based Targets initiative (SBTi) in 2023, which cover both direct and indirect emissions.

# Risk management

As a globally operating company, Greiner is exposed to various financial, operational, and strategic risks that must be managed. ESG risks (environmental, social, and governance) are increasingly coming into focus. The impacts and risks associated with these areas should be assessed from both an inside-out and outside-in perspective. From an outside-in perspective, the goal is to identify the financial risks – but also opportunities – that arise for the company due to external developments in the ESG context. The inside-out approach, on the other hand, involves analyzing the effects of our own activities, as well as those in the upstream and downstream areas of the value chain, on the economy, the environment, and people.

## Managing risks successfully

The structured identification and classification of risks is essential to effectively manage them and, ideally, even turn them into opportunities. In 2016, we established a Group-wide risk management system, which systematically records, analyzes, and evaluates relevant risks at regular intervals. Traditional risk assessments involve the periodic or event-driven evaluation of strategic, financial, operational, legal, and sustainability risks. Risk identification is carried out by the Internal Audit & Risk Management department at the Group, division, and site levels. We follow the internationally recognized four-phase risk management cycle:

## Four-phase risk management cycle



To ensure a holistic view of both financial and non-financial risks, management and various specialist departments are involved in the risk management process. This process is led by the Group-wide Internal Audit & Risk Management department and supported at each operational division by a division risk manager. The leadership and supervisory bodies (such as the Audit Committee of the Supervisory Board) are regularly and, when necessary, immediately informed about relevant risks. As part of risk identification, potential opportunities are also derived to integrate them into the Group's strategic planning in the future. During the reporting period, the risk management system was further developed and aligned with international standards. Additionally, the Greiner Risk Universe was updated, an initial quantitative definition of risk appetite was conducted, and bottom-up risk identification was strengthened. Furthermore, in 2024, a new risk management software was introduced.

### ESG risk management

As part of the ongoing development of the risk management system, ESG risks (outside-in perspective) were explicitly integrated in 2023. This allows Greiner to systematically identify, assess, and manage risks and opportunities related to sustainability aspects. The full integration of ESG risks into the traditional risk management process at the Group level was completed in 2024. The top risks identified in this process were recorded and assessed in accordance with the corporate risk management approach and communicated to the management and the Audit Committee of the Supervisory Board.

In addition to assessing ESG risks (outside-in perspective), impact workshops were conducted in 2024. These were based on the sustainability aspects of the European Sustainability Reporting Standards (ESRS) that are relevant to Greiner and aimed to capture the inside-out perspective, specifically Greiner's impacts on people and the environment. The impact assessment was carried out

with input from relevant specialists at both the Group and division levels. It was led by Group-wide Internal Audit & Risk Management and supported by the Sustainability department.

Another significant step in 2024 was the launch of the climate risk and scenario assessment in line with the Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy. The assessment of physical and transition climate risks was conducted using two climate scenarios (in line with the goal of the Paris Climate Agreement: SSP1 with RCP 2.6 and fossil-fuel-intensive development: SSP5 with RCP 8.5) and three different time horizons (2030, 2035, and 2050). Based on scientific data and statistical models, the acute and chronic climate risks were identified and assessed at the site level for all consolidated Greiner entities. The evaluation of transition risks was conducted at the division and Group levels. Beyond risks and opportunities for Greiner itself, the impact along the value chain was also assessed. The focus was primarily on the supplier landscape, as the customer landscape of the Greiner Group is relatively diverse, reducing the likelihood of significant business impacts due to the loss of individual customers. In the next reporting year, the identified top risks (gross risk assessment) will be discussed with top management and communicated at the site level. Subsequently, mitigation measures will be identified to develop a final net risk assessment.

Another key pillar of risk management is the assessment, evaluation, and management of risks through management systems, such as the ISO 14001 environmental management system. These assessments are conducted separately from the Group-wide ESG risk management process and can cover economic, environmental, and social impacts, depending on the type of management system. The results of these assessments are directly incorporated into various processes, activities, and objectives at the site level. The following table provides an overview of the key ESG risks, impacts, and potential mitigation measures identified in 2024.





ESG	Focus	ESG risks (outside-in) & impacts (inside-out)	Control measures	Opportunities
Environment	Climate & products	Inside-out: Processing petroleum-based plastics generates greenhouse gas emissions upstream, contributing to global warming	Use of recycled plastics or non-petroleum-based materials, various circular economy activities, investments in circular business ventures, consideration of total emissions in product design, clear targets in climate protection and circular economy	Competitive advantage and access to new markets through a more sustainable product portfolio and innovative solutions
		Inside-out: A large share of the product portfolio is currently incinerated at the end of its lifecycle, leading to increased emissions after the usage phase	Consideration of total emissions in product design with a focus on recyclability, as well as clear targets in climate protection and circular economy	Competitive advantage and access to new markets through a more sustainable product portfolio and innovative solutions
	Regulation & raw materials	Outside-in: Regulatory requirements may lead to limited availability and increased costs for secondary and/or bio-based raw materials across the Group.	Monitoring of relevant regulations, proactive dialogue with customers and suppliers, and continuous development of a sustainable product portfolio	Competitive advantage through expansion into new product and customer segments via proactive implementation of relevant requirements
	Market & products	Outside-in: ESG-driven changes and customer requirements in product development may increase production costs.	Monitoring relevant requirements, proactive customer dialogue, and targeted product development considering a functional circular economy	Competitive advantage through proactive adaptation and a pioneering role in innovative solutions and sustainable products
	Market & products (safety)	Outside-in: Non-compliance with mandatory product safety regulations (especially for medical products and food packaging) may result in financial penalties and/or reputational damage.	Implementation, monitoring, and assurance of the effectiveness of the relevant quality management systems to meet evolving requirements	Competitive advantage through reputation as a reliable business partner
		Inside-out: Potential safety defects (especially in medical products, food packaging, or the chemical composition of foam) could cause harm to consumers or patients.		
Social	Employees – Image	Outside-in: The negative image of the plastics industry may lead to higher turnover and difficulties in attracting key personnel.	Employer branding initiatives and comprehensive sustainability management	Competitive and reputational advantage as a forward-thinking employer
	Employees – Diversity	Outside-in: A negative work environment due to a weak corporate culture may increase turnover and thus raise personnel costs.	Targeted employer branding efforts, initiatives for diversity, inclusion, and equality, an open corporate culture, and regular training in the areas of Compliance and Anti-corruption	Competitive advantage through a strong reputation and high employee satisfaction

	Employees – Occupational safety	Inside-out: Lack of awareness of workplace safety may lead to preventable accidents, endangering employee safety.	Targeted occupational safety measures (ISO 45001, training and workshops, Group-wide guidelines, clear targets and regulations)	Higher employee satisfaction, reduced absenteeism, improved company image, and lower costs due to reduced turnover.
	Employees – Health protection	Inside-out: Overload and constant change may affect employees' mental health.	Targeted health protection and prevention measures (ISO 45001, training and workshops, Group-wide guidelines, awareness campaigns)	Increased employee satisfaction, reduced absenteeism, and higher productivity.
Governance	Corporate culture & compliance	Outside-in: Lack of awareness of appropriate corporate ethics & compliance requirements may lead to significant financial and non-financial damages.	Compliance training for employees, continuous development of the Greiner compliance management system, internal & external audits, whistleblowing platform	Reputation gain as a reliable business partner, avoidance of fines, improved access to external financing
	Anti-corruption & anti-bribery	Outside-in: Lack of awareness of anti-corruption and anti-bribery measures may result in significant financial and non-financial damages, as well as exclusion from public procurement procedures.	Employee training, continuous development of the Greiner compliance management system, internal & external audits, awareness-raising initiatives, whistleblowing platform	Strengthened reputation, competitive advantage in public contracts, and benefits in the labor market through an improved corporate culture

Overview of ESG risks, impacts, and opportunities

## Internal audit

Between 2021 and 2024, 37 Greiner Group companies were internally audited. The focus areas of internal audits are selected annually and based on risk assessment, in collaboration with the Audit Committee of the Supervisory Board and management. For this purpose, global risk processes are defined, and the internal control system at all audited locations is examined. The audit results are documented in audit reports and discussed with the relevant specialists and managing directors. Additionally, potential measures and activities to manage risks are discussed, agreed upon, and their implementation subsequently monitored. Key findings are shared with the Greiner Group's Executive Board, the Audit Committee of the Supervisory Board, and the division heads. To verify whether the agreed measures lead to the desired results, follow-up audits have been conducted at selected locations since 2023. This ensures continuous quality improvement in our processes. For the first time, global action plans for recurring risks have also been developed based on individual audit results.

In the 2024 financial year, internal audits placed a special focus on sustainability. This included analyzing sustainability governance at the site level as well as reviewing processes to ensure data quality for selected sustainability metrics. The overarching goal of the internal audit focus was to raise awareness of sustainability management and data collection. The results were communicated to relevant departments and the Sustainability Council, and key actions were defined. In the coming years, the recommendations from internal audits will be implemented to optimize various processes related to sustainability management and data collection.

# Material topics

The materiality analysis is a key process for ensuring that sustainability management is aligned with the most important topics and that the expectations of all stakeholders are considered. It is based on a systematic examination of direct and indirect impacts on people and the environment, as well as the risks and opportunities associated with various sustainability aspects for the Greiner Group.

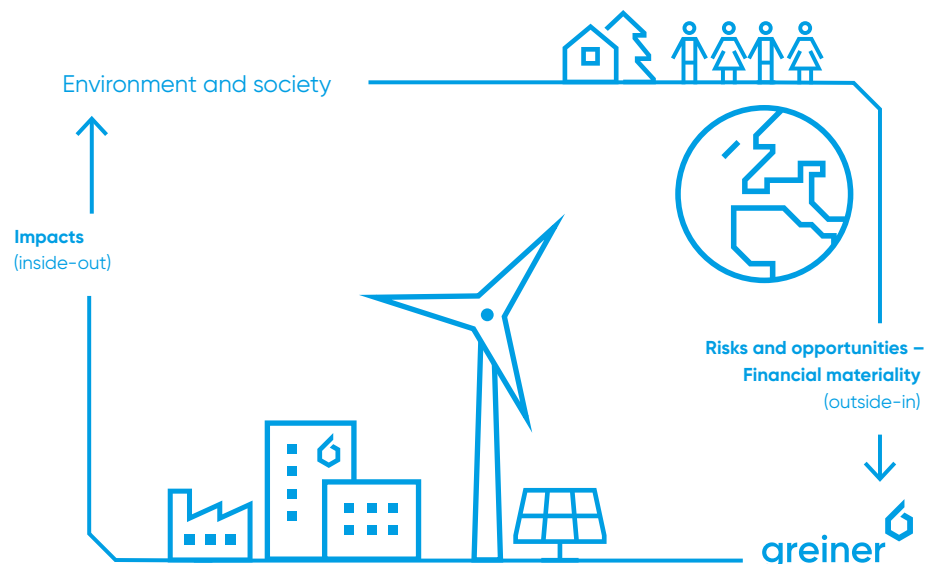
In 2023, Greiner conducted its materiality analysis for the first time based on the principle of double materiality. In doing so, the audit addressed not only the impacts on people and the environment (inside-out perspective), but also the financial risks and opportunities (outside-in perspective) that arise for Greiner in connection with these impacts or due to its dependence on resources. While the GRI Standards primarily focus on the inside-out perspective to determine material topics the European Sustainability Reporting Standards also require consideration of financial risks and opportunities. Including stakeholder perspectives is mandatory for both reporting standards. Greiner addressed this requirement by surveying representatives of key stakeholder groups, including employees, customers, suppliers, owners, and media representatives.

The following description outlines the process of the materiality analysis, which was coordinated and conducted by Greiner AG's Sustainability department. The identified topics and the assessment of their impacts are reviewed annually for completeness and relevance and approved by the Sustainability Council. For the reporting year covered in this report, no changes were made to the material topics. Based on the increased focus on the CSRD and the related evolving knowledge base, it was decided to revise the material topics in the next reporting year and adjust the process where appropriate.

## Identification and classification of sustainability aspects

The 2023 materiality analysis began with the creation of a long list of potentially material topics. The basis for this was the sustainability aspects defined in the ESRS (see ESRS 1, Annex A, AR 16). Additionally, results from previous materiality analyses, new regulatory requirements, industry-specific trends, and other topics of importance to Greiner were taken into account. All potentially material sustainability aspects from the long list were categorized according to the ESRS topic areas.

### Double materiality



In a joint workshop, these various sustainability aspects were then assigned to the value chains of the individual divisions and assessed for their relevance regarding direct or indirect impacts on people and/or the environment. Aspects that were deemed irrelevant across all areas of the value chains of the three divisions were removed from the list. The result was a consolidated list of twelve potentially material topic areas, with approximately 100 subtopics and sub-subtopics assigned to them.

**Impact materiality  
(inside-out perspective)**

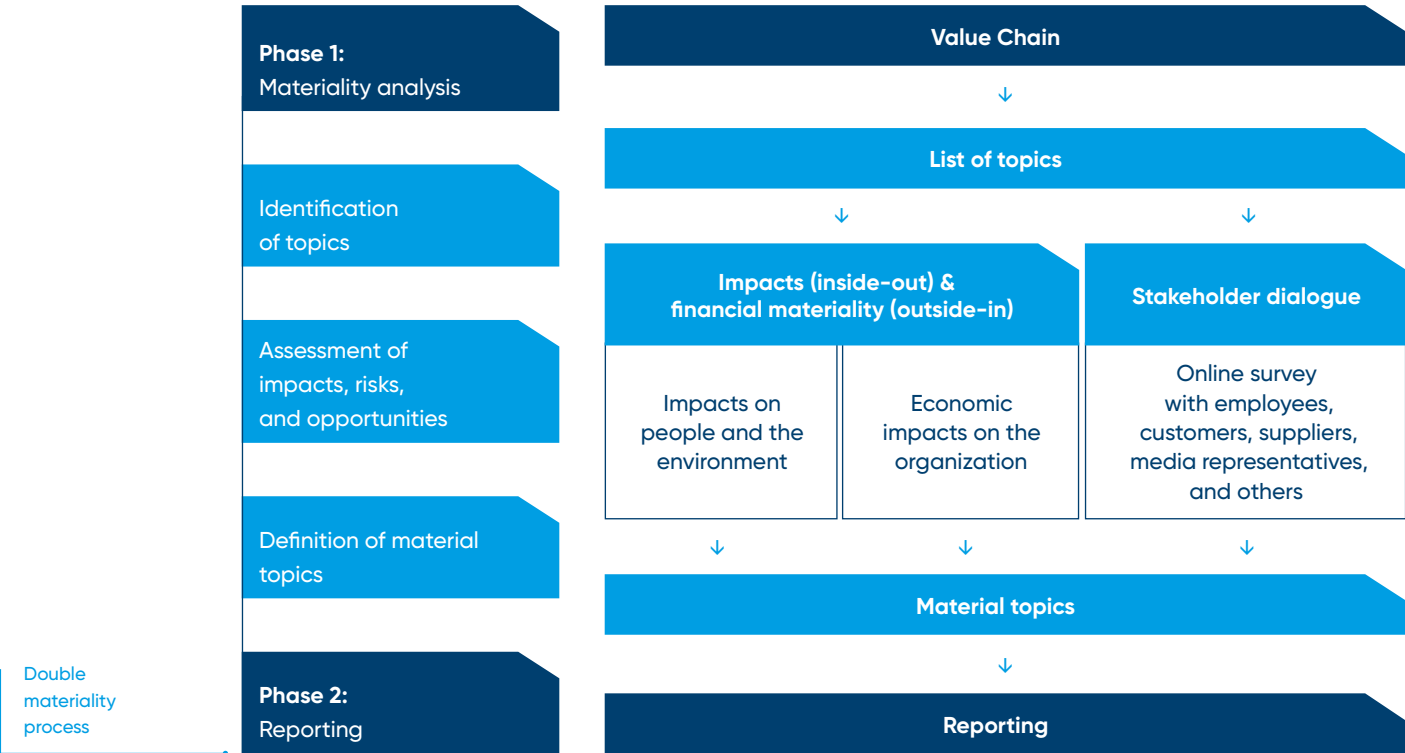
To assess impact materiality, the actual and potential positive and negative impacts of Greiner's activities, products, and business relationships on people and the environment were identified and initially evaluated for the twelve overarching topic areas. Short-, medium-, and long-term impacts were considered. During the assessment, external information, such as relevant CO<sub>2</sub> data for evaluating environmental impacts, and internationally recognized indicators, such as the Corruption Perception Index and the Global Rights Index, were taken into account. The impact assessment was conducted based on the criteria of scale, scope, and – where negative

impacts were concerned – irreversibility, using a scale from one to six. Additionally, the probability of occurrence was determined for each potential impact.

In a further step, the impacts and preliminary evaluations of the twelve potentially material topic areas were analyzed in greater depth. Various ESRS sustainability aspects that fell under the predefined topic areas were assessed using the same methodology (scale, scope, irreversibility, and cc). The assessments based on these individual criteria resulted in an overall evaluation, known as the impact materiality, of the various topics.

**Stakeholder dialogue**

As part of the materiality analysis, representatives from Greiner's key internal and external stakeholder groups were invited to participate in prioritizing future sustainability focus areas. An online survey was conducted, inviting various stakeholder groups – including employees, customers, suppliers and business partners, owners, capital market representatives, local communities, associations and platforms, NGOs, academia and research institutions, the press, as well as policymakers and authorities – to contribute their perspectives.





The survey was based on the twelve potentially material topics identified in the impact materiality assessment. To obtain more specific insights, two of these twelve topics (water and marine resources, as well as business conduct and supply chain management) were split into separate categories, allowing stakeholders to evaluate them independently. In the first section of the online survey, stakeholders rated each of the 14 potentially material topics on a scale from one to six. In the second section, they selected their top five priorities from the overall list.

A total of over 700 stakeholders participated in the survey. All stakeholder groups were given equal weight in the evaluation. The number of times a topic was selected as a top priority was proportionally converted to a scale of one to six. This score was then combined with the topic ratings in a weighted ratio of 50:50.

### Financial materiality (outside-in)

To assess financial materiality, an “opportunity and risk inventory” was created in collaboration with Group-wide risk management. This inventory identified potential and actual environmental, social, and regulatory risks and opportunities that could significantly impact the company’s development and financial position over short-, medium-, or long-term time horizons (up to 2030), categorized according to the sustainability aspects of the ESRS. The actual and potential risks and opportunities identified in the ESG risk analysis were also taken into account.

The assessment of all opportunities and risks was conducted in a joint workshop with the project team, risk management experts, and an external consulting firm. Each opportunity and risk was evaluated on a scale from one to six based on its potential financial impact and likelihood of occurrence. Opportunities and risks were assessed on a gross basis, meaning without taking into account any measures already implemented or planned. Finally, the individual evaluations were aggregated by topic. The financial materiality of each topic was determined by averaging the two rating criteria: impact and likelihood of occurrence.

### Final evaluation

The quantitative assessments of impact materiality and financial materiality determined which topics were ultimately classified as material. To establish differentiation, the materiality threshold was set at 3.6, equivalent to 60% of the maximum possible score of six points.

As a globally operating company with an international network of suppliers and customers, we aim to ensure – and continue to disclose – that both we and our business partners comply with all applicable legal regulations and compliance requirements. Therefore, we will also report on business conduct, even though its rating fell below the quantitative threshold. Accordingly, the following topics were designated as material in 2023:

- Climate change
- Resource use and circular economy
- Working conditions and human rights (own workforce)
- Equal treatment & equal opportunity (own workforce)
- Health and safety (own workforce)
- Workers in the value chain
- Business conduct

The material topics of the Greiner Group remained unchanged from 2023 to 2024. What has changed is the granularity of the presentation. Instead of topic areas and individual topics, the following overview now presents all sustainability aspects relevant to Greiner according to the ESRS.

**Overview of material topics<sup>1</sup>**

Subject area	Topic-related ESRS	Sub-topic	Sub-sub-topic	Page
Environment	E1 Climate change	Climate change adaptation		from p. 72
		Climate change mitigation		
		Energy		
	E5 Circular economy	Resource inflows, including resource use (materials)		from p. 87
		Resource outflows related to products and services (products)		
		Waste		
Social	S1 Own workforce	Working conditions	Secure employment	from p. 97
			Working time	
			Adequate wages	
			Social dialogue	
			Freedom of association, the existence of work councils and the information, consultation and participation rights of workers	
			Collective bargaining, including rate of workers covered by collective agreements	
			Work-life balance	
			Health and safety	
		Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	
			Training and skills development	
			Employment and inclusion of persons with disabilities	
			Measures against violence and harassment in the workplace	
			Diversity	
		Other work-related rights	Privacy	
	S2 Workers in the value chain	Working conditions	Secure employment	from p. 112
			Working time	
			Adequate wages	
			Social dialogue	
			Freedom of association, including the existence of work councils	
			Collective bargaining	
			Work-life balance	
			Health and safety	

		Equal treatment and equal opportunities for all	Gender equality and equal pay for work of equal value	from p. 116
			Training and skills development	
			Employment and inclusion of persons with disabilities	
			Measures against violence and harassment in the workplace	
			Diversity	
		Other work-related rights	Child labor	
			Forced labor	
			Adequate housing	
			Water and sanitation	
			Privacy	
Governance	G1 Business conduct	Corporate culture		
		Protection of whistleblowers		
		Political engagement		
		Management of relationships with suppliers, including payment practices		
		Corruption and bribery	Prevention and detection, including training	
			Incidents	

<sup>1</sup> The designation of subtopics follows the terminology of the European Sustainability Reporting Standards (ESRS).  
To enhance the readability of the contents, some chapters use slightly adapted wording.

# Sustainability strategy – Blue Plan

Sustainable action is becoming a categorical imperative amid the ongoing climate crisis and increasing social injustice. Companies, alongside politics and society, have a responsibility to make effective contributions to sustainable development. Launched in 2020, Greiner's Blue Plan sustainability strategy addresses global challenges, provides the strategic framework for various corporate activities, and takes into account current megatrends and market developments. It is based on three pillars – climate, circular economy, and people – and covers all areas of the company as well as the entire upstream and downstream value chain. These three pillars are closely interconnected and cannot be viewed in isolation: Without a circular economy, there can be no climate protection, and without motivated and well-trained employees, we as a company will not be able to achieve the necessary transformation.

On the one hand, the Blue Plan aims to gradually optimize existing processes, products, and services to avoid or at least minimize negative environmental and social impacts. On the other hand, together with the corporate strategy, which also integrates sustainability, it sets the overarching direction. It identifies priority areas for action and highlights where new concepts need to be developed and new markets explored. In the short term, the sustainability strategy should lead to optimizations in the existing business, while in the long term, it lays the foundation for the company's sustainable development.

The regulatory landscape and the markets in which Greiner operates are evolving dynamically, often resulting in new requirements for the business model. To address these developments from a sustainability perspective, it is essential to continuously review our sustainability strategy to ensure its effectiveness and relevance. As part of this process, we evaluate progress toward our goals and define new measures where necessary. At the same time, internal assessments and changing external demands may lead us to integrate new material topics and corresponding

goals into the strategy. In 2024, we reassessed the Blue Plan targets, reviewed existing goals, and defined new focus areas for the future. Based on these considerations, we plan to revise existing targets and develop new ones in the coming year. Any changes will be introduced through the existing sustainability governance framework, developed and coordinated with key stakeholders, and ultimately approved by the Sustainability Council under the leadership of the CEO of Greiner AG. The objective is to complete the revised Blue Plan by 2025.

In 2024, a new target was set for health and safety for 2030, which is reflected in the following overview. The previous target of having 80 percent of the purchasing volume covered by suppliers who have either signed the Greiner Code of Conduct or implemented an equivalent standard has been removed from the strategy in 2024. This requirement has already been successfully integrated into Greiner's day-to-day operations as an ongoing measure to ensure corporate due diligence. It remains in place, but is no longer an explicit part of the strategy. In addition, the goals related to increasing general or collectively bargained agreements, as well as the implementation of regular employee surveys, were initially removed as a separate part of the sustainability strategy. These topics will now be covered by the HR department within its strategic focus areas and reintegrated as part of the sustainability strategy revision.



# The Greiner Blue Plan



## Emissions

- 2027** 80% of Scope 3.1 emissions (purchased goods and services) are covered by suppliers with science-based targets
- 2030** 60% reduction in absolute Scope 1 and 2 emissions (base year 2021)
- 2030** 25% reduction in absolute Scope 3 emissions (base year 2021) (Fuel- and energy-related activities (3.3), upstream and downstream transportation and distribution (3.4 and 3.9), end-of-life treatment of sold products (3.12))

## Management systems

- 2030** Increase number of management systems ISO 9001 or equivalent, ISO 14001, and ISO 50001

## Energy

- 2030** 100% renewable electricity
- 2030** 2.5% self-produced renewable electricity
- 2030** Greiner Packaging: 7.5% improvement in energy intensity (base year 2021)
- 2030** NEVEON: 15% improvement in energy intensity (base year 2021)
- 2030** Greiner Bio-One: 10% improvement in energy intensity (base year 2018)

## Flight climate change

We are committed to climate protection and to limiting global warming to 1.5°C.

## Empower people

All employees should be fit for the challenges of the future by 2030.



# Create a circular business

We aim to be an entirely circular company by 2030.

## Suppliers

**2030** 99% of suppliers (> 500 thousand euros) have achieved the EcoVadis minimum score

## Waste

**2030** 0 t landfilled waste worldwide (0 t in Europe in 2025)

**2030** 75% of waste recycled (50% in 2025)

## Materials

**2025** Greiner Packaging: 100% of plastic packaging is reusable, recyclable or compostable

**2025** Greiner Packaging: 10% sustainable plastics

**2025** 100% FSC-certified (or equivalent) paper for secondary and tertiary packaging

**2030** Increase in secondary materials



## Diversity

**2025** 50% women outside of production

**2030** 40% women in leadership positions

## Training and education

**2025** Average of 16 hours of training per employee per year

## Health and Safety

**2030** Fewer than 3.1 serious workplace accidents per 1 million working hours

**2030** Increase number of ISO -45001 certified sites

# Overview of 2024 sustainability performance

Inactive target

Actual values

Target value

		2021 <sup>2</sup>	2022 <sup>2</sup>	2023 <sup>2</sup>	2024	2025	2026	2027	2028	2029	2030
CLIMATE	EMISSIONS Science-based targets	60% reduction in absolute Scope 1 and Scope 2 emissions (base year 2021)	-36%	-34%	-38%						-60%
		25% reduction in absolute Scope 3 emissions (base year 2021) Fuel- and energy-related activities (3.3), upstream and downstream transportation and distribution (3.4 and 3.9), end-of-life treatment of sold products (3.12)	-13.6%	-21.9%	-13.0%						-25%
		80% of Scope 3.1 emissions (purchased goods and services) are covered by suppliers with science-based targets (base year 2021)		8%	9%			80%			
	ENERGY	100% renewable electricity	36%	59%	50%	62%	80%				100%
		2.5% self-produced renewable electricity	0.13%	0.19%	0.85%	0.71%	1.5%				2.5%
		<b>Greiner Packaging:</b> 7.5% improvement in energy intensity <sup>3</sup> (base year 2021)			✓						+7.5%
		<b>NEVEON:</b> 15% improvement in energy intensity <sup>4</sup> (base year 2021)			✓						+15%
		<b>Greiner Bio-One:</b> 10% improvement in energy intensity <sup>5</sup> (base year 2018)			✓						+10%

<sup>2</sup> With the 2024 reporting year, financial and sustainability information was aligned with the IFRS consolidated financial statements. This may lead to changes in the key figures from previous years as presented in prior reports. <sup>3</sup> Electricity consumption (kWh) / quantity of finished products (kg) <sup>4</sup> Energy consumption (GJ) / gross profit (EUR) <sup>5</sup> Electricity and gas consumption (kWh) / plastics used (kg)

		<div>Inactive target</div> <div>Actual values</div> <div>Target value</div>									
		2021 <sup>2</sup>	2022 <sup>2</sup>	2023 <sup>2</sup>	2024	2025	2026	2027	2028	2029	2030
CIRCULAR ECONOMY	MATERIALS	Increase in secondary materials	6%	11%	4%	6%					
		<b>Greiner Packaging:</b> 100% of plastic packaging is reusable, recyclable, or compostable <sup>6</sup>	87%	85%	52%	100%					
		<b>Greiner Packaging:</b> 10% sustainable plastics <sup>6,7</sup>	2.9%	3.0%	2.4%	10%					
		100% paper from certified forestry for secondary and tertiary packaging		29%	76%	100%					
	WASTE	0 t landfilled waste in Europe	1,751	1,743	874	620	0				
		0 t landfilled waste worldwide	3,004	3,317	2,330	2,481					0
		75% of waste recycled	44%	42%	42%	48%	50%				75%
		99% of suppliers (> 500 thousand euros) have achieved the EcoVadis minimum number of points		10%	36%	41%					99%
	HEALTH & SAFETY	50% reduction in accident frequency rate (base year 2018)	-16%	-27%	-41%	-53%	-50%				
		Increase number of ISO-45001 certified sites	5	9	14	13					
PEOPLE	DIVERSITY	40% women in leadership positions	27%	26%	28%	28%	35%				40%
		50% women outside of production	43%	44%	44%	45%	50%				
	TRAINING & EDUCATION	Average of 16 hours per employee per year	11	15	16	15	16				

<sup>6</sup> Published by the Ellen MacArthur Foundation; data for 2024 was not yet available at the time of reporting <sup>7</sup> Share of sustainable plastic raw materials used (recycled or bio-based) in relation to total plastic raw materials used





# Environment

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Humanity today faces major environmental and climate challenges. Crises such as climate change, biodiversity loss, and increasing resource scarcity threaten nature and, consequently, the very foundation of human life. They impact our economic, social, and political systems and create tensions in societies across the globe. Companies play a crucial role in addressing these challenges. While they contribute to these crises through their energy and material consumption in manufacturing processes, as well as the waste and emissions they generate, they also have both the opportunity and the responsibility to actively participate in solving them.

Beyond increasing regulatory requirements and market pressures, there are also economic arguments for proactive environmental and climate protection. The growing number of extreme weather events caused by climate change – such as storms, floods, and droughts – can lead to immense damages and costs. In addition to these physical risks, transitional risks arise from the necessary shift to a low-carbon economy, including changes in political regulations, technological standards, and market preferences. However, alongside risks, there are also opportunities. Companies that develop sustainable products and services can tap into new customers and markets, reduce costs through efficient resource use, and gain competitive advantages.

Greiner is highly motivated to contribute to overcoming environmental crises, minimize the associated risks, and seize the opportunities that arise. The company is committed to the Paris Climate Agreement and thus to active climate protection. We prioritize sustainability in selecting our materials, increase the share of renewable energy, and continuously work on closing material cycles.

### Material environmental topics

Climate protection and circular economy are Greiner's key environmental priorities. As a provider of plastic and foam solutions, the company primarily processes raw materials, substances, and chemicals that originate from the petroleum industry. The fossil carbon contained in these resources is reflected in the high share of Scope 3 emissions in our corporate carbon footprint. Additionally, most of our products are still incinerated at the end of their lifecycle, leading to significant greenhouse gas emissions in the end-of-life phase. This highlights the close connection between climate

protection and circular economy: If we succeed in increasing the share of recycled raw materials and producing recyclable products, we will improve the carbon footprint of both Greiner and its products. Achieving this requires significant effort and close collaboration with stakeholders throughout the entire value chain.

This chapter focuses on Greiner's key environmental topics – climate protection and circular economy – including their related sustainability aspects. We report on the most significant impacts, risks, and opportunities, as well as the key figures, measures, and targets used to shape our performance in this regard.

### Managing environmental impacts

Compliance with all environmental regulations, standards, and laws in the countries where we operate is the minimum requirement within our environmental and compliance management framework. However, our ambition goes beyond mere compliance. This commitment is reflected in Greiner's Group-wide environmental policy, which is currently being revised and will be introduced in 2025. Its key elements include increased awareness, training programs, and the implementation of certified management systems. The operational management of various environmental aspects takes place partly at the divisional level but predominantly at the site level.

Management systems provide an effective framework for optimizing and controlling operational processes. For this reason, we actively promote the expansion of environmental and energy management systems at our production sites. All of our sites certified according to ISO 14001 and/or ISO 50001 have developed an environmental and/or energy policy, defined strategic and operational goals, and established action plans to achieve them. Due to market-, customer-, and industry-specific requirements, each site independently determines which management systems to implement and when. However, our Group-wide goal is to gradually increase the share of certified sites.

As of the 2024 financial year, 32 production sites had an environmental management system in place according to ISO 14001, and 13 had an energy management system in place according to ISO 50001.

## Production and processing sites with certified environmental and energy management systems

	2022	2023	2024
<b>Greiner Packaging</b>			
ISO 14001	19	20	20
ISO 50001	6	7	9
<b>NEVEON</b>			
ISO 14001	15	15	11
ISO 50001	4	4	3
<b>Greiner Bio-One</b>			
ISO 14001	1	1	1
ISO 50001	1	1	1
<b>Greiner total</b>	<b>46</b>	<b>48</b>	<b>45</b>

## Reporting about water

During the last comprehensive materiality analysis, Greiner's impact related to water withdrawal, usage, and wastewater generation was assessed as relatively low. As a result, "water usage" is no longer included in the list of material topics. Consequently, there is no separate subsection on this topic within the circular economy section. For this reason, the most relevant information on our water and wastewater management is summarized here.

Water withdrawal and wastewater discharge are subject to extensive regulatory requirements at the national, regional, and local levels. Greiner closely cooperates with the relevant authorities at all its sites and has implemented the necessary processes to ensure compliance with these regulations and to prevent any negative environmental impacts. In 2024, no violations of water and wastewater regulations were reported. Greiner annually assesses whether water-related risks, including the threat of water stress and flooding, are increasing at individual sites. To do so, we use the WWF Water Risk Filter. The risks depend on the geographic location and exposure of the sites. In addition, the methodology is regularly adjusted to changing circumstances and conditions. Changes in risk assessments may result from shifts in hydrological conditions or changes in water supply, flood protection, or wastewater treatment at the national, regional, or municipal level. The process begins with an annual assessment using the Basin Risk method to determine whether a site should be classified

as a water risk or water stress site. If this classification applies, the site undergoes a more detailed evaluation using the Operational Risk method. This second assessment considers site-specific conditions in greater detail, providing a more comprehensive picture of the actual impacts and risks on site. If this in-depth analysis confirms that a site is indeed a water risk or water stress site, the results must be incorporated into local management systems or relevant processes, and appropriate measures must be derived.

In line with this process, 20 production sites with water stress or water risk were identified in 2024 (four sites in 2023). These were subsequently assessed using the operational risk method. As a result, one site was evaluated as having an elevated operational risk. The volumes of water withdrawal, water discharge, and water consumption from water-stressed areas are listed in the overview of key figures in the appendix. Approximately 55 percent of the water withdrawn comes from groundwater sources, into which it is largely returned. 29 percent of the water demand is covered by surface water, while only 16 percent is sourced from third parties. The total water consumption, calculated as the difference between water withdrawal and water discharge, amounted to 24 megaliters in 2024, representing a 25 percent decrease compared to the previous year. There are no significant environmental or human impacts associated with water storage at Greiner. For this reason, the amount of stored water is not recorded at the Group level.

## Water consumption at our production sites [in Ml]

	2022	2023	2024
<b>Water withdrawal</b>	<b>1,640</b>	<b>1,687</b>	<b>1,318</b>
Surface water	648	602	384
Groundwater	818	790	725
Produced water	0	0	1
Third-party water	175	295	208
<b>Water discharge</b>	<b>1,612</b>	<b>1,656</b>	<b>1,294</b>
Surface water	668	636	424
Groundwater	779	737	668
Third-party water	165	283	202
<b>Water consumption</b>	<b>28</b>	<b>31</b>	<b>24</b>

# Climate change

## Climate change mitigation

Mitigating climate change is only possible through the rapid decarbonization of the economy. Greiner embraces this challenge. Decarbonization along the value chain is a key focus of our Group-wide sustainability strategy. With science-based targets, Greiner commits to climate protection and limiting global warming. Our focus is on significantly and permanently reducing both direct and indirect emissions. We pursue this goal through close collaboration with stakeholders across the entire value chain.

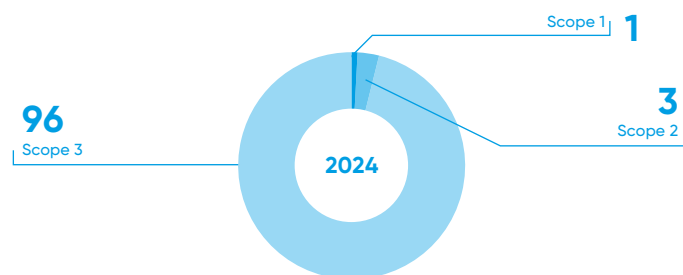
In 2024, Greiner emitted approximately 2.2 million metric tons of CO<sub>2</sub> equivalents (all scopes), which is roughly equivalent to the average annual emissions of 292,434 European citizens. To help mitigate climate change, we are committed to drastically reducing our emissions. As a manufacturing company, Greiner generates direct emissions from sources such as burning fossil fuels for heat generation and fuel consumption from our vehicle fleet. However, we also bear responsibility for indirect emissions, which occur upstream and downstream in our value chain and throughout the product lifecycle. Examples of these include emissions from the production of purchased goods and services and emissions generated during the disposal of our products. The vast majority of our total emissions originate from upstream activities, as the materials we process already have significant environmental impacts from extraction, processing, and transportation.

Accurately and scientifically assessing both direct and indirect greenhouse gas emissions is complex but essential to monitor progress and implement targeted Corporate Carbon Footprint reduction measures. Over the past few years, we have developed a robust carbon accounting system and report our emission data annually in our sustainability report.

### Corporate Carbon Footprint

The Corporate Carbon Footprint provides insights into the effectiveness of implemented measures and helps us closely monitor our performance in the respective impact areas. Greiner has been calculating its Corporate Carbon Footprint annually since 2018 in accordance with the Greenhouse Gas Protocol Standard, categorizing emissions into the following three areas (Scopes): Scope 1 emissions include direct emissions from sources owned or controlled by our organization, such as emissions from our vehicle fleet. Scope 2 emissions refer to indirect emissions generated through the purchase of electricity, steam, cooling, and heating. Since 2020, we have gradually incorporated Scope 3 emissions into our reporting. These are additional indirect emissions that occur upstream and downstream in the value chain. Through continuous improvements in data collection and the expansion of system boundaries, we have obtained an increasingly accurate picture of our direct and indirect emissions over the past few years.



**Emissions Scope 1, 2, & 3** [in %]**Emissions Scope 1, 2, & 3** [in t CO<sub>2</sub>e]

	2021	2023	2024
Scope 1	35,532	20,965	20,844
Scope 2 <sup>1</sup>	87,433	60,538	55,394
Scope 3	2,484,966	2,151,354	2,117,019
<b>Greiner total</b>	<b>2,607,931</b>	<b>2,232,856</b>	<b>2,193,257</b>

<sup>1</sup> Under the location-based approach, which applies country-specific emission factors, Scope 2 emissions in 2024 totaled 152,261 t CO<sub>2</sub>e (160,191 t CO<sub>2</sub>e in 2023 and 182,142 t CO<sub>2</sub>e in 2021).

We use 2021 as the base year for our climate targets because this was the first year we conducted a comprehensive Scope 3 screening, ensuring that we cover all relevant emissions sources. Therefore, the emissions data in the tables show the figures for the current year and the previous year, along with the 2021 base year. During the screening, all 15 Scope 3 categories were thoroughly analyzed, and the categories deemed material were identified based on their relevance. Since 2021, the following Scope 3 categories have been included in our reporting: 3.1 Purchased goods and services, 3.2 Capital goods, 3.3 Fuel- and energy-related emissions, 3.4 Upstream transportation and distribution, 3.5 Waste, 3.6 Business travel, 3.7 Employee commuting, 3.9 Downstream transportation and distribution, 3.12 End-of-life treatment of sold products, and 3.15 Investments. In 2023, we additionally included category 3.13 Leased assets in our calculations, which we were able to retroactively calculate back to 2021.

The total amount of our Scope 3 emissions decreased by 34,334 tons of CO<sub>2</sub> equivalents (1.6 percent) compared to 2023, primarily due to a reduced purchase of goods and

services. Scope 3 emissions accounted for 96.5 percent of our total emissions in 2024. The combined Scope 1 and Scope 2 emissions decreased by 5,265 tons of CO<sub>2</sub> equivalents (6.5 percent) compared to the previous year, mainly because the share of green electricity in total energy consumption increased.

**Calculation methodology**

The emission calculations are based on current activity and consumption data collected through our software for non-financial key performance indicators. The conversion to CO<sub>2</sub> equivalents is performed using emissions factors derived from both primary and secondary data, which come either directly from suppliers or from scientific life cycle assessment databases. For calculating emissions from purchased goods and services, we primarily use Ecoinvent 3.11, considering spatial, temporal, and technological factors. For emissions from energy consumption, we primarily rely on the MLC database (formerly GaBi) and DEFRA. Where no suitable factors were available, emissions factors from scientific studies or derived emissions factors were used instead.

Product- or supplier-specific factors were included in the calculation for electricity and some district heating emissions. If no market-based factors are available for calculating Scope 2 emissions, we use the residual mix or the location-based emissions factor instead. This method of calculation follows the guidelines of the Greenhouse Gas Protocol Standard for market-based Scope 2 calculations. In accordance with the recommendations of the Greenhouse Gas Protocol, we also report Scope 2 emissions both location-based and market-based to illustrate the impact of energy generation.

The calculations take into account CO<sub>2</sub> as well as the six other greenhouse gases regulated under the Kyoto Protocol: methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), sulfur hexafluoride (SF<sub>6</sub>), perfluorocarbons (PFCs) and hydrofluorocarbons (HFCs), and nitrogen trifluoride (NF<sub>3</sub>). They are converted into the climate impact of CO<sub>2</sub> and accounted for as CO<sub>2</sub> equivalents (CO<sub>2</sub>e). An exception applies to emissions from electricity procurement: Under the market-based approach, only CO<sub>2</sub> emissions are considered, as electricity suppliers typically report only these emissions. For Scope 3 category 3.3 (fuel- and energy-related activities not included in Scope 1 and Scope 2), no supplier data was available, so we applied location-based emissions factors.

## Emissions Scope 1, 2, & 3 by division [in t CO<sub>2</sub>e]

	Greiner Packaging	NEVEON	Greiner Bio-One
Scope 1	7,587	11,119	2,077
Scope 2	33,937	9,696	11,755
Scope 3	1,088,772	604,764	412,303
<b>Total emissions</b>	<b>1,130,296</b>	<b>625,580</b>	<b>426,135</b>

The reporting boundary is based on the consolidation scope according to IFRS 10 principles, and fully includes companies in which Greiner holds an equity share of more than 50 percent to 100 percent. Companies with a share of 50 percent or less, over which no or only shared operational control is exercised, are proportionately reported under Scope 3.15 Investments. Greiner does not have any companies in which it exercises sole operational control without financial control. Certain companies have been excluded due to insignificant greenhouse gas emissions.

### Emissions intensity

In addition to the absolute figures we need for monitoring our science-based targets, we also report our specific Scope 1 and Scope 2 emissions in relation to annual revenue. In 2024, they amounted to 38 kilograms of CO<sub>2</sub> equivalents per thousand euros of revenue, compared to 39 kilograms of CO<sub>2</sub> equivalents per thousand euros of revenue in 2023. This corresponds to a reduction of 1.4 percent and can be attributed to the lower Scope 2 emissions.

### Specific CO<sub>2</sub> emissions

[Scope 1 & 2 in kg CO<sub>2</sub>e / TEUR sales revenue]

	2021	2023	2024
<b>Greiner total</b>	<b>54</b>	<b>39</b>	<b>38</b>

### Direct emissions (Scope 1) and indirect emissions from purchased energy (Scope 2)

Scope 1 covers all greenhouse gas emissions that are released by us directly, including emissions from refrigerants, our own vehicle fleet, from stationary combustion, and process-related emissions from foam production. Indirect emissions resulting from the generation of electricity, steam, heat, or cooling that we purchase from third parties are included in Scope 2. The share of renewable fuels in Greiner's total fuel demand is negligibly low. No biogenic emissions were generated as part of Scope 1 emissions. In 2024, Scope 1 emissions amounted to 20,844 tons of CO<sub>2</sub> equivalents and decreased by 0.6 percent compared to 2023. In 2024, market-based Scope 2

emissions amounted to 55,394 tons of CO<sub>2</sub> equivalents, which is 64 percent below the location-based Scope 2 emissions of 152,261 tons of CO<sub>2</sub> equivalents. Scope 2 emissions decreased by 8.5 percent due to the higher purchase of renewable electricity compared to 2023. To reduce these emissions in the future even further, we will increasingly rely on renewable and self-produced energy.

### Emissions from purchased goods and services (Scope 3.1)

Our purchased goods and services resulted in 1,186,544 tons of CO<sub>2</sub> equivalents in 2024, accounting for 56 percent of our Scope 3 emissions. The two largest sources of emissions are the plastic raw materials used in Greiner Packaging and the chemicals used in NEVEON's foam production. Regulatory requirements, such as quality and safety standards for medical products, limit the use of recycled materials – which often have a better GHG performance than virgin materials – in our product portfolio.

To evaluate and compare the environmental impact of purchased products, we have expanded the collection of supplier-specific emissions factors (primary data). In 2024, we were already able to use primary data to calculate greenhouse gas emissions for 80,756 tons of CO<sub>2</sub> equivalents of purchased goods, which corresponds to 6.8 percent of the total emissions from Scope 3.1 Purchased goods and services. In line with the targets verified by the Science Based Targets initiative, we are increasingly requiring our suppliers to reduce their emissions – and thus those in our upstream supply chain.

### Emissions from transportation and distribution (Scope 3.4 and 3.9)

Greiner is committed to shorter transportation routes, environmentally friendly and resource-efficient transportation methods, route-optimized transportation planning, and innovative transportation solutions as part of its environmental policy. According to the requirements of the Greenhouse Gas Protocol, we differentiate logistics activities into Category 3.4 Upstream transportation and distribution and Category 3.9 Downstream transportation and distribution. Upstream transportation primarily takes place by truck on roads. For the exchange of materials and goods with Asia and America, container ships are predominantly used. Certain products are transported by air or rail. Emission reductions can be achieved by consolidating shipments and switching to low-emission transportation modes.

Whenever possible, goods and services are sourced locally to minimize transportation distances. If local sourcing is not feasible, we strive to make transportation as low-emission as possible, depending on delivery urgency. Upstream transportation includes the transportation and distribution of purchased goods between suppliers (Tier 1) and Greiner, as well as transportation between our own company sites using vehicles not owned or operated by us.

In 2024, our upstream logistics covered a total of 735 million ton-kilometers (t km) – by air, sea, road, and rail. As a result, 36,571 tons of CO<sub>2</sub> equivalents were emitted in 2024, marking a 11.1 percent reduction compared to the previous year.

The data for downstream transportation considers the transportation and distribution of sold products between Greiner and customers using vehicles not owned or operated by us. In 2024, our downstream logistics covered 182 million ton-kilometers, resulting in 10,618 tons of CO<sub>2</sub> equivalents. The underlying data is centrally recorded in our system based on transport weights and points of origin and destination. We continue to work on improving data quality in this area as well.

As part of our science-based targets commitments, Greiner has committed to reducing upstream and downstream transportation emissions. Together with customers and suppliers, we analyze the current situation and work on developing climate-friendly solutions.

### Upstream and downstream transportation [in t km]

	Upstream transportation	Downstream transportation
Air	320,571	521,424
Rail	65,264,273	0
Road	415,086,116	133,490,646
Sea	253,872,482	47,833,309
<b>Greiner total</b>	<b>734,543,443</b>	<b>181,845,379</b>

### Waste emissions (Scope 3.5)

Emissions from our operational waste totaled 13,730 tons of CO<sub>2</sub> equivalents in 2024. Compared to 2023, emissions decreased by 0.4 percent. We calculate our waste emissions using the “cut-off-by-classification” method. This allocates all emissions generated from waste recycling to the downstream value chain. Only the transport of these recycled waste materials is counted toward our emissions. If no information is available on the disposal method, we apply a conservative approach and assume the most emission-intensive scenario for the respective waste type.

### Emissions due to end-of-life treatment of sold products (Scope 3.12)

Emissions resulting from the end-of-life treatment of sold products amounted to 759,170 tons of CO<sub>2</sub> equivalents in 2024. This accounts for 35 percent of our total emissions, making it the second-largest source of Scope 3 emissions after purchased goods and services. A comparison of the divisions shows that in 2024, half of these emissions were attributable to Greiner Packaging International.

As part of our science-based targets commitments, we aim to reduce emissions generated by the end-of-life treatment of sold products. We are currently evaluating various potential solutions through pilot projects. For example, in 2023, NEVEON successfully produced fully functional mattresses with 80 percent recycled content in the polyol component. Furthermore, in 2024, NEVEON and Brantner Green Solutions established a joint venture aimed at developing new material streams by recycling end-of-life mattresses in Austria.

**Detailed breakdown of CO<sub>2</sub> emissions** [in t CO<sub>2</sub>e]

	2021	2023	2024
<b>Scope 1</b>	<b>35,532</b>	<b>20,965</b>	<b>20,844</b>
Refrigerants	1,319	1,562	1,875
Foam production	7,966	4,843	4,513
Infrastructure	21,969	9,928	9,843
Company fleet	4,278	4,631	4,612
<b>Scope 2</b>	<b>87,433</b>	<b>60,538</b>	<b>55,394</b>
Purchased electricity	86,577	60,281	55,199
Purchased heat	757	84	50
Purchased cooling	99	173	146
<b>Scope 3</b>	<b>2,484,966</b>	<b>2,151,354</b>	<b>2,117,019</b>
<b>Upstream emissions</b>	<b>1,582,765</b>	<b>1,456,385</b>	<b>1,333,407</b>
3.1 Purchased goods and services	1,422,923	1,303,795	1,186,544
3.2 Capital goods	56,592	48,835	45,310
3.3 Fuel- and energy-related emissions	37,853	31,907	33,860
3.4 Upstream transportation and distribution	38,723	41,115	36,571
3.5 Waste	12,302	13,784	13,730
3.6 Business travel	1,769	5,203	5,784
3.7 Employee commuting	12,603	11,747	11,607
<b>Downstream emissions</b>	<b>902,201</b>	<b>694,969</b>	<b>783,612</b>
3.9 Downstream transportation and distribution	13,522	9,134	10,618
3.12 End-of-life treatment of sold products	875,534	671,629	759,170
3.13 Leased assets	169	177	167
3.15 Investments	12,975	14,028	13,657
<b>Greiner total</b>	<b>2,607,931</b>	<b>2,232,856</b>	<b>2,193,257</b>

**Other significant air emissions**

Certain printing processes at Greiner Packaging cause emissions in the form of volatile organic compounds (VOCs). In printing, these emissions can come from various sources such as offset printing or the use of coating materials. Offset printing employs inks and coatings based on organic solvents. As the solvents dry, VOCs are released. A common solvent used in these materials is ethyl acetate, which evaporates during the printing and drying process, contributing to VOC emissions.

In 2023, VOC emissions amounted to 23,607 kilograms, while in 2024, they reached 26,993 kilograms, reflecting an increase due to higher solvent consumption. Based on the current data, we are not yet able to calculate the greenhouse gas potential of our VOC emissions. However, we are working on improving data collection to provide this information in the future.

**Science-based targets** [in t CO<sub>2</sub>e]

	2021	2024	2030	2024 vs. 2021
Scope 1	35,532	20,844	14,213	-41%
Scope 2	87,433	55,394	34,973	-37%
<b>Greiner total</b>	<b>122,965</b>	<b>76,238</b>	<b>49,186</b>	<b>-38%</b>
Target value 2030 in %			-60%	
<b>Selected Scope 3 emissions</b>				
3.3 Fuel- and energy-related emissions	37,853	33,860	28,390	-11%
3.4 Upstream transportation and distribution	38,723	36,571	29,043	-6%
3.9 Downstream transportation and distribution	13,522	10,618	10,142	-21%
3.12 End-of-life treatment of sold products	875,534	759,170	656,651	-13%
<b>Greiner total</b>	<b>965,633</b>	<b>840,219</b>	<b>724,225</b>	<b>-13%</b>
Target value 2030 in %			-25%	

**Science-based targets**

Greiner is committed to climate protection and to limiting global warming to 1.5 degrees Celsius. To this end, we set ambitious climate targets in 2023, which were reviewed and approved by the Science Based Targets initiative. A key factor in the approval was the fact that our targets demonstrably contribute to meeting the Paris Agreement.

**Specifically, we are committed to reducing all absolute Scope 1 and Scope 2 emissions by 60 percent by 2030,** based on the 2021 base year.

**We are also committed to reducing selected absolute Scope 3 emissions by 25 percent by 2030** based on the 2021 base year, including emissions from the upstream and downstream value chain in the categories 3.3 Fuel- and energy-related activities, 3.4 Upstream transportation and distribution, 3.9 Downstream transportation and distribution, and 3.12 End-of-life treatment of sold products.

**In addition, 80 percent of our suppliers, measured in terms of the emissions of purchased goods and services, should have science-based targets by 2027.**

Compared to 2021, Scope 1 and Scope 2 emissions have already decreased by 38 percent. Selected Scope 3 category emissions have decreased by 13 percent. In addition, nine percent of our suppliers (measured in terms of emissions from purchased goods and services) have committed to maintaining science-based targets. In 2023, this figure was eight percent.

**Climate protection measures**

Over the course of the year, various climate protection measures were implemented both at the Group level and within the divisions. In addition to the completion and commissioning of a photovoltaic system in Romania and the implementation of various energy efficiency measures, we also worked on increasing the recycled content and recyclability of our products. Furthermore, as an important milestone on our path to decarbonization, we will develop a climate transition plan in 2025. This plan is intended to transparently and strategically guide our transformation path, meet regulatory requirements, and provide a clear roadmap for our science-based targets.



## Quality of data

In line with the recommendations of the Greenhouse Gas Protocol and the Science Based Targets initiative, Greiner has defined a policy for recalculating the base year to adjust base year emissions when significant changes occur. Since the calculation of 2021 emissions for our Science Based Target base year, such significant changes have occurred, for example, in corporate structure, such as the sale of a subsidiary in 2023, as well as changes in calculation methodology and data quality.

For this reason, Greiner has conducted a recalculation of the 2021 base year for the Corporate Carbon Footprint. As part of this recalculation, the reporting boundary was also

adjusted based on the consolidation scope according to the principles set out in IFRS 10. To ensure the comparability of figures, greenhouse gas emissions for 2021 and 2023 were recalculated based on the updated reporting boundary as well as structural and methodological changes. As a result, deviations from previously published greenhouse gas emission figures may occur. The base year recalculation was subjected to an external limited assurance review and will be submitted to the Science Based Targets initiative in 2025.

### Overview of corrected emissions data [in t CO<sub>2</sub>e]

	2021		2022		2023	
	Report 2023	Report 2024	Report 2023	Report 2024	Report 2023	Report 2024
<b>Scope 1</b>	39,795	35,532	27,273	23,827	25,075	20,965
<b>Scope 2</b>	98,565	87,433	64,216	55,291	69,647	60,538
<b>Scope 3</b>	2,349,482	2,484,966	2,755,717	2,230,692	2,471,896	2,151,354
3.1 Purchased goods and services	1,419,645	1,422,923	1,843,111	1,290,244	1,644,466	1,303,795
3.2 Capital goods	131,510	56,592	118,635	60,472	51,026	48,835
3.3 Fuel- and energy-related emissions	55,020	37,853	38,997	34,164	33,447	31,907
3.4 Upstream transportation and distribution	120,127	38,723	103,545	102,665	98,221	41,115
3.5 Waste	24,001	12,302	22,766	12,976	23,009	13,784
3.6 Business travel	1,809	1,769	3,551	4,817	4,165	5,203
3.7 Employee commuting	20,323	12,603	25,754	12,229	25,756	11,747
3.9 Downstream transportation and distribution	25,971	13,522	17,152	22,981	17,413	9,134
3.12 End-of-life treatment of sold products	550,083	875,534	580,972	674,838	573,267	671,629
3.13 Leased assets	-	169	-	167	45	177
3.15 Investments	994	12,975	1,234	15,139	1,081	14,028
<b>Greiner total</b>	<b>2,487,842</b>	<b>2,607,931</b>	<b>2,847,206</b>	<b>2,309,810</b>	<b>2,566,618</b>	<b>2,232,856</b>

# Energy

An efficient use of energy and the simultaneous transition to renewable energy sources are crucial for achieving the Paris climate goals. Industrial companies play a key role and can make a significant contribution to a low-emission economy. As a plastics processing company, our processing and production processes are energy-intensive, with the majority of our energy demand coming from electricity. With our commitment to using only renewable electricity by 2030, we are making an important contribution to the energy transition and climate protection.

Due to the types of production processes within the Greiner Group, we cover around 85 percent of our energy needs with electricity. After electricity, fuel consumption – primarily natural gas for heat generation – accounts for the second-largest share of total energy consumption. Other fuels, such as fuels used in the vehicle fleet and purchased heating and cooling energy, account for a comparatively small share. Our total fuel consumption comes almost exclusively from non-renewable sources.

In 2024, our total energy consumption amounted to 492 gigawatt hours, with Greiner Packaging having the highest energy consumption within the Greiner Group due to its more electricity-intensive production processes. Compared to the previous year, our total energy consumption remained nearly unchanged, decreasing slightly. This reduction is primarily due to lower natural gas consumption.

## Total energy consumption<sup>[in GWh]</sup>

	2022	2023	2024
Fuels	78	67	64
Electricity	423	414	416
Heat	12	13	10
Cooling energy	1	2	1
Steam	0	0	0
<b>Greiner total</b>	<b>515</b>	<b>496</b>	<b>492</b>

## Total energy consumption by division <sup>[in GWh]</sup>

	Greiner Packaging	NEVEON	Greiner Bio-One
Fuels	28	29	6
Electricity	305	21	89
Heat	4	4	2
Cooling energy	1	0	0
Steam	0	0	0
<b>Total energy consumption</b>	<b>339</b>	<b>54</b>	<b>97</b>

## Electricity consumption

Greiner has few high-temperature processes and therefore requires hardly any fossil fuels in the production process. Almost all production facilities are powered by electricity. Accordingly, the share of electricity consumption in total energy consumption is high. Efficient use of electricity and the gradual reduction of electricity consumption is pursued not only for cost reasons but is also of great importance for sustainability.

Various instruments are necessary to achieve the goal of covering 100 percent of our electricity from renewable sources by 2030. On the one hand, we are driving forward our own electricity production using photovoltaic systems. On the other hand, we continue to rely on the purchase of Energy Attribute Certificates (EACs). Since 2023, energy sourcing and thus electricity purchasing has been centralized. This change has optimized the sourcing process and allows us to leverage synergies that contribute to achieving the company's energy goals. Additionally, centralized sourcing makes it possible to purchase unbundled Energy Attribute Certificates – independent of the electricity contract.

Furthermore, Greiner is evaluating the possibility of entering into long-term electricity supply contracts directly with operators of photovoltaic, hydropower, or wind power plants. These "power purchase agreements" (PPAs) have the potential to drive the expansion of renewable energy – even more so than other instruments such as green power rate structures. Due to their complex design and far-reaching financial

implications, Greiner will rely in the long term on a combination of self-produced electricity, the purchase of bundled and unbundled Energy Attribute Certificates, and power purchase agreements.

In 2024, we recorded an almost unchanged electricity consumption compared to the previous year. It increased by one percent to 416 gigawatt hours. The slight increase is mainly due to elevated consumption at Greiner Packaging. Measured by total electricity consumption, the share of electricity from renewable sources rose from 50 percent to 62 percent. As part of our ESG promissory note loan, we have defined annual target values that will gradually bring us closer to our goal of sourcing 100 percent of electricity from renewable sources by 2030. According to these target values, we met our obligation for 2024.

The expansion of photovoltaic systems continued in 2024. At the NEVEON site in Sibiu, for example, the installation and commissioning of a 400 kW photovoltaic system was successfully completed. The sale of individual sites with photovoltaic systems has led to a reduced share of self-produced electricity. Due to the high electricity consumption, there is still a long way to go to reach the set target of 1.5 percent by 2025 and 2.5 percent by 2030. Only through a consistent further expansion of photovoltaic systems can we achieve these targets.

### Share of renewable and self-produced electricity in total electricity consumption [in %]

	2022	2023	2024
<b>Greiner Packaging</b>	64	59	69
thereof self-produced	0.03	0.29	0.31
<b>NEVEON</b>	33	22	18
thereof self-produced	0.00	5.01	5.24
<b>Greiner Bio-One</b>	51	32	48
thereof self-produced	0.39	0.80	0.82
<b>Greiner total</b>	<b>59</b>	<b>50</b>	<b>62</b>
thereof self-produced	0.19	0.85	0.71

<sup>1</sup> The calculation for the share of self-produced electricity has been adjusted compared to the last publication.

## Fuel consumption

In 2024, around 13 percent of total energy demand was attributable to fuels, which we primarily use for heat generation. These were sourced almost 100 percent from non-renewable sources in 2024. The most important energy source among fuels was natural gas (64 percent), mainly used for space heating. The remaining 27 percent of fuel consumption was for fuels used in the vehicle fleet and internal logistics.

## Use of thermal and cooling energy as well as steam

The amount of purchased and self-produced heating energy – along with the cooling energy used and the steam consumed – accounts for only two percent of total energy consumption. Compared to the previous year, we recorded a 20 percent reduction in the demand for thermal and cooling energy. Steam is used exclusively for the chemical production of a product component at one of our company sites.

## Efficient energy management

In addition to the gradual transition to an energy supply from renewable sources, reducing energy consumption represents a key lever for achieving our climate protection targets. During the reporting period, our production, administration, and cutting operations implemented 47 energy-saving measures. As a result, in 2024, 2,731 megawatt hours were saved (equivalent to approximately 0.6 percent of total energy consumption in 2024), or 222 tons of CO<sub>2</sub> equivalents (corresponding to approximately 0.3 percent of total Scope 1 and Scope 2 emissions in 2024). This represents a decrease compared to the previous year when 4,842 megawatt hours and 775 tons of CO<sub>2</sub> equivalents were saved.

For the calculation of CO<sub>2</sub> savings, the DEFRA and MLC (formerly GaBi) databases were used, and for electricity emissions, the respective site values, which were also used in the Scope 2 calculation. Around 69 percent of the energy-saving measures were implemented in the electricity sector. The remaining 31 percent of the measures led to savings in heating and fuels.

The implemented optimization measures include various activities in the areas of buildings and infrastructure, as well as in production processes.

## Significant actions in the area of buildings and building infrastructure:

- Improving building insulation through roof renovation and window replacement
- Optimizing ventilation and heating systems by increasing automation, utilizing waste heat, and upgrading existing cooling systems
- Optimizing and replacing lighting systems
- Reducing compressed air consumption

## Significant actions in the area of production processes:

- Acquiring new equipment and machinery
- Increasing process efficiency and utilizing automated shutdown processes
- Optimizing engines and drives
- Improving leakage management

## Energy savings by division

	in MWh	in t CO <sub>2</sub> e
<b>Greiner Packaging</b>	1,464	0
<b>NEVEON</b>	242	77
<b>Greiner Bio-One</b>	1,026	145
<b>Greiner total</b>	<b>2,731</b>	<b>222</b>

## Energy intensity

Reducing energy intensity is desirable for both economic and environmental reasons. For this reason, in 2023, each division developed a specific energy intensity metric along with a corresponding target for 2030. These specific intensity indicators result from the different requirements in the production processes of each division. There is no universally "correct" key figure, as numerous factors influence energy intensity, including the product portfolio, machine utilization, base load, and test phases. The targets defined in this way are part of Greiner's Blue Plan sustainability strategy. Greiner Packaging, NEVEON, and Greiner Bio-One achieved their respective energy intensity targets during the reporting period.

### **Greiner Packaging = total electricity consumption per kilogram of finished product**

This calculation only includes products deemed defect-free and recorded in the ERP systems. The focus on electricity as the sole energy source is justified, as electricity – due to energy-intensive production processes – is the primary energy source.

### **NEVEON = total energy consumption in relation to gross output**

This key figure applies to all sites and includes all energy sources.

### **Greiner Bio-One = electricity and gas consumption per kilogram of plastic used**

This key figure is limited to the two main energy sources and the raw material used.

## Improvement in energy intensity

	Greiner Packaging	NEVEON	Greiner Bio-One
Base year	2021	2021	2018
Target value 2030	+ 7.5%	+ 15%	+ 10%
Performance 2024	✓	✓	✓

# Climate change adaptation

The increase in extreme weather events such as storms, heavy rainfall, droughts, and heat waves highlights the immediate threat posed by climate change. This affects not only people but also companies' business processes. For this reason, Greiner identifies and assesses climate-related risks and opportunities for the company and its upstream and downstream value chain. For example, the increased frequency of extreme weather events can negatively impact operations, cause material damage, and affect our business performance. Moreover, companies that do not actively address climate crisis risks will find it increasingly difficult to access capital markets. However, a structured approach to climate scenarios and the associated risks also presents opportunities for companies. It directs attention, research activities, and financial flows toward new fields and can ultimately bring about innovations that make companies not only structurally more resilient but also economically more successful.

Since 2022, Greiner has been identifying and reporting its climate-related risks and opportunities in accordance with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). In 2024, we deepened this process and began conducting climate scenario analyses to derive even more specific and reliable insights into risks and potential opportunities for Greiner. As part of this process, we assess physical and transitional risks across different time horizons and climate scenarios. Physical risks are assessed at the site level, while transitional risks are evaluated at the divisional and Group levels. Additionally, we analyze the upstream value chain and assess the climate risks of selected suppliers. This climate risk analysis will be completed in 2025 and will serve as the foundation for developing climate adaptation measures. By conducting this climate risk analysis, we are following the recommendations of the TCFD while also meeting the requirements of the CSRD and the EU Taxonomy Regulation.

## TCFD-relevant information

Beyond introducing ambitious climate and environmental targets and continuously improving Group-wide data management, it is also essential to further expand our reporting. To accomplish this, Greiner publishes climate-relevant information in line with the recommendations of the Task Force on Climate-Related Financial Disclosures. Climate change-related risks (and opportunities) were identified and assessed as part of the ESG risk analysis.

The following table shows where the relevant information on the four TCFD thematic areas can be found in this report. The process of conducting the TCFD-recommended scenario analyses was launched at the Group level in 2024 and is scheduled for completion in 2025.

## Responsibilities and governance

The responsibility for climate-related issues primarily lies with the Chief Executive Officer (CEO) of Greiner AG. Together with the entire Executive Board, the CEO is responsible for sustainability matters and thus for all climate-related decisions. If necessary, the Executive Board discusses potential climate-related opportunities and risks and initiates further action as needed. The Executive Board then reports to the Supervisory Board, ensuring that it is informed of key current developments. In addition, the Audit Committee is informed on relevant topics as needed. At the divisional level, the division heads are responsible for the strategic direction and management of sustainability agendas and report to the entire Executive Board. The division-wide specialist departments, in turn, report directly to the division heads. At the site level, the issues fall under the responsibility of the respective managing directors and local departments and experts. They are responsible for supporting and implementing Group-wide targets at the local level through targeted measures.

On the product side, responsibility lies with the respective divisions and their relevant departments, particularly the research and innovation departments, which drive both new



Subject area	TCFD-relevant detailed information	Reference
Responsibilities and governance	Governance of climate-related risks and opportunities	pp. 42, 82, 56
	Management role in the assessment and governance of climate-related risks and opportunities	pp. 42, 82, 56
Strategy	Climate-related risks and opportunities (short, medium, and long term)	p. 83
	Impact of climate-related risks and opportunities on business operations, strategy, and financial planning	p. 83
	Resilience of the corporate strategy considering various climate-related scenarios, including a scenario of 2°C or lower	began in 2024
Climate-related risk management	Description of the processes for identifying and assessing climate-related risks	p. 84
	Management of climate-related risks	p. 84
	Linking the collection, assessment, and management of climate-related risks with classic business risk management	p. 84
Key figures and targets	Metrics used to assess climate-related risks and opportunities	p. 85
	Scope 1, Scope 2, and (where applicable) Scope 3 emissions and the associated risks	pp. 72, 85
	Metrics used to measure the impact of climate-related risks and opportunities in relation to the associated targets	pp. 85, 56

product developments and product enhancements. To develop innovative products and solutions while also addressing market needs and new requirements in plastics and foam processing, we work closely with customers, partners, suppliers, and research institutions.

The Sustainability department of Greiner AG is responsible for the Group-wide coordination of all climate-related topics. It acts as an interface between the decision-makers in the divisions and other relevant overarching areas, such as the Group-wide Legal & Compliance department. At the divisional level, the sustainability coordinators are responsible for sustainability matters and thus also for climate protection. The coordinators maintain close contact with the division heads, the specialist departments within the divisions, and the Group-wide Sustainability department. The highest information and decision-making body for managing climate-related impacts, opportunities, and risks is the Sustainability Council.

### Our strategy and climate-related risks

The Blue Plan sustainability strategy is reviewed on an ongoing basis to ensure it remains up to date and is adapted or expanded as needed. The topics covered by the sustainability strategy and the associated targets are also taken into account

in the Group Strategy, as well as in the strategic alignment of the individual divisions and specialist departments, such as Procurement and Human Resources. For example, sustainability aspects are integrated into the research and development processes of product development, while production processes are optimized accordingly. We focus on a climate-friendly energy mix and consider sustainability aspects when evaluating potential future markets and aligning our business model.

To obtain forward-looking information on the effects of climate change, we assess climate-related risks and opportunities for our company on an annual basis and derive measures from these insights. Potential climate-related risks may include:

- **Energy and emissions:** Changes in the energy market due to climate change can lead to rising costs for energy and energy infrastructure. Additionally, climate change can increase energy demand for cooling in the summer months, which in turn can cause higher emissions. Rising prices for emission allowances can also result in higher costs.

- **Materials:** The use of fossil raw materials may become increasingly restricted or expensive, while the use of secondary materials could become mandatory. As a result, companies must secure timely access to alternative raw materials from renewable sources, recycled input materials, or secondary raw materials. Regulatory requirements in the packaging, plastics, and foam processing industries are increasing, as are market-specific requirements in our sales markets. For innovative pioneers, this risk can turn into a market opportunity.
- **Future viability (transformation):** The failure to implement future-oriented goals or their inadequate execution can lead to reputational damage and associated financial consequences. A company can also lose financial strength if it fails to align its business model with global trends in a timely manner.
- **Physical risks:** This area encompasses the risk of production losses at sites affected by flooding (due to increasing heavy rainfall events or a gradual rise in sea level), extreme drought, or population migration due to excessively high temperatures, droughts, etc.

### Current and future areas of action

Over 90 percent of our emissions fall within Scope 3, which is closely linked to the materials we source and the production processes of our suppliers. In addition to strengthening our engagement with suppliers, we place a particular focus on upstream and downstream logistics, as well as the disposal of our products at the end of their useful life. We ensure a careful selection and efficient use of materials. By increasingly processing secondary raw materials, we conserve resources and reduce our emissions. We pursue the same goal through targeted measures to prevent and dispose of waste.

#### a. Energy and emissions

Increasing the share of self-produced renewable electricity, reducing the share of purchased electricity from fossil energy sources to zero percent by 2030, optimizing energy efficiency in production, developing measures to achieve our science-based targets

#### b. Aspects of the circular economy

Selecting raw materials based on regulatory and market-specific requirements, efficient use of materials, increasing the use of secondary

raw materials, analyzing recycling potential, using alternative materials, developing products to optimize their recyclability at the end of their useful life, collaborations, gradually improving waste management (increasing the share of recycled waste and reducing landfilled waste), using and consuming water efficiently, closing loops

#### c. Alignment of the business model

Embedding sustainability aspects within corporate strategy as a key overarching tool to successfully drive change, address global trends and requirements, and ensure the continued success of the business model and, therefore, the company

### Climate-related risk management

A structured approach to capturing and classifying climate risks is essential for mitigating the specific financial risks to Greiner and possibly even turning them into opportunities. In 2023, we expanded our traditional risk survey to include the assessment and classification of ESG risks. This was further developed in 2024 with the launch of the climate scenario analysis.

In addition to the Group-wide risk process, we also document local and topic-specific risks and opportunities as part of various management systems (such as ISO 14001 and ISO 50001) at the sites, where the results are incorporated into local processes, activities, and objectives.

#### Physical risks

Physical risks encompass the direct effects of climate change, which are categorized as follows:

- **Direct physical risks:** These include acute events (such as storms and heavy rainfall) and chronic changes (such as rising sea levels). The consequences for companies can range from storm damage to buildings and temporary disruptions of global supply chains to the loss of coastal sites.
- **Indirect physical risks:** These may include production losses due to declining productivity, increased health risks, and water shortages in water-stressed areas due to rising temperatures and prolonged droughts or heat waves. Indirect physical risks may also arise from increased investment needs in facility management, such as when rising outside temperatures require technical and structural measures to cool buildings.

From today's perspective, only a few of our sites are currently affected by acute physical risks due to climate change. The majority of our production sites are located in regions where physical risks such as water shortages or extreme weather events currently play a minor role. However, since this may change in the coming years, we continuously assess physical risks in terms of their likelihood of occurrence and potential impact. In this context, we began conducting the TCFD-recommended climate scenario analysis in 2024.

#### **Transition risks (transformation risks, regulatory risks)**

In addition to physical risks, there are also climate-related transition risks that could affect business activities in the short to medium term. These arise primarily from regulatory and political measures, such as the introduction of a carbon tax, the expansion and tightening of emissions trading, the Packaging and Packaging Waste Regulation, and bans on single-use solutions. Market-specific and socially motivated developments related to decarbonization and the circular economy also pose transition risks. These developments lead to increasing costs for companies and changing customer expectations. In the plastics and foam sector, national and European legislation is particularly relevant, often focusing on the use of secondary raw materials and the recyclability of products.

Adjusting to these effects may require extensive investments or impact corporate strategy and, in some cases, future mergers and acquisitions. Additionally, the financial market is increasingly shifting toward sustainability, a trend that must be taken into account.

The table below lists the transition risks identified as part of the ESG risk assessment.

#### **Key figures and targets**

The climate-related targets and measures Greiner has set contribute both to adapting to existing climate change and to climate protection through the long-term reduction of greenhouse gas emissions.

#### **Overview of our key climate focus areas**

- **100 percent renewable electricity by 2030**

Our major climate goal is to source 100 percent of our purchased electricity from sustainable sources by 2030. Using Group-wide data collection software, we gather annual status updates from our sites, evaluate progress toward our targets, and plan further steps as needed.

- **Increase in the share of self-produced renewable electricity to 2.5 percent by 2030**

We aim to continuously increase the share of self-produced renewable electricity and, where technically feasible, install photovoltaic systems. At the same time, we are working to reduce our overall energy consumption.

- **Limiting global warming to 1.5°C**

We want to drastically reduce our absolute emissions. By gradually increasing the share of purchased and self-produced renewable electricity, we are moving closer to our goal of reducing our Scope 1 and Scope 2 emissions by 60 percent by 2023 compared to the base year 2021. To achieve our reduction targets, we are also evaluating potential additional measures such as PPAs, internal CO<sub>2</sub> pricing, fleet conversion, and changes to mobility behavior. An important factor is our emissions within the upstream and downstream value chain. Our Scope 3 emissions account for over 90 percent of our total emissions, which is why we are committed to reducing absolute Scope 3 emissions in relevant categories (fuel- and energy-related activities, upstream and downstream transportation and distribution, and end-of-life treatment of sold products) by 25 percent by 2030.

- **Supplier engagement**

To reduce emissions in our upstream supply chain, close collaboration with our suppliers is essential. Therefore, we have set the goal that by 2027, 80 percent of our suppliers – measured by the emissions of purchased goods and services – will have science-based targets in place. A cooperative partnership with our suppliers enables transparent monitoring and reduction of these emissions while fostering the development of sustainable supply chains and accelerating the transition to environmentally friendly business practices. That is why we encourage our suppliers to report their sustainability information through the CDP or EcoVadis systems.

- **Circular economy**

By making environmental performance more visible and actively improving it, increasing the use of secondary materials, implementing smart waste management, and protecting water resources, we are working step by step with our partners to optimize and close material loops. Material-specific measures and activities related to recycling and reusability and the use of secondary raw materials are at the heart of our efforts. Many different approaches exist in material management,

and we will evaluate their technical and economic feasibility in the coming years. For example, we want to analyze mechanical and chemical recycling processes and the use of bio-based raw materials to determine under which conditions they can reduce climate impact. Our participation in high-level committees, in which we collaborate with other stakeholders to find answers to critical questions, plays a crucial role in our efforts. Closely engaging with customers and other stakeholders – by incorporating customer feedback into our innovation processes and co-developing products and solutions, for example – allows us to anticipate future market trends and opportunities and drive innovation.

## Overview of the main climate-related risks and opportunities

Risk	Countermeasures	Opportunities
Rising costs for energy and energy infrastructure	Projects to improve efficiency and effectiveness, development of a Group-wide purchasing strategy for renewable electricity, increase in the proportion of self-produced electricity, awareness-raising at the sites in combination with clear targets	Cost benefits and image boost from driving decarbonization as well as protecting the environment and the climate
Limited availability and rising costs of secondary or bio-based raw materials	Development of know-how, product design, collaborations, research and development measures focusing on materials	Competitive and cost advantage through material efficiency and the offering of sustainable products and solutions
Production losses at sites or disrupted supply chains due to natural hazards	Assessment of corresponding risks and countermeasures	Avoidance of disruptions and protection of employees and facilities
Declining productivity and increased health risks due to rising temperatures	Implementation of appropriate structural or organizational measures	Protection of employees, ensuring productivity, and preventing disruptions
Financial risks or loss of market share due to non-compliance with new legal or customer requirements for existing products, particularly in connection with EU regulations such as PPWR and the EU Taxonomy	Compliance with legal requirements, development of internal guidelines to meet requirements, targeted research and development measures, product design	Taking a leading role in efficient and environmentally friendly plastics and foam products leads to an image boost and access to new markets; promoting a comprehensive circular economy and thus decarbonization
Loss of image and customers due to stagnation in achieving ESG targets	Group-wide monitoring of target achievement, establishment of a governance structure and clear assignment of responsibilities, implementation of regular meetings, management of target achievement through targeted mechanisms such as incentives and target agreements, awareness-raising and sensitization	Environmental and climate protection, promotion of diversity, image boost, access to new markets, retention and attraction of employees

# Circular economy

## Materials (resource inflows)

The ecological impact of a manufacturing company largely depends on the materials it uses. Since Greiner primarily processes plastics and foams, we are highly dependent on fossil resources, particularly crude oil. The extraction and processing of crude oil into plastic granules contribute negatively to climate change and the depletion of finite resources. To counteract this and make a significant contribution to the circular economy, we aim to reduce the use of primary materials (material efficiency), optimize our production processes, and employ the latest production technologies. At the same time, we are working to increase the proportion of recyclable and renewable raw materials.

Around 64 percent of our purchasing volume is allocated to procuring materials and chemicals, including raw materials, semi-finished and finished products, as well as auxiliary and operating materials and packaging. Among these, plastics and chemicals represent the largest share. Our purchasing data for plastics includes granules and films.

The use of chemicals is subject to strict regulations, such as the REACH Regulation, which governs the registration, evaluation, authorization, and restriction of chemicals. Ensuring human health protection is our highest priority, and we strictly comply with all applicable regulations regarding the use of chemicals. In Austria, we use ionizing radiation to sterilize our medical products. This is generated either by electron accelerators or, for high density products, by radioactive decay of the Cobalt-60 isotope. The use of ionizing radiation is regulated in Austria by the Radiation Protection Act and the Radiation Protection Regulation, with authorities ensuring compliance through regular inspections.

In the reporting period, our total material consumption decreased from around 512,100 tons in 2023 to just under 481,600 tons, representing a 6 percent reduction.

The share of renewable materials in our total material consumption rose to around 23 percent in the past year compared to 15 percent in 2023. Renewable materials are defined as materials derived from abundant resources that replenish quickly through ecological cycles or agricultural processes. Their use ensures that the services provided by these and related resources are not endangered and remain available for future generations. Examples include paper, cardboard, natural cork, and wood. These materials are primarily used in packaging but also serve as decorative elements in our K3® cups, for example.

Looking at the table below and the quantities of materials used in our divisions, it becomes clear that the use of renewable materials varies across product categories and depending on the division. Compared to the previous year, material consumption at Greiner Packaging increased by around 9 percent – mainly due to a higher use of renewable materials. NEVEON recorded a 19 percent reduction in material consumption, evenly split between renewable and non-renewable materials. At Greiner Bio-One, total material consumption fell by 23 percent, primarily due to reduced use of non-renewable materials.



**Material usage by division** [in t]

	Greiner Packaging	NEVEON	Greiner Bio-One
<b>Non-renewable materials</b>	<b>214,544</b>	<b>114,396</b>	<b>43,897</b>
Plastics	185,912	6,612	35,057
Chemicals	-	94,949	3,167
Fibers	-	2,797	0
Metals	-	1,001	3
Other	28,632	9,037	5,669
<b>Renewable materials</b>	<b>60,346</b>	<b>4,807</b>	<b>43,600</b>
Paper and cardboard	60,346	1,909	41,815
Other	-	2,899	1,785
<b>Total material use</b>	<b>274,889</b>	<b>119,203</b>	<b>87,496</b>

**Secondary materials**

Using secondary materials (recycled materials) reduces the demand for primary raw materials, conserves natural resources, and eliminates the need for the more energy-intensive extraction of substituted materials.

The production of secondary materials also reduces waste volumes and associated emissions from disposal processes such as landfilling and incineration. Plastics, for example, are often incinerated for energy recovery, releasing CO<sub>2</sub> into the atmosphere. Significant advancements in plastic waste sorting are required to obtain high-quality, sorted recyclates. The heterogeneous development of these recycling infrastructures across different countries poses major challenges for global companies like Greiner. Effective recycling is only possible if companies along the entire value chain collaborate and invest together in modernizing the circular economy.

Greiner is committed to steadily increasing the share of secondary materials in our total material use.

**Share of secondary materials in total materials consumption** [in %]

	2022	2023	2024
<b>Greiner Packaging</b>	15	7	9
<b>NEVEON</b>	4	0	2
<b>Greiner Bio-One</b>	4	3	1
<b>Greiner total</b>	<b>11</b>	<b>4</b>	<b>6</b>

The use of secondary materials varies across different product categories and depending on the business division. At Greiner Bio-One, the use of secondary materials is currently limited due to the strict requirements of the medical industry. However, we are actively working on solutions through pilot projects, such as the Rack-Back Initiative, which focuses on the reuse and recycling of pipette tip racks. Where standards allow, such as for packaging materials, recycled materials are used, and secondary and tertiary packaging is sourced from FSC-certified or equivalent forestry-certified paper sources whenever possible. At NEVEON, we are also actively seeking ways to increase the share of secondary materials. For example, NEVEON is collaborating with BASF on chemical recycling solutions. Together, we successfully produced high-quality mattresses with an 80 percent recycled content in the polyol component.

In the Greiner Packaging business area, there are strict product safety regulations for food-contact packaging, which must be complied with. On the other hand, new legal requirements are emerging due to the European packaging directive PPWR. This regulation aims to reduce packaging waste and sets binding requirements for packaging design and recycling targets. To meet these evolving regulations, Greiner ensures recyclability in the design process and compliance with all legal requirements whenever possible. By 2025, all plastic packaging is to be reusable, recyclable, or compostable. According to the Ellen MacArthur Foundation Global Commitment, 52.1 percent of plastic packaging was actually recyclable in 2023. The increase in the recyclability rate compared to the previous year (which was 8.2 percent) is due to the implementation of new recycling streams (PP rigid). By 2025, ten percent of our plastic materials are to come from sustainable plastics (recycled or bio-based). According to the Global Commitment definition of the Ellen MacArthur Foundation, in 2023, 2.4 percent of the plastic materials used by Greiner originated from post-consumer recycled materials.

## Use of renewable raw materials

Alongside secondary materials, Greiner also uses bio-based materials. However, it is crucial to carefully analyze the environmental impact of these alternatives. For example, only raw materials that do not compete with food production or cause negative environmental or social impacts due to their cultivation should be used. Compared to conventional fossil-based plastics, which release more climate-impacting CO<sub>2</sub>, the environmental footprint of bio-based plastics is often reflected in an increased potential for acidification and eutrophication as well as the amount of land required. To assess the potential and actual environmental impact of our products over their entire life cycle, we utilize PCFs and comprehensive life cycle assessments (LCAs). A notable example of renewable raw material use can be seen at NEVEON, where castor oil is used as a bio-based raw material in the production of the EMC verde line of cold-foam mattresses. Castor oil is not used as a foodstuff, making it ethically and food-safety compliant as a sustainable raw material. At Greiner Packaging, we continue to expand the use of sustainable plastics. By integrating the Bornewables™ portfolio from Borealis, Greiner Packaging has introduced

renewable resources into the production of food cups made of polypropylene (PP) with in-mold labeling decoration technology. Our subsidiary, Greiner Zeroplast, is also intensively developing sustainable alternative plastics for industrial injection-molding series production.

Since 2022, Greiner has undergone an annual CDP assessment in the “Forests” category. The results are publicly available on the CDP platform. Since we primarily process plastics from petrochemical sources, CDP topics such as land dispossession have little relevance to Greiner.

## Paper from certified forests

For packaging materials, we primarily use paper and cardboard in the form of carton boxes, trays, interlayers in cardboard boxes and on pallets, labels, or paper adhesive tape. In 2024, paper consumption accounted for 22 percent of our total material consumption. 48 percent of the paper used for secondary and tertiary packaging came from FSC or equivalent forestry-certified sources.

# Products (resource outflows)

The requirements for our products are as diverse as our product portfolio and vary depending on the application: whether it is a yogurt cup from the supermarket, a blood collection tube in a medical practice, or the mattress we sleep on.

Across the entire product portfolio, we face numerous challenges, not only in the selection of products or how they are designed and manufactured, but especially concerning product quality and safety. Strict legal requirements apply, particularly to medical products and food packaging, to ensure safe use by consumers. These regulatory standards must be met at all times.

## Ensuring product quality

In the food and food packaging industry, the “BRC Global Standard for Food Safety” plays a central role. This internationally recognized and widespread standard for food safety was developed to establish clear safety, quality, and operational criteria for food manufacturers. These criteria are intended to ensure that all legal requirements and consumer protection regulations are met. Compliance with this standard is mandatory for Greiner in the production of food packaging.

In the medical technology sector, ISO 13485 forms the basis for manufacturing products of the highest quality and safety. The focus of this standard is on product safety and includes detailed requirements for the design, manufacture, and marketing of products. In addition to these standards, there are specific requirements for products listed by the FDA (US Food and Drug Administration) or products that must comply with European regulations under MDR (Medical Device Regulation) or IVDR (In Vitro Diagnostic Regulation). The stringent regulatory requirements necessitate the implementation of product risk assessments for medical products in accordance with ISO 14971.

In the foam sector, the ISO 9001 standard provides the foundation for manufacturing high-quality and safe products. Depending on the specific industry within the foam sector, various standards and certifications must be adhered to, such

as IATF 16949 (the standard for the automotive industry) or EN 9100 (the standard for organizations in the aerospace industry). Additionally, further product and management system certifications, such as CertiPUR (a testing, analysis, and certification program for the environmental, health, and safety properties of polyurethane foam), OEKO-TEX® STANDARD 100 (a label for textiles tested for harmful substances), or OEKO-TEX® STeP (certification for social and environmental aspects of textile and leather production), demonstrate that product quality and consumer safety are our top priorities.

Alongside the introduction, continuous development, and review of management systems, compliance with the REACH regulation – which governs the registration, authorization, restriction, and evaluation of chemical substances – is a fundamental prerequisite for manufacturing safe, high-quality products. Greiner complies with the provisions contained in this regulation at all times.

## Sustainable Products

Sustainable products are generally characterized by having minimal environmental impacts throughout the entire product life cycle. Sustainable product design therefore ensures that the overall environmental footprint is as low as possible. This means maximizing efficiency in material and energy use along the entire value chain, minimizing emissions, and reducing waste by using secondary materials, improving recyclability, or promoting reusable solutions.

To achieve this, sustainability aspects must already be considered in the design phase. At this stage, we make decisions that impact the environmental footprint – particularly the carbon footprint – of our products and ultimately that of the entire Greiner Group. Over the past few years, we have calculated a carbon footprint for many of our products. To take a holistic approach, we have set ourselves the goal of calculating carbon footprints for all major product groups in all three divisions by the end of 2024. For this purpose, division-specific tools were developed based on recognized standards (ISO 14067) and partially audited externally. The results can be used to identify reduction potential and define the key leverage

points. This applies to both product development and design as well as to the selection of low-carbon raw materials.

However, we want to go beyond merely assessing the CO<sub>2</sub> emissions of our products, aiming also to conduct LCAs. Through these analyses, we can evaluate and minimize a wide range of potential and actual environmental impacts of our products over their entire life cycle. Greiner is committed to pursuing this initiative over the coming years.

### **Closing material cycles**

To contribute to decarbonization, it is essential to increasingly close material cycles and move away from a linear throwaway economy. In a linear system, a product is produced, used, and then disposed of. To become a circular company, we must find various ways to keep our products

in the cycle. In addition to recycling and reuse, options such as extending product lifespan and transitioning from single-use to reusable products are available. Some of our products, such as the classic yogurt cup or blood collection tube, have a very short usage period and are typically used only once. In contrast, products like soundproofing materials or mattresses have a lifespan of several years. Currently, the majority of our products are diverted for disposal at the end of their useful life and are mostly incinerated for thermal energy recovery. To break this pattern, it is necessary not only to consider product design, the right choice of raw materials, and efficient production methods, but also to place greater emphasis on the end of the product life cycle. To actively close cycles, it often takes all stakeholders in the value chain working together across sectors. Greiner is a cooperation partner in several pilot projects dedicated to addressing this challenge.

# Waste

The growing volume of waste worldwide is a major societal and environmental problem. Manufacturing companies, in particular, are called upon to contribute to its solution. In many places, waste is still improperly disposed of in landfills, incineration plants, or directly in nature. This can lead to severe environmental damage – from general pollution to threats to biodiversity – and endanger human health. Unused waste streams also represent a waste of valuable resources that could be used as secondary materials. To minimize these negative effects, Greiner pursues a Group-wide environmental policy, sets ambitious waste reduction targets, and collaborates with partners across the value chain.

As part of the Blue Plan sustainability strategy, we have set ourselves the goal of achieving zero waste to landfill in Europe by 2025 and globally by 2030. At the same time, we aim to increase the share of recycled waste in total waste volume to 50 percent by 2025 and 75 percent by 2030. Additionally, Greiner Packaging plans to make all packaging recyclable, reusable, or compostable by 2025.

To advance waste reduction, we implement awareness-raising measures both in product design and at waste-generating points. Furthermore, Greiner engages in various collaborations and is a member of organizations actively addressing waste issues, such as Plastic Bank and the global UN agreement against plastic pollution.

## Corporate waste management

As a manufacturing company, it is inevitable that we produce a certain amount of waste and rejects. Clean rejects are processed directly through internal recycling systems and reintegrated into production whenever technically feasible. If direct processing is not possible, waste is sorted by type and then collected and disposed of or recycled by external specialized companies. Plastic waste constitutes the largest waste fraction by weight within the Greiner Group. Many of our production sites follow waste management concepts to achieve continuous improvements and align with the five-stage waste hierarchy of the EU Waste Framework Directive. The aim is to prevent waste wherever possible, reuse it, recycle it, recover it, and only dispose of it as

a last resort. Environmental management systems such as ISO 14001 also support waste collection and processing and help optimize waste streams.

## Waste generated

The majority of our waste comes from plastic waste generated in production. This explains the high proportion of non-hazardous waste. Alongside plastic and foam waste, the Greiner Group also produces residual waste, paper and cardboard, wood, metal, and other waste fractions (such as biogenic waste). All waste is handled by external recyclers with the necessary waste treatment licenses and facilities. Oil-containing waste from production and laboratory waste generated during the manufacture of additives and other production processes make up the majority of hazardous waste. These materials are exclusively processed by specialized waste management companies.

In the 2024 reporting period, total Group-wide waste volume fell to 20,555 tons. Compared to the previous year, this represents a reduction of 17 percent. A notable change compared to the previous year is a sharp decrease in hazardous liquid waste by 58 percent. This was due, among other things, to a production site that had to dispose of cleaning water contaminated with oil as hazardous liquid waste. The increase in PU-foam waste (by 49 percent) and the decrease in other waste (by 36 percent) are partly due to improved data availability and quality.

## Waste disposal and recycling

With an annual waste volume of over 20,000 tons, we take responsibility for ensuring that different waste fractions are properly disposed of or recycled. Greiner complies with national legal regulations at its company sites, which are responsible for waste treatment and disposal. Due to division-specific materials and local waste management systems, treatment processes vary.

Measured by our total waste volume, in 2024, the majority of our waste was recycled (48 percent) or incinerated for thermal energy recovery (37 percent). Our mid-term Blue Plan goal is to recycle 50 percent of our waste by 2025. In addition, 12 percent of our waste was landfilled.



During the reporting period, a total of 2,481 tons of our waste were landfilled globally. With the Blue Plan, Greiner has set ourselves the goal of achieving zero waste to landfill in Europe by 2025 and globally by 2030.

### Waste generated [in t]

	2022	2023	2024
<b>Non-hazardous waste</b>	<b>22,562</b>	<b>23,448</b>	<b>19,795</b>
Plastic waste	7,373	7,865	5,774
PE-foam waste	263	122	92
PU-foam waste	1,614	1,107	1,646
Paper and cardboard waste	3,749	3,793	3,629
Metal waste	659	795	704
Wood waste	1,044	1,120	1,299
Residual waste	5,607	6,111	5,040
Other waste	2,253	2,535	1,610
<b>Hazardous waste</b>	<b>1,048</b>	<b>1,411</b>	<b>760</b>
Solid hazardous waste	272	276	282
Liquid hazardous waste	776	1,135	478
<b>Greiner total</b>	<b>23,610</b>	<b>24,859</b>	<b>20,555</b>

In some countries, accurately tracking waste treatment processes remains a challenge. One major reason is that waste management companies do not always provide clear information on treatment methods for company-specific waste. Additionally, national legal requirements vary significantly. Despite these challenges, current and future regulations give us confidence that this situation will improve in the coming years. Currently, the share of our waste for which the treatment method is unknown or falls under "other" is still 3 percent, showing a slight improvement compared to the previous year (2023: 4 percent). To increase waste transparency, we must continue reducing the amount of waste with unknown treatment methods.

### Disposal and recovery processes [in %]

	2022	2023	2024
Recycling	42	42	48
Incineration	39	45	37
Landfilling	14	9	12
Other or unknown disposal	4	4	3

### Landfilled waste [in t]

	2022	2023	2024
<b>Greiner total</b>	<b>3,317</b>	<b>2,330</b>	<b>2,481</b>
thereof in Europe	1,743	874	620



# Social

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— Working conditions and human rights

The people at Greiner are what make our company unique. They inspire us every day and continuously drive our development forward. Greiner therefore places great importance on providing employees with an optimal working environment. This applies to all stages of their careers – from recruitment, through various career levels, and up to leaving the company. By doing so, we create the conditions for a positive, individualized professional life and at the same time ensure the successful and sustainable development of Greiner. Especially in times of increasing uncertainty due to demographic change, rapidly advancing communication methods and technologies, as well as geopolitical and societal changes, Greiner relies on values-based leadership. This provides employees with guidance and stability while enabling them to develop personally and professionally.

As a family-owned company with a tradition of over 150 years, we remain true to our values, ensuring a culture of appreciation, openness, and reliability. We encourage people to act independently and take initiative while promoting collaboration. Greiner offers its employees diverse career and development opportunities as well as a good work-life balance. We motivate all employees to take advantage of the many opportunities for participation and further education.

Greiner is committed to equity at all levels and strives to provide fair opportunities to all employees – regardless of social and personal characteristics such as gender, age, origin, social status, sexual orientation, religion, and mental or physical abilities. We see diversity as a great asset to our corporate culture, the company's competitiveness, and the quality of our daily collaboration.

Ensuring compliance with human rights and social standards beyond legal requirements is a top priority for Greiner. The company has defined Group-wide guidelines and policies and works continuously to ensure they are upheld. Examples include the Code of Conduct for Employees, the Code of Conduct for Suppliers and Business Partners, and the Diversity, Equity & Inclusion Policy. Additionally, as a manufacturing company, Greiner has significant responsibility regarding health and safety. Our Group-wide Health & Safety Policy provides the framework for a healthy and safe environment.

All benefits that Greiner offers employees are designed to ensure they feel valued and supported according to their talents. This fosters loyalty among existing employees and enhances Greiner's attractiveness as an employer. This is particularly crucial in times of skilled labor shortages.

## Material social topics

The key sustainability aspects in the social domain primarily relate to our own employees and the benefits provided by Greiner in connection with the following topics: working conditions and human rights, health and safety, training and education, as well as diversity, equity & inclusion.

The topic of working conditions and human rights is also relevant concerning the workforce in our value chain. We must ensure that our suppliers comply with labor law requirements and minimum social standards. These include aspects such as secure employment, fair wages, social dialogue, freedom of association, diversity, and the prevention of discrimination.

This chapter addresses all these topics and the relevant aspects associated with them. We report on the most significant impacts, risks, and opportunities, as well as the key figures, measures, and targets used to monitor and manage our performance in this regard.

## Managing social impacts

At the core of our responsibility toward our employees and the workforce in our value chain is compliance with all applicable labor law requirements, social standards, and internationally recognized standards such as the International Labour Organization (ILO) labor and social standards. Our management of social impacts, risks, and opportunities is designed to meet these requirements and standards. The normative and strategic framework for this is provided by Greiner's Group-wide codes of conduct and relevant policies. Regarding health and safety, we implement a management system based on ISO 45001 at numerous locations, which is externally reviewed and certified.

As part of its sustainability strategy, Greiner has set itself a variety of social goals, ranging from increasing the proportion of women and reducing accident frequency rates to evaluating key suppliers based on social criteria. This is based on the continuous collection and optimization of relevant key figures as well as the further development and standardization of management processes.

Regarding our own workforce, we have established the People & Culture strategy and the digital HR information system Greiner SuccessFactors – the Greiner-specific implementation of SAP SuccessFactors – on a Group-wide basis to make HR processes more efficient and professional.

For the workforce in the value chain, we take a risk-based approach due to our limited influence. Our focus is particularly on ensuring compliance with minimum standards to prevent negative impacts on the employees of our suppliers and business partners. To achieve this, we rely on targeted risk management, audits, and supplier evaluations through the internationally recognized platform EcoVadis.

Our social responsibility does not end with our employees but also extends to social engagement and the support of charitable initiatives and projects. This is evident in

the numerous projects and organizations that Greiner supports on both a global and local level. In addition to comprehensive, long-standing partnerships with charitable organizations, we support many local projects worldwide and participate in donation and sponsorship activities. During the reporting period, we supported 152 projects worldwide.

# Own workforce

## Working conditions

As a globally operating company, Greiner faces global challenges and diverse labor market situations. The economic environment is characterized by cyclical fluctuations and high dynamics. The expectations and values of employees are continuously evolving – with change becoming the status quo in a highly complex and dynamic world.

Greiner responds to this challenging environment with a forward-looking and responsible People & Culture organization that strengthens employees in their personal growth and thus enables business success. Through foresight and appreciation, the People & Culture organization significantly shapes the company's social and environmental impacts.

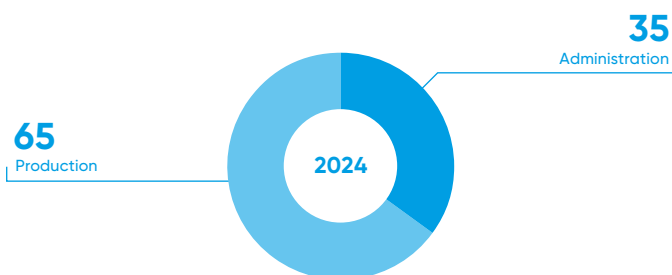
An attractive, fair, and modern working environment is the key to Greiner's successful future. This leads to higher productivity and creativity, increased competitiveness, and a stronger corporate brand. By providing safe and fairly paid jobs, Greiner makes an important contribution to prosperity in the regions where it operates. A special focus is placed on the health and safety of employees. Furthermore, as a manufacturer of plastics and foam, Greiner must address the various social and environmental challenges of this sector within its People & Culture strategy.

### Employees by continent [headcount]

	2022	2023	2024
Europe	9,576	8,826	8,589
North America	1,017	865	917
Asia	615	541	551
South America	262	257	261
Africa	111	106	0
<b>Greiner total</b>	<b>11,581</b>	<b>10,595</b>	<b>10,318</b>

<sup>1</sup> The total number of employees has been adjusted compared to the last publication.

### Employees by function [in %]



### People & Culture strategy

The Group-wide People & Culture strategy is our response to the workplace of the future. It addresses nine key trends that were identified during the strategy development process (see graphic on page 98). The strategy pursues various objectives, such as creating more attractive working conditions and increasing the use of synergies within Greiner Group. Implementation began in 2023 and is scheduled to continue until 2028.



The People & Culture strategy is divided into three areas:

- **New organizational model:** With the introduction of a People & Culture matrix organization, more heterogeneous and interdisciplinary teams have been formed, with members from different Greiner divisions and locations. As a result, we were already able to implement cross-divisional People & Culture competence centers on HR Digitalization & Processes and Compensation & Benefits in 2024. These competence centers help us use resources more efficiently and create synergies in all areas of the People & Culture organization.
- **Excellence in implementation:** By standardizing and digitalizing HR processes throughout the company, we create synergies and increase effectiveness and efficiency. For example, an electronic data foundation enables evidence-based decisions and the systematic tracking of goals.

- **Employer differentiation factors:** As an employer, Greiner focuses on three key differentiation factors: our unique corporate culture, development opportunities for all, and attractive working conditions for all.

In addition to implementing the strategy, significant efforts were made in the reporting period to digitalize and optimize HR processes. The basis for this is the digital HR information system Greiner SuccessFactors, which was implemented between 2023 and 2024. Greiner SuccessFactors enables significantly improved analysis of HR data to support well-informed decisions in the People & Culture area.

## Nine identified trends



<sup>2</sup> VUCA stands for "Volatility, Uncertainty, Complexity, Ambiguity," while BANI stands for "Brittle, Anxious, Nonlinear, Incomprehensible." These acronyms describe the increasingly challenging, unstable, and dynamic environment in which companies operate.

## Secure employment

The Greiner corporate values – openness, appreciation, reliability, and the pursuit of excellence – as well as compliance with social standards and respect for human rights form the framework for our daily actions. Greiner operates in numerous countries worldwide and collaborates with a vast network of business partners. The goal is to always be perceived as a responsible partner and an industry role model.

The principles and guidelines for fair interaction are set out in the corporate values, the [Greiner Code of Conduct](#), and the [Code of Conduct for Suppliers and Business Partners](#). We pass these on to our employees through training sessions and informational events. In our collaboration with suppliers and business partners, we ensure accordance with the UN Guiding Principles on Business and Human Rights and the core labor standards of the International Labour Organization (ILO) and strict adherence to locally applicable laws. All relevant [guidelines](#) are publicly accessible on our website.

Greiner explicitly opposes child labor, forced labor, and the withholding of personal documents. We stand for fair pay, freedom of association, and freedom of expression. Discrimination, harassment, and violations of our corporate principles are not tolerated. To uphold these principles, Greiner relies on education, regular training sessions, and a whistleblowing platform ([tell-greiner.com](mailto:tell-greiner.com)) where potential violations can be reported.

These measures support the fulfillment of corporate due diligence, with Greiner aligning itself with the “OECD Due Diligence Guidance for Responsible Business Conduct.” This also prepares us for the upcoming Corporate Sustainability Due Diligence Directive (CS3D) of the European Union, which is expected to take effect in 2027.

### Onboarding at the company

To ensure a smooth start at the company, Greiner provides new employees with detailed onboarding plans that can be individually adjusted by their respective managers. With the introduction of the HR management system Greiner SuccessFactors, we are taking further steps towards standardization to make the onboarding process even more professional.

Additionally, various initiatives are in place to facilitate starting a new job or returning to work after an extended break. For example, Greiner AG launched the #GetOnBoard buddy program. New employees are assigned a “buddy,” who supports them during their first year.

Other business units also have similar programs, such as “welcome days” for new employees.

### Selecting and retaining talent

While talent recruitment was previously managed individually by each division, we began creating standardized and transparent processes across the Group in 2023 with the introduction of the recruiting module in Greiner SuccessFactors. By the end of 2024, we completed the first Group-wide talent identification process. Our Talent Management Competence Center will commence work in 2025. The ongoing realignment of the People & Culture division aims to promote cross-divisional careers and thus contribute to employee retention.

We formulate job descriptions in advertisements to be as detailed and transparent as possible. During interviews with candidates, Greiner strives to accommodate individual needs as much as possible from the outset. At the same time, we provide a clear picture of our expectations and corporate culture. The active search for employees is carried out through established channels such as advertisements, recruitment agencies, and increasingly via social media. Additionally, Greiner offers the employee referral program #bringafriend. Here, employees can recommend potential candidates for a vacant position. If this person is hired and remains with the company for more than six months, the recommending person is eligible for incentives. These consist either of a one-time financial bonus or additional vacation days.

### Target agreements with managers and employees

To successfully address sustainability challenges, clear objectives are needed for managers and employees. By gradually integrating sustainability aspects into the variable remuneration system, we create financial incentives to achieve the associated goals. In 2024, a collective target in the area of health and safety was introduced for the first time for all employees of Greiner Group who receive a performance evaluation based on individual targets. In the coming years, additional sustainability goals will be incorporated as a fixed component into variable remuneration.

### Employee turnover

The turnover rate describes how many employees left the company relative to the total workforce over the course of the year. It includes voluntary resignations, employer terminations, departures due to restructuring measures, retirements, deaths, and contract expirations.

At the end of 2024, our Group-wide turnover rate was 18 percent (2023: 24 percent). The clear decline in the turnover rate is primarily due to the sale of an entire business unit in 2023.

### Turnover rate by age group [in %]

	2022 <sup>3</sup>	2023	2024
under 30 years	29	34	28
30–50 years	15	21	16
over 50 years	13	22	15
<b>Greiner total</b>	<b>18</b>	<b>24</b>	<b>18</b>

<sup>3</sup> The calculation of the turnover rate has been adjusted compared to the last publication and adapted to common standards (application of the Schlüter formula).

Since 2023, the HR management system Greiner SuccessFactors has provided us with a significantly improved database on employee turnover across all our business units. In addition to purely quantitative data, qualitative insights are now available, helping us develop suitable measures to reduce the turnover rate. For calculating the turnover rate, employee departures were compared to the respective number of employees. The database for the turnover rate by gender categories “unknown” and “other” (as found in the overview of key figures in the appendix) is too small to provide representative average values.

When employees leave a business unit, we strive to offer them suitable opportunities in other parts of the company where available. Additionally, Greiner provides outplacement consulting on a case-by-case basis to support affected employees in their transition. In Austria, we also offer our employees semi-retirement solutions.

## Flexible working hours

Greiner offers employees a work environment that allows for a high degree of personal responsibility in structuring their working hours. With flexible working models and remote work policies, we support employees in balancing their professional and private responsibilities. Where organizationally feasible, Greiner offers flexible home office regulations in many business areas. For example, the Home Office and Mobile Working Guideline of Greiner AG allows up to 80 percent remote work, including working from other locations within the country.

Greiner is aware that remote work regulations primarily benefit employees in office environments. Employees in production often need to be physically present and do not benefit from such regulations. Therefore, some business units are also exploring innovative solutions for flexible working in production. For instance, at the Greiner Packaging site in Slušovice, Czech Republic, a digital time-tracking system has been introduced for flexible shift planning. This allows employees to independently organize their work schedules on site. It provides them with greater control over their shifts while freeing up resources otherwise needed for traditional shift planning.

## Fair pay

As a family-owned company with a long tradition, Greiner stands for fair remuneration for all employees. Wages are based on standard market remuneration for comparable positions in the relevant field. This includes the application of collective bargaining agreements: In 2024, 56 percent of our employees worldwide were covered by general and/or company-specific collective bargaining agreements (2023: 58 percent). Certain business units take additional measures, such as the Living Wage Employer certification at Greiner Bio-One UK.

Fair remuneration remains a top priority at Greiner, even beyond collective agreements. Various business units have introduced job grading initiatives. In 2024, we began consolidating and harmonizing these existing initiatives. This is essential, as a Group-wide unified job grading system forms the basis for the ongoing evaluation of fair and appropriate remuneration at Greiner. It enables comparable assessments of job roles and salary bands across different business units while establishing a consistent and transparent framework for personnel and organizational development measures.

The total remuneration for managers often includes variable remuneration components in addition to the base salary, based on individually agreed targets. The principles of bonus remuneration are regulated at the divisional or site level and apply to employees above a certain grading. For many employees not covered by this policy, local bonus schemes and incentive systems apply, which vary by country, job field, and position.

## Social dialogue

In order to promote employee development and satisfaction, Greiner has intensified dialogue and exchange with employees in recent years. Regular performance reviews provide an opportunity for managers and employees to exchange feedback, discuss and establish target agreements, and document individual development goals. Good and constructive performance reviews depend on thorough preparation by both parties. For a large proportion of employees, Greiner SuccessFactors has led to a standardization of the process. The system enables structured preparation, performance assessment, and documentation of results.

Alongside standardized performance reviews, Greiner considers all documented assessments and evaluations between employees and managers as part of the performance review process. Greiner continues to expand the number of performance reviews across all business units and job functions: While 69 percent of employees had a performance review with their managers in 2023, this figure had already risen to 76 percent in 2024. For calculating the performance review rate, the total number of conducted performance reviews was compared to the number of employees. The database for gender categories "unknown" and "other" is too small to provide representative average values.

### Share of employees with a performance review [in %]

	2022	2023	2024
by gender			
Women	60	70	77
Men	60	69	75
by function			
Administration	80	92	87
Production	49	68	73
<b>Greiner total</b>	<b>58</b>	<b>69</b>	<b>76</b>

<sup>1</sup> The total number of employees has been adjusted compared to the last publication. This also results in a change in the share of employees receiving a performance review.

## Freedom of association and employee participation

Extensive opportunities for participation and institutionalized dialogue are essential for ensuring employee satisfaction, motivation, and long-term retention.

Greiner actively promotes information exchange at various levels and through a wide range of initiatives. Regular formats include performance reviews, regional committee work, and collaboration within voluntary initiatives and interest groups. Greiner has had a Group Works Council in Austria for many years. Additionally, since 2023, a European Works Council (EWC) has been in place for all Greiner locations in Europe. Both employee representative bodies aim to influence corporate planning and decision-making in the interests of employees at both the local and international levels. Furthermore, a large number of our Austrian business units have youth representation councils (JVR), which advocate for the interests of young employees and apprentices in discussions with corporate management. These councils participate in works council meetings to bring youth-related concerns to the table.

Of course, Greiner fully complies with all regulatory requirements regarding employee representation and participation – such as the right to elect works council representatives or the right to freedom of assembly and association. In numerous companies within the Greiner Group, employee interests are represented by works councils or trade unions, which operate in compliance with national laws and regulations.

## Work-life balance

As a family-owned company, Greiner places special importance on maintaining a healthy work-life balance. We support employees with caregiving responsibilities in temporarily stepping away from their professional duties without negative consequences and strive to make their return to work as seamless as possible. Depending on national laws and customs, we enable both mothers and fathers to take parental leave. At some locations, such as in Kremsmünster, Austria, we also provide childcare services for employees.

Flexible working time models and remote work policies, as outlined in the "Flexible working hours" section above, are a key element in helping employees balance work and personal life. Modern approaches such as job sharing also provide new opportunities for young families.

This allows even part-time employees to take on leadership roles. Job sharing requires agility, well-coordinated communication, and a strong foundation of trust, which typically benefits the entire team. Additionally, it makes jobs and the company more attractive to people in various life situations and career phases.

To facilitate the transition back into professional life, our divisions adopt different approaches. For example, Greiner Packaging maintains contact with employees during their parental leave. This approach allows for better planning and organization of the return-to-work process for both sides. Another advantage is that employees are already informed about essential changes before their return, allowing the company to prepare for individual needs, such as providing a designated workspace for nursing mothers or ensuring access to free hygiene products for women.

### **Childcare facility in Kremsmünster**

Greiner's in-house childcare facility is located in Kremsmünster, near the sites of Greiner AG, Greiner Packaging, NEVEON, and Greiner Bio-One. It is available to children of employees working at any of the Greiner locations, as well as children of other working parents. The "Drehscheibe Kind" association ensures high-quality childcare, offering nutritious meals, age-appropriate programs, and supervision by professionally trained educators. Children between the ages of one and three receive care throughout the year.

### **Planned measures to improve working conditions**

For the next reporting year, we plan to develop additional measures and initiatives covering all aspects of the employee lifecycle – from recruiting new talent to exit management. Additionally, in 2025, we will strengthen our internal due diligence processes by conducting targeted social audits at selected production sites.

## **Health & safety**

Some work areas and tasks in an industrial company pose safety risks for employees. Greiner takes responsibility for the safety and well-being of all employees. We continuously take measures to minimize the risk of accidents and injuries and to promote employee health. This also helps mitigate financial risks associated with injury-related absences, high sick leave rates, and potential reputational damage for Greiner.

We work day in and day out to ensure that our facilities, machinery, equipment, and work processes are safe and free from hazards. We provide employees with appropriate protective clothing and equipment and offer a wide range of preventive healthcare measures. While it is impossible to completely prevent accidents and illnesses, we do everything we can to best protect our employees and all individuals working with us.

By the end of 2024, Greiner had implemented an occupational health and safety management system in accordance with ISO 45001 at 13 sites, which is externally audited and certified (end of 2023: 14 sites). As a result, a total of 3,084 employees (30 percent of the workforce) were covered by the end of 2024. At the end of 2023, this figure had increased to 2,535 employees, or 24 percent of the workforce. In the coming years, we plan to implement ISO 45001 at additional production sites. Even at sites that are not yet ISO 45001 certified, we consistently take responsibility for the protection of our own employees and anyone else whose work or workplace is under our control.

An important foundation for this is our Group-wide Health & Safety Policy, which has been in effect since 2021. It contains requirements and minimum standards aimed at harmonizing and further improving health and safety management across the Group, thereby helping to reduce accident rates and sick leave at all sites.

The Health & Safety Policy applies to all individuals employed by or in an employment-like relationship with Greiner, and, where applicable, to external partners as well. It stipulates that each Greiner site must appoint in-house health and safety officers, who must have basic training in line with the role of a safety representative. Additionally, legally required courses are available for first aiders and fire safety officers. Depending on the business unit and location, health and safety officers may also have access to budgets for implementing safety- or health-related measures and improvements. These budgets may be used for targeted training, additional safety initiatives, and specific improvement measures.

The Health & Safety Policy also requires the creation, maintenance, and further development of a certifiable management system with a focus on health and safety (such as ISO 45001), the introduction of a reporting system for hazardous and unsafe situations or unsafe behavior, and mandatory training and education for all managers on employee and health protection.



The overall responsibility for health and safety in the reporting period lay with the COO of Greiner AG. The cross-divisional "Safety" working group, established in 2023, coordinates Group-wide initiatives and measures (see the section "Reducing the frequency of accidents") and promotes the exchange of best practices. Compliance with the Group-wide Health & Safety Policy must be regularly monitored by business units, for example, through site inspections carried out by safety representatives or other qualified employees. These inspections must be documented. As a preventive measure to detect hazards early, an annual inspection is conducted at each site with the participation of qualified employees from other Greiner sites – providing an external perspective on potential risks. The implementation of these control mechanisms is reviewed periodically as part of internal audits.

Alongside compliance with our internal requirements, we also adhere to all local legal regulations in every country where we operate. When improving workplace safety and health protection, we involve employees from the respective work areas. Another key initiative in this area is the Greiner whistleblowing platform ([tell-greiner.com](https://tell-greiner.com)), which allows both external and internal stakeholders to report incidents or violations anonymously. This applies to any topic or situation and can also be used for health and safety concerns. Additionally, all employees are encouraged to actively contribute to sustainable improvements and get involved.

### **Safety measures, documentation, and exchange formats**

In the event of an incident, securing the accident or hazard site, providing medical attention, and flagging or eliminating the unsafe situation must be carried out immediately. In addition, every incident must be reported without delay to the responsible persons. An accident report must be prepared detailing the course of the accident, documenting the situation and any potential impacts on health. Findings from these reports are then discussed in various committees, and experiences and corresponding corrective measures are shared to foster mutual learning and prevent similar accidents in the future. Employees must also report near misses and unsafe situations and discuss them with safety representatives at their respective sites.

The formats for safety discussions and reporting vary depending on location and country. Meetings may take place daily, weekly, or monthly, involving

different committees. In the meetings, the status quo of safety-related key figures, current tasks, special incidents, as well as measures taken or to be taken are discussed.

Due to the organizational structure of the Group, reporting systems and procedures for accidents, near misses, and unsafe situations vary. Despite these differences, Greiner is continuously working to improve safety indicators and enhance reporting. The reporting and development of health and safety is firmly embedded in management committees at the divisional level.

At the Group level, health and safety data is evaluated monthly by the Executive Board of Greiner AG. Certain business units also have committees with both management and employee representatives. All mandatory safety training – which varies by business unit, job role, and machinery – applies to both employees and temporary workers. External visitors to production facilities must also receive a safety briefing and appropriate safety equipment before entry. In all business units, we comply with national and local legal requirements, including mandatory fire safety inspections and emergency drills, as well as training for first aiders.

Employees are expected to avoid dangerous situations and hazardous areas. If they encounter a potential hazard, they must remove themselves immediately. Employees who report work-related hazards or remove themselves from unsafe work conditions will not face any repercussions – on the contrary, such actions are fully in line with Greiner's expectations.

### **Reducing the frequency of accidents**

The frequency of major accidents has decreased by 53 percent since 2018. Thus, the set goal of a 50 percent reduction by 2025 has been achieved, and a new target has been developed (see p. 104). Following a fatal accident involving an employee of an external service provider on company premises in 2023, we have significantly intensified our efforts in the area of occupational safety. In the current reporting period, there were no fatal workplace accidents.

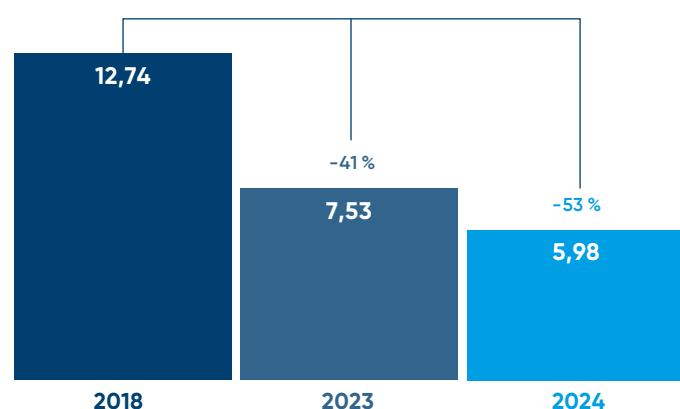
During this period, approximately 19 million hours were worked, and 114 major accidents were recorded. These figures include the entire workforce, meaning both employees and non-employees. The breakdown of accident frequency and hours worked

by employees and non-employees can be found in the key figures overview at the end of this report. In this context, we define employees as all individuals in a direct employment relationship with Greiner. By non-employees, we primarily mean temporary agency workers, most of whom work in production.

In 2024, for the first time, minor and major accidents involving external individuals (such as visitors) on Greiner premises were recorded separately. These figures are not included in the Group-wide accident frequency rate, but are available in the overview of key figures.

## Frequency of serious accidents

[per 1 million hours worked]



Major accidents are accidents that result in downtime of more than eight hours. Minor accidents are accidents that result in downtime of less than eight hours. The total number of accidents is the sum of minor and major accidents. The total number does not include commuting accidents. The total number refers to both employees and non-employees.

## Workplace accidents by severity

	2022	2023	2024
Serious workplace accidents	178	143	114
Minor workplace accidents	325	333	430
<b>Greiner total</b>	<b>503</b>	<b>476</b>	<b>544</b>

A major initiative in improving occupational safety at Greiner is the cross-divisional "Safety" working group, established in 2023. This group consists of central health and safety coordinators from across our divisions and is moderated by Greiner AG. It develops Group-wide strategies, leverages synergies between business units, and promotes best practice sharing. In 2024, important steps were taken to harmonize safety indicators across all business units and align their associated definitions. Additionally, new Group-wide targets were developed, which will be introduced in 2025. The targets adopted at the end of 2024 focus on the Lost Time Accident Frequency Rate (LTAFR) and ISO 45001 certification coverage within the company. During the development process, external benchmarks were considered, internal maturity analyses were conducted, and the status quo was evaluated. Based on this, Greiner has set the following goals: By the end of 2030, we aim to record fewer than 3.1 serious workplace accidents per one million hours worked and achieve ISO 45001 certification coverage for at least 80 percent of our employees.

During the reporting period, we also expanded the scope and transparency of our data collection. Since then, all locations, including sales offices, have been reporting their accident figures to Greiner AG on a monthly basis. This data serves as the foundation for comprehensive Group-wide reporting and for deriving initiatives and measures for continuous improvement. Furthermore, the recording of serious workplace accidents has been subdivided into additional categories to gain a better understanding of the nature of these incidents. Through Group-wide monitoring, we not only ensure transparency, but also create opportunities to develop overarching targets and initiatives, align them with industry standards, and evaluate their effectiveness.

To further reduce workplace accidents, implementing ISO 45001 for health and safety remains our highest priority in the gradual deployment of management systems across our sites.

The health and safety officers at our locations, along with the central health & safety coordinators in our divisions, play a key role in analyzing the regularly collected key figures. Together with workplace evaluations and safety inspections, these analyses allow the early identification of risks and the derivation of measures for improving occupational safety. Workplace hazards primarily include sharp objects, falling objects, trips and falls, collisions, burns, and mobility-related risks (on-site transport and commuting accidents). Personal protective equipment, such as hearing protection, safety glasses, or safety shoes, is available or mandatory depending on the job and business unit. Employees working

in designated noise areas are subject to special suitability and follow-up examinations.

In 2024, a mandatory collective sustainability target was introduced for the first time for health and safety. This target is incorporated into the individual goal agreements and performance evaluations of all employees who receive a performance review. Additionally, occupational safety was established as the first agenda item in every meeting of both the Group-wide Executive Leadership Team and the Executive Committees of our divisions, increasing the visibility and priority of the issue. Also in 2024, we conducted a Group-wide safety survey, in which 51 percent of our employees participated. The survey was divided into four categories – engagement, leadership, mindset, and system – and provided valuable insights into perceptions of occupational safety. The results revealed clear differences between the management and the workforce and will contribute to the development of a comprehensive safety roadmap for 2030.

### Preventive healthcare

Greiner is committed to maintaining the health of its employees for as long as possible and preventing illnesses from arising in the first place. To achieve this, we implement comprehensive health promotion initiatives. On the one hand, numerous business units provide external occupational medical care or company physicians in accordance with national legislation. On the other hand, we pursue a wide range of preventative health measures, including initiatives related to nutrition, sports and exercise, mental health, medical check-ups, and informational campaigns on health topics.

To promote employee health and raise awareness, Greiner set a Group-wide target years ago. Depending on the size of the site, this target requires the implementation of a specific number of health initiatives. Each location is expected to introduce five to eleven initiatives per year, which are selected and developed based on local needs. Greiner AG supports this process through best practice sharing and awareness-raising efforts. In 2024, a total of 454 health measures were implemented across the Group, representing an increase of 10 percent compared to the previous year (2023: 412 measures). Despite this progress, we did not achieve our goal of ensuring that every production site provides at least five health initiatives for its employees in all business units during the 2024 reporting year.

### Number of preventative health measures

	2022	2023	2024
Medical care	128	149	167
Activity & sports	33	92	89
Information	27	60	59
Nutrition	23	41	55
Stress & mental health	14	23	18
Other	20	47	66
<b>Greiner total</b>	<b>245</b>	<b>412</b>	<b>454</b>

# Equal opportunities for all

The diversity of our employees is key to Greiner’s success and innovative strength. 10,318 people with diverse skills, experiences, and backgrounds shape our company. To fully harness this potential, we need a fair and inclusive working environment that offers equal opportunities for all.

## Gender equality and equal pay for equal work

Greiner has made it a priority to advance fair compensation for all employees. This commitment is reflected in our signing of the UN Women’s Empowerment Principles (WEPs) and is embedded in our internal [Diversity, Equity & Inclusion Policy](#). Initial steps have been taken in recent years through individual measures such as the introduction of job grading structures in various business units and participation in the “100 Percent” project by the Austrian Federal Ministry of Labour and Economy.

A transparent data foundation is essential for deriving targeted strategic measures. That is why, in the reporting year, we continued to work on the necessary groundwork, such as further developing the SuccessFactors HR information system and establishing the Compensation & Benefits Competence Center. These measures will enable the first-ever Group-wide calculation of the gender pay gap, scheduled for 2025. Following the evaluation of these results, we will develop measures to further improve pay equity between men and women.

### Strengthening women

As outlined in the UN Women’s Empowerment Principles (WEPs), Greiner is committed to the seven principles for corporate leadership that empower women in the workplace, in the labor market, and in society. This includes establishing a leadership culture that promotes gender equality, ensuring fair and equal treatment of all women and men, implementing specific measures to support women, and maintaining zero tolerance for discrimination and sexual harassment in the workplace.

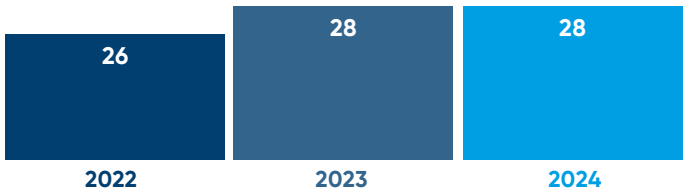
To drive gender equality within the company, Greiner aims to increase the proportion of women both in leadership positions and across all non-production work areas. Our targets include achieving 50 percent female representation in non-production roles by 2025 and 35 percent female representation in leadership positions by 2025. The proportion of management positions held by women is to increase to 40 percent by 2030. For us, women in leadership positions include all female employees with managerial responsibilities, regardless of hierarchical and functional level.

In 2024, the share of women in leadership roles stood at 28.2 percent, reflecting a slight increase of about 0.3 percentage points compared to the previous year. In the coming years, we will take further measures to ensure that we reach our targets and continue to empower women at Greiner. The diversity of our governing bodies is covered in the chapter “Sustainability management structure,” while additional employee gender distribution figures can be found in the overview of key figures in the appendix.

Share of women by function [in %]

	2022	2023	2024
Administration	44	44	45
Production	38	39	38
Greiner total	40	40	40

Share of women in leadership positions [in %]



## Training and skills development

To enhance our capacity for innovation and competitiveness, we rely on highly skilled and motivated employees. At the same time, Greiner recognizes that employee satisfaction is closely linked to training and education opportunities offered. To ensure that employees can reach their full potential, we offer a wide range of attractive training and education programs. We encourage all employees to participate in both internal and external training programs to foster continuous growth.

In 2024, the average number of training and continuing education hours per employee was 15 hours. A breakdown by function and gender is provided in the adjacent table (the data basis for hours of training for the gender categories “unknown” or “other” is too small to provide representative average values). Since mid-2024, we have been managing learning programs through the Group-wide HR information system, Greiner SuccessFactors. The digitalization and standardization of our learning platforms allow for more targeted planning and improved evaluation of training measures.

Average hours of training per employee [in h]

	2022	2023	2024
by gender			
Women	14	15	16
Men	16	16	15
by function			
Administration	19	21	24
Production	13	13	12
Greiner total	15	16	15

1 The total number of employees has been adjusted compared to the last publication. This also results in a change in the average number of training and continuing education hours per employee.

When calculating the hours of training per employee, both internal and external educational offerings are taken into account, regardless of whether they are fully or partially funded by Greiner or provided free of charge. Examples include internal training sessions on topics such as compliance, occupational safety, or sustainability, legally required courses such as fire safety and first aid training, or attendance at specialist conferences like the internal Greiner Sustainability Conference. Not included

in the calculation are participation in trade fairs with a clear business purpose, visits to other companies, coaching by supervisors, and all hours of training of apprentices.

### Greiner Academy

Our Greiner Academy offers employees a variety of opportunities for professional and personal growth, tailored to their individual needs and interests. Founded more than 20 years ago, the Greiner Academy focuses on business management topics, as well as creativity, innovative thinking, and personal development. The extensive course catalog of the Greiner Academy offers both in-person and online training. In the reporting period, around 500 employees took advantage of the Greiner Academy’s training programs.

The cross-divisional and international training programs we offer enable employees to gain insights into different professional and cultural environments. This fosters intercultural exchange between colleagues and encourages mutual learning. To raise awareness of sustainability and further enhance the ability of the employees to manage sustainability-related topics, a two-level e-learning program was developed and launched for the first time in 2024.

### Apprenticeship training

An apprenticeship at Greiner provides a starting point for young people to launch a successful career. In Austria, 89 young people were enrolled in apprenticeship training across seven primarily technical professions during the reporting period. Apprenticeship training is a high priority at Greiner, as technical specialists make valuable contributions to product development. Opened in 2019, our modern apprenticeship training center at the Kremsmünster headquarters is equipped with state-of-the-art machinery.

An experienced team of trainers and colleagues is dedicated to supporting apprentices and their training, with a strong focus on their holistic development. In addition to gaining technical knowledge and practical skills, personal development plays a crucial role. Furthermore, working with digital technologies and learning about the principles of the circular economy are key aspects of the training. Greiner offers apprentices a wide range of opportunities to find their own career path. Upon completion of their training, the majority of apprentices are offered permanent positions.

In countries without a dual vocational training system like in Germany, Austria, and Switzerland, our divisions offer different qualification programs for young workers. One notable example is the Greiner Gold Program at Greiner Packaging in Northern Ireland. For over ten years,



young adults have been trained in a four-year program that combines technical know-how with targeted professional training. This initiative is conducted in collaboration with several external training institutions, including South West College. In the reporting period, ten participants were enrolled in the program.

### Internal training programs

Greiner offers internal programs to help new and existing employees develop and advance their careers. One example is the Greiner Professional Program (GPP), which includes various training branches and is designed for career starters, young professionals, and lateral entrants.

- The “International Business” training branch of the Greiner Professional Program provides university graduates with a background in business, technology, or natural sciences with an exciting career path. The focus of the 18-month training program is cross-divisional and international job rotation so that our management trainees can familiarize themselves with diverse specialist departments at various sites. Throughout the program, trainees not only build know-how, but also establish a strong network across the Group that they can fall back on after completing the program. During the reporting period, four trainees participated in the program.
- The training branches “Digitization & IT,” “Information Security,” and “Enterprise Resource Planning (ERP)” within the Greiner Professional Program open the door for technology-oriented individuals to pursue careers as sought-after experts. These trainee programs are available for both new and existing employees. The latter can use this training as a stepping stone for an internal job change and embark on a new career path within the company. In the IT-related training branches, nine trainees participated in the program during the reporting period.
- Beyond these programs, individual business units also offer initiatives to support young employees. For example, the recurring program “Active Communication” at Greiner Bio-One in Austria is aimed at employees without leadership responsibilities. In the program, participants learn to take responsibility in challenging situations, apply the right communication tools, and contribute to decision-making processes.

Alongside programs tailored to specific target groups, Greiner also offers a range of initiatives available to employees worldwide.

### • The Greiner Sustainability Conference

The annual Greiner Sustainability Conference aims to introduce employees to various aspects of sustainability. Under the theme “Nothing beats circularity,” hundreds of colleagues from around the world took part in online discussions in 2024 with experts on the topic of the circular economy. The CEO of Greiner AG and the divisional leaders also actively participated in the conference. Held for the seventh time in 2024, this format reflects the transparent dialogue Greiner fosters on sustainability while also serving as a training opportunity for employees.

### • ESG training: Focus on sustainability

Since 2024, Greiner has offered an e-learning program on sustainability that provides employees with in-depth knowledge of the company’s environmental and social responsibilities. The training consists of two parts and is mandatory for all existing and new employees with IT access. The goal is to raise awareness of sustainability and highlight the impact of individual actions on the environment. Interactive modules and practical examples make the learning process engaging. As of 2024, this training is a mandatory requirement for all new employees.

### • Greiner podcast on transformation

The Greiner Talks podcast series focuses on transformation. To address the major challenges of our time, we must fundamentally rethink the way we act. In this podcast, we regularly engage with leading experts from around the world to explore perspectives on sustainable change. This format serves as an awareness-raising tool both internally and externally while addressing topics of relevance to Greiner.

### Leadership development

For a globally active company like Greiner, leadership development and intercultural leadership competence are key success factors. Well-trained managers play a key role not only in ensuring employee satisfaction but also in serving as role models, particularly in their interactions with external stakeholders.

- With the recurring training programs LEAD International and BRIDGE International, Greiner Packaging supports these individual paths. LEAD, for example, gives our managers an opportunity to reflect on their roles and responsibilities and on their responsibility as managers. The goal is to create standards for innovative and efficient leadership and to put these into practice in everyday activities. The BRIDGE

program is designed for experts whose expertise makes them ideal candidates to become bridge builders, driving cross-location and cross-border projects and initiatives.

- Another example is the Leadership Academy at Greiner Bio-One USA. In 2024, the North Carolina site focused its leadership training on topics such as “Leading Transformation,” “Emotional Intelligence,” and “Diversity, Equity & Inclusion.” These subjects are particularly relevant in the context of attracting and retaining employees.

## Employment and inclusion of persons with disabilities

At present, Greiner does not have a Group-wide strategic approach for the inclusion of people with disabilities. However, individuals with disabilities are already employed at several Greiner sites. In the reporting period, we conducted an in-depth analysis to create better conditions for the future. This included an initial status survey, an evaluation of potential strategic goals, and the integration of this topic into our annual data collection process. In the next reporting period, we will be able to evaluate for the first time how many people with disabilities work at Greiner on a Group-wide level.

Numerous initiatives and best-practice examples at our sites already demonstrate how the inclusion of people with disabilities can be successfully implemented. For example, apprentices at Greiner Bio-One in Germany spend a week at a facility for people with disabilities to gain a deeper understanding of the challenges they face. Our sales location in Madrid collaborates with a specialized employment center for people with disabilities to create a working environment that benefits both employees and the company. Additionally, since the end of 2023, Greiner has been part of the myAbility Business Forum, fostering exchange on the topic of inclusion with other companies.

## Measures against workplace violence and harassment

Greiner has a zero-tolerance policy for any form of discrimination, harassment, or bullying – this is clearly outlined in our Code of Conduct and our Diversity, Equity & Inclusion Policy. To further raise awareness of this critical issue, we launched the development and

implementation of a Group-wide training program on diversity, equity, and inclusion during the reporting period.

The training program consists of three levels: a series of workshops for senior leaders (26 people participated during the reporting period), a three-part e-learning course for all employees with IT access, and interactive in-person workshops for employees in production. The first e-learning module, titled “Respectful Interaction,” was introduced at the end of 2024. It aims to foster awareness of a discrimination-free work environment where every individual can reach their full potential. Full implementation is scheduled for 2025, allowing us to reach a significant portion of our workforce and strengthen awareness of a topic that holds the highest priority in our philosophy as a family-owned business.

### Raising awareness to prevent sexual harassment

At its site in the USA, Greiner Bio-One offers employees e-learning programs to prevent sexual harassment and discrimination in the workplace. These courses teach employees how to recognize discrimination, identify harassment, and take preventive action. We understand that building and maintaining a positive work environment is essential for our business success and can only be achieved through proactive training and awareness initiatives. In 2024, 281 employees at the site completed this training.

## Diversity, equity & inclusion

As a global company, we are committed to equal opportunities for all. We believe that this not only strengthens our business success, but also contributes to a more inclusive society and a peaceful future. As a signatory of the Charta der Vielfalt (Diversity Charter), we publicly pledge to review our processes and ensure that they are fair and inclusive. For us, one thing is clear: Equal opportunities does not happen automatically or overnight. It requires continuous effort, and we work toward this goal every day through numerous initiatives, measures, and objectives.

### Diversity, Equity & Inclusion Policy

The Group-wide Diversity, Equity & Inclusion Policy provides the strategic framework for equal opportunities at Greiner. Since September 2023, it has been in effect across all business units worldwide where Greiner AG holds a direct or indirect stake of more than 50 percent, setting out the minimum requirements for diversity, equity, and inclusion. These requirements include a zero-tolerance policy on discrimination, the role-model function

of management, and the obligation to report any violation immediately. The Group-wide Diversity, Equity & Inclusion Policy is publicly available on our [website](#).

The policy contains our diversity mission statement and defines the expectations for all employees. It serves as the foundation for further initiatives aimed at achieving established goals, such as increasing the share of women in leadership positions to 40 percent by 2030. The major challenge lies in bringing the policy further to life and thus integrating diversity, equity, and inclusion into all relevant HR processes.

Managers play a particularly vital role in this regard, as they are expected not only to adhere to the principles of the policy, but also to embody them in their daily actions. It is primarily their responsibility to foster an environment where diversity, equity, and inclusion become a lived reality. That is why, in 2024, we significantly expanded our awareness-building initiatives (see p. 109).

### **Inclusive communication guidelines**

The way we communicate with one another has a significant impact on our work atmosphere and corporate culture. To strengthen respectful, appreciative, and discrimination-free communication at Greiner, we provided all employees with an inclusive communication guide in 2024. This guide is available in both a short and a long version. It serves as a supplement to the Group-wide Diversity, Equity & Inclusion Policy and is publicly accessible on our [website](#).

### **Our diversity, equity & inclusion mission statement**

We offer equal opportunities for everyone and are committed to inclusivity within the company and in society. This vision serves as our guiding principle for diversity, equity, and inclusion. To make this vision a reality, we have formulated five guiding principles that shape our daily efforts. Our diversity mission statement and Diversity, Equity & Inclusion Policy are publicly available on our website in multiple languages.

### **Guiding principles for diversity, equity & inclusion**

- **Fair workplaces**

We consider it our responsibility to eliminate discrimination as well as structural and unconscious biases. We strive to recognize and overcome inequalities by raising awareness among colleagues, learning from one another, and making this issue more visible.

- **An inclusive environment for all employees**

We are committed to providing all employees with transparency and equal opportunities throughout

their careers at Greiner. Our goal is to be inclusive and fair – from employer branding and recruitment to ongoing support for our employees.

- **Space for personal life choices**

We aim to offer our employees both a fulfilling career and sufficient time for their personal lives. That is why we promote a balance between family, continuing education, and work at all stages of life.

- **Inclusive products and services**

When developing new products and services, we consider aspects of diversity, equity, and inclusion in accordance with the needs of our customers, users, and stakeholders.

- **Involving suppliers and partners**

Diversity, equity, and inclusion extend far beyond the boundaries of our company. We encourage our suppliers, customers, and partners to contribute to the realization of our vision, mission, and guiding principles to help create a fairer society.



### **greiner.for.all: Our diversity network**

In 2024, we established our internal diversity network, greiner.for.all. Across four sessions, each attended by 50–80 participants from around the world, employees had the opportunity to exchange ideas on diversity, equity, and inclusion and learn from one another. With greiner.for.all, we have created a platform for knowledge-sharing and cross-divisional collaboration. This network helps us harness the strength of our diversity and collectively develop Greiner's corporate culture.

### **Implementing diversity initiatives**

In recent years, Greiner has implemented several measures to promote diversity, including a strong commitment to gender equality in job postings, flexible working models, childcare services, job-sharing opportunities, initiatives to include people with disabilities, and consideration of employees' safety needs.

Effective diversity management in an internationally operating company requires that we take the specific challenges of each country into account. That is

why we follow a participatory approach, involving stakeholders across all divisions and hierarchy levels in our efforts.

We are also committed to balancing global and local perspectives. To meet this objective, a new target was introduced in 2023 that requires active engagement from all company locations: Starting in 2025, each site – regardless of its size – must implement at least one measure per year related to diversity, equity, and inclusion. To support the locations, a best-practice document has been created, showcasing successful initiatives from different business units. To ensure transparency, these measures are documented annually in the context of our reporting. In the current reporting period, we have already recorded over 100 measures implemented at around 50 sites.

### Whistleblowing platform

To promote equal opportunities and avoid discrimination, harassment, and bullying, we have established the whistleblowing platform [tell-greiner.com](https://tell-greiner.com), which allows employees, customers, and business partners to report incidents anonymously.

### A channel for exchange

As an additional contact point, we have set up the [diversity@greiner.com](mailto:diversity@greiner.com) inbox, managed by Greiner AG's Group-wide Diversity Management. Employees, customers, and business partners are encouraged to submit feedback, questions, and ideas to help create a diverse, fair, and inclusive corporate culture at Greiner.

### Advisory Board for Diversity, Equity & Inclusion

During the reporting period, we further integrated diversity, equity, and inclusion into our organizational structure and enhanced governance in this area. The previous cross-divisional working group on diversity, equity, and inclusion, which played a valuable role in laying the foundation for equal opportunities at Greiner, was replaced in 2024 by an international Diversity, Equity & Inclusion Advisory Board. This committee is broader, more international, and more strategic in its composition. Additionally, the division head of Greiner Packaging International is part of this body, emphasizing the importance of this topic within the company. The newly established Advisory Board, together with Greiner AG's Diversity Management and the Executive Board, sets the direction for equal opportunities efforts at Greiner.

### Planned initiatives

For 2025, we aim to further improve the measurability of diversity, equity, and inclusion and define new Group-wide priorities in this area. Training offerings will be gradually expanded to strengthen awareness of respectful collaboration and inclusive leadership. Additionally, from 2025 onward, all locations will be required to implement at least one measure per year related to diversity, equity, and inclusion.

Greiner also plans to launch a global Employee Resource Group (ERG) alongside the [greiner.for.all](https://greiner.for.all) diversity network in the future. ERGs are employee-led groups formed around a common interest – such as empowering women – and provide a platform for interested employees to make an active contribution.

Advisory Board for Diversity,  
Equity & Inclusion



# Workers in the value chain

## Working conditions and human rights

Our responsibility extends far beyond our factory gates and encompasses the entire lifecycle of our products. Greiner is committed to respecting and upholding human rights within our operations and throughout our supply chain, firmly rejecting all forms of modern slavery and human trafficking. In addition, we proactively work to identify potential risks, manage them, and – if necessary – take appropriate countermeasures.

Our principles and standards regarding human rights are embedded in all relevant Greiner policies and processes, including our Sustainable Sourcing Policy, Greiner Code of Conduct, and the Code of Conduct for Suppliers and Business Partners. These documents apply across the Group and are regularly updated to reflect evolving legal and societal requirements.

Greiner has also pledged to publicly disclose each year the measures we take to keep our supply chains free of child labor, modern slavery, and human trafficking. The corresponding Modern Slavery Act Statement, along with all the aforementioned documents, is publicly available on our [website](#).

Greiner is committed to equity, both for our own employees and for those within our value chain. Achieving this vision requires collaboration with suppliers, customers, and partners to foster a fair and inclusive working environment. This commitment is also embedded in our Diversity, Equity & Inclusion principles. Our current measures focus on a risk-based approach, targeting areas where we have the greatest ability to influence external stakeholders.

### Working conditions and human rights in the supply chain

For many years, Greiner has maintained a stable network of long-term supplier relationships. Our suppliers are familiar with our Group-wide sourcing requirements, which are governed by both our Sustainable Sourcing Policy and the Code of Conduct for Suppliers and Business Partners. The escalation matrix embedded in the Sustainable Sourcing Policy ensures that violations are handled systematically, transparently, and proportionately. Together with our business partners, we define corrective actions and monitor their effectiveness. If a supplier fails to make necessary improvements, the business relationship may ultimately be terminated.

In 2024, we began developing a supplier risk mapping process, which will be further refined in the coming year.

Our strategic suppliers are asked to undergo an EcoVadis assessment, which also evaluates labor and human rights criteria. Additionally, Greiner has further strengthened procurement competencies and drafted a Group-wide Human Rights Policy, which is set to be implemented in 2025.

### OECD Guidelines

To fulfill our due diligence obligations in working with suppliers and business partners, we align with the OECD Due Diligence Guidance for Responsible Business Conduct. The recommendations of the guidelines, which also cover human rights, comprise six steps.



The following overview presents the measures and activities implemented by Greiner in this regard. We ensure that our actions comply with the UN Guiding Principles on Business and Human Rights, the ILO Core Labor Standards, and all relevant local laws.



## Whistleblowing platform

Our [tell-greiner.com](https://tell-greiner.com) whistleblowing platform enables internal and external stakeholders to report any incidents or misconduct anonymously.



## OECD Due Diligence Framework

### Communication and reporting

Creating transparency about measures and their impact through various communication formats and channels. Annual Modern Slavery Act Statement, the business and sustainability report, the progress report within the framework of the UNGC, internal and external communication initiatives, industry events, and internal exchanges

5

2

### Identification and assessment of potential adverse impacts

Identifying and assessing potential risks and negative impacts along the value chain through risk management, the whistleblowing platform, double materiality analysis, and supplier risk assessments

6

### Taking responsibility

Immediately initiating targeted remedial actions when negative effects are identified – cooperation with relevant organizations to specifically address and mitigate the causes and impacts

4

### Monitoring

Regularly assessing the effectiveness of measures to minimize risks and potential negative impacts based on key performance indicators, EcoVadis and CDP ratings, audits such as SEDEX, and ISO certifications

3

### Prevention and mitigation

Counteracting and mitigating risks and potential impacts by setting targets and implementing measures tailored to the specific topic and affected group – awareness-raising, education, training, workshops, and employee dialogue

1

### Embedding principles and public commitment

Defining and integrating relevant principles and guidelines into corporate policy, including codes of conduct, the annual Modern Slavery Act Statement, confirmation of the UNGC principles, signing of the Charta der Vielfalt (Diversity Charter), and participation in the UN WEP; supplemented by the implementation and certification of specific management systems



# Governance

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As a company with a global presence, Greiner operates in different legal and cultural environments. Our managers and employees engage with suppliers, customers, and business partners worldwide, making daily decisions that have financial implications for both Greiner and internal and external stakeholders. These decisions must be made based on the law, taking into account common market practices and adhering to ethical principles, such as transparency, respect, and integrity.

Adhering to these principles is essential for establishing and maintaining long-term, mutually beneficial business relationships with stakeholders. What Greiner considers to be proper conduct is reflected normatively in the values of our corporate culture and is further detailed in the Group-wide codes of conduct and policies. These standards go beyond the minimum requirements of legal compliance and are actively communicated both internally and externally. Greiner expects all managers, employees, and business partners to align their actions with these guidelines.

Certain roles within our organization pose an increased compliance risk, particularly those involving sensitive financial transactions or interactions with stakeholders in countries or industries subject to specific regulatory requirements or heightened ethical considerations. Managers and employees in these functions receive specialized compliance training, and adherence to our policies is regularly audited.

Sustainable supply chain management is both a corporate responsibility and a key factor in enhancing supply chain resilience, ensuring smooth production processes.

### Material governance topics

Governance at Greiner encompasses key topics such as business conduct and sustainable supply chains. In this context, Greiner addresses aspects including corporate culture, compliance, the prevention of corruption and

bribery, whistleblowing, and sustainable supply chain management.

In this chapter, we report on the most significant impacts, risks, and opportunities related to these topics and aspects, as well as the key figures, measures, and targets used to monitor and manage our performance in this regard.

### Managing business conduct impacts

Greiner's compliance management system (CMS), which is certified under ISO 37001 and ISO 37301, covers all entities within the Group. In addition to legal requirements, we enforce a range of Group-wide policies, ensuring compliance through dedicated compliance management oversight. Furthermore, we rely on internationally recognized certifications, such as EcoVadis ratings.

By maintaining an active approach to compliance management, we promote ethical behavior within clearly defined rules. Through training and awareness initiatives, we foster a culture of trust and transparency. Our focus areas include anti-bribery and corruption, conflict of interest management, sponsorship and donations, and information security.

A key element of our compliance framework is our whistleblowing platform, which is available to internal and external stakeholders and allows anonymous reporting. Greiner protects whistleblowers from retaliation, ensures that every report is investigated, and evaluates them objectively. Additionally, Group-wide risk management, as well as the regular auditing of departments and sites, also contribute to identifying and addressing potential or actual negative impacts.

In supply chain management, Greiner enforces strict codes of conduct, provides training, utilizes external supplier ratings, and fosters close collaboration with relevant stakeholders to ensure sustainable sourcing practices.

# Business conduct

## Corporate culture

A corporate culture with clear values and guidelines that are upheld by all employees, regardless of their position or hierarchical level, forms the foundation for successful business development. The four core values of the Greiner Group – openness, appreciation, reliability, and the pursuit of excellence – serve as the basis of our collaboration and guide our daily actions.

### Our values & principles

#### Openness



- We contribute our own ideas, in our area and in others.
- We support measures even if they are more advantageous for the company than for our own area.
- We also give critical feedback when something goes wrong.
- We provide our employees with feedback. This way, they know where they stand and how they are perceived.
- We try out new approaches.
- We never say “but we’ve always done it this way.”
- We never assume that what worked in the past will still work in the future.
- We value the suggestions of others, even if they affect our area.

#### Reliability



- We keep our promises.
- If we cannot keep a promise, we make this known.
- We make consistent decisions in similar situations.
- We regularly review our performance.
- We remain loyal to our company.
- We represent the company publicly.
- We give equal consideration to social, environmental, and economic factors in corporate governance.

**Striving for excellence**

- We set high goals that are not easy to achieve.
- We try to meet the wishes of external/internal customers as well as possible.
- We analyze our mistakes and try to learn from them.
- We celebrate when we achieve goals.
- We stand for profitable growth.
- We fight for every single customer.
- We set standards and work on exceeding these.
- We measure our performance not only by past successes but also by those of our competitors.

**Appreciation**

- We listen to others and let them have their say.
- We consider the opinion of others to be equal.
- We make a point of actively asking for their opinions.
- We attempt to combine the best from different cultures.
- We view cooperation between young and old as an opportunity.
- We see cultural differences as a learning opportunity.
- We treat all employees equally.
- We do not see ourselves as being above colleagues or employees.
- We speak to each other politely.
- We tolerate other opinions.

In addition to a well-defined set of values, effective corporate leadership requires an awareness of responsibility and the role model function. To provide guidance, eight leadership

principles have been established, forming the framework for successful and ethical leadership and cooperation throughout the Greiner Group.



We communicate openly, clearly, and proactively.



We treat each other with mutual trust and respect.



We are constantly learning to lead Greiner into the future.



We make decisions and stand by them.



We are role models and create a respectful working environment.



We are courageous and take responsibility to achieve our goals.



We align our actions with the needs of our customers.



We support people and foster teamwork across departments and cultures.

Leadership principles



# Compliance

As a globally operating company, we are present in numerous countries, each with its own set of legal regulations governing areas such as anti-corruption, antitrust and competition law, data protection, labor and social rights, environmental protection, and product liability. Ensuring compliance with all local, national, and supranational laws and regulations – i.e. legal compliance – is the foundation of our corporate responsibility. It is the responsibility of company leadership not only to ensure legal conformity, but also to uphold both external and internal guidelines and standards that go beyond legal requirements. To guarantee this, we rely on standardized processes, training programs, and various awareness-raising measures. These efforts not only secure legal compliance, but also help seize opportunities, amplify positive impacts, and mitigate risks and negative effects.

We strictly adhere to tax laws in all the countries in which Greiner operates and firmly reject aggressive tax planning and structuring. Furthermore, we recognize that national competition laws vary by country, and we ensure that all applicable laws and regulations are adhered to without exception.

Our Group-wide compliance management oversees activities such as drafting policies and manuals, maintaining required documentation to fulfill accountability obligations, ensuring timely regulatory reporting, developing and conducting compliance training, providing internal legal consultation, and managing our publicly accessible whistleblowing platform. The company's core values and, in particular, its compliance principles form the normative framework and are outlined in the codes of conduct for employees and business partners.

## Compliance: Responsibility and organization

The Compliance organization operates under the authority of the Chief Financial Officer (CFO) and is led at the group level by the Group Compliance Officer. The Division Compliance Officers (DCOs), embedded within each division, report to the Group Compliance Officer, and each company has a Local Compliance Officer (LCO) reporting to the Division Compliance Officers on

the local level. These local officers serve as the primary points of contact for compliance-related inquiries on site, maintaining direct communication with the respective Division Compliance Officer and, ultimately, the Group Compliance Officer. During regular meetings of the Compliance Board – attended by the Group Compliance Officer, Division Compliance Officers, and, when necessary, selected employees – current issues are discussed, tasks are coordinated, and future focal points are defined. The primary objective is to ensure adherence to laws and compliance regulations, particularly in areas such as anti-corruption and anti-bribery, antitrust law, competition law, export controls and sanctions, and data protection.

The Group Compliance Officer provides regular updates to the CFO in dedicated meetings, reporting on ongoing issues, compliance initiatives, and planned actions, while also being available to other Executive Board members for consultations at any time. Furthermore, the Executive Board receives a comprehensive written report on the compliance management system twice a year, detailing key compliance topics for each half-year period.

Once a year, compliance management is a core agenda item in Supervisory Board meetings. At the end of each financial year, the Executive Board and the Supervisory Board assess whether the compliance management system remains effective and appropriate, implementing any necessary improvements.

The responsibilities and processes associated with compliance management, including the regularly conducted risk analysis, are documented in the Greiner Compliance Handbook. The initial compliance risk assessment was conducted in 2016 and is regularly updated to reflect any shifts in risk prioritization within the compliance management system. The overarching goal is to prevent compliance violations. However, if violations do occur, the company responds accordingly to minimize liability risks and prevent reputational damage. Another key responsibility of compliance management is to provide legal guidance to Greiner's executives, managers, and employees to shield them from potential

legal consequences while also enhancing the efficiency of the compliance system by coordinating existing compliance activities.

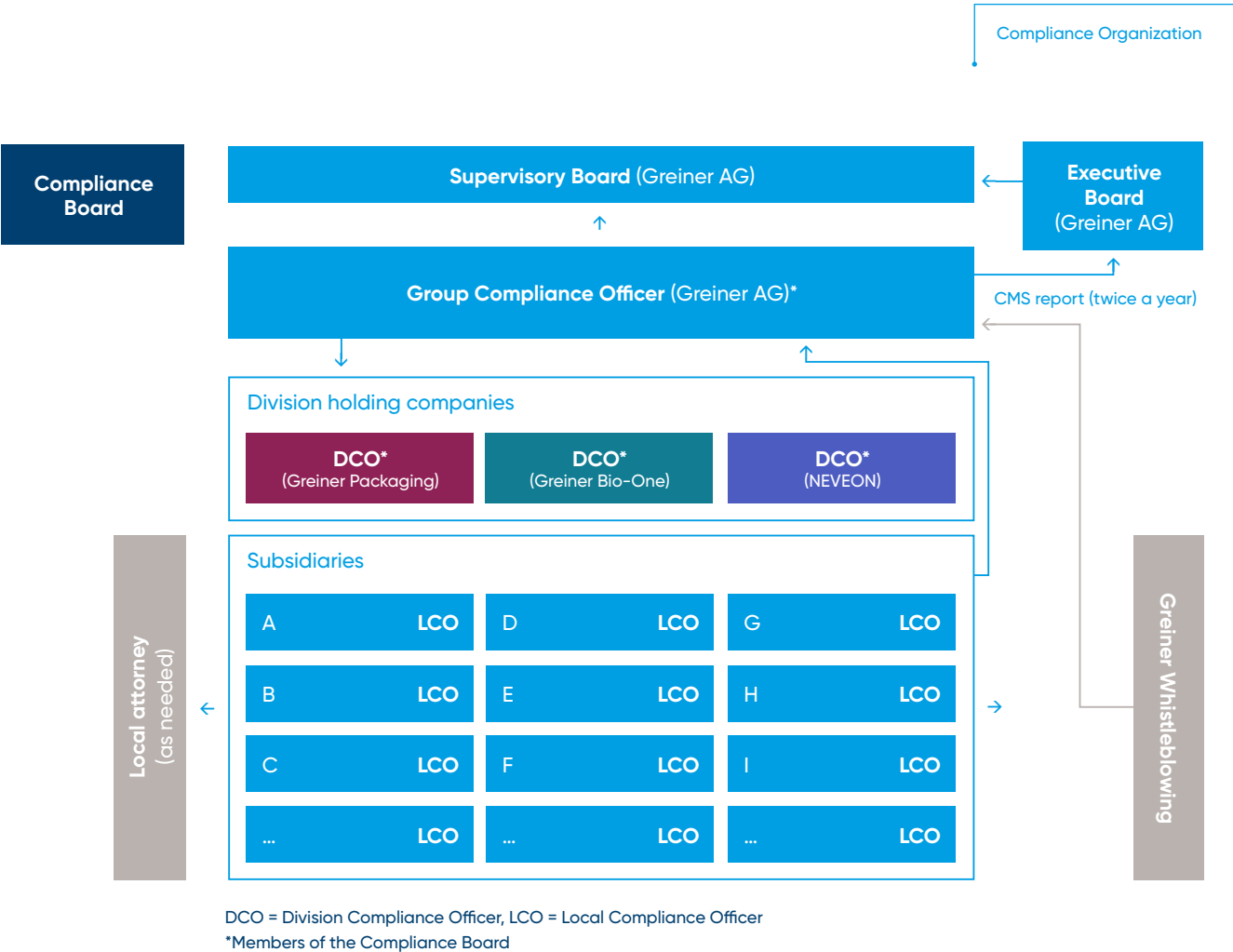
As early as 2017, all Austrian entities were certified according to ISO 19600 and ONR 192050. These are an international standard and an Austrian guideline, respectively, that define the requirements for compliance management systems and provide guidance for their establishment, implementation, maintenance, and continuous improvement. By 2020, the entire corporate group was certified under ISO 19600, and in 2021, this certification was updated to reflect the transition to ISO 37301. These updates and recertifications have led to further refinements and improvements in our compliance management system. The ISO 37301 standard now applies to all Greiner companies worldwide. Additionally, Greiner's compliance management system includes a modern anti-corruption framework that is certified under ISO 37001.

Greiner takes a firm stance against discrimination, human rights violations, and any form of misconduct that breaches

the company's codes of conduct. In cases of non-compliance, appropriate measures are taken to prevent similar incidents in the future and, where necessary, to remediate any resulting harm. Depending on the nature of the violation, consequences may include disciplinary actions under labor law for employees or contractual consequences for business partners.

**Corporate Policies and Code of Conduct**

The Compliance department of Greiner AG, in cooperation with the relevant specialist departments, is responsible for drafting and updating Group-wide policies, including the Greiner Code of Conduct for Employees, which is available online in German and English at [www.greiner.com](http://www.greiner.com). This code establishes the fundamental principles that guide our collaboration and behavior. Additionally, there are topic-specific policies and guidelines covering areas such as anti-corruption and anti-bribery, antitrust and competition law, data protection, military & dual-use regulations, environmental protection, health and safety, procurement, and diversity. These policies reference internationally recognized frameworks where relevant, such as the OECD Guidelines



for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the conventions and recommendations of the International Labour Organization (ILO). They are available in the most widely spoken languages within the Greiner Group. The Greiner Compliance and Legal Policies, along with the Greiner Code of Conduct, apply to all employees across the company. The stated policies are continuously developed further, taking into account developments both within and outside the company, as well as potential risks and opportunities that may arise from them.

The Greiner Code of Conduct also includes an anti-corruption policy and is distributed to all new employees during their first days at work. Employees must confirm compliance with the Code by signing it. Compliance is continuously monitored by the Compliance department and by Internal Audit & Risk Management. The Greiner Code of Conduct is also binding for all business partners who act on behalf of Greiner. In addition to this, suppliers and business partners are subject to a separate Code of Conduct for Suppliers and Business Partners, which is incorporated into their contractual agreements. All Compliance and Legal Policies require approval from the Executive Board. Any violations of these policies can be identified through internal and external audits, reports to supervisors, HR/People & Culture colleagues, compliance officers, or via the Greiner whistleblowing system. The Greiner Group is fully committed to upholding these policies and expects all employees and business partners to familiarize themselves with and adhere to them.

In 2024, Greiner began revising the Group-wide Code of Conduct. In addition to updating its content, the company plans to merge the existing codes of conduct for employees, suppliers, and business partners into a single unified document. The new Code of Conduct is scheduled to come into effect and be implemented in 2025.

### Modern Slavery Act Statement

The Greiner Group publishes an annual Modern Slavery Act Statement. In accordance with the UK Modern Slavery Act of October 29, 2015, we set out the strategies and preventive measures that we as a corporate group use to prevent modern slavery and human trafficking in our sphere of influence, including our supply chains.



### Modern Slavery Act Statement

The Modern Slavery Act Statement can be accessed on our company website: [greiner.com](https://greiner.com).



### Awareness-raising and training

To do the right thing, people need to know what the rules and regulations are and how to apply them. Consequently, as part of the introduction of new Group-wide policies, all employees are given the opportunity to ask questions of the experts in the appropriate specialist department. Greiner also offers a wide range of online and classroom training courses to help employees, particularly those working in compliance-sensitive areas, to understand the relevant requirements. The range of training courses is regularly updated and expanded as necessary to reflect the latest developments and new priorities.

A compliance introduction (with the courses "Compliance – Basics," "Compliance – Corruption Prevention," and "Compliance – Fair Competition") is a mandatory part of the onboarding process for all employees starting work in compliance-sensitive areas. Depending on their job description, they are then assigned further training and e-learning materials on the training platform, which they must complete within a certain period of time. Every two years, they are required to retake the compliance courses ("refreshers") to refresh their knowledge and learn new material.

The number of completed courses is recorded in Greiner's online learning management system. The following table lists compliance-focused online courses completed by employees in compliance-related functions during the reporting period:

In addition to training, we regularly conduct awareness-raising campaigns to communicate compliance requirements and objectives to all employees. This allows us to show them how they can personally contribute to meeting or exceeding these goals. In addition, posters advertising the Group-wide whistleblowing platform are displayed at each site.

In the future, we will expand the content of our training offerings and add additional language versions. By doing so, we aim to break down language barriers and foster a comprehensive understanding of compliance across the entire Group.

Online course	Focus	Number of completed online courses in 2024
Compliance – Basics	Compliance in the company and in everyday life, consequences of violations, case studies	595 (93.9%) New employees in compliance-related areas
Compliance – Corruption Prevention	Corruption worldwide, legal foundations and consequences, public officials and private sector, benefits and gratuities, consultants and intermediaries, case studies	595 (93.6%) New employees in compliance-related areas
Compliance – Fair Competition	Overview of antitrust law, legal foundations and consequences, agreements between competitors, agreements between suppliers and buyers, abuse of market position	595 (93.6%) New employees in compliance-related areas
Refresher I	Consequences of violations, overview of antitrust law, corruption worldwide, case studies	406 (99.5%) employees <sup>1</sup>
Refresher II	Compliance in everyday life, benefits and gratuities, legal foundations and consequences, agreements between competitors, case studies	673 (98.7%) employees <sup>2</sup>

Overview of compliance training

1 2 years after basic training, then every 4 years    2 4 years after basic training, then every 4 years

## Data compliance

We are required by law to protect and secure our own and third-party personal information. To meet all legal requirements and respect the privacy of customers, business partners, and employees, we place a high priority on data protection within our compliance management system. Since 2023, data privacy has been part of the ISO 37301 compliance management system certification.

As a subset of compliance, data compliance is the responsibility of the Group Compliance Officer, who reports to the Chief Financial Officer (CFO). A team of data privacy experts at the holding company and the divisions provides support, monitors legal developments, and develops standards across the Group. The Group Compliance Officer oversees the legal business partners, while locally, Privacy and Security Managers (PriSec Managers) or Local Compliance Officers serve as points of contact. All relevant departments work closely together and share information.

In addition, interdisciplinary meetings of the PriSec Board (Privacy and Security Board / Data Protection and Information Security Committee) are held several times a year to address topics related to data protection and information security. This is a committee at the holding and divisional levels that reports on progress, coordinates material privacy issues, and shares information with key stakeholders from relevant specialist departments, IT, and information security. The goal is to identify risks and opportunities at an early stage, develop appropriate measures, and review their effectiveness on an ongoing basis.

An important cornerstone of the data protection management system at Greiner is the Data Protection Policy, which has applied to all employees throughout the Group since 2020. It defines the correct handling of personal data at every stage of the data lifecycle – from creation and storage to transfer and sharing, all the way to retention and deletion or disposal. It also governs the use of information technology in a privacy-compliant manner, the process for responding to requests from data subjects, the fulfillment of information obligations, and what to do in the event of loss or theft of personal data. Additional focal points of the management system include enhanced support through digital solutions for auditing, documentation, accountability requirements, and quality audits. It also includes preconfigured information security settings and increased awareness and training for employees to minimize data protection vulnerabilities related to human factors.

To raise awareness of data protection compliance and effectively reach a broad target audience, we are increasingly relying on e-learning programs. All employees with a computer workstation are required to complete a basic data protection training course. This training consists of three parts and is automatically assigned, easily accessible, and available barrier-free in all languages relevant to Greiner. In addition, targeted training sessions are provided to meet the specific requirements of different target groups.

Online course	Focus	Number of completed online courses in 2024
Privacy Basics I & Privacy Basics I Non-EU	Illustration of the terms personal data/information and sensitive data, presentation of potential consequences in case of data loss or theft, implementable security measures	693 (89.2%) New employees in branches within and outside the EU with computer workstations
Privacy Basics II EU	Basics of data protection, framework for permissible data processing, and security measures from an employee perspective	381 (84.3%) New employees in branches within the EU with computer workstations
Privacy Basics II Non-EU	Basics of data protection, framework for permissible data processing, and security measures from an employee perspective	165 (83.6%) New employees in branches outside the EU with computer workstations
Privacy Basics III – Confidentiality Statement	Advanced awareness training and renewed commitment to data confidentiality and business and trade secrets	852 (89.0%) New employees in branches within and outside the EU with computer workstations

#### Overview of data protection training

Greiner's online learning management system allows for monitoring the annual number and proportion of participants in the offered courses.

### Information security

In the interest of all stakeholders, the company places great importance on protecting business-critical information as well as the necessary information and communication technology (ICT). Greiner's information security team is responsible for implementing security processes that not only ensure protection, but are also designed to be energy-efficient. For Greiner, information security goes beyond purely technical measures: We foster a holistic security culture and continuously invest in training programs that enable our employees to identify security risks early and act responsibly. These measures help reduce security incidents, lower response efforts, and increase resilience against cyberattacks. Ongoing analyses of security-related indicators and regular internal audits ensure that our systems and processes meet high security standards and are continuously improved.

The company aims to position itself as an industry leader and actively contribute to the development of industry-specific standards. Through collaborations and partnerships, we develop joint solutions to strengthen information security both internally and across the industry. Our high standard of information security protects not only our own data but also the information of third parties. Stakeholders can trust that their personal rights as well as business and trade secrets are securely safeguarded. Every employee shares responsibility for upholding this trust, which is why the workforce plays a central role in Greiner's security strategy. Since 2017,

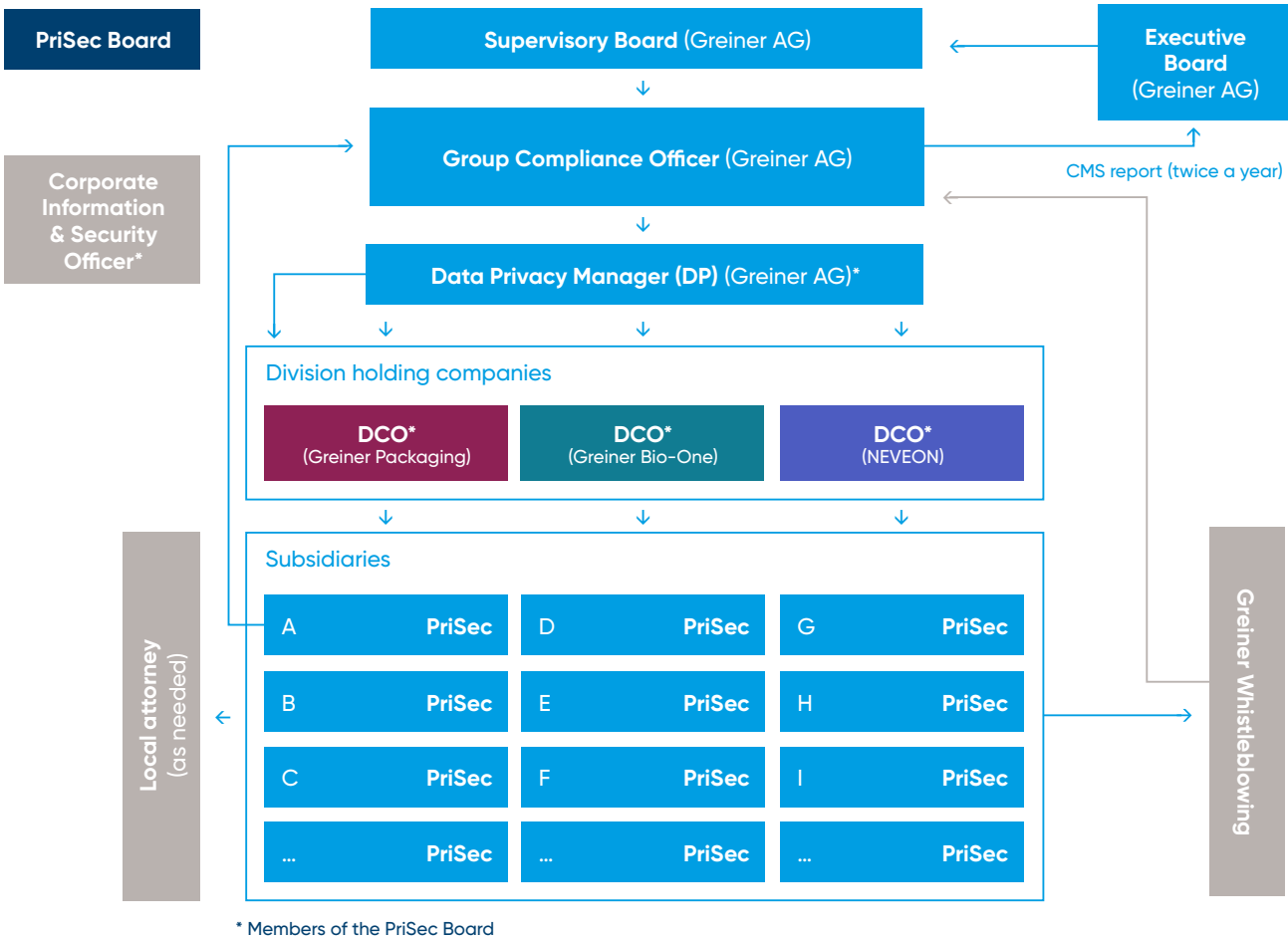
the entire Group has had a policy governing the use of information and communication technology (ICT), and since 2020, a data protection policy has been in place. These policies regulate, among other things, the secure use of IT systems, applicable social media and communication guidelines, procedures for handling security incidents, and the permissible scope of private internet use. Furthermore, they define how data should be managed throughout its entire lifecycle – from creation and storage to transmission and use, and ultimately, secure deletion or disposal. The graphic on the next page shows the structure of data protection compliance in the Greiner Group.

These Group-wide policies support efficient data usage and ensure compliance with legal and contractual requirements. Regular analyses of security-related indicators and internal controls ensure both compliance and high-quality standards. Additionally, the company incorporates sustainability aspects into information security, such as using durable hardware and resource-efficient software.

### Violations

The complete documentation of compliance-related risks, incidents, and violations is the basis for accountability and continuous improvement of the compliance management system. It is included in the reporting documents alongside the semi-annual report on the compliance management system, the annual certification results, as well as risk and audit reports, which are prepared by internal specialists or external experts and submitted by the Group Compliance Officer to the members of the Executive Board and Supervisory Board. This ensures that key decision-makers





Structure of data protection compliance

and the governance body are fully informed about the compliance situation at all times and share the same level of knowledge.

During the reporting period, no legal proceedings or fines were imposed on Greiner due to non-compliance with laws, regulations, or other requirements in the areas of antitrust and competition law, corruption, or environmental and social compliance. The same applies to laws and regulations in the social and economic sectors, as well as to violations related to the impact of products and services on health and safety. However, in the context of an official determination of a data protection breach, one confirmed violation occurred.

**Whistleblowing platform and protection of whistleblowers**

To underscore the seriousness and binding nature of our corporate principles, we launched the whistleblowing platform [tell-greiner.com](https://tell-greiner.com) in 2017. This platform provides

all employees, customers, and business partners with the opportunity to anonymously report potential legal violations, as well as corporate or personal misconduct. Reports can be submitted in person, via telephone, or in writing. Greiner ensures that any suspicion can be reported through an appropriate and secure channel, that every report and concern is taken seriously, and that whistleblowers are protected at all times. Each submitted report is forwarded within the system to two employees, who must make decisions independently and under the four-eyes principle.

The recipients of the reports investigate the reported cases as quickly as possible – but always within the legally prescribed local deadlines – and document them in accordance with local reporting regulations. Additionally, they decide in consultation with the Group Compliance Officer, independently and impartially, whether an internal investigation should be initiated. If an investigation is launched, it is also determined which departments or

individuals within the Greiner entities will support the investigation and whether external consultants will be engaged.

In cases of reported violations involving senior executives or matters relevant to the entire company or larger corporate divisions, support must be mandatorily involved in the investigation process. For severe violations, company management and/or appropriate departments are involved, while always maintaining the confidentiality of the whistleblower. If a report is received via the central whistleblowing system, the Group Compliance Officer at Greiner can inform the responsible department in the affected subsidiary and/or assign them to investigate the reported violation. If a local whistleblowing channel is legally required, the Group Compliance Officer informs the relevant Local Compliance Officer or external whistleblowing contact point for the respective company. Reports concerning the Group Compliance Officer of Greiner personally are forwarded directly to the Executive Board of Greiner AG.

The level of information provided to the whistleblower regarding the initiation of an investigation or planned measures always depends on the circumstances of the specific case and the legitimate confidentiality interests of the accused or involved individuals. Whistleblowers receive feedback within the locally specified deadlines, but no later than three months after the report has been submitted. This feedback may either indicate that no investigation will be initiated or – where possible – provide minimal to more detailed information about actions taken. Employees accused of a violation are generally confronted with the allegations against them and given an opportunity to respond, provided this does not hinder the investigation. Information regarding the investigation of reports, their

outcomes, and any follow-up actions is shared with other Greiner entities only in an anonymized form. The exact process and details can be found in the publicly available [tell-greiner.com](https://www.greiner.com/tell-greiner.com) policy. In the reporting year, Greiner revised this policy and rolled it out at the end of 2024.

A total of 23 reports were submitted through the system in 2024. Several reports were recorded on the following topics:

- Violations of labor law regulations
- Human rights violation
- Breaches of the Code of Conduct
- Fraud

The reports originated from the following countries and regions:

- USA, Brazil, Mexico, Poland, UK, Romania, Turkey, Hungary, Japan, Austria, and the Czech Republic

Out of the 23 reports, 22 have been processed, while one case remains under further review. The reports do not require any adjustment to Greiner's compliance management system and do not pose any material compliance risk to Greiner. Furthermore, no legal proceedings or fines resulted from the reports. In confirmed cases, the reports have led to appropriate corrective measures and/or labor law consequences.

Greiner stakeholders are encouraged to proactively voice their concerns or observations regarding potential violations of our Code of Conduct. In addition to the whistleblowing platform, issues can also be discussed with supervisors, colleagues from HR / People & Culture, or Compliance Officers.

Topic area	Reports and violations 2024	Activities and measures
Anti-corruption & anti-bribery	No confirmed legal proceedings and/or fines	Code of Conduct, training, anti-corruption policy, Code of Conduct for Suppliers and Business Partners, certification according to ISO 37001, risk analysis
Cartels and monopolization or anti-competitive behavior	No confirmed legal proceedings and/or fines	Certification according to ISO 37301, Code of Conduct, training, antitrust policy, Code of Conduct for Suppliers and Business Partners, risk analysis
Data protection violation	One confirmed violation <sup>3</sup>	Code of Conduct, training, risk analysis
Environmental Compliance	No legal proceedings and/or fines	Environmental policy, sustainability training
Social compliance (discrimination) & human rights	No confirmed legal proceedings and/or fines	Code of Conduct, Health & Safety Policy, Diversity, Equity & Inclusion Policy, Modern Slavery Act Statement
Compliance reports	23 reports via the whistleblowing platform	<a href="https://tell-greiner.com">tell-greiner.com</a> , Compliance department, training

#### Compliance overview

<sup>3</sup> A data protection complaint in Austria, which was upheld: violation of the right to confidentiality (under § 1 DSG) due to the information provided to the parents of an adult apprentice regarding the status of their apprenticeship

# Sustainable supply chain management

As a globally operating company, we source raw materials, traded goods, auxiliary and operating materials, packaging materials, and services from numerous suppliers in various countries. Geopolitical, economic, and environmental crises, as well as new legal requirements, necessitate an in-depth examination of our supply chains and the people working within them. At the same time, through strategic diversification, we are sustainably strengthening the resilience of our supply chains.

By leveraging a broad supplier network, continuous stakeholder dialogue, and the mandatory adherence to sustainability criteria, we can mitigate risks and contribute to environmental protection and the well-being of people in the supplier countries. Furthermore, we have continued to drive the external evaluation of our suppliers through EcoVadis and further developed our internal processes and requirements for suppliers.

## Structure of the procurement organization

The procurement departments of our divisions are structured at different levels. At the site level, operational buyers are responsible for local sourcing. The second level consists of strategic sourcing managers, who are responsible for the sourcing of strategically important product groups and services at the divisional level. Both levels report to the procurement management of the respective division, who holds the highest level of responsibility. The tasks of the divisional procurement management include defining supplier selection criteria, ensuring and reviewing minimum requirements, and training employees. They report directly to the division head.

A cross-divisional working group, consisting of employees responsible for sustainability and representatives of the procurement organizations, meets regularly. Its goal is to exchange information, address current challenges, and develop joint solutions. In the reporting year, the working group initiated a Group-wide process to assess supplier risk to fulfill due diligence obligations. It is also addressing future requirements of the CS3D.

## Internal Awareness and Competency Development

In the previous year, a modular online training course was developed and introduced Group-wide to strengthen competencies in sustainable procurement at all hierarchical levels. New employees in the procurement departments also completed the e-learning program in the reporting year to establish a solid knowledge base from the outset. Supplementary training is provided on how to use the EcoVadis assessment platform.

## Code of Conduct for Suppliers & Business Partners and Sustainable Sourcing Policy

Sustainable supply chain management is characterized not only by traditional evaluation criteria (quality, price, and supplier reliability) and strategic considerations but also by human rights, social, and environmental aspects. To provide a clear framework for collaboration, we have set out our requirements, expectations, and minimum standards in the Group-wide Code of Conduct for Suppliers and Business Partners. A key component of the Code of Conduct is the “escalation matrix,” which outlines the internal procedure for dealing with suppliers who do not meet the required minimum standards.

In 2024, all new and strategic suppliers and business partners were again required to sign the Greiner Code of Conduct or demonstrate compliance with an equivalent code. Our Code of Conduct is based on social, environmental, and ethical principles and requirements outlined in international frameworks such as the UN Global Compact and the relevant conventions of the ILO. The Code of Conduct is regularly reviewed and updated to ensure thematic relevance. This revision process continued in the reporting year. Additionally, the Code of Conduct for Suppliers & Business Partners is planned to be merged with the Code of Conduct for Greiner employees in the future. The rollout of the new unified Code of Conduct is scheduled for 2025.

The previous goal of covering 80 percent of our purchasing volume (in euros) through the Greiner Code of Conduct for Suppliers & Business Partners or an equivalent code was also pursued in 2024. In the reporting year 2024, this share amounted to 74 percent. The change compared to the previous year is due to improved data quality.

### Share of suppliers with a signed Code of Conduct in purchasing volume in EUR [in %]

	2022	2023	2024
Greiner Code of Conduct	38	42	39
Equivalent code of conduct	40	37	35
<b>Greiner total</b>	<b>78</b>	<b>79</b>	<b>74</b>

Our Sustainable Sourcing Policy provides all employees with clear guidelines for considering social and environmental sustainability criteria in sourcing while also defining expectations for our suppliers.

Violations of our Codes of Conduct, policies, or other requirements can be reported either by name or anonymously via the whistleblowing platform [tell-greiner.com](https://tell-greiner.com).

### Local sourcing

One of our sourcing principles is to prioritize sourcing from local suppliers based in the countries where our company operates. In 2024, 53 percent of the sourcing budget of our European entities was allocated to local suppliers.

### Share of local purchasing volume in Europe in EUR [in %]

	2022	2023	2024
<b>Greiner Packaging</b>	59	59	59
<b>NEVEON</b>	40	40	43
<b>Greiner Bio-One</b>	36	36	47
<b>Greiner total</b>	<b>49</b>	<b>50</b>	<b>53</b>

### Sourcing from high-risk countries

As a company with an extensive supplier network, we occasionally source goods and services from "high-risk countries," classified based on a global open-source index. At year-end, 13 sites were located in eight high-risk countries.

Greiner is aware of the associated challenges and risks and conducts supplier reviews in these countries to prevent potential negative impacts. In addition to external supplier assessments, such as those conducted by EcoVadis, we rely on audits to verify compliance with our requirements and standards. In 2024, we sourced 11 percent of our total purchasing volume from high-risk countries, compared to 15 percent in 2023. The high-risk countries from which we sourced materials were: Egypt, Brazil, India, Indonesia, Israel, Lebanon, Mexico, Pakistan, Philippines, Russia, South Africa, Swaziland, Syria, Thailand, Turkey, and Ukraine.

### Share of purchasing volume from high-risk countries in EUR [in %]

	2022	2023	2024
Risk countries	15	15	11
Non-risk countries	85	85	89

### Supplier assessment and dialogue

A systematic process for selecting and evaluating suppliers, combined with a foundation of trust, is essential for sustainable supply chain management. This approach helps us minimize risks and build long-term business relationships. At the same time, we actively promote a diverse supplier base and encourage our business partners to uphold the principles of diversity, equality, and inclusion.

To monitor compliance with our standards, we rely on both internal and external assessments, including EcoVadis and SEDEX. If suppliers fail to meet our requirements, we proactively engage in dialogue to develop solutions and improvement measures together. If the expected progress is not achieved or suppliers refuse to collaborate, this may lead to the termination of the business relationship, as stipulated in our Group-wide Sustainable Sourcing Policy.



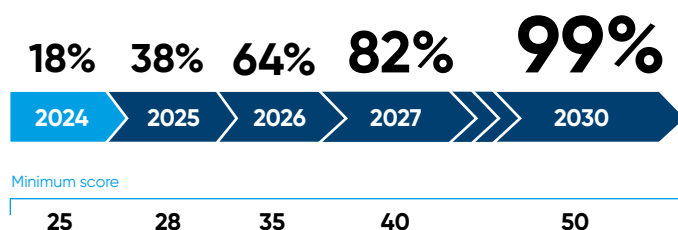
## EcoVadis as a key component of supplier evaluation

To assess the sustainability performance of strategic suppliers in detail, we primarily use the EcoVadis platform. The rating evaluates four dimensions – environment, ethics, labor and human rights, and sustainable sourcing – covering both environmental and social aspects. Topics such as child labor and forced labor are also assessed by EcoVadis. In connection with a long-term loan, where our sustainability performance affects the financial conditions, we have set a Group-wide goal: By 2030, 99 percent of our suppliers with an annual purchasing volume of over 500 thousand euros must have a valid EcoVadis certification. To achieve this goal and monitor progress, we have developed a phased plan with corresponding Group-wide annual targets. Accordingly, to meet the interim target for 2024, 18 percent of our suppliers should be assessed by EcoVadis. For 2025, the target is set at 38 percent.

In the reporting year, 40.56 percent of evaluated suppliers held a valid EcoVadis scorecard, meaning we achieved this year's interim goal. In the coming years, we aim to further encourage our suppliers to undergo evaluation and to establish a strategic approach that supports our supply chain management objectives. In the reporting year, 36 percent of the new strategic suppliers in 2024 were evaluated based on social and environmental criteria. Among existing strategic suppliers, 41 percent were evaluated using social and ecological criteria. Beyond EcoVadis assessments, we also introduced a minimum score requirement for our strategic suppliers in 2024, setting a threshold of 25 out of 100 possible points. We plan to gradually increase this threshold in the coming years.

## Suppliers with EcoVadis assessment – Our plan

[with a purchasing volume > TEUR 500]



## Supplier engagement

We are committed to creating transparency about our sustainability goals for our suppliers. In return, we seek insights into their strategic objectives in the areas of human and labor rights, circular economy, and decarbonization. For this reason, we continued our dialogue with our strategic suppliers in the reporting year

and offered webinars, in some cases in collaboration with experts from the EcoVadis and CDP platforms. This proven format will be continued to further deepen the exchange and collaboration on sustainability.

## CDP

Since 2023, Greiner has been using CDP to collect data and information on our suppliers' greenhouse gas emissions. This is part of the science-based targets set in 2023, which require a systematic assessment of Scope 3 emissions in the category of purchased goods and services. By 2027, suppliers responsible for 80 percent of these emissions must set their own science-based targets. To ensure consistent and comparable data collection, this process is carried out via the CDP data platform.

## Our evaluations

What we expect from our suppliers, we also apply to ourselves: We undergo evaluations by EcoVadis and SEDEX.

## EcoVadis

In 2023, Greiner conducted a Group-wide assessment through EcoVadis for the first time. After achieving Gold status in the first year, we were able to improve our score in the reporting year and reach Platinum status (with 80 points). This places Greiner in the top 1 percent of all evaluated companies.

## SEDEX

Greiner Packaging also reports its non-financial data to SEDEX, a global data platform for exchanging information on ethically sustainable production in the supply chain. Many of our business partners use the platform to access performance data for this division in the recorded thematic areas. In 2024, 17 of the 22 production sites of Greiner Packaging used the SEDEX self-assessment questionnaire to report their data on labor standards, health and safety, business conduct, compliance, and the environment. The sustainability data from this assessment is provided to our customers separately by location.

EcoVadis is the most widely used platform for sustainability assessment.



# Anti-corruption & anti-bribery

Greiner strictly opposes corruption and bribery and ensures that all entities within the corporate group comply with applicable legal requirements. Greiner does not tolerate any business actions, transactions, or activities that violate applicable guidelines and standards related to anti-corruption or anti-bribery and does not participate in such practices. Incidents in these areas represent significant business risks and can lead to substantial image and reputational damage, up to and including exclusion from public tenders or the loss of customers. Greiner's compliance organization is responsible for firmly establishing awareness of these risks among executives and employees.

To maintain recognition as a responsible and reliable business partner, it is essential that Greiner consistently acts correctly and with integrity. Executives bear a special responsibility, as they may be more exposed to bribery and corruption attempts and serve as role models for employees. Through clear guidelines and training, Greiner provides a comprehensive understanding of its business conduct and how they should be implemented by employees and business partners.

Greiner relies on an ISO 37001-certified anti-corruption management system, supplemented by a policy that outlines the key legal framework for anti-corruption, along with practical instructions and real-world examples. Since Greiner operates in countries with different legal frameworks, country-specific adaptations may be necessary. These adaptations must be coordinated in advance with the Group Compliance Officer and approved by them. The policy applies worldwide to all business activities and employees of Greiner to ensure compliance with applicable anti-corruption laws. These include, among others, the Austrian Criminal Code, the UK Bribery Act 2010, and the U.S. Foreign Corrupt Practices Act.

The policy defines the terms bribery, corruption, and undue advantage and, together with the Group-wide Code of Conduct, specifies acceptable and explicitly prohibited behavior. The acceptance and giving of gifts, as well as the provision or acceptance of hospitality and invitations from private business partners, require approval – depending on the monetary value – if they appear to be potentially inappropriate. Any form of granting or accepting advantages vis-à-vis public officials is strictly prohibited.

Potential corruption risks identified include the procurement of goods at inflated prices, payment of fraudulent invoices, and the deliberate structuring of tenders or specifications to favor certain suppliers for personal gain. To mitigate these risks, all sites undergo regular on-site audits, with each location generally audited every four years. During the reporting period, the Legal & Compliance team conducted 15 of these audits across the corporate group, covering approximately 13 percent of all entities.



# Appendix

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# Overview of key figures

The interpretations and further explanations of the key figures presented can be found in the corresponding chapters.

	2022	2023	2024
<b>GRI 302-1 Energy consumption within the organization</b>			
<b>Fuel consumption by source</b> [in MWh]			
<b>Greiner Packaging</b>	<b>26,960</b>	<b>25,024</b>	<b>28,222</b>
non-renewable	26,960	25,024	28,222
renewable	0	0	0
<b>NEVEON</b>	<b>45,383</b>	<b>35,612</b>	<b>29,410</b>
non-renewable	45,383	35,360	29,169
renewable	0	252	241
<b>Greiner Bio-One</b>	<b>5,864</b>	<b>6,094</b>	<b>6,244</b>
non-renewable	5,864	6,094	6,244
renewable	0	0	0
<b>Greiner total</b>	<b>78,430</b>	<b>66,864</b>	<b>64,087</b>
non-renewable	78,430	66,612	63,846
renewable	0	252	241
<b>Electricity consumption</b> [in MWh]			
<b>Greiner Packaging</b>	<b>293,535</b>	<b>288,374</b>	<b>305,344</b>
<b>NEVEON</b>	<b>37,297</b>	<b>36,787</b>	<b>21,062</b>
<b>Greiner Bio-One</b>	<b>91,420</b>	<b>87,826</b>	<b>89,079</b>
<b>Greiner total</b>	<b>423,258</b>	<b>413,899</b>	<b>416,412</b>
<b>Heating consumption</b> [in MWh]			
<b>Greiner Packaging</b>	<b>5,833</b>	<b>5,450</b>	<b>4,323</b>
<b>NEVEON</b>	<b>3,358</b>	<b>4,963</b>	<b>3,509</b>
<b>Greiner Bio-One</b>	<b>2,386</b>	<b>1,993</b>	<b>1,951</b>
<b>Greiner total</b>	<b>12,334</b>	<b>13,153</b>	<b>10,500</b>
<b>Cooling consumption</b> [in MWh]			
<b>Greiner Packaging</b>	<b>966</b>	<b>1,237</b>	<b>1,279</b>
<b>NEVEON</b>	<b>0</b>	<b>2</b>	<b>0</b>
<b>Greiner Bio-One</b>	<b>15</b>	<b>268</b>	<b>14</b>
<b>Greiner total</b>	<b>980</b>	<b>1,507</b>	<b>1,293</b>
<b>Steam consumption</b> [in MWh]			
<b>Greiner Packaging</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>NEVEON</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Greiner Bio-One</b>	<b>17</b>	<b>291</b>	<b>87</b>
<b>Greiner total</b>	<b>17</b>	<b>291</b>	<b>87</b>

	2022	2023	2024
<b>Electricity sold</b> [in MWh]			
Greiner Packaging	11,147	41,200	56,828
NEVEON	0	18,162	39,008
Greiner Bio-One	64,158	128,147	83,158
<b>Greiner total</b>	<b>83,625</b>	<b>202,950</b>	<b>178,994</b>
<b>Total energy consumption</b> [in MWh]			
Greiner Packaging	327,293	320,084	339,167
NEVEON	86,037	77,364	53,981
Greiner Bio-One	99,702	96,473	97,375
<b>Greiner total</b>	<b>515,019</b>	<b>495,713</b>	<b>492,379</b>
<b>GRI 302-3 Energy intensity</b>			
<b>Energy intensity</b> [total energy consumption in kWh/TEUR sales revenue]			
Greiner Packaging	365	386	390
NEVEON	119	123	119
Greiner Bio-One	144	151	146
<b>Greiner total</b>	<b>223</b>	<b>236</b>	<b>247</b>
<b>GRI 302-4 Reduction of energy consumption</b>			
<b>Energy savings by type of energy</b> [in MWh]			
Greiner Packaging	3,284	2,377	1,464
Fuel	250	567	0
Electricity	2,684	1,811	1,264
Heating	350	0	200
Cooling	0	0	0
NEVEON	1,883	1,673	242
Fuel	586	939	41
Electricity	731	632	201
Heating	566	100	0
Cooling	0	0	0
Greiner Bio-One	1,278	785	1,026
Fuel	27	0	600
Electricity	1,250	785	416
Heating	0	0	0
Cooling	0	0	10
<b>Greiner total</b>	<b>6,510</b>	<b>4,842</b>	<b>2,731</b>
Fuel	863	1,505	641
Electricity	4,721	3,234	1,880
Heating	926	100	200
Cooling	0	0	10



	2022	2023	2024
<b>GRI 305-1 Direct (Scope 1) GHG emissions</b>			
<b>Scope 1 emissions</b> [in t CO <sub>2</sub> e]			
Greiner Packaging	6,711	6,219	7,587
NEVEON	14,906	12,422	11,119
Greiner Bio-One	2,146	2,285	2,077
<b>Greiner total</b>	<b>23,827</b>	<b>20,965</b>	<b>20,844</b>
<b>GRI 305-2 Energy indirect (Scope 2) GHG emissions</b>			
<b>Scope 2 emissions</b> [in t CO <sub>2</sub> e]			
Greiner Packaging	31,758	32,114	33,937
NEVEON	12,897	11,446	9,696
Greiner Bio-One	10,520	16,972	11,755
<b>Greiner total</b>	<b>55,291</b>	<b>60,538</b>	<b>55,394</b>
<b>GRI 305-3 Other indirect (Scope 3) GHG emissions</b>			
<b>Scope 3 emissions</b> [in t CO <sub>2</sub> e]			
<b>Upstream emissions</b>	<b>1,517,566</b>	<b>1,456,385</b>	<b>1,333,407</b>
Purchased goods and services	1,290,244	1,303,795	1,186,544
Capital goods	60,472	48,835	45,310
Fuel- and energy-related emissions	34,164	31,907	33,860
Upstream transportation and distribution	102,665	41,115	36,571
Waste	12,976	13,784	13,730
Business travel	4,817	5,203	5,784
Employee commuting	12,229	11,747	11,607
<b>Downstream emissions</b>	<b>713,126</b>	<b>694,969</b>	<b>783,612</b>
Upstream transportation and distribution	22,981	9,134	10,618
End-of-life treatment of sold products	674,838	671,629	759,170
Downstream leased assets	167	177	167
Investments	15,139	14,028	13,657
<b>Greiner total</b>	<b>2,230,692</b>	<b>2,151,354</b>	<b>2,117,019</b>
<b>Total emissions</b> [in t CO <sub>2</sub> e]			
Scope 1	23,827	20,965	20,844
Scope 2 (market-based)	55,291	60,538	55,394
Scope 2 (location-based)	176,783	160,191	152,261
Scope 3	2,230,692	2,151,354	2,117,019
<b>Greiner total (market-based)</b>	<b>2,309,810</b>	<b>2,232,856</b>	<b>2,193,257</b>
<b>GRI 305-4 GHG emissions intensity</b>			
<b>Specific emissions</b> [Scope 1 & 2 in kg CO <sub>2</sub> e / TEUR sales revenue]			
<b>Greiner total</b>	<b>34</b>	<b>39</b>	<b>38</b>

	2022	2023	2024
<b>GRI 305-5 Reduction of GHG emissions</b>			
<b>Energy savings</b> [in t CO <sub>2</sub> e]			
Greiner Packaging	347	217	0
NEVEON	373	430	77
Greiner Bio-One	177	128	145
<b>Greiner total</b>	<b>899</b>	<b>775</b>	<b>222</b>
<b>GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions</b>			
<b>VOC emissions</b> [in kg VOC]			
<b>Greiner total</b>	<b>21,122</b>	<b>23,607</b>	<b>26,993</b>
<b>GRI 303-3 Water withdrawal</b>			
<b>Water withdrawal by source</b> [in MI]			
Surface water	648	602	384
Groundwater	818	790	725
Produced water	0	0	1
Third-party water	175	295	208
<b>Greiner production sites</b>	<b>1,640</b>	<b>1,687</b>	<b>1,318</b>
<b>Water from areas with water stress</b> [in MI]			
Surface water	1	0	381
Groundwater	1	0	22
Produced water	0	0	1
Third-party water	21	19	113
<b>Greiner production sites</b>	<b>22</b>	<b>19</b>	<b>518</b>
<b>GRI 303-4 Water discharge</b>			
<b>Water discharge</b> [in MI]			
Surface water	668	636	424
Groundwater	779	737	668
Third-party water	165	283	202
<b>Greiner production sites</b>	<b>1,612</b>	<b>1,656</b>	<b>1,294</b>
<b>Water discharge to areas with water stress</b> [in MI]			
Surface water	1	0	381
Groundwater	1	0	22
Third-party water	21	19	113
<b>Greiner production sites</b>	<b>21</b>	<b>16</b>	<b>505</b>
<b>GRI 303-5 Water consumption</b>			
<b>Water consumption</b> [in MI]			
thereof from areas with water stress	1	3	12
<b>Greiner production sites</b>	<b>28</b>	<b>31</b>	<b>24</b>
<b>Change in water storage</b> [in MI]			
<b>Greiner production sites</b>	<b>-</b>	<b>2</b>	<b>2</b>

	2022	2023	2024
<b>GRI 301-1 Materials used by weight or volume</b>			
<b>Total material consumption [in t]</b>			
<b>Greiner Packaging</b>	<b>366,758</b>	<b>252,318</b>	<b>274,889</b>
non-renewable	251,183	220,794	214,544
renewable	115,575	31,523	60,346
<b>NEVEON</b>	<b>167,783</b>	<b>146,354</b>	<b>119,203</b>
non-renewable	158,343	140,581	114,396
renewable	9,440	5,772	4,807
<b>Greiner Bio-One</b>	<b>44,643</b>	<b>113,455</b>	<b>87,496</b>
non-renewable	41,446	74,785	43,897
renewable	3,197	38,669	43,600
<b>Greiner total</b>	<b>579,183</b>	<b>512,126</b>	<b>481,598</b>
non-renewable	450,972	436,161	372,845
renewable	128,212	75,965	108,752
<b>GRI 301-2 Recycled input materials used</b>			
<b>Share of secondary materials in total materials consumption [in %]</b>			
<b>Greiner Packaging</b>	15	7	9
<b>NEVEON</b>	4	0	2
<b>Greiner Bio-One</b>	4	3	1
<b>Greiner total</b>	<b>11</b>	<b>4</b>	<b>6</b>
<b>GRI 306-3 Waste generated</b>			
<b>Waste generation by composition [in t]</b>			
<b>Non-hazardous waste</b>	<b>22,562</b>	<b>23,448</b>	<b>19,795</b>
Plastic waste	7,373	7,865	5,774
PE-foam waste	263	122	92
PU-foam waste	1,614	1,107	1,646
Paper and card waste	3,749	3,793	3,629
Metal waste	659	795	704
Wood waste	1,044	1,120	1,299
Residual waste	5,607	6,111	5,040
Other waste	2,253	2,535	1,610
<b>Hazardous waste</b>	<b>1,048</b>	<b>1,411</b>	<b>760</b>
Solid hazardous waste	272	276	282
Liquid hazardous waste	776	1,135	478
<b>Greiner total</b>	<b>23,610</b>	<b>24,859</b>	<b>20,555</b>

	2022	2023	2024
<b>GRI 306-4 Waste diverted from disposal</b>			
<b>Waste diverted from disposal [in t]</b>			
<b>Greiner Packaging</b>	<b>5,690</b>	<b>6,067</b>	<b>6,427</b>
Recycled hazardous waste	92	113	87
Recycled non-hazardous waste	5,597	5,954	6,340
<b>NEVEON</b>	<b>1,833</b>	<b>1,929</b>	<b>1,421</b>
Recycled hazardous waste	46	221	17
Recycled non-hazardous waste	1,788	1,708	1,404
<b>Greiner Bio-One</b>	<b>2,510</b>	<b>2,345</b>	<b>2,095</b>
Recycled hazardous waste	390	431	13
Recycled non-hazardous waste	2,119	1,914	2,082
<b>Greiner total</b>	<b>10,033</b>	<b>10,343</b>	<b>9,944</b>
Recycled hazardous waste	528	765	117
Recycled non-hazardous waste	9,504	9,579	9,827

GRI 306

	2022	2023	2024
<b>GRI 306-5 Waste directed to disposal</b>			
<b>Waste diverted to disposal [in t]</b>			
<b>Greiner Packaging</b>	<b>2,130</b>	<b>3,052</b>	<b>3,129</b>
<b>Hazardous waste directed to disposal</b>	<b>159</b>	<b>171</b>	<b>253</b>
Incineration	41	100	122
Landfilling	6	1	0
Other or unknown disposal	112	69	131
<b>Non-hazardous waste directed to disposal</b>	<b>1,971</b>	<b>2,882</b>	<b>2,875</b>
Incineration	867	2,171	2,231
Landfilling	1,038	634	616
Other or unknown disposal	66	77	28
<b>NEVEON</b>	<b>8,213</b>	<b>8,602</b>	<b>4,576</b>
<b>Hazardous waste directed to disposal</b>	<b>296</b>	<b>342</b>	<b>262</b>
Incineration	270	325	262
Landfilling	0	3	0
Other or unknown disposal	26	13	0
<b>Non-hazardous waste directed to disposal</b>	<b>7,917</b>	<b>8,260</b>	<b>4,314</b>
Incineration	6,565	7,156	3,913
Landfilling	786	326	179
Other or unknown disposal	566	778	222
<b>Greiner Bio-One</b>	<b>3,228</b>	<b>2,842</b>	<b>2,888</b>
<b>Hazardous waste directed to disposal</b>	<b>64</b>	<b>130</b>	<b>125</b>
Incineration	19	44	42
Landfilling	38	30	35
Other or unknown disposal	8	56	48
<b>Non-hazardous waste directed to disposal</b>	<b>3,163</b>	<b>2,712</b>	<b>2,764</b>
Incineration	1,541	1,322	1,000
Landfilling	1,448	1,335	1,651
Other or unknown disposal	175	55	112
<b>Greiner total</b>	<b>13,577</b>	<b>14,516</b>	<b>10,611</b>
<b>Hazardous waste directed to disposal</b>	<b>519</b>	<b>646</b>	<b>643</b>
Incineration	329	469	426
Landfilling	44	34	35
Other or unknown disposal	146	143	183
<b>Non-hazardous waste directed to disposal</b>	<b>13,058</b>	<b>13,870</b>	<b>9,968</b>
Incineration	8,974	10,652	7,151
Landfilling	3,272	2,295	2,447
Other or unknown disposal	812	922	371



	2022	2023	2024
<b>GRI 2-7 Employees</b>			
<b>Employees by continent</b>			
Europe	9,576	8,826	8,589
North America	1,017	865	917
Asia	615	541	551
South America	262	257	261
Africa	111	106	0
<b>Greiner total</b>	<b>11,581</b>	<b>10,595</b>	<b>10,318</b>
<b>Employees by gender</b>			
Women	4,604	4,235	4,106
Men	6,958	6,343	6,203
Unknown or other	19	17	9
<b>Greiner total</b>	<b>11,581</b>	<b>10,595</b>	<b>10,318</b>
<b>Employees by employment contract and gender</b>			
<b>Permanent employees</b>	<b>10,645</b>	<b>9,768</b>	<b>9,544</b>
Women	4,169	3,862	3,783
Men	6,458	5,892	5,752
Unknown or other	19	14	9
<b>Temporary employees</b>	<b>936</b>	<b>827</b>	<b>774</b>
Women	435	373	323
Men	501	451	451
Unknown or other	0	3	0
<b>Greiner total</b>	<b>11,581</b>	<b>10,595</b>	<b>10,318</b>
<b>Employees by employment contract and continent</b>			
<b>Permanent employees</b>	<b>10,645</b>	<b>9,768</b>	<b>9,544</b>
Europe	8,654	8,010	7,825
North America	1,016	863	917
Asia	602	532	541
South America	262	257	261
Africa	111	106	0
<b>Temporary employees</b>	<b>936</b>	<b>827</b>	<b>774</b>
Europe	922	816	764
North America	1	2	0
Asia	13	9	10
South America	0	0	0
Africa	0	0	0
<b>Greiner total</b>	<b>11,581</b>	<b>10,595</b>	<b>10,318</b>

	2022	2023	2024
<b>Employees by employment relationship and gender</b>			
<b>Full-time employees</b>	<b>10,879</b>	<b>9,942</b>	<b>9,368</b>
Women	4,127	3,786	3,508
Men	6,734	6,142	5,851
Unknown or other	19	14	9
<b>Part-time employees</b>	<b>702</b>	<b>653</b>	<b>950</b>
Women	477	449	598
Men	225	201	352
Unknown or other	0	3	0
<b>Greiner total</b>	<b>11,581</b>	<b>10,595</b>	<b>10,318</b>
<b>Employees by employment relationship and continent</b>			
<b>Full-time employees</b>	<b>10,879</b>	<b>9,942</b>	<b>9,368</b>
Europe	8,890	8,183	7,684
North America	1,007	856	892
Asia	609	540	534
South America	262	257	258
Africa	111	106	0
<b>Part-time employees</b>	<b>702</b>	<b>653</b>	<b>950</b>
Europe	686	643	905
North America	10	9	25
Asia	6	1	17
South America	0	0	3
Africa	0	0	0
<b>Greiner total</b>	<b>11,581</b>	<b>10,595</b>	<b>10,318</b>
<b>GRI 2-8 Workers who are not employees</b>			
<b>Workers who are not employees by continent</b>			
<i>[average in FTE]</i>			
Europe	741	508	507
North America	89	77	62
Asia	53	37	38
South America	0	0	0
Africa	169	138	170
<b>Greiner total</b>	<b>1,052</b>	<b>761</b>	<b>777</b>
<b>GRI 2-30 Collective bargaining agreements</b>			
<b>Employees covered by collective bargaining agreements <i>[in %]</i></b>			
<b>Greiner Packaging</b>	46	47	40
<b>NEVEON</b>	67	67	74
<b>Greiner Bio-One</b>	62	68	67
<b>Greiner total</b>	<b>57</b>	<b>58</b>	<b>56</b>

	2022	2023	2024
<b>GRI 401-1 New employee hires and employee turnover</b>			
<b>Hires by age</b>			
under 30 years	756	908	884
30–50 years	1,074	1,015	949
over 50 years	294	230	225
<b>Greiner total</b>	<b>2,124</b>	<b>2,153</b>	<b>2,058</b>
<b>Hiring rate by age [in %]</b>			
under 30 years	39	53	53
30–50 years	16	17	16
over 50 years	10	8	8
<b>Greiner total</b>	<b>18</b>	<b>20</b>	<b>20</b>
<b>Hires by gender</b>			
Women	927	902	824
Men	1,185	1,250	1,234
Unknown or other	11	1	0
<b>Greiner total</b>	<b>2,123</b>	<b>2,153</b>	<b>2,058</b>
<b>Hiring rate by gender [in %]</b>			
Women	20	21	20
Men	17	20	20
Unknown or other	58	6	0
<b>Greiner total</b>	<b>18</b>	<b>20</b>	<b>20</b>
<b>Hires by continent</b>			
Europe	1,536	1,697	1,493
North America	447	191	293
Asia	45	153	138
South America	89	107	133
Africa	6	5	1
<b>Greiner total</b>	<b>2,123</b>	<b>2,153</b>	<b>2,058</b>
<b>Hiring rate by continent [in %]</b>			
Europe	16	19	17
North America	44	22	32
Asia	7	28	25
South America	34	42	51
Africa	5	5	0
<b>Greiner total</b>	<b>18</b>	<b>20</b>	<b>20</b>
<b>Turnover by age</b>			
under 30 years	905	960	719
30–50 years	1,299	1,652	1,142
over 50 years	448	682	469
<b>Greiner total</b>	<b>2,652</b>	<b>3,294</b>	<b>2,330</b>

	2022	2023	2024
<b>Turnover rate by age [in %]</b>			
under 30 years	29	34	28
30–50 years	15	21	16
over 50 years	13	22	15
<b>Greiner total</b>	<b>18</b>	<b>24</b>	<b>18</b>
<b>Turnover by gender</b>			
Women	1,071	1,381	945
Men	1,564	1,904	1,381
Unknown or other	16	9	4
<b>Greiner total</b>	<b>2,651</b>	<b>3,294</b>	<b>2,330</b>
<b>Turnover rate by gender [in %]</b>			
Women	19	25	19
Men	17	23	18
Unknown or other	0	0	0
<b>Greiner total</b>	<b>18</b>	<b>24</b>	<b>18</b>
<b>Turnover by continent</b>			
Europe	1,778	2,733	1,723
North America	676	324	250
Asia	82	107	132
South America	101	121	118
Africa	14	9	107
<b>Greiner total</b>	<b>2,651</b>	<b>3,294</b>	<b>2,330</b>
<b>Turnover rate by continent [in %]</b>			
Europe	14	24	17
North America	53	27	22
Asia	12	14	19
South America	32	33	30
Africa	9	8	100
<b>Greiner total</b>	<b>18</b>	<b>24</b>	<b>18</b>
<b>GRI 403-8 Workers covered by an occupational health and safety management system</b>			
<b>Employees covered by a certified occupational health and safety management system</b>			
<b>Greiner total</b>	<b>1,502</b>	<b>2,535</b>	<b>3,084</b>
in %	13	24	30

	2022	2023	2024
<b>GRI 403-9 Work-related injuries</b>			
<b>Accidents</b>			
<b>Accidents affecting own workforce</b>	<b>503</b>	<b>476</b>	<b>544</b>
Minor accidents	325	333	430
Major accidents	178	143	114
thereof fatalities	0	0	0
<b>Accidents affecting externals</b>	<b>-</b>	<b>1</b>	<b>12</b>
Minor accidents	-	-	6
Major accidents	-	1	6
thereof fatalities	0	1	0
<b>Greiner total</b>	<b>542</b>	<b>509</b>	<b>556</b>
Minor accidents	342	353	436
Major accidents	200	156	120
<b>Total number of hours worked [in h]</b>			
Total number of hours worked of employees	19,546,779	19,303,448	17,528,672
Total number of hours worked of workers who are not employees	1,875,165	1,418,409	1,546,426
<b>Greiner total</b>	<b>21,421,944</b>	<b>20,721,857</b>	<b>19,075,098</b>
<b>Accident frequency</b>			
[in major accidents per 1 mio. hours worked]			
Accident frequency of employees	-	-	5.99
Accident frequency of workers who are not employees	-	-	3.88
<b>Greiner total</b>	<b>9.34</b>	<b>7.53</b>	<b>5.98</b>
<b>GRI 403-10 Work-related ill health</b>			
<b>Number of preventative health measures</b>			
Medical care	128	149	167
Activity & sports	33	92	89
Information	27	60	59
Nutrition	23	41	55
Stress & mental health	14	23	18
Other	20	47	66
<b>Greiner total</b>	<b>245</b>	<b>412</b>	<b>454</b>
<b>GRI 404-1 Average hours of training per year per employee</b>			
<b>Average training hours per employee [in h]</b>			
<b>Greiner Packaging</b>	16	17	19
<b>NEVEON</b>	10	12	10
<b>Greiner Bio-One</b>	20	16	12
<b>Greiner total</b>	<b>15</b>	<b>16</b>	<b>15</b>
<b>Average training hours per employee by gender [in h]</b>			
Women	14	15	16
Men	16	16	15
Unknown or other	9	2	11
<b>Greiner total</b>	<b>15</b>	<b>16</b>	<b>15</b>



	2022	2023	2024
<b>Average training hours per employee by function</b> [in h]			
Administration	19	21	24
Production	13	13	12
<b>Greiner total</b>	<b>15</b>	<b>16</b>	<b>15</b>
<b>GRI 404-3 Percentage of employees receiving regular performance and career development reviews</b>			
<b>Performance review rate by gender</b> [in %]			
Women	60	70	77
Men	60	69	75
Unknown or other	0	0	0
<b>Greiner total</b>	<b>58</b>	<b>69</b>	<b>76</b>
<b>Performance review rate by function</b> [in %]			
Administration	80	92	86
Production	49	68	72
<b>Greiner total</b>	<b>58</b>	<b>69</b>	<b>76</b>
<b>GRI 405-1 Diversity of governance bodies and employees</b>			
<b>Employees by function and gender</b> [in %]			
<b>Administration</b>	<b>33</b>	<b>34</b>	<b>34</b>
Women	44	44	45
Men	56	56	55
Unknown or other	0	0	0
<b>Production</b>	<b>66</b>	<b>64</b>	<b>65</b>
Women	38	39	38
Men	62	61	62
Unknown or other	0	0	0
<b>Leadership positions by gender</b> [in %]			
Women	26	28	28
Men	74	72	72
Unknown or other	0	0	0
<b>Employees by age</b> [in %]			
under 30 years	17	16	16
30–50 years	59	57	58
over 50 years	24	27	26
<b>GRI 408-1 Operations and suppliers at significant risk for incidents of child labor</b>			
<b>Purchasing volume in risk countries</b> [in %]			
Risk countries	15	15	11
Non-risk countries	85	85	89

		2022	2023	2024
GRI 204	<b>GRI 204-1 Share of spending on local suppliers</b>			
	<b>Local purchasing volume in Europe [in %]</b>			
	Greiner Packaging	59	59	59
	NEVEON	40	40	43
	Greiner Bio-One	36	36	47
	<b>Greiner total</b>	<b>49</b>	<b>50</b>	<b>53</b>
	<b>Own key figures</b>			
	<b>Purchasing volume of suppliers with a signed Code of Conduct [in %]</b>			
	Greiner Code of Conduct signed	38	42	39
	Equivalent Code of Conduct signed	40	37	35
	No Code of Conduct signed	22	21	26
	<b>Greiner total (Greiner Code of Conduct or equivalent)</b>	<b>78</b>	<b>79</b>	<b>74</b>
BLUE PLAN	<b>Share of FSC-certified packaging [in %]</b>			
	Greiner Packaging	n/a	70	79
	NEVEON	61	84	71
	Greiner Bio-One	62	85	n/a
	<b>Greiner</b>	<b>29</b>	<b>76</b>	<b>48</b>
	<b>Share of green electricity consumption in total electricity consumption [in %]</b>			
	Greiner Packaging	64	59	69
	NEVEON	33	22	18
	Greiner Bio-One	51	32	48
	<b>Greiner</b>	<b>59</b>	<b>50</b>	<b>62</b>
	<b>Share of self-produced renewable electricity consumption in total electricity consumption [in %]</b>			
	Greiner Packaging	0.03	0.29	0.31
	NEVEON	0.00	5.01	5.24
	Greiner Bio-One	0.39	0.80	0.82
	<b>Greiner total</b>	<b>0.19</b>	<b>0.85</b>	<b>0.71</b>
	<b>Landfilled waste [in t]</b>			
	Europe	1,743	874	620
	<b>Greiner total</b>	<b>3,317</b>	<b>2,330</b>	<b>2,481</b>
	<b>Disposal and recovery types of our waste [in %]</b>			
	Recycling	42	42	48
	Incineration	39	45	37
	Landfilling	14	9	12
	Other or unknown disposal	4	4	3

	2022	2023	2024
<b>Certified management systems for quality, environment, and energy</b>			
<b>Greiner Packaging</b>	<b>46</b>	<b>48</b>	<b>50</b>
ISO 9001	21	21	21
ISO 14001	19	20	20
ISO 50001	6	7	9
<b>NEVEON</b>	<b>35</b>	<b>44</b>	<b>34</b>
ISO 9001	16	25	20
ISO 14001	15	15	11
ISO 50001	4	4	3
<b>Greiner Bio-One</b>	<b>11</b>	<b>12</b>	<b>12</b>
ISO 9001	9	10	10
ISO 14001	1	1	1
ISO 50001	1	1	1
<b>Greiner production and processing sites</b>	<b>92</b>	<b>104</b>	<b>96</b>
<b>Sites with ISO 45001 certification</b>			
<b>Greiner Packaging</b>	<b>6</b>	<b>11</b>	<b>12</b>
<b>NEVEON</b>	<b>3</b>	<b>3</b>	<b>1</b>
<b>Greiner Bio-One</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Greiner production and processing sites</b>	<b>9</b>	<b>14</b>	<b>13</b>
<b>Share of production sites that have achieved our targets for health measures [in %]</b>			
<b>Greiner Packaging</b>	<b>9</b>	<b>14</b>	<b>43</b>
<b>NEVEON</b>	<b>35</b>	<b>37</b>	<b>35</b>
<b>Greiner Bio-One</b>	<b>60</b>	<b>50</b>	<b>40</b>
<b>Greiner production sites</b>	<b>29</b>	<b>30</b>	<b>40</b>
<b>Number of supported projects (donations and sponsorships)</b>			
<b>Greiner AG</b>	<b>66</b>	<b>92</b>	<b>54</b>
<b>Greiner Packaging</b>	<b>124</b>	<b>127</b>	<b>50</b>
<b>NEVEON</b>	<b>25</b>	<b>31</b>	<b>17</b>
<b>Greiner Bio-One</b>	<b>70</b>	<b>86</b>	<b>31</b>
<b>Greiner total</b>	<b>285</b>	<b>336</b>	<b>152</b>

# GRI index

Foundation			
<b>Statement of use</b>	Greiner AG has reported in accordance with the GRI Standards for the period of January 1 to December 31, 2024.		
<b>GRI 1 used</b>	GRI 1: Foundation 2021		
<b>Applicable GRI sector standard(s)</b>	None applicable		
GRI standard	Disclosure	Reference	Omission including justification/information on disclosure
General Disclosures			
<b>1. The organization and its reporting practices</b>			
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	pp. 14–17	
	2-2 Entities included in the organization's sustainability reporting	pp. 153–154, 155–157	
	2-3 Reporting period, frequency, and contact point	pp. 153, 160	
	2-4 Restatements of information	pp. 67–68, 73, 78, 80, 97, 100, 101, 107, 153–154	
	2-5 External assurance	pp. 154, 158–159	
<b>2. Activities and workers</b>			
<b>GRI 2: General Disclosures 2021</b>	2-6 Activities, value chain, and other business relationships	pp. 14–15, 48–50, 153	
	2-7 Employees	pp. 97, 99–100, 138–139, 154	Omission: 2-7 b. iii.; Reason for omission: information not available/incomplete; further justification: The number of employees with non-guaranteed working hours has not been recorded across the Group so far, as Greiner, if at all, only concludes such employment contracts in very few cases. Starting from the 2025 financial year, employees with non-guaranteed working hours will be recorded for the first time.
	2-8 Workers who are not employees	pp. 104, 139, >>	Supplementary information: There were no significant fluctuations in the number of indirect employees.
<b>3. Governance</b>			
<b>GRI 2: General Disclosures 2021</b>	2-9 Governance structure and composition	pp. 42–48, >>	Supplementary information: The proportion of women on the Executive Board was one-third during the reporting period. Underrepresented social groups were not represented on the Executive Board.

<b>GRI 2: General Disclosures 2021</b>	2-10 Nomination and selection of the highest governance body	p. 44	
	2-11 Chair of the highest governance body		Omission: 2-11 (entire specification); Reason for omission: not applicable; further justification: Under Austrian stock corporation law, the Chair of the Supervisory Board may not hold an operational function within the company.
	2-12 Role of the highest governance body in overseeing the management of impacts	pp. 42, 44–46, 118–119	
	2-13 Delegation of responsibility for managing impacts	pp. 42, 44–48	
	2-14 Role of the highest governance body in sustainability reporting	pp. 46, 59	
	2-15 Conflicts of interest	pp. 44, 115	
	2-16 Communication of critical concerns	pp. 123–124	
	2-17 Collective knowledge of highest governance body	pp. 44, 46–48	
	2-18 Evaluation of the performance of the highest governance body	pp. 42, 44, 48	
	2-19 Remuneration policies	p. 48, >>	Supplementary information: There is no group-wide remuneration policy.
	2-20 Process to determine remuneration	>>	Information: There is no group-wide remuneration policy.
	2-21 Annual total compensation ratio		Omission: 2-21 (entire specification); Reason for omission: information not available/incomplete; further justification: The required data has not yet been collected across the Group by Greiner. The data is planned to be collected within the next 1–2 years.

#### 4. Strategy, policies, and practices

<b>GRI 2: General Disclosures 2021</b>	2-22 Statement on sustainable development strategy	pp. 5–9	
	2-23 Policy commitments	pp. 118–120; CoCE; CoCS; DEI; SSP	
	2-24 Embedding policy commitments	pp. 118–125	
	2-25 Processes to remediate negative impacts	pp. 52–54, 55–58, 118–119, 123–125	
	2-26 Mechanisms for seeking advice and raising concerns	pp. 120–121, 123–125	
	2-27 Compliance with laws and regulations	pp. 122–123, 125	
	2-28 Membership associations	pp. 52–53	

#### 5 Stakeholder engagement

<b>GRI 2: General Disclosures 2021</b>	2-29 Approach to stakeholder engagement	pp. 50–51	
	2-30 Collective bargaining agreements	pp. 100, 139	

Material topics			
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	pp. 59–61	
	3-2 List of material topics	p. 62	
Environment			
Climate change			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 64–68, 70–71, 72–86	
<b>GRI 201: Economic Performance 2016</b>	201-2 Financial implications and other risks and opportunities due to climate change	pp. 56–57, 82–86	Omission: 201-2 iii. and v.; Reason for omission: information not available/incomplete; further justification: A quantification of the financial impacts of climate-related risks and opportunities, as well as the costs of measures to manage these risks and opportunities, has not been conducted so far. In 2024, both climate scenario analysis and climate risk analysis were initiated. Based on the results, the quantification of financial impacts will follow.
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	pp. 79–80, 131–132, 154	
	302-3 Energy intensity	p. 132	
	302-4 Reduction of energy consumption	pp. 80–81, 132, 154	
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	pp. 72–78, 133	
	305-2 Energy indirect (Scope 2) GHG emissions	pp. 72–78, 133	
	305-3 Other indirect (Scope 3) GHG emissions	pp. 72–78, 133	
	305-4 GHG emissions intensity	pp. 73–74, 133	
	305-5 Reduction of GHG emissions	p. 134, >>	Supplementary information: The reduction of greenhouse gas emissions applies to Scope 1 and Scope 2 emissions.
	305-6 Emissions of ozone-depleting substances (ODS)		Omission: 305-6 (entire specification); Reason for omission: information not available/incomplete; further justification: A limited number of Greiner's production sites generate minor amounts of ozone-depleting substances, which are immediately destroyed using approved technologies. A detailed analysis is planned within the next 1–2 years to identify any relevant associated impacts.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	pp. 76, 134	Omission: 305-7 (entire specification except for a. iv.); Reason for omission: information not available/incomplete; further justification: The data is not available across the Group. A detailed analysis is planned within the next 1–2 years to identify any further significant air emissions and their associated relevant impacts.
Resource use and circular economy			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 64–68, 70–71, 87–93	



<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	pp. 87–89, 135	
	301-2 Recycled input materials used	pp. 88, 135	
	301-3 Reclaimed products and their packaging materials		Omission: 301-3 (entire specification); Reason for omission: information not available/incomplete; further justification: Greiner does not have reliable data on the proportion of recycled products and packaging materials. At the end of their life cycle, these are typically directed to waste management and handled by specialized service providers who dispose of or recycle them in accordance with country-specific and legal requirements. Active product take-back systems are currently only operated by Greiner as part of pilot projects.
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	p. 71	
	303-2 Management of water discharge-related impacts	p. 71	
	303-3 Water withdrawal	pp. 71, 134, 154, >>	Supplementary information: Greiner's water withdrawal is exclusively from freshwater sources.
	303-4 Water discharge	pp. 71, 134, 154, >>	Supplementary information: Only freshwater is discharged.
	303-5 Water consumption	pp. 71, 134, 154	
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	p. 92	
	306-2 Management of significant waste-related impacts	p. 92	
	306-3 Waste generated	pp. 92–93, 135	
	306-4 Waste diverted from disposal	pp. 92–93, 136	
	306-5 Waste directed to disposal	pp. 92–93, 137	

## Social

### Working conditions and human rights (own workforce)

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 64–68, 95–96, 97–102, 107–109	
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	pp. 99–100, 140–141	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Omission: 401-2 (entire specification); Reason for omission: Information not available/incomplete; further justification: This information is only partially available at the Group level. The data is planned to be collected within the next 1–2 years.
	401-3 Parental leave		Omission: 401-3 (entire specification); Reason for omission: Information not available/incomplete; Further explanation: Data has not yet been integrated into the system globally. The data is planned to be collected within the next 2–3 years.

<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	pp. 107, 142–143	
	404-2 Programs for upgrading employee skills and transition assistance programs	pp. 100, 107–109	
	404-3 Percentage of employees receiving regular performance and career development reviews	pp. 101, 143	
<b>Health and safety (own workforce)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 64–68, 95–96, 102–105	
<b>GRI 403: Occupational Health And Safety 2018</b>	403-1 Occupational health and safety management system	pp. 102–103	
	403-2 Hazard identification, risk assessment, and incident investigation	pp. 102–105	
	403-3 Occupational health services	p. 103	
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 103	
	403-5 Worker training on occupational health and safety	pp. 102–103	
	403-6 Promotion of worker health	p. 105	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 105	
	403-8 Workers covered by an occupational health and safety management system	pp. 102–103, 141	
	403-9 Work-related injuries	pp. 103–105, 142	
	403-10 Work-related ill health		Omission: 403-10 (entire specification); Reason for omission: information not available/incomplete; further justification: So far, these data could not be provided due to varying national circumstances and the lack of recording systems. The data is planned to be collected within the next 2–3 years.
<b>Equal treatment &amp; equal opportunity (own workforce)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 64–68, 95–96, 100–102, 106–111	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	pp. 43–44, 106, 143, >>	Supplementary information: The proportion of women on the Executive Board was one-third during the reporting period. All members of the Executive Board were over 50 years old.
	405-2 Ratio of basic salary and remuneration of women to men		Omission: 405-2 (entire specification); Reason for omission: Information not available/incomplete; further justification: The data availability was improved in 2024. The calculation of the gender pay gap is planned for 2025.

<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken		Omission: 406-1 (entire specification); Reason for omission: Restrictions due to a confidentiality obligation; further justification: In 2024, incidents of discrimination and bullying were reported through the whistleblowing hotline. Further information regarding the number and status of the reported incidents, as well as the measures taken in response, will not be disclosed.
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#### Workers in the value chain

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 64–68, 95–96, 112–113, 126–128	
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	pp. 127, 143–144	Omission: 408-1 (entire specification except for b ii.); Reason for omission: information not available/incomplete; further justification: With regard to the company's own operating sites, it can be stated that no significant risks were identified in the area of child labor. A group-wide evaluation of suppliers regarding the risk of child labor incidents is not available. Greiner is currently assessing a portion of its suppliers (>500 kEUR) through EcoVadis, but without specifically addressing the risk of child labor incidents. The share of risks related to child labor on the supplier side can currently only be estimated based on the purchasing volume in risk countries. Accordingly, no specific measures have been implemented in this regard. The topic is planned to be further explored in the next 1–2 years.

#### Governance

##### Business conduct

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 64–68, 115, 116–117, 118–125, 126–128, 129	
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	p. 129	
	205-2 Communication and training about anti-corruption policies and procedures		Omission: 205-2 (entire specification); Reason for omission: Information not available/incomplete; further justification: So far, this data has not been recorded in such detail in the system (e.g. distinction by employee category). We plan to collect the data within the next 2–3 years.
	205-3 Confirmed incidents of corruption and actions taken	p. 125	

<b>GRI 206: Anti-Competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	pp. 123–125	
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	p. 128	
	308-2 Negative environmental impacts in the supply chain and actions taken	p. 128	Omission: 308-2 (b. to e.); Reason for omission: Information not available/incomplete; Further explanation: Greiner requires suppliers to sign the Greiner Supplier and Business Partner Code of Conduct or to present an equivalent code of conduct of their own. Greiner is currently assessing a portion of its suppliers (>500 kEUR) through EcoVadis, but so far, no measures have been taken based on these assessments. Efforts in this regard will be intensified in the next 1–2 years.
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	p. 128	
	414-2 Negative social impacts in the supply chain and actions taken	p. 128	Omission: 414-2 (b. to e.); Reason for omission: Information not available/incomplete; Further explanation: Greiner requires suppliers to sign the Greiner Supplier and Business Partner Code of Conduct or to present an equivalent code of conduct of their own. Greiner is currently assessing a portion of its suppliers (>500 kEUR) through EcoVadis, but no measures have been taken based on these assessments so far. Efforts in this regard will be intensified in the next 1–2 years.

#### Abbreviation

>>	Information on this statement can be found directly in the GRI index.
CoCE	Code of Conduct for Employees
CoCS	Code of Conduct for Suppliers and Business Partners
DEI	Diversity, Equity & Inclusion Policy
SSP	Sustainable Sourcing Policy

#### Source

<https://www.greiner.com/en/greiner-group/compliance-guidelines/policies-and-codes-of-conduct/>

# About this report

The present 2024 Business and Sustainability Report is addressed to all our stakeholders. It outlines how the Greiner AG fulfills its corporate responsibility across the Group and provides detailed information about our activities, performance, and goals regarding key sustainability aspects.

## Standards, content, reporting period, and reporting cycle

This integrated report has been prepared in accordance with the Sustainability Reporting Standards of the Global Reporting Initiative (GRI). The GRI Standards are a globally recognized framework for transparent and comparable sustainability reporting. A detailed overview of which GRI Standards were used in the report and where the respective disclosures can be found is provided in the GRI Content Index (from p. 146). The content of the report was determined by Greiner based on a materiality analysis conducted in 2023, incorporating input from our stakeholders. The key sustainability aspects were identified in accordance with the double materiality principle (double materiality), considering both their impact materiality and financial materiality. During the reporting period, there was a material change compared to the previous period: The sale of NEVEON's OEM automotive division was completed on December 31, 2023 (closing).

The reporting period for financial reporting aligns with that of sustainability reporting. The reporting period is the financial year 2024, which for Greiner AG and all subsidiaries and joint ventures included within the reporting boundary extends from January 1, 2024, to December 31, 2024. The Greiner Annual and Sustainability Report 2024 will be published on May 6, 2025. It will be available in German and English at [greiner.com/report/2024](https://greiner.com/report/2024). The sustainability statement for the financial year 2025 will be published in spring 2026.

## Data collection and reporting boundaries

This report presents information and key figures broken down by Greiner AG's three operational divisions. The aggregated key figures cover the entire Group, including the divisional data as well as the figures for entities and locations that are not assigned to any division. The financial and sustainability information includes all companies consolidated within the IFRS consolidated financial statements of Greiner AG (see Group structure & organizational chart, from p. 155). With the 2024 reporting year, financial and sustainability information was aligned with the IFRS consolidated financial statements. This adjustment also applies to presented prior-year data for sustainability indicators, resulting in slight deviations from previously published figures. Additionally, the data collection process and data quality are continuously improving. This may lead to changes in the key figures from previous years as presented in prior reports. In 2024, the sale of NEVEON Holding South Africa (Pty) Ltd. and NEVEON South Africa (Pty) Ltd. took place, meaning these entities were only considered proportionally until October 29, 2024. In total, 77 fully consolidated companies with 95 locations were included within the reporting boundary in 2024. Due to commercial rounding, minor rounding differences may occur. The actual development of forward-looking statements may deviate from the expectations presented.

The reporting boundary for greenhouse gas emissions has been adjusted due to structural changes. Specifically, certain companies have been sold since 2021. The reporting boundary is now based on the consolidation scope according to IFRS 10 principles, and fully includes companies in which Greiner holds an equity share of more than 50 percent to 100 percent. Companies with a share of 50 percent or less, over which no or only shared operational control is exercised, are proportionately reported under Scope 3.15 Investments. Greiner does not have any companies in which it exercises sole operational

control without financial control. Certain companies have been excluded due to insignificant greenhouse gas emissions. To ensure comparability, greenhouse gas emissions from previous years, starting from the base year 2021, have been recalculated using the updated reporting boundary. As a result, deviations from previously published greenhouse gas emission figures may occur.

## Key figure and information collection

### General information

In preparation for the Corporate Sustainability Reporting Directive (CSRD), we began in 2024 to align the collection and processing of relevant data and information with European Sustainability Reporting Standards (ESRS). As part of this process, in 2024, a Group-wide handbook was developed, defining the various steps, tasks, and responsibilities involved in data collection and processing. It also outlines the control steps to ensure data completeness and quality.

The responsible employees enter the values directly into the Group-wide software for non-financial key figures. These figures are checked for plausibility at the local and group level, then subsequently consolidated and prepared. Greiner continuously improves data quality and updates the data collection process for necessary information and key figures. This includes system improvements, regular training of involved employees, and internal control steps to ensure data completeness and quality. The generated key figures and information are used both for internal management and to fulfill external reporting obligations.

### Environment

For environmental key figures, site-level and, in some cases, division-level data are collected. Depending on the data point, these figures are based on meter readings, invoices, or estimates.

Most conversion factors between physical units (e.g. Joule to kWh) are pre-programmed into the reporting software. Specific conversion factors, such as those needed to convert mass- or volume-based energy consumption into energy units, are determined by Greiner using manufacturer specifications or recognized data sources (e.g. Austrian Environment Agency).

### Social

The key figures in the social area are based on direct data from the sites as well as the divisions. Additionally, various information is directly collected through the Group-wide system SuccessFactors and made available to the Sustainability department for consolidation. Unless explicitly stated otherwise, all employee-related indicators are presented as headcount (positions) as of December 31 of the respective year.

### Governance

The governance-related information and data are based on input from sites and divisions, which are entered directly into the Group-wide software for non-financial key figures, consolidated at the group level, and further processed. Additionally, some information and key figures are also centrally determined at the Group level, for example, through the training platform or the relevant specialist departments.

## Improvements in non-financial reporting

In 2022, a new software for Group-wide collection of non-financial key figures was implemented. Since then, an extensive evaluation process has been conducted annually after the reporting period ends, involving all levels of responsibility in non-financial reporting to identify improvement opportunities and ensure that data collection meets the highest standards. The quarterly reporting introduced in 2023 has also contributed to continuously improving data quality and has enabled ongoing monitoring and control of sustainability targets throughout the year.

## External assurance

The CEO of Greiner AG has commissioned the independent audit firm KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft to audit non-financial reporting (starting on p. 40 of this Annual and Sustainability Report). Additionally, KPMG has reviewed whether this report was prepared in accordance with the Global Reporting Initiative (GRI) sustainability reporting standards. Further details on the review and its results can be found in KPMG's assurance statement starting on p. 158.



# Group structure & organizational chart



# Greiner AG <sup>(AT)</sup>

## Greiner Packaging International GmbH (AT)

100%

F

Greiner Packaging GmbH (AT)	100%	F	
greiner packaging slusovice s.r.o. (CZ)	100%	F	
greiner packaging s.r.o. (CZ)	40.09%	F	59.91%
GREINER PACKAGING Sp. z o.o. (PL)	37.7%	F	62.3%
Greiner Packaging Limited (GB)	100%	F	
Greiner Packaging Kft. (HU)	56.1%	F	43.9%
Greiner Packaging S.R.L. (RO)	> 99.99%	F	< 0.01%
< 0.01%			
Greiner Assistec S.R.L. (RO)	> 99.99%	F	
THRACE GREINER PACKAGING S.R.L. (RO)	50%	E	
AS Greiner Packaging (EE)	100%	F	
OOO "Greiner Packaging System" (RU)	99.99%	F	0.01%
OOO Greiner Packaging (RU)	51%	F	
TOV Greiner Packaging (UA)	100%	–	
TOV Greiner Real Estate (UA)	100%	–	
Greiner Real Estate Vermietung St. Gallen GmbH (AT)	0.8%	–	
GREINER PACKAGING CORP. (US)	100%	F	
Greiner Packaging Vertriebs GmbH (DE)	100%	–	
Cardbox Greiner Packaging GmbH (AT)	49%	E	
Cardbox Packaging s.r.o. (CZ)	100%	E	
Cardbox Packaging Inc. (US)	100%	E	
greiner packaging ag (CH)	100%	F	
Greiner Packaging B.V. (NL)	100%	–	
Greiner Packaging Distribution SARL (FR)	100%	–	
Greiner Packaging GmbH (DE)	100%	F	
Greiner Ambalaj San. ve Ticaret A.S. (TR)	100%	F	
Greiner Packaging India Private Limited (IN)	>99.99%	–	< 0.01%
Greiner Recycling d.o.o. Nova Gajdobra (RS)	100%	F	
Greiner Packaging d.o.o. (SI)	100%	F	
Greiner i JP Packaging d.o.o. (RS)	51%	F	
Greiner Packaging d.o.o. (RS)	100%	F	
greiner assistec s.r.o. (CZ)	10%	F	90%
Greiner Assistec, S.A. de C.V. (MX)	99.88%	F	0.12%
Greiner Packaging Italia S.r.l. in liquidation (IT)	100%	–	

## NEVEON Holding GmbH (AT)

100%

F

NEVEON Austria GmbH (AT)	100%	F	
NEVEON Germany GmbH (DE)	100%	F	
EUROFOAM Bohemia s.r.o. (CZ)	100%	F	
NEVEON Poland Sp. z o.o. (PL)	100%	F	
Caria Sp. z o.o. (PL)	51%	F	
PPHiU "Kerko" Sp. z o.o. (PL)	51.72%	F	
NEVEON Kaliningrad LLC (RU)	100%	–	
NEVEON Romania S.R.L. (RO)	100%	F	
NEVEON Hungary Kft. (HU)	100%	F	
LIMITED LIABILITY COMPANY "NEVEON UKRAINE" (UA)	95%	–	
NEVEON Foam d.o.o. (RS)	100%	–	
NEVEON Slovakia s. r. o (SK)	100%	–	
BPP spol.s.r.o. (CZ)	51.37%	F	
SINFO, spol s.r.o. (CZ)	51%	F	
EUROFOAM TP spol. s.r.o. (CZ)	80%	F	
NEVEON Czech Republic spol. s.r.o. (CZ)	100%	F	
NEVEON aerospace Czech Republic spol. s.r.o. (CZ)	100%	F	
NEVEON Bulgaria EOOD (BG)	100%	–	
NEVEON Wangen GmbH (DE)	100%	F	
NEVEON Nürtigen GmbH (DE)	100%	F	
NEVEON USA Inc. (US)	100%	F	
NEVEON foam (Shanghai) Co., Ltd. (CN)	100%	F	

Greiner Bio-One International GmbH (AT)				100%	F
Greiner Bio-One GmbH (AT)				100%	F
Greiner Bio-One Hungary Kft. (HU)				100%	F
Greiner Bio-One North America, Inc. (US)				100%	F
Greiner Bio-One North America Sales Corp. (US)				100%	F
Greiner Bio-One France S.A.S. (FR)				100%	F
Greiner Bio-One Brasil Produtos Medicos Hospitales Ltda. (BR)				99.99%	F
99.99%					< 0.01%
Greiner Bio-One Brasil Service Tech Sistemas, Produtos E Servicos para saude Ltda. (BR)				< 0.01%	F
Greiner Bio-One VACUETTE Schweiz GmbH (CH)				100%	F
Greiner Bio-One (Thailand) Ltd. (TH)				100%	F
Greiner Bio-One Suns Co., Ltd. (CN)				100%	F
Beijing GBO Suns Medical Devices Co., Ltd. (CN)				100%	F
Greiner Bio-One Shanghai, Co.Ltd. (CN)				100%	F
Greiner Bio-One India Private Limited (IN)				99.99%	F
99.99%					< 0.01%
Greiner Bio-One Turkey Laboratuvar Ürünleri Limited Sirketi (TR)				100%	–
Greiner Bio-One Italia S.r.l. (IT)				100%	F
GREINER BIO-ONE ESPANA S.A. (ES)				100%	F
VACUETTE PORTUGAL Importacao e Exportacao de Material Hospitalar S.A. (PT)				100%	F
Vigmed AB (SE)				100%	F
Greiner Bio-One Singapore Pte. Ltd. (SG)				100%	–
Tracie Healthcare Solutions GmbH (DE)				100%	F
Greiner Bio-One MEA FZ-LLC (AE)				100%	–
Greiner Bio-One GmbH (DE)				100%	F
Greiner Bio-One Ltd. (UK)				100%	F
Greiner Bio-One Co. Ltd. (JP)				100%	F
Greiner Bio-One B.V. (NL)				100%	F
Greiner Bio-One nv/sa (BE)				100%	F
Mediscan GmbH (AT)				100%	–
Mediscan GmbH & Co. KG (AT)				100%	F
Greiner Innoventures GmbH (AT)				100%	F
Greiner Renewable Energy GmbH (AT)				100%	F
Greiner Zeroplast GmbH (AT)				100%	F
Liquibot GmbH (AT)				100%	F
temprify GmbH (AT)				15%	–
Circularful GmbH (AT)				16.84%	–
Hempstatic GmbH (AT)				14.4%	–
Movopack SB S.r.l. (IT)				5.54%	–
1%					
Greiner Real Estate s.r.o. (CZ)				99%	F
Greiner Real Estate Sp. z o.o. (PL)				100%	F
Greiner Real Estate Vermietung St. Gallen GmbH (AT)				99.2%	F
0.8%					
OOO Greiner Real Estate (RU)				100%	F
Greiner GmbH (DE)				100%	F
Greiner Group Services s.r.o. (CZ)				100%	–

Full consolidation F

Equity consolidation E

Not included in consolidation –

Production

Distribution

Administration



# Independent assurance report

## Independent assurance report on the voluntary sustainability reporting

We have performed a limited assurance engagement in the connection with the voluntary consolidated sustainability reporting for the financial year reported in the Annual and sustainability report 2024 in the section "Sustainability" (hereinafter "voluntary sustainability reporting") for the financial year 2024 the

Greiner AG,  
Kremsmünster

(hereinafter also short "Greiner" or "company").

realized.

### Conclusion with limited assurance

On the basis of our procedures performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the voluntary consolidated sustainability report which has been published as Annual and Sustainability Report 2024 in the section "Sustainability" is not prepared, in all material respects in accordance with the Global Reporting Initiative (GRI Standards) option "in accordance with".

### Basis for the summary assessment

Our limited assurance engagement on the sustainability reporting was conducted in accordance with the statutory requirements and Austrian Standards on Other Assurance Engagements and additional expert opinions as well as the International Standard on Assurance Engagements (ISAE 3000 (Revised)) applicable to such engagements. An

independent assurance engagement with the purpose of expressing a conclusion with limited assurance ("limited assurance engagement") is substantially less in scope than an independent assurance engagement with the purpose of expressing a conclusion with reasonable assurance ("reasonable assurance engagement"), thus providing reduced assurance.

Our responsibility under those requirements and standards is further described in the "Responsibility of the auditor of the consolidated sustainability reporting" section of our assurance report.

We are independent of the Group in accordance with the Austrian professional regulations and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Our audit firm is subject to the provisions of KSW-PRL 2022, which essentially corresponds to the requirements of ISQM 1, and applies a comprehensive quality management system, including documented policies and procedures for compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained up to the date of the limited assurance report is sufficient and appropriate to provide a basis for our conclusion as of that date.

### Other information

Management is responsible for the other information. The other information comprises all information included in the Greiner AG Annual and Sustainability Report 2024 but does not include sustainability reporting and our independent assurance report.

Our conclusion on the sustainability reporting does not cover the other information and we will not express any form of assurance conclusion thereon. In connection with our limited assurance engagement on the sustainability reporting, our responsibility is to read the other information when available and, in doing so, consider whether the other information is materially inconsistent with the sustainability reporting or our knowledge obtained in the limited assurance engagement or otherwise appears to be misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this context.

### **Responsibility of the company's legal representatives**

Management is responsible for the preparation of a sustainability reporting including the determination and implementation of the materiality assessment processes in accordance with the GRI standards (Option "in accordance with"). This responsibility includes:

- identification of the sustainability aspects and assessing the materiality these sustainability aspects,
- the preparation of sustainability reporting in compliance with the requirements of the GRI Standards in their current version.

This responsibility includes also the selection and application of appropriate methods for sustainability reporting and the making of assumptions and estimates for individual sustainability disclosures that are reasonable in the circumstances.

### **Inherent limitations in the preparation of sustainability reporting**

When reporting forward-looking information, the company is obliged to prepare this forward looking information based on disclosed assumptions about events that could occur in the future and possible future actions by the company. Actual results are likely to differ as expected events often do not occur as assumed.

### **Responsibility of the auditor of voluntary consolidated sustainability reporting**

Our objectives are to plan and perform a limited assurance engagement to obtain limited assurance about whether the voluntary sustainability reporting, including the procedures performed to determine the information to be reported is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken based on this voluntary sustainability reporting.

In a limited assurance engagement, we exercise professional judgment and maintain professional skepticism throughout the assurance engagement.

Our responsibilities include

- performing risk-related assurance procedures, including obtaining an understanding of internal controls relevant to the engagement, to identify disclosures where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of expressing a conclusion on the effectiveness of the Group's internal controls;
- design and perform assurance procedures responsive to disclosures in the sustainability reporting, where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

### **Procedures – Summary of the work performed**

A limited assurance engagement involves performing procedures to obtain evidence about the sustainability reporting.

Our engagement does not include the assurance of prior period figures, printed interviews or other additional voluntary information of the company, including references to websites or other additional reporting formats of the company.

The nature, timing and extent of assurance procedures selected depend on professional judgment, including the identification of disclosures likely to be materially misstated in the sustainability reporting, whether due to fraud or error.

In conducting our limited assurance engagement on the sustainability reporting, we proceed as follows:

- We obtain an understanding of the company's processes relevant to the preparation of sustainability reporting.
- We assess whether all relevant information identified by the materiality assessment process carried out by the company has been included in the sustainability reporting.
- We perform inquiries of relevant personnel and analytical procedures on selected disclosures in the sustainability reporting.
- We perform risk-oriented assurance procedures, on a sample basis, on selected disclosures in the sustainability reporting.

- We obtain evidence on the methods for developing estimates and forward-looking information.
- We evaluate analytically the data and trends of quantitative disclosures regarding the GRI Standards listed in the GRI-Index, submitted by all locations for consolidation at the group level.
- We evaluate the consistency of the GRI Standards, Option “in accordance with” to disclosures and indicators of the sustainability report, which apply to the Company.
- We evaluate the overall presentation of the disclosures by critically reading the sustainability report.

### **Limitation of Liability, publication and terms of engagement**

This limited assurance engagement is a voluntary assurance engagement. We issue this conclusion based on the assurance contract concluded with the client, which is also based, with effect on third parties, on the “General Conditions of Contract for the Public Accounting Professions” issued by the Chamber of Tax Advisors and Auditors. These can be viewed online on the website of the Chamber of Tax Advisors and Auditors (currently at <https://ksw.or.at/berufsrecht/mandatsverhaeltnis/>). With regard to our responsibility and liability under the contractual relationship, point 7 of the AAB 2018 applies.

Our assurance report may only be distributed to third parties together with the Annual and Sustainability Report 2024 section “Sustainability” and only in complete and unabridged form. Because our report is prepared solely on behalf of and for the benefit of the company, its contents may not be relied upon by any other third party, and consequently, we shall not be liable for any other third party claims.

### **Auditor responsible for the assurance engagement**

The auditor responsible for the assurance engagement of sustainability reporting is Mr. Mag. Michael Ahammer.

Linz

April 16, 2025

KPMG Austria GmbH  
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft



signed by:  
Mag. Michael Ahammer  
Wirtschaftsprüfer  
(Austrian Chartered Accountant)



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