

Edelmann Group


2024

SUSTAINABILITY REPORT



High Q Packaging

www.edelmann-group.com



MAKE A SUSTAINABLE CHOICE —
PAPER—BASED PACKAGING
SOLUTIONS THAT NOT ONLY PROTECT
YOUR PRODUCTS BUT ALSO SHOW
YOUR LOVE FOR OUR PLANET. JOIN
THE MOVEMENT TOWARDS A
GREENER FUTURE TODAY.

ARE YOU WITH US?

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ABOUT THIS REPORT

The Edelmann Group Sustainability Report 2024 discloses our ambitions, impact and progress for a range of material topics. The scope of this report is global, therefore all statements and key performance indicators mentioned in the report refer to all Edelmann sites unless stated otherwise.

The target readers of this report are our stakeholders, including employees, customers, suppliers, business partners as well as local communities. Research institutions and industry players are also encouraged to learn more about sustainability at Edelmann Group by the means of this report.

The report was prepared in accordance with the revised GRI (Global Reporting Initiative) Universal Standards 2021. Edelmann Group reports on its sustainability performance annually based on a calendar year.

WE CHOOSE TO STAY TRANSPARENT AND SHARE OUR PROGRESS THROUGH THE ANNUAL SUSTAINABILITY REPORT.

STATEMENT FROM OUR CEO

Dear Stakeholders,

Over the past year, we have continued to make significant progress as a company on our path to greater sustainability, responsibility and transparency. Our ambition to make a positive contribution to the environment and society and in the fight against global warming is now stronger than ever anchored in our corporate strategy. A very special milestone for us was the fantastic award of a gold medal from Ecovadis. We are very proud of this result because we have achieved the highest score in history. This was in recognition of our continuous efforts in the areas of the environment, labour and human rights, ethics and sustainable procurement. Another important step for us was the membership in the UN Global Compact. We hereby commit ourselves to the ten principles in the areas of human rights, labour standards, environmental protection and anti-corruption, and to the global responsibility that goes hand in hand with them.

Our progress in reducing our greenhouse gas emissions is particularly encouraging. Having already achieved our Science Based Target for our Scope 1 and Scope 2 emissions in 2023, we were able to reduce our CO₂e emissions by a further 11% in 2024. This means that the emissions that we control directly now account for only 6.6% of our total footprint. In total, we have saved over 9000 tons of CO₂e compared to the same period last year. Natural gas consumption has been reduced by 5% and electricity consumption by 6%. Absolute Scope 3 GHG emissions were reduced by a further 8% overall.

Another focus was the renewal of our materiality analysis in accordance with the new requirements of the European Corporate Sustainability Reporting Directive (CSRD). It forms the basis for even more precise and future-oriented sustainability reporting. It helps us identify the issues that are truly relevant to our stakeholders and our long-term business success. We have now achieved an important goal in the field of sustainable forestry to certify all our sites via an FSC Chain of Custody this year. In this way, we ensure that our products come from responsibly managed forests and that the supply chain is transparent and traceable. We know that sustainability is an ongoing process that must be constantly improved and expanded. I would like to thank all employees, partners and stakeholders who are walking this path with us. Let's think ahead, develop and take responsibility together – for a future worth living.

On behalf of the entire Edelmann team, I wish you an engaging and inspiring read.

Sincerely,

Dr. Frank Hornung
Chief Executive Officer, Edelmann Group



EDELMANN GROUP AT A GLANCE

Edelmann Group is an international family business, operating in the paper-based packaging sector, delivering solutions with sustainable value to their customers in healthcare, beauty care and consumer brand markets. The packaging solutions offered by Edelmann are mainly folding boxes and leaflets.

The company was founded in 1913 in Heidenheim, Germany, where it is still headquartered. Edelmann Group is represented by 13 sites in seven different countries, spread over four continents. More than 2700 employees guarantee that Edelmann’s strong international network is supporting its global presence.

Edelmann Group is a leader in innovation, working with the newest technologies to provide reliable and safe packaging solutions and cutting-edge structural and graphic design. Our products follow rigorous “High Q Packaging” guidelines which promise comparable standards across all plants.

20
24

EDELMANN GROUP HAS DELIVERED
SUSTAINABLE VALUE TO THEIR CUSTOMERS
IN HEALTHCARE, BEAUTY CARE AND
CONSUMER BRANDS FOR OVER 100 YEARS.

13 PRODUCTION SITES
IN 7 COUNTRIES

€311 MILLION IN SALES

> 3,2 BILLION FOLDING CARTONS
AND > 1 BILLION LEAFLETS

> 2700 EMPLOYEES

OUR GLOBAL PRESENCE

We are a global player. Today's world is increasingly digital and globalized. Vast distances, different time zones and cultural diversity are part of our everyday working lives at Edelmann.

WHEREVER OUR CUSTOMERS NEED US, THAT'S WHERE WE ARE.
GLOBALLY.



13 SITES
7 COUNTRIES
4 CONTINENTS



GLOBAL NETWORK.
LOCAL ROOTS.

OUR PRODUCT PORTFOLIO & CORE MARKETS



LEAFLETS
Inserts and outserts, folding & assembling capabilities, booklets

BEAUTY CARE

We take the challenge to provide solutions which stand out not only with their high-quality embellishment and complex designs, but also minimized environmental footprint. Our product portfolio within beauty care includes cosmetics, skincare, perfumes and hair coloration.



FOLDING CARTONS

Individual packaging solutions, Individual finishings, coding systems, security features



RIGID BOXES

Sharp edges, foldable rigid boxes



WET LABELS, VIAL CARDS, SYSTEM PACKAGING & CO-PACKING

HEALTH CARE

We realize the importance of quality, safety and anticounterfeiting features in the development of pharmaceutical packaging and information leaflets. We supply packaging for medications, over-the-counter products, dental medicine, generics and food supplements.



CONSUMER BRANDS

We are fully prepared to serve the needs of the mass market as well as premium brands with their highly refined products. Personal care, food and drink, household items, toiletries and multimedia are just a few examples of our capabilities within the segment of consumer brands.



OUR VALUE CHAIN



STRONG SUSTAINABILITY PERFORMANCE



ECOVADIS

For 2024/2025, we received the EcoVadis Gold Medal in recognition of our strong sustainability performance. This award places our company among the top 5% companies assessed by EcoVadis in the last 12 months.

96th
PERCENTILE
78/100
OVERALL SCORE



–42%
by 2030 vs 2021
Absolute target
SCOPE 1+2

–52%
by 2030 vs 2021
Intensity target
SCOPE 3

100%
renewable
Electricity by 2030
EXTRA TARGET



UN GLOBAL COMPACT

We commit to a set of 10 principles (economic, social, environmental) with annual progress notification.

CDP (CARBON DISCLOSURE PROJECT)



CDP CLIMATE CHANGE
MANAGEMENT RATING B

CDP FORESTS
MANAGEMENT RATING B

CDP SUPPLIER ENGAGEMENT ASSESSMENT A–LIST

In 2024 we were awarded a “B” for CLIMATE CHANGE and a “B” for FOREST for environmental management in our third year of CDP reporting. And we are in the CDP Engagement Assessment A – list for the first time. We are still demonstrating our exceptional commitment to preserving our natural resources and protecting our environment.

SUSTAINABILITY AWARDS



For the intelligent, sustainable fiber-based packaging concept for the product Mary Cohr from Guinot, the Edelmann Group received the prestigious President Award 2024 in Bangkok. This unique award recognizes customized packaging solutions made from monomaterial with an intelligent tamper-evident feature that eliminates the need for cello-wrapping. Unique. Original. Sustainable.



Material reduction, alternatives to blister packaging, and highly flexible digital finishing technologies were the topics for 2024. For the first time in Edelmann's history, sustainability awards were presented for health care, beauty care, and consumer brands. The German Design categories were Eco Design, Lifestyle and Fashion.



In the Lifestyle and Fashion category, the Edelmann Group received the German Design Award 2024 for the sustainable packaging concept of the secondary packaging “Bauhaus” from Dr. Grandel. The folding box for ampoules is made of 100% fiber-based monomaterial and features with digital finishing. Sustainable. Sophisticated. Appealing.

SUSTAINABILITY HIGHLIGHTS 2024

We have already achieved our science-based target for Scope 1 and 2 for 2030 in 2023, and in 2024 we were able to reduce our CO2 emissions even further to 62%.

–62% in Scope 1 & 2 GHG emissions (vs 2021) market based

> 9000 tons of CO₂e reduced (vs 2023)

– 5% total natural gas consumption (vs 2023)
– 6% total electricity consumption (vs 2023)

65% of our electricity consumption comes from renewable sources



8% of our workforce comes from minorities and vulnerable groups

WE ENABLE:

- Reduction of packaging carbon footprint
- Full recyclability of packaging solutions
- Plastic replacement

WE CONTRIBUTE TO:

- Social inclusion
- Sustainable supply chain
- Ambitious climate action

WE FOSTER:

- High ethical standards
- Social and environmental competence
- Employee development and engagement

VALUES

INTEGRITY AND HONESTY: We say what we think, even when it's uncomfortable and do the right thing, even if nobody is watching.

TRANSPARENCY: We have nothing to hide and share openly where things are not going right and where we need help.

AMBITION: We thrive for superior performance and quality and do not want to settle for less. We provide room for personal growth and accountability and actively encourage personal initiative.

RESPECT: We treat others the way we want to be treated by them.

JOY: Like what you do and who you are doing it with. There is always room for a laugh.

MISSION

We provide our customers with superior and innovative board packaging solutions and leaflets promoting their products perfectly towards customers and protecting their products in an environmentally friendly way.

VISION

We aim to become the global point of reference for packaging solutions, delivering sustainable value to end consumers, customers, employees and shareholders. We will be recognized as preferred supplier due to our superior performance in terms of quality, delivery reliability and sustainability.

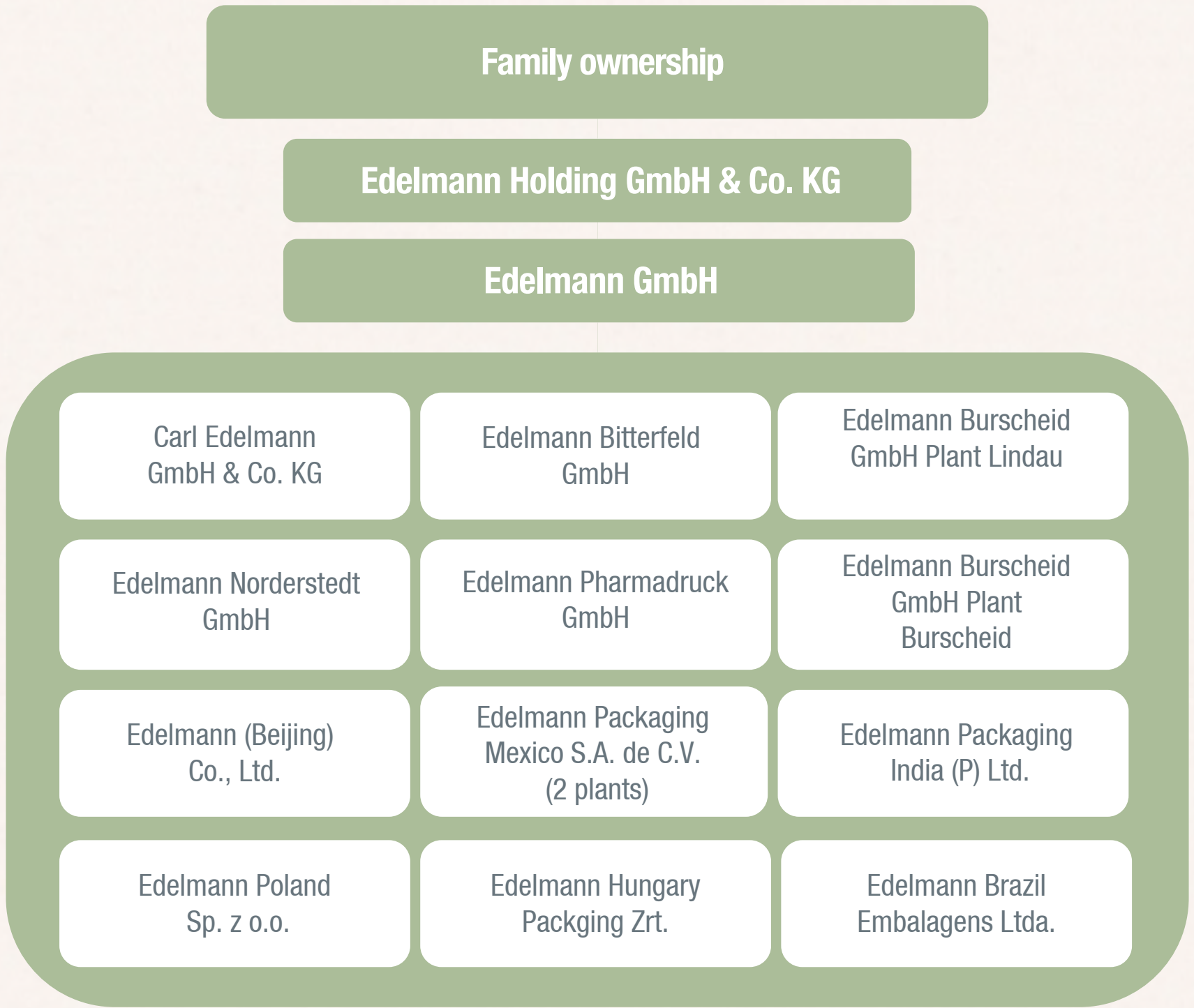
MISSION, VISION, VALUES



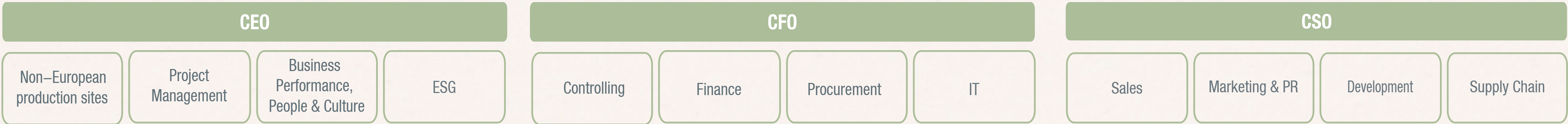
ORGANIZATIONAL AND GOVERNANCE STRUCTURE

Edelmann GmbH is a family–owned business and belongs to the Edelmann Holding GmbH & Co. KG. Dr. Frank Hornung remains as Chief Executive Officer. He is complemented by Meino Adam (Chief Sales Officer) and Rainer Veith (Chief Financial Officer)

ORGANIZATIONAL STRUCTURE



GOVERNANCE STRUCTURE



GOVERNANCE

The highest governance body of the Edelmann Group is the Global Executive Board (GEB). The GEB is led by the Chief Executive Officer and consists of executive leaders who represent the key global functions. The selection of the members is initiated by the Chair and needs to be approved by the Advisory Board. As a family-owned business, the presence of the Advisory Board is a voluntary supervision structure and is not required by the law.

The existing composition of the GEB is designed to allow visibility, transparency and fair representation of key decision makers who contribute to the long-term development of the company, including management of impacts. The GEB is updated quarterly by the sustainability function through a quarterly review meeting.

The role of the GEB in the management of social and environmental impacts is to guide, review and support the strategic development, set performance objectives and track their implementation, review and approve annual budgets, including sustainability-related investments as well as incorporate impact management in individual functions. Examples of the GEB team’s engagement are participation in a materiality assessment workshop as well as review and approval of the Group Sustainability Roadmap with the respective strategic focus areas, targets and action plans. Therefore, they are actively involved in shaping and leading the sustainability journey of the Group.



Dr. Frank Hornung, CEO
Chair
Edelmann tenure: 7 years
22 years of leadership experience, 12 years in packaging



Rainer Veith, Chief Financial Officer
Member
Edelmann tenure: 7 Months
27 years of leadership experience, first year in packaging



Meino Adam, Global Sales Director
Member
Edelmann tenure: 34 years
20 years of leadership experience, 34 years in packaging



Ayfer Durmaz, Business Performance, People & Culture
Member
Edelmann tenure: 7 years
15 years of leadership experience, 12 years in packaging



Christian Schumacher, COO*
Member
Edelmann tenure: 3 years
22 years of leadership experience, 12 years in packaging



Stefan de Paz, Finance, Digitalization & Processes*
Member
Edelmann tenure: 6 years
27 years of leadership experience, 14 years in packaging

*Left the company during the year 2024

STAKEHOLDERS

Understanding the views and interests of our stakeholders ensures the long-term success of our operations. Therefore we strive for continuous dialogue and open exchange. The key stakeholder groups and our engagement with them are described below, particularly in relation to our sustainability commitments and material topics.

EMPLOYEES AND MANAGEMENT

Our committed employees are among the company’s most valuable resources and are essential to the growth and development of the Edelmann Group. We engage with our employees through career development discussions, annual Employee Satisfaction surveys, trainings, internal newsletters, regular communication from the Global Executive Board (GEB), location-specific townhall meetings, company events along with cross-functional as well as global initiatives. Our employees also have access to an anonymous whistleblowing channel that can be used for reporting complaints and misconduct.

SUPPLIERS

Our valued suppliers are our key strategic partners who support us in enhancing our sustainability performance throughout the entire supply chain. We demand our suppliers to follow our CSR principles based on their commitment to the Supplier Code of Conduct. We engage through operational work, regular meetings, workshops, site visits, business reviews and joint development projects. A quarterly frequency of contact is maintained with key suppliers. Supplier engagement events are used to drive implementation of projects that improve carbon footprint of raw materials, production processes, shipping materials and machinery.

CUSTOMERS

Sustainability is among the key priorities of our customers. Therefore, our engagement is crucial to meet the targets of our customers and support them to decrease the carbon footprint of their packaging. Continuous dialogue is enabled through annual business reviews, topic-specific workshops, joint product developments and new launches, audits, regular site visits and customer events. The average frequency is at least quarterly. Introduced in 2020, the Customer Sustainability Program continues to enable a new level of engagement with our clients to minimize the footprint of packaging.

LOCAL COMMUNITIES & SOCIETY

Local communities and society benefit from the positive impact that the Edelmann Group is creating, including financial, such as monetary support of sports clubs and orphanages and/or volunteering, such as charity runs and blood donations. Our efforts vary within different plants, but they are united under one common purpose of contribution to the well-being and prosperity of local communities. In 2023, all sites of the Edelmann Group once again participated in the “Joy of Giving” where we supported associations in need. In addition, our social inclusion projects provide employment opportunities to minorities and vulnerable groups.



OUR COMMITTED EMPLOYEES ARE AMONG THE MOST VALUABLE RESOURCES THAT ALLOW GROWTH AND DEVELOPMENT OF THE EDELMANN GROUP.

CSR TIMELINE

Sustainable development has always been at the core of our strategy since the early days of our history. Discover some of the highlights below with our improvements and some of the key milestones since 1975.

1975–1981	Surface finishing switches from solvent–based to water–based varnishes. Reduction of pollutants inproduction.	1988	The lighting systems in the production areas are equipped with daylight detection control. Three additional press containers are installed for even more effective selection of leftover cardwaste.	1991	A new mixing plant for gravure inks reduces the amount of leftover ink produced. Fire protection insulators from asbestos are removed and disposed of.	1994	A control system switches off demand–dependent electric power consumers to avoid power surges. Hall heating is fed by heat recovery from compressed air generation.	2003	The automatic transport system FTS is introduced.
1977	A system for transporting cartonboard waste from the punching and waste stripping sections to the bailing press is commissioned.	1989	A waste and recyclable material collection system is introduced. Process water heating by means of heat recovery from the compressed air generation process system is introduced.	1992	A desilverisation system for fixing baths used in film development is commissioned. The exhaust air purification system in the gravure printing section is commissioned.	1996	Disposal channels and options are highlighted in a Disposal Manual. The building heating is switched to gas. The burners are controlled by oxygen. A filtration system for leftover inks is commissioned. Hydraulic lifts are powered by biodegradable hydraulic oils.	2004	Logistics and transport workflows areoptimized by setting up a central–warehouse. The entire roof area in the Weilheim factory is insulated.
1983	Calculation bases for determining ink quantities using spectro–photometers, specimen printing equipmentandanalyticalbalances aredeveloped.	1991	All the cooling systems become closed systems. A system of leftover ink utilization is commissioned.		Additional warehouse for storing flammable liquids is built. Offset ink is delivered in 200–litre drums, from which it is pumped pneumatically to the ink– mixing department. 1800 m² corrugated eternity roof containing asbestos fibers is removed and disposed of.	1999	The first environmental report is published. Processes to produce pharmaceutical packaging are introduced to the OB section.	2005	The Disposal Manual is introduced.
	In areas with little natural light, fluorescent lights with electronic ballasts are installed. Ventilation andheatingsystemsarecontrolled by a PC–based management system.		Computer programs calculate the precise amount of ink required for each job. Disposable pallets are returned to cartonboard suppliers for reuse.	1993	The TÜV environmental seal is introduced. Calendar varnishes are switched to dispersion basis without solvents (CE–Gloss).	2000	A fully automated ink–mixing system for offset inks is introduced.		
1987	Dyes for punching machines are dressed in waterbased adhe–sives, replacing spray–type adhesives, with propellants.					2001	Plates are exposed almost entirely using CTP–systems.		



- 2006

Natural gas vehicles are introduced for in–plant transport and city journeys. All processes and workflows are risk–assessed.
- 2008

The ESC office and technology building is built based on the latest ecological consideration. The noise level on the pharmaceuticals production hall is reduced by installing noise–absorbentmats. Edelmann France, Heidenheim and Weilheim are FSC®–certified.
- 2009

New acquisition of latest indoor concerning ventilation and air conditioning mechanism.
- 2010

Heat recovery in compressed–air system is optimized.
- 2013

Installation of a combined heat and power plant. Successful testimonial ofanalternativeenergymanagement system.
- 2014

Combined heat and power plant is implemented. Installation of the LED lighting in the gluing department. New air compressor with installed heat recovery.
- 2015

The new more energy– efficient factory on the site in Hungary was built. Realization of the Energy Audit DIN EN 16247–1 in all German sites.
- 2016

Introduction of the Code of Conduct. Implementation of Corporate Social Responsibility. Receiving silver status on the rating platform EcoVadis.
- 2017

Replacement of the old heating pumps through a more efficient version. Human Rights Policy is introduced.
- 2018

German Packaging Sustainability Award. Replacement of heat pumps in Weilheim.

Switching to LED lighting in the USA. GHG Balance is introduced globally.
- 2019

Updated Supplier Code of Conduct. Development of alternative PET lamination solutions. “A–“ Rating on CDP Climate Change. 2 Environmental Awards.
- 2020

Updated materiality assessment; Social inclusion projects; Customer Sustainability Program; 3 sustainability awards
- 2021

First GHG emissions audit; CPI Best Sustainable Packaging Solutions Award; Global “Joy of Giving Week”; LED lighting in Heidenheim; Plastic replacement projects; Expansion of social inclusion projects; Supplier Contest on sustainability.
- 2022

Emission reduction targets were validated by SBTi (Science initiative). Numerous Based Target sustainability awards. Joy of Giving 2022 across all sites. First–time submission of CDP Forests, resulting in a leadership ranking “A–”.
- 2023

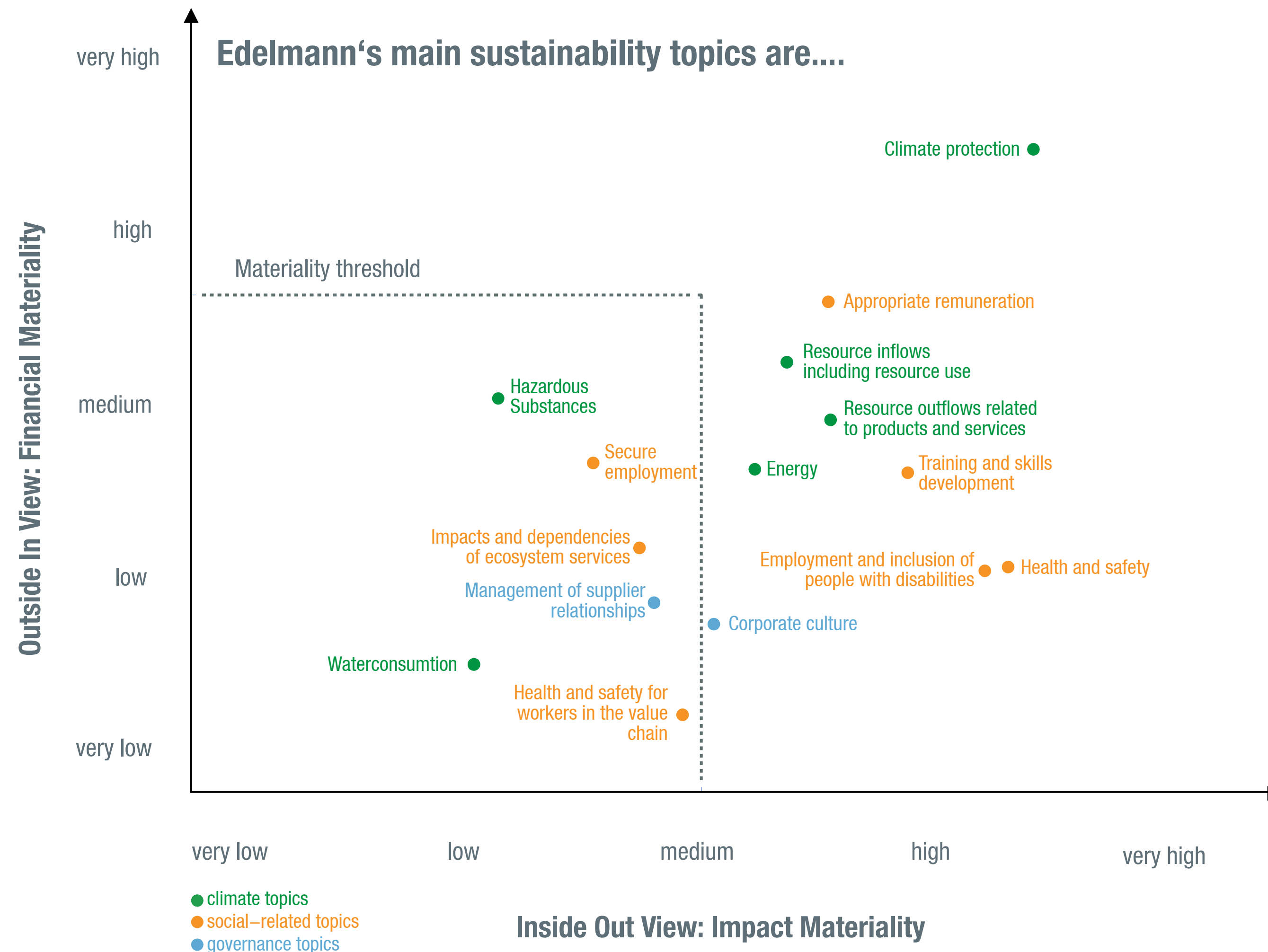
Awarded the CDP ranking „A“ for thefirsttimeforClimateChangeand „A–“ for Forests for the second consecutive year. This demonstrates our exceptional commitment to the preservation of our natural resources; Edelmann has founded an ESG department, replacing old CSR department to recognise the high importance of sustainability.
- 2024

Restart UN Global compact membership ; Closure of our plant in China. All 13 Edelmann Group plants have successfully received FSC® certification.
- 2025

With a total of 78 points, we have achieved our best Ecovadis result in the company's history.

MATERIALITY ASSESSMENT

A materiality assessment is the identification of sustainability topics and their prioritization by relevance and impact based on the voices of internal and external stakeholders. The materiality assessment according to the requirements of the Corporate Sustainability Reporting Directive (CSRD) was completed in 2025.



Edelmann key sustainability issues:

- Climate protection
- Resource inflows including resource use
- Energy
- Resource outflows related to products and services
- Employment and inclusion of people with disabilities
- Health and safety
- Training and skills development
- Appropriate remuneration
- Corporate culture

Notes: Determining materiality thresholds requires a combination of professional judgment, industry knowledge, and the specific circumstances of the organization. After weighing up these aspects, the threshold was set at 2.50.

i Double materiality means that a sustainability issue is considered material and must therefore be included in the reporting, if short, medium or long-term...

Inside Out View:
Impact materiality

... actions of the company (incl. value chain) (could) have material potential, positive or negative effects on people or the environment.

OR

Outside In View:
Financial Materiality

... impact of risks & opportunities that (could) affect the company's financial position, financial performance, cash flows, access to finance or cost of capital.

OUR SUSTAINABILITY ROADMAP

	ENERGY AND EMISSIONS	RAW MATERIALS AND SOURCING	DIVERSITY AND INCLUSION	EMPLOYEE DEVELOPMENT & ENGAGEMENT
OUR AMBITION	<p>REDUCE our carbon footprint and support our customers to achieve their emission reduction targets for packaging</p>	<p>ACHIEVE sustainable supply chain from transparency to fuell recyclability of our packaging solutions</p>	<p>BECOME an inclusive employer fostering diversity, equity and social inclusion</p>	<p>SUPPORT our workforce to encourage and strengthen environmental, social and business ethics competence</p>
5-YEAR TARGETS (2027) <small>EXCEPT 2030 TARGETS</small>	<p>Our validated science-based targets (SBT):</p> <p>Reduce absolute Scope 1 and Scope 2 GHG emissions 42% by 2030 from a 2021 base year</p> <p>Reduce Scope 3 GHG emissions 52% per million manufactured units by 2030 from a 2021 base year</p> <p>Increase annual sourcing of renewable electricity from 43% in 2021 to 100% by 2030</p> <p>Additionally: Decrease our energy consumption in line with SBT & support at least 15 key customers to decrease carbon footprint of their packaging by at least 25%</p>	<p>Assess and support to improve sustainability performance of 100% of Tier 1 suppliers</p> <p>Support plastic replacement with paper-based solutions</p> <p>95% of our production volumes will be fully recyclable</p> <p>Engage our supply chain partners to drive sustainable improvements</p> <p>100% of investments and new suppliers are assessed against environmental and social impact</p>	<p>Triple the share of our workforce come from minorities/vulnerable groups</p> <p>Become an inclusive employer, fostering diversity, equity and social inclusion</p>	<p>Make sure all our employees are environmentally and socially conscious</p> <p>Increase employee engagement in sustainability (at least 50% of involved workforce)</p> <p>Foster ethical behaviour across the Group</p>

AMBITIOUS CLIMATE ACTION

Under the 2015 Paris Agreement, governments committed to keeping global temperature rise to well–below 2°C above pre–industrial levels, at the same time enhancing efforts to limit global warming to 1.5°C. In 2018, the Intergovernmental Panel on Climate Change announced that global warming must not exceed 1.5°C to avoid serious impacts of climate change.

The SBTi (Science Based Targets initiative) drives ambitious climate action by developing standards and validating emission reduction targets in line with climate scenarios dictated by science.

We are proud to be among companies taking action and committing to the targets which help to limit the global warming to 1.5°C. We went through the validation process in 2022, resulting in the following science–based targets:

Reduce absolute Scope 1 and Scope 2 GHG emissions 42% by 2030 from a 2021 base year

Reduce Scope 3 GHG emissions 52% per million manufactured units by 2030 from a 2021 base year

Increase annual sourcing of renewable electricity from 43% in 2021 to 100% by 2030





SUSTAINABLE DEVELOPMENT GOALS

Sustainable development goals (SDGs) represent a call for action by the governments, corporations and individuals to protect the planet, reduce inequalities and ensure peace and prosperity around the world. The seventeen goals address the 2030 Agenda for Sustainable Development, unanimously adopted by all UN Member States in 2015 during the UN Summit. Companies are expected to contribute with their input, and so does the Edelmann Group. While all SDGs contribute to a better tomorrow, we choose to focus on the three goals to address the 2030 Agenda.



Focus targets: 12.2
12.5
12.6

Relevant themes (SDG Compass):

- Resource efficiency
- Sustainable sourcing
- Material recycling
- Product environmental information



Focus targets: 8.5
8.8

Relevant themes (SDG Compass):

- Employment & Economic inclusion
- No discrimination
- Health & Safety
- Employee development



Focus target: 13.2

Relevant themes (SDG Compass):

- Energy efficiency
- GHG emissions
- Green investments
- Risks and opportunities related to climate change

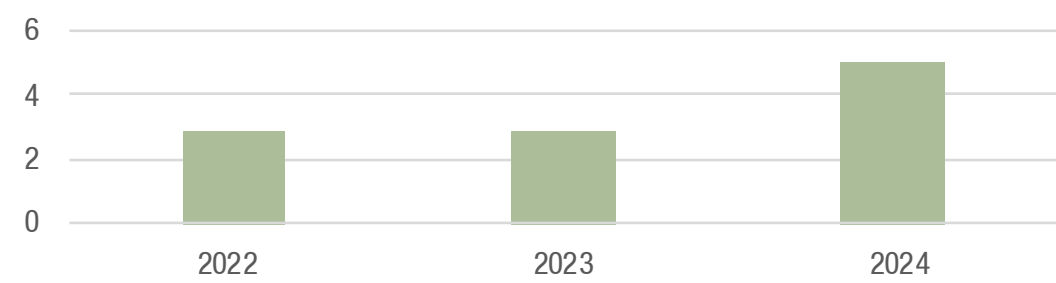


SOCIAL RESPONSIBILITY

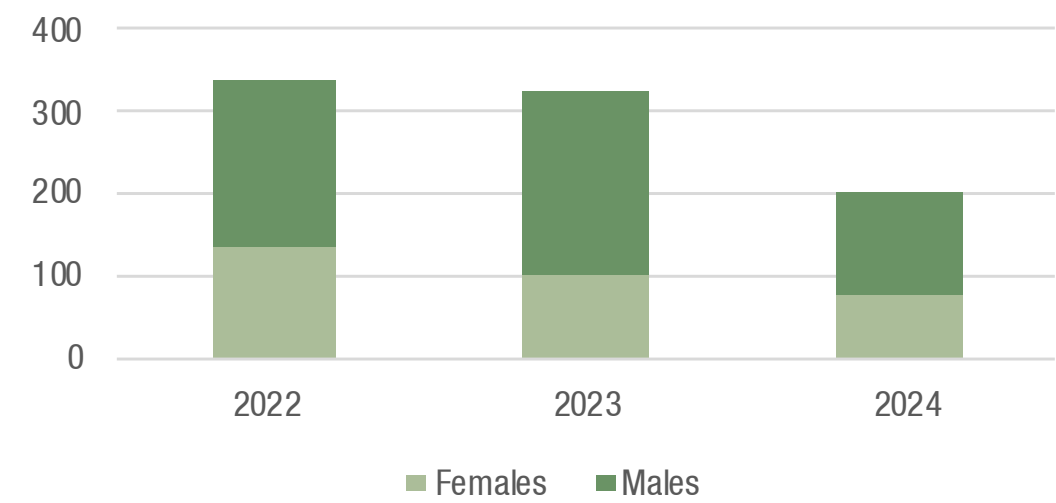
OUR EMPLOYEES

Our employees are the core of our ambition to drive sustainable solutions and contribute to the decarbonization of the packaging market. We foster diversity, equal opportunities, talent development, fair compensation and well-being of our people all across the globe.

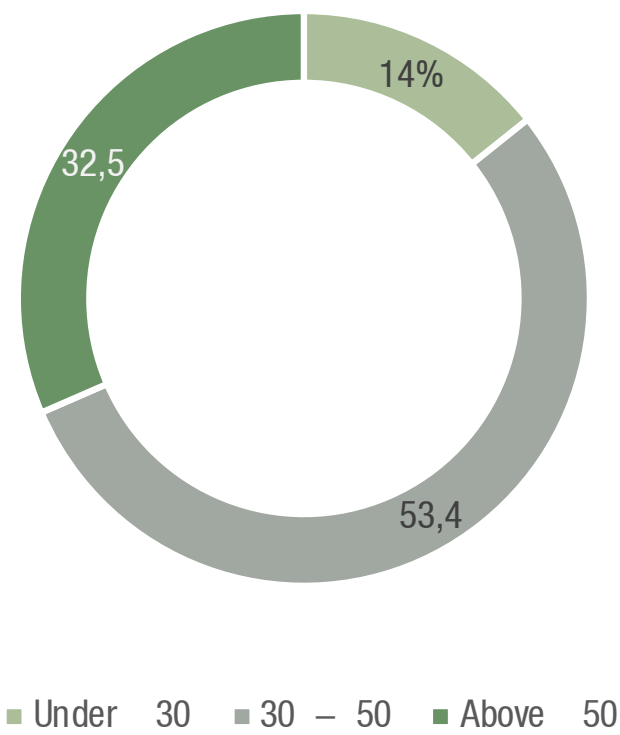
GLOBAL EMPLOYEE TURNOVER RATE IN %



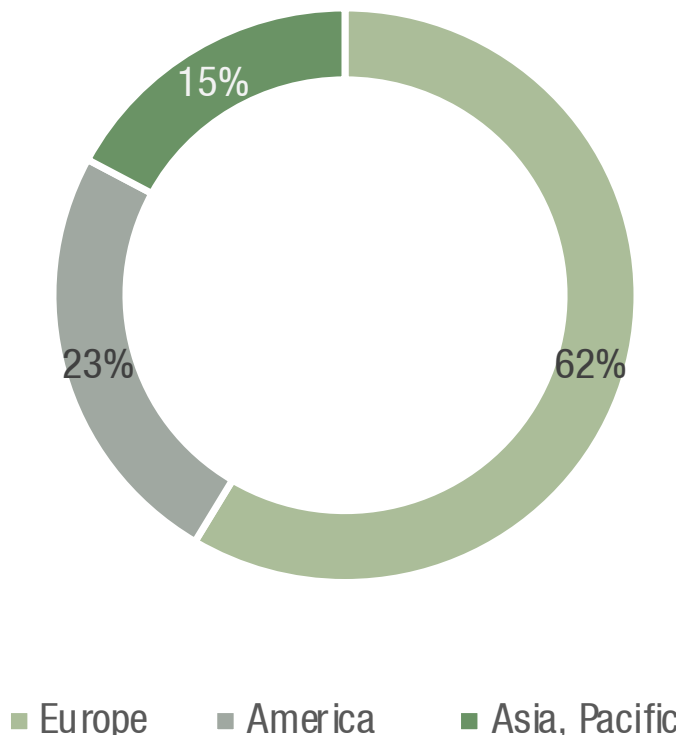
NEW EMPLOYEE HIRES



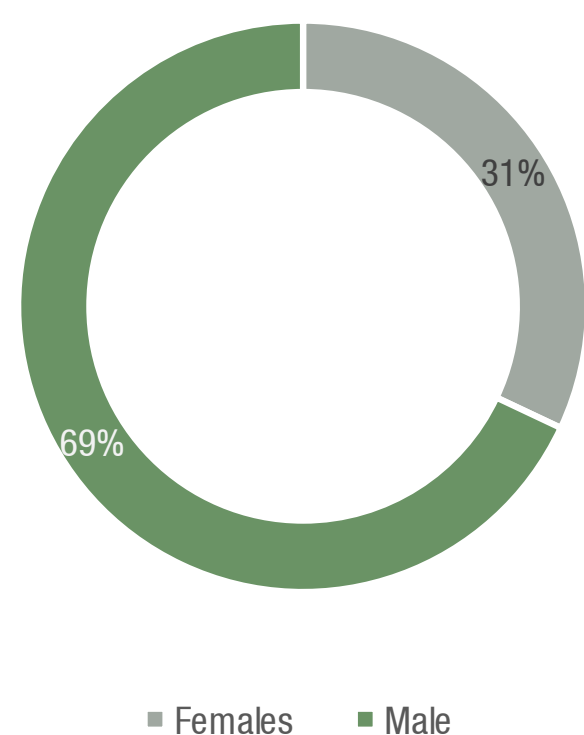
AGE DISTRIBUTION



SPLIT BY REGION IN %



MALE TO FEMALE RATIO IN %



WE ARE MORE THAN 2700 MINDS AND 2700 HEARTS ON OUR JOURNEY TO DELIVER SUSTAINABLE VALUE.

OCCUPATIONAL HEALTH AND SAFETY (OHS)

Our long-term goal is to reach zero accidents. Since 2022, global data collection is performed monthly to record the total number of accidents, classified into no absence , <1 day lost , 1 and 3 days lost. In addition, total lost days are recorded along with descriptions of accidents with lost days, which are further analyzed to implement preventive and corrective actions.

The following three Key Performance Indicators (KPIs) are tracked:

- Total Incident Frequency Rate (TIFR) Lost Time Incident Frequency Rate (LTIFR)
- Lost Time Incident Severity Rate (LTISR)

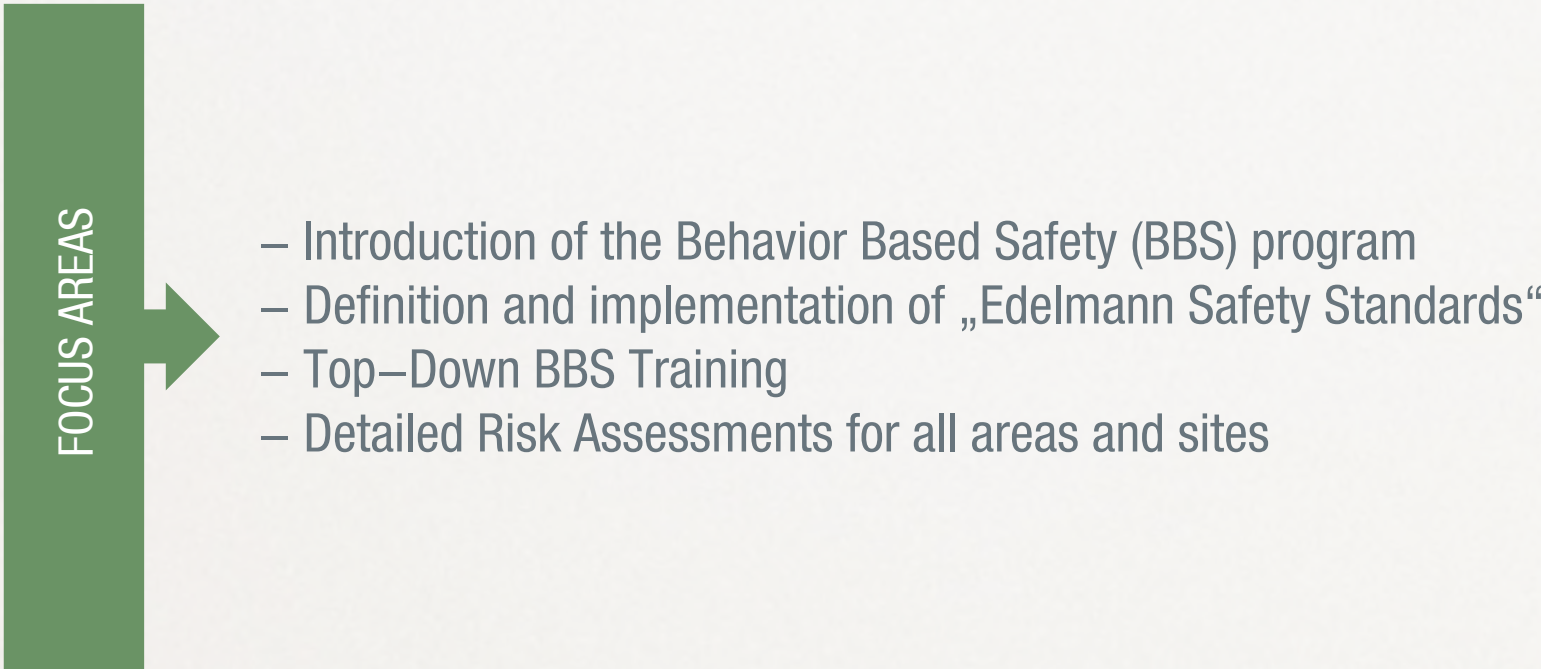
All KPIs are calculated on a basis of 1.000.000 working hours.

Compared to 2023 (and 2022), the total number of incidents stayed quiet stable. In contrast, the number of lost time incidents and related lost days increased in 2024. As a result, the LTIFR rose from 7.3 to 9.7 and LTISR from 64.9 to 109.2.

Since the beginning of 2024, Edelmann is implementing a Behaviour Based Safety (BBS) Program. This approach is based on the observation that the majority of workplace accidents at Edelmann are due to unsafe behavior. The Behaviour Based Safety (BBS) Program covers activities for at least 5 years. On level 1, basic guidelines and processes are defined and introduced (Edelmann Safety Standards).

Accidents 2024

	YEC 2022	YEC 2023	YEC 2024	Target 2025
Total Incidents	143	140	139	
Lost Time Incidents	61	36	47	
Lost Days	515	321	531	
TIFR (Total Incident Frequency Rate) per 1,000,000 working hours	28,3	28,3	28,6	25,7
LTIFR (Lost Time Incident Frequency Rate per 1,000,000 working hours	12,1	7,3	9,7	6,3
LTISR – Lost Time Incident Severity Rate	102,4	64,9	109,2	81,9



SOCIAL INCLUSION

Diversity and inclusion are among the five priority areas of our sustainability agenda. Therefore, we implement a range of social inclusion projects in line with our commitments. This program is aimed at embracing minorities and vulnerable groups, including their employment and development. As of 2024, 8% of our workforce comes from minorities and vulnerable groups.

EMPLOYEES WITH DISABILITIES

Employment of people with disabilities is often regulated nationally. We strive for providing diverse opportunities and supporting vulnerable groups who have disability background across numerous Edelmann locations internationally.

VULNERABLE GROUPS

A range of vulnerable groups is supported by Edelmann Mexico, where social responsibility is strongly embedded into the company operations. Supported groups are single mothers, senior workers, employees with disabilities and people coming from economically vulnerable areas.

WOMEN EMPOWERMENT

We enable women empowerment through giving opportunities. This can mean supporting in senior management positions, as well as hiring women in vulnerable life situations, such as single mothers in Mexico or migrant women with minimum to no education in India. With that, our plant in India established a female section to provide employment opportunities to migrant women and allow female presence in the manufacturing environment.

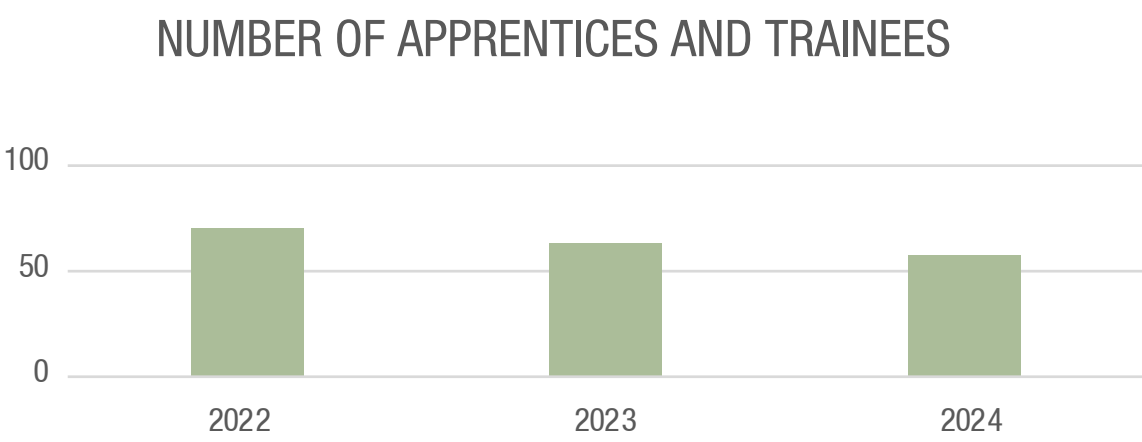


8% of our workforce comes from minorities and vulnerable groups.

OUR APPRENTICES AND INTERNS

Apprenticeship is an excellent way to attract the best talents at the early stage and nurture the young professionals with knowledge and experience. Apprenticeship refers to the long-term employment that lasts on average for three years. For some of the students, we work in collaboration with academic institutions, such as the Cooperative State University Baden-Wuerttemberg (Duale Hochschule Baden-Württemberg). Thereby, every year students spend the working part of their dual studies with us, while they are learning the academic part at the university. Some students are later offered full-time employment opportunities. The roles our apprentices take vary by major: such as business management, media designer, printing technologist, packaging technologist and machine operator.

Additionally, we provide opportunities to trainees who spend 3 to 12 months at Edelmann either as part of their studies or as an additional professional experience. This approach is more common among our international locations, while German sites focus on apprenticeship opportunities.



EMPLOYEE TRAINING AND TALENT DEVELOPMENT

Our employees are the core driver of our business success, promotion of corporate values and contribution to ambitious climate action. Therefore, we choose to invest in continuous training and development of our employees. This topic is led by our Human Resources teams together with functional leaders.



Edelmann Academy was designed to provide a global learning platform, where employees can choose to participate in a range of training opportunities. Communication and presentation skills training as well as the online Sustainability Module are examples of offered possibilities. Edelmann Academy will be further developed and enhanced with diverse topics, allowing each employee to share their expertise through one shared platform and learn from each other.

ENVIRONMENTAL AWARENESS

A new environmental awareness training was developed in 2023 and rolled out in international locations. The purpose was to outline key environmental topics, responsible daily practices, improvement potential and ways of communication locally.

37% of our workforce received environmental awareness training

SKILL-SPECIFIC TRAINING PROGRAMS

We acknowledge that each employee requires a certain set of skills to grow professionally and develop their knowledge. Beginning in 2023, extensive skill specific trainings were completed in numerous locations.

Topics included:

- Leadership
- Communication and presentation
- Negotiation
- Process management
- IT skills
- Job-specific technical skills
- Various focused seminars and workshops

We estimate that 25% of our workforce received at least one skill-specific training in 2024.

PREVENTION OF DISCRIMINATION AND HARRASSMENT

We train employees worldwide on these topics regularly, based on our employee Code of Ethics and Conduct.

Average of 12 training hours per employee in 2024



SOCIAL DIALOGUE

Hearing the voices of our employees and making sure that we have sufficient channels for dialogue is crucial to our efforts on employee satisfaction, communication and engagement. In 2024, we continued developing programs and tools aimed at strengthening social dialogue.



FEEDBACK
through employee surveys, focus groups
and suggestion programs



TRANSPARENT COMMUNICATION
through townhall meetings, newsletters
and other channels



STRUCTURED ENGAGEMENT
through the work of local employee
councils

ENHANCED COMMUNICATION

All Edelmann sites continued working on improving internal communication. Local monthly newsletters are further supported by the quarterly global management updates as well as local townhall meetings, wherever possible, or virtual gatherings. Additionally, informal opportunities, such as tea/coffee with one of the management team members, were also offered to our employees.

EMPLOYEE SATISFACTION SURVEY

In 2024, a global employee satisfaction survey was completed to hear all voices and seek improvement potential regarding employee development, communication, facilities, remuneration and engagement. The participation rate of 70% globally ensured a fair representation of opinions. Consequently, action plans were established through focus groups in each location to work on the key improvements and make sure that representative employees were directly involved in the process. Focus group work actively continued and already led to numerous improvements, such as availability of further training opportunities.

EMPLOYEE SUGGESTION PROGRAM

Our sites in Mexico, Brazil, India and China followed up on an employee feedback program through a suggestion box installed in the plants. Employees use it to communicate their wishes and suggestions regarding their working places, various arrangements, canteen facilities and other work-related matters through a central channel. Suggestions are carefully reviewed and followed up.

EMPLOYEE COUNCIL

72% of our workforce are covered by site-specific Employee Councils, which are formally elected and ensure a fair representation of local colleagues. While it is required by law in some locations, the rest are implemented voluntarily. The Committee speaks for the employees’ rights and interests and negotiates open subjects with the management team.

HEARING THE VOICES OF OUR EMPLOYEES AND MAKING SURE THAT WE HAVE SUFFICIENT CHANNELS FOR DIALOGUE IS CRUCIAL TO OUR EFFORTS ON EMPLOYEE SATISFACTION, COMMUNICATION AND ENGAGEMENT.

HUMAN RIGHTS

Our commitments on human rights are formalized through the Human Rights Policy, further supported by the Code of Ethics and Conduct. In order to extend our ambition, we require our suppliers to commit to the principles of the Supplier Code of Conduct, where one chapter is dedicated to human rights. The impact management related to human rights is mainly led by the HR department with the support of other relevant functions depending on the location.

We are committed to the principles of the Universal Declaration of Human Rights, including the International Bill of Rights and the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

EQUALITY OF TREATMENT

DEI (Diversity, Equity and Inclusion) is among the core priorities of our sustainability roadmap. Therefore, equality of treatment and non–discrimination are crucial to our practices for recruitment, talent development and engagement. Our social inclusion projects contribute to the practical implementation of our DEI ambitions. We do not tolerate any discrimination practices on the grounds of race, nationality, colour, sex, disability, religion, political opinion, social origin or age.

FAIR LABOUR PRACTICES

Most of our employees are covered by collective agreements on working conditions, including remuneration, working hours, vacation days and notice period. For countries where collective bargaining is not available, market and national standards are used to regulate conditions. In addition, employment relationships are formalized in a written contracts, specifying all location–specific conditions. All contracts of employment comply with applicable national laws. Therefore, we ensure adequate working hours and fair compensation implemented through fixed salary scales or national regulations.

CHILD AND FORCED LABOUR

We refer to child labor as a subject to ILO Conventions. According to the latest ILO Report on child labor, 160 million children were in child labour with half of them being exposed to hazardous conditions. We strictly prohibit any form of child and/or forced labour, formalized in our Human Rights Policy. Practically, the age of the applicants is checked as part of the screening and recruitment processes. In addition, SMETA audits are performed for multiple locations to obtain independent verification. No incidents were registered during the reporting year, neither within Edelmann sites, nor in relation to our suppliers’ business activities.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

All Edelmann employees are free to join unions of their choice as well as appoint representatives who would communicate their interests in the most reliable way. The right of freedom of association and collective bargaining is clearly stated in Edelmann’s Human Rights Policy. We work with employees’ representatives in a spirit of trust and open dialogue.

LIVING WAGES

OUR LIVING WAGES STRATEGY:

According to our human rights policy we apply the principle of equal pay for equal work. We observe the legally required minimum wages and ensure that employees’ remuneration is sufficient to cover the basic needs. This way, we aim to respect the minimum living wage.

LIVING WAGE GAP ANALYSIS:

In 2024 we conducted a living wage gap analysis in all of our plants with the exception of the plant in China. The following was analyzed:

- Actual wages in comparison to living wages
- Proportion of workers at or above the living wage
- Results by gender (% of workers below the living wage)
- Results by occupations
- Living wage gap compared to actual wages
- Total costs to fill the living wage gap
- Total costs compared to current total wage costs

Results of our first gap analysis:

All our plants in scope passed the assessment.

OUR TARGET:

ENSURING A LIVING WAGE PAYMENT BY 2030

OUR LIVING WAGE JOURNEY:

„By 2030 Edelmann will be living wage certified“



Fair Wage is an economically rigorous standard and methodology designed to assess, develop and optimize wage policies. Fair Wage encompasses typical sustainability dimensions like living wage and equal salary but is far more comprehensive and most importantly, systematically correlates those indicators with performance and profitability indicators.

What are living wages:
Living wage refers to the remuneration level that an employee is paid, which ensures a decent standard of living for the employee and his or her family depending in their location and time. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events.

BUSINESS ETHICS

All associates of Edelmann are expected to adhere to high ethical standards. We encourage our employees and external partners to use and promote good business practices, which are communicated in the Code of Ethics and Conduct, Human Rights Policy and Supplier Code of Conduct.

RESPONSIBLE CONDUCT

In addition to the human rights commitments, good business practices include antibribery and anticorruption, fair competition, data protection and interest alignment. All topics are addressed through control mechanisms and tools, such as the four–eyes principle, approval matrix per spend category and external audits (e.g. SMETA).

Our Group Code of Ethics and Conduct was updated in 2022. It sets guiding principles related to ethical standards for all our employees. The scope of the policy includes legal compliance, discrimination and harassment, confidentiality and data protection, antibribery and anticorruption, conflict of interest, environment, health and safety, antitrust, documents and reporting as well as quality. The Code of Conduct is applicable to all Edelmann entities.

Three years in a row we had no incidents related to bribery, corruption, antitrust, data protection and conflict of interest have been registered and our target for 2025 is to continue maintaining zero incidents.

WHISTLEBLOWING

In 2021, we introduced a formal whistleblowing program which allows employees to anonymously report misconduct through an independent third–party channel. The program is available in all Edelmann languages to facilitate global implementation. Alternatively, employees can choose to report through internal channels such as the Employee Council or direct supervisor. The whistleblowing procedure was formalized with a Whistleblowing policy, investigation protocol and adherence to all national requirements, particularly in relation to the EU Whistleblowing Directive.

Our whistleblowing program covers all topics of misconduct: bribery, corruption, conflict of interest, improper payments, improper gifts and hospitality, financial irregularity, confidentiality breach, competitor interaction, fraud, discrimination, harassment, health and safety, human rights.



FAMILY BUSINESS – FAMILY VALUES

A WARM WELCOME TO 111 YEARS OF EDELMANN!

On October 21, 2024, the retirees' celebration took place at the Edelmann Group headquarters in Heidenheim. Around 120 retirees accepted our invitation. They were welcomed by the family, the management, and many colleagues. The apprentices and dual students contributed with great passion and joy, both in the preparations and in the hospitality. The invitation was themed: "A warm welcome to '111 Years of Edelmann' – 'Experience meets Curiosity – over coffee, tea, and conversation.'"

In addition to speeches by the family and management, small group tours of the plant were offered. There was great curiosity: What has changed? Which colleagues will I meet? The afternoon concluded with coffee, tea, cake, and many lively conversations. Beautiful photos, small gifts, and cherished memories will linger for a long time.



GLOBAL “JOY OF GIVING”

Our global “Joy of Giving” initiative is dedicated to the shared purpose to support communities in need and experience the joy of giving. Within our global Edelmann network, we supported more than 18 local communities and organizations in need in 2023: schools, orphanages, hospitals, local villages and more.

BRASIL

Our action was divided into three teams: conversation, decoration and food. We started the day with a conversation with our hosts about their lives, families and work. We coloured the ladies' nails and had a great talk.

We ended the day grateful for the opportunity to give and receive love from people who need it so much.



LINDAU, GERMANY

The colleagues at the Lindau site supported the Child Protection Association in Lindau with a donation of 500 EUR. Additionally, colleagues from our Lindau location visited the reading club organized by the Child Protection Association and distributed various coloring pages, mandalas, word puzzles, and sweets to the children. The children were very happy.



FRANCE

Thanks to our collaboration with the organization “Mains dans la Main et Solidaires”, we were able to bring moments of joy and laughter to children which are going through difficult times, far from their parents. A huge thank you to our team for their support and to the president of the organization for his tireless dedication.



INDIA

We donated stationary items like toys, Dry rations, wearable clothing's and blankets. We also voluntarily planted trees across the office surrounding areas with the guidance of our Gardener Mr. Nekram.



HUNGARY

In Hungary, the "Joy of Giving" initiative was successfully completed just before Christmas. Our team crafted decorations for the "Down's Christmas Market," whose proceeds support children with Down syndrome. Additionally, we donated gifts that our employees had voluntarily contributed.



POLAND

Through our annual support for children at the Benedictine Sisters' Center in Pruszków, we collected funds among employees. We purchased different types of sports equipment, including scooters, protective gear (helmets, knee and elbow pads), rollerblades, balls and others. Additionally, we gifted toys, games, and cosmetics.



HEIDENHEIM, GERMANY

For the 'Christmas Truckers' of the Johanniter, we packed a total of 30 packages and decorated them with beautiful wrapping paper. These packages include, among other things, oil, flour, rice, pasta, hygiene products, and other items such as chocolate and a children's toy. Your support has enabled us not only to donate the 30 packages, but also to order additional full packages directly from the Johanniter.



BURSCHEID, GERMANY

We supported the children's home and an animal shelter with necessities



NORDERSTEDT, GERMANY

A special experience for the children of OOGS Harksheide: Thanks to the support of Edelmann Norderstedt GmbH, they were able to attend a Christmas play – accompanied and financed by the local team. This initiative not only strengthens cultural participation but also creates lasting memories.



BITTERFELD, GERMANY

We were happy to support the food banks in Bitterfeld with gas vouchers so that their supplies could continue to be picked up. And we delighted the animal shelter in Delitzsch with detergent and disinfectant, small animal litter, and cat and dog food.

MEXICO

Edelmann Mexico collected 115 boxes of food, clothing, and footwear for vulnerable migrants crossing our country. The support exceeded our expectations, allowing us to make a significant impact. The migrants shared their challenging stories, and your generosity provides them with essential necessities for their journey. Gracias to everyone who contributed!

CHINA

In the spirit of giving back, our team at the Edelmann Group's China location collaborated with the Chunmiao Charity Foundation in Beijing for a heartwarming initiative. Together, we donated 60 quilts and extended our heartfelt sympathies to children battling congenital heart diseases and those undergoing surgeries in a local Beijing hospital.



WEILHEIM, GERMANY

We supported the Action Group for People with and without Disabilities e.V. AKB. The AKB is an association in which people with and without disabilities spend their free time together in Kirchheim/Teck Germany. We were able to support with a new printer, office supplies, chocolate lice and our own honey directly from the Weilheim plant.





EDELMANN FOUNDATION

In 2007, the shareholding family of Edelmann established the “Edelmann Stiftung” – a foundation based in Heidenheim. The purpose of this charitable foundation is to generate resources to promote art, culture and sport, help young people and the elderly and support public welfare. Since the foundation was established, we have provided more than 350.000€ of support to around 100 facilities and projects – primarily in Edelmann’s hometown and region of Heidenheim.

In 2024, the Edelmann Foundation donated to various beneficiaries, once again supporting more than 20 initiatives with larger and smaller donations. The focus was on supporting non–profit organisations in the social, educational, cultural and sports area alike. The Edelmann foundation will maintain its commitment to donating.

EDELMANN SPONSORSHIP

The Edelmann sponsorship engages in sports and educational support of the local area centralized around Heidenheim. The team of the baseball club Heideköpfe Heidenheim and the football club 1. FC Heidenheim 1846 are supported by the Edelmann sponsorship. Among the beneficiaries are also soccer and fencing teams. We are also proactively reinforcing multiple projects with nursery schools and universities to strongly support the educational purpose apart from the sports engagement. We are committed to provide all possible resources to the local area and nurture the development of our hometown.



Fencing Center Heidenheim Photo
by Maximilian Rist/EIBNER



Heidenheim Heideköpfe
German Baseball–Cup Winner 2024
Photo by Susanne Liedtke/Heideköpfe



1. FC Heidenheim 1846



ENVIRONMENT

COMPOSITION OF OUR PACKAGING SOLUTIONS

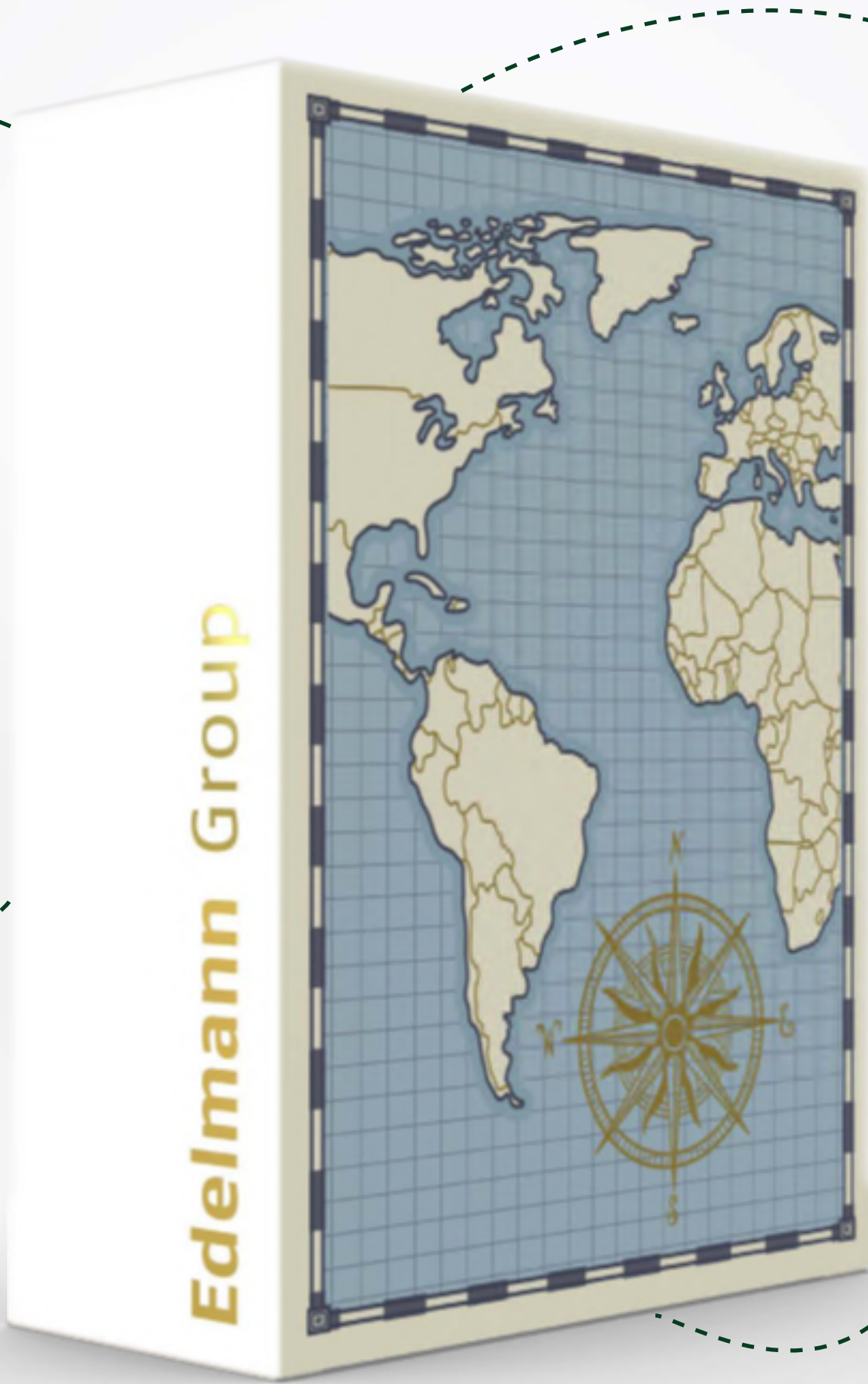
CARDBOARD / PAPER

Cardboard and paper are our main raw material which comprise up to 95% of the finished product. These materials are renewable and recyclable and allow us to minimize the environmental footprint of our packaging solutions. In close cooperation with our suppliers, we ensure that our raw material wood increasingly comes from controlled sources. Our focus here is on FSC® (Forest Stewardship Council®) certified wood products. This is in response to our customers' desire to increasingly use raw materials from sustainable and responsible cultivation for their packaging. The proportion of FSC–certified wood is already 42%.

All of our own production facilities have been certified according to the FSC Chain of Custody standard since September 2024.

INKS AND VARNISHES

70% of the inks and varnishes we use are based on vegetable oils, excluding the use of strong chemicals. We are committed to the use of inks, varnishes and related products certified as free of conflict minerals and toxic heavy metals as well as compliant with the REACH regulation. Our work continued to eliminate the residual small amount of mineral oil–based inks, where we successfully completed multiple projects with our customers to facilitate the transition.



EMBELLISHMENT

Our main goal is to ensure that decorative finishing does not limit the recyclability of our products while maintaining high quality appearance. Therefore, we are continuously working on research and development of innovative solutions. Along with existing technologies such as cold transfer or hot stamping, recyclable digital embellishment is one of the latest additions to our portfolio to deliver excellent visual results without compromising the environmental attributes.

GLUE

Glue is used to ensure sealing and closing of a folding box. We use standard water–based glues which enter a smooth recycling process.

THROUGH A CAREFUL SELECTION OF OUR RAW MATERIALS,
OUR PACKAGING SOLUTIONS STAND FOR:
MINIMIZED CARBON FOOTPRINT **RECYCLABILITY**
CIRCULARITY

SUSTAINABLE INNOVATION

Our ambition is to develop packaging solutions which are fully recyclable, mono-material, use the minimum amount of resources and at the same time do not compromise excellent appearance and functionality. Recyclable finishing technologies, cellophane wrap replacement, plastic replacement and construction optimization are just a few examples of how we innovate to achieve improved environmental footprint.

PET LAMINATION ALTERNATIVES

PET lamination is often used to create a glossy packaging appearance, however it disturbs an efficient recycling process. Therefore, our solutions include a range of PET lamination alternatives, such as cold transfer or hot stamping, which are fully recyclable due to selective application technology and no plastic on the final product. We continuously assist our customers to substitute lamination and achieve better recyclability rates of their products.



WE PROMOTE MONO-MATERIAL SOLUTIONS

To ensure full recyclability, we offer solutions made 100% of cardboard – renewable and recyclable raw material. We supported numerous customers in their transition from hybrid or fully plastic packaging to carton solutions. We join a global effort to reduce plastic waste and foster circularity in the packaging sector.

DIGITAL EMBELLISHMENT

Edelmann Group is among the pioneers of digital embellishment. This way, we started a partnership with Steinemann and installed a DM Maxliner machine that enables high-quality digital finishing and varnish application that can be achieved with only one pass. Due to selective application, digitally printed packaging is fully recyclable and can contribute to better environmental performance.

CONSTRUCTION OPTIMIZATION

“Less is more” is the initiative to optimize construction of a folding box in order to save board material. From shortening of the flaps to a complete packaging redesign – our development team is ready to tackle the challenge and find innovative ways to reduce material consumption. One of the projects in 2022 was dedicated to the new launch of “Eco Refill” by Nivea, where the concept of “Less is more” was applied.

CELLOPHANE REPLACEMENT

Cellophane wrapping is used for protection purposes mainly in the beauty market. In 2022, our development team continued to work on a wide range of solutions which allow elimination of cellophane wrapping and instead, rely on tamper-evident closures which had to be designed specifically for the beauty sector. We are proud to pioneer this development, as several of our solutions were patented by Edelmann.



CUSTOMER SUCCESS STORY

ZWILLING BEAUTY GOES PLASTIC-FREE

ZWILLING Beauty successfully accomplished a major transformation of their packaging portfolio, replacing blisters with mono-material carton-based solutions. The key motivation was to ensure full recyclability of their packaging, transition to renewable raw materials and enhancement of premium appearance. The concept was complemented with other aspects of sustainable packaging, such as FSC®-certified board, fully recyclable embellishment as well as a carbon-neutral certified product. We are very proud to be a development partner and an active supplier for this project. It is an inspiration and a proof yet again that premium packaging appearance and excellent design are not in conflict with sustainable principles.



CUSTOMER SUCCESS STORY

MARY COHR, ELIMINATION OF FILM WRAPPING

In the past, all high-quality perfumes and cosmetic care products packed in folding cartons were wrapped in transparent film. Reason: protection of originality. A new law describes the reduction of plastic. Now we have fixed a cream jar in a packaging with double walls and developed a tamper-evident closure that is appealing to cosmetics. No adhesive or label is required; the closure works purely mechanically. As an additional visible feature, a round cut-out was made, behind which a black dot is visible. After opening, the closure is partially destroyed, but a green dot appears after closing the lid flap. Safety and originality, alternativ to foil wrapping.



CO₂ COMPENSATION PROGRAM

The Edelmann Group is among a few packaging manufacturers who can support customers in CO₂ compensation. We use an external calculation tool certified by The Climate Initiative of the Printing and Media Industries Federations. Customers may choose to invest in Gold Standard CO₂-neutral projects, thereby compensating the carbon footprint of their packaging. In addition, customers can fund the planting of an equivalent number of trees within Germany through "Stiftung Unternehmen Wald".

The CO₂ calculator follows a reliable accounting model designed for the needs of the printing industry. All key differences are carefully considered, such as different sorts of cardboard having varying carbon footprint. The calculator complies with the methods for "Lifecycle assessment and Carbon Balance Calculations" – DIN/ISO 14040, 14044 and 14067, as well as DIN/ISO 16759. The data and compensation calculations are audited on an annual basis.

Through the climate initiative our customers support a variety of projects, including the restoration of boreholes in Eritrea, efficient cookstoves in Ghana or wind energy installations in India.

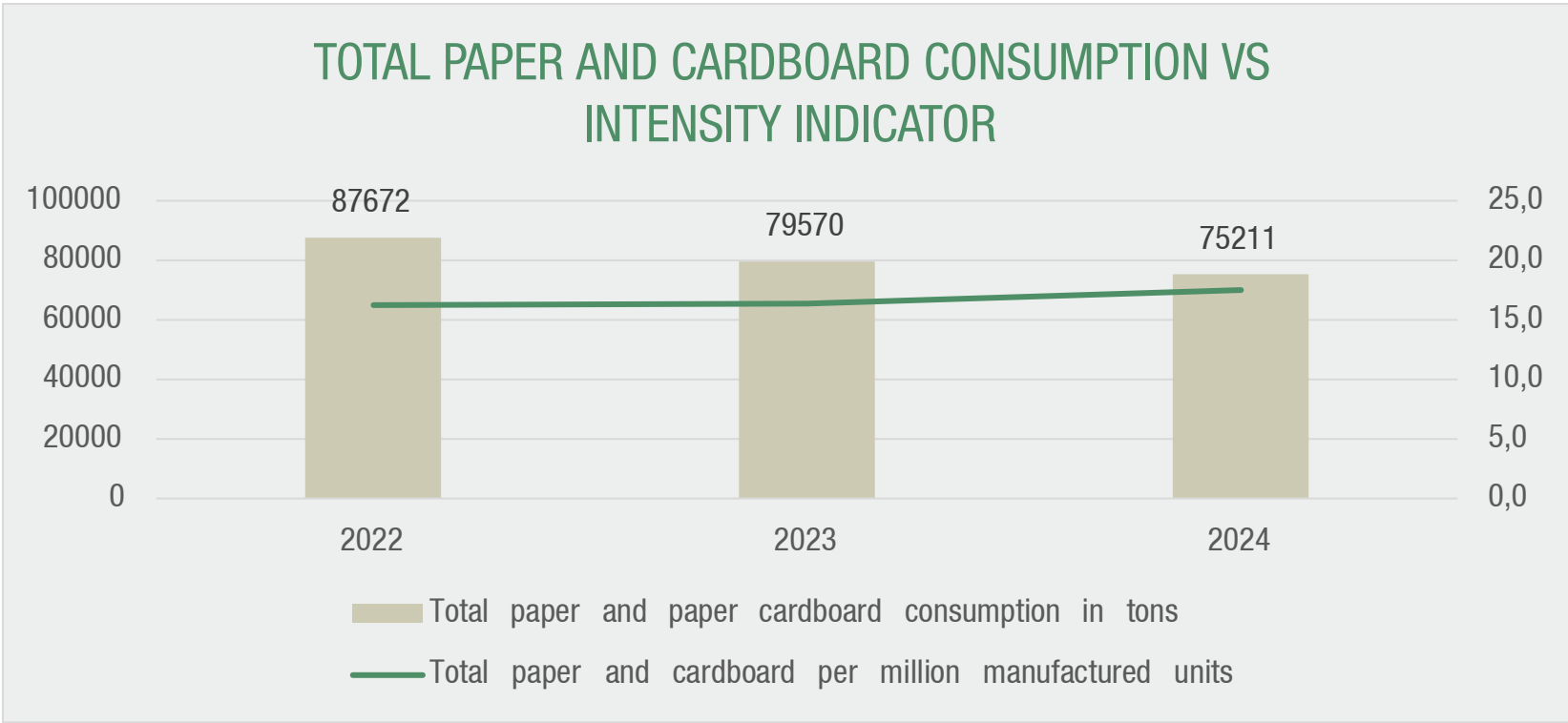
For the purposes of our annual greenhouse gas balance, CO₂ compensation is not accounted as reduction.

511 tons of CO₂e
were compensated by our customers in 2024



CARDBOARD – OUR KEY RAW MATERIAL

Our key raw material is cartonboard – renewable and recyclable. Most of the consumption presented on the charts refers to cardboard with an exception of the leaflet business, where paper is the main raw material.



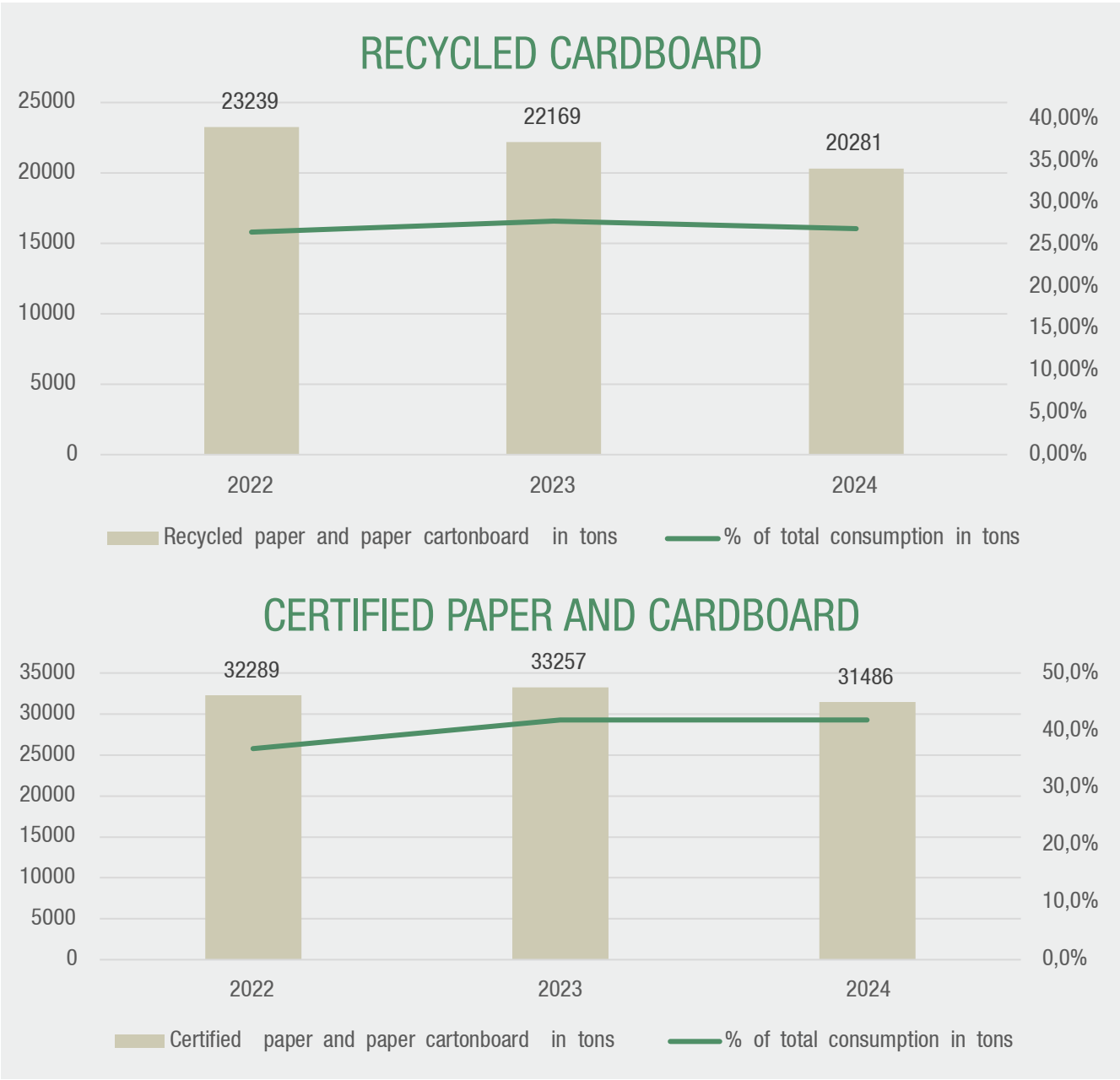
100%
of Edelmann plants are certified with FSC® Chain of Custody.

> 40%
share in FSC®–certified board consumption.

It is our responsibility to educate our customers on the environmental impact of board material, however the share of certified and recycled board depends on the customer specifications. The proportion of recycled raw materials decreased slightly to 27% and the proportion of certified paper and cardboard remains stable at 42%.

We encourage the approach of a balanced use of virgin and recycled fibers, as they both belong to an interlinked and interdependent fiber cycle. We choose to run lifecycle assessment for each individual case when the type of the board material needs to be selected or recommended.

FSC® trademark was used under the licence code FSC–C012363.



OTHER RAW MATERIALS

Apart from paper and cardboard, inks and varnishes are used to print and decorate our products. Most inks and varnishes are based on vegetable oils, excluding the use of strong chemicals. We are committed to the use of inks, varnishes and related products certified as free of conflict minerals and toxic heavy metals. Additionally, water-based glue is used to finalize production of our packaging products.

CONSUMPTION 2024

Reduction in the consumption of inks and varnishes is mainly attributed to the reduction of manufactured units in 2024 in general.

A significant increase in glue consumption comes from the growth of the micro corrugate production line in one of the Mexican sites, mainly serving the dry laundry business segment.

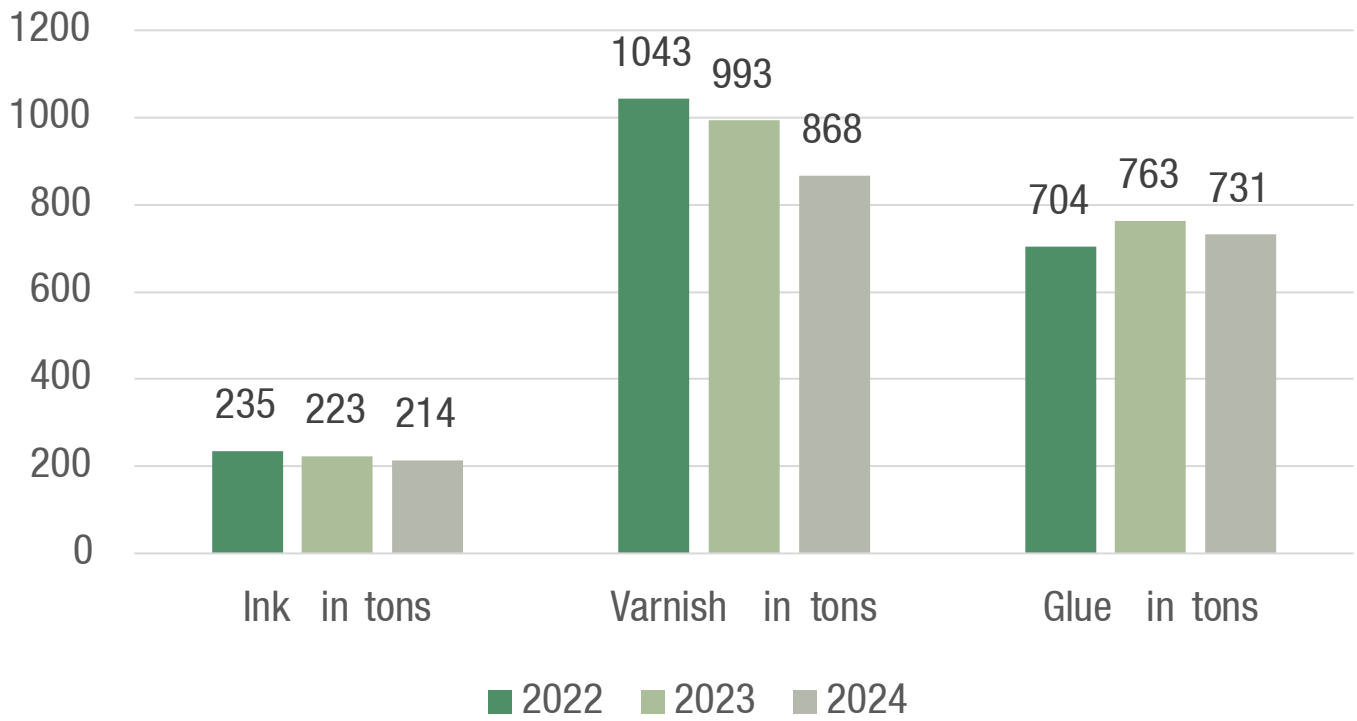
DISTRIBUTION OF INKS BY TYPE

In 2024 the share of UV-curing inks increased to 30% and vegetable oil based inks decreased to a share of 70%.

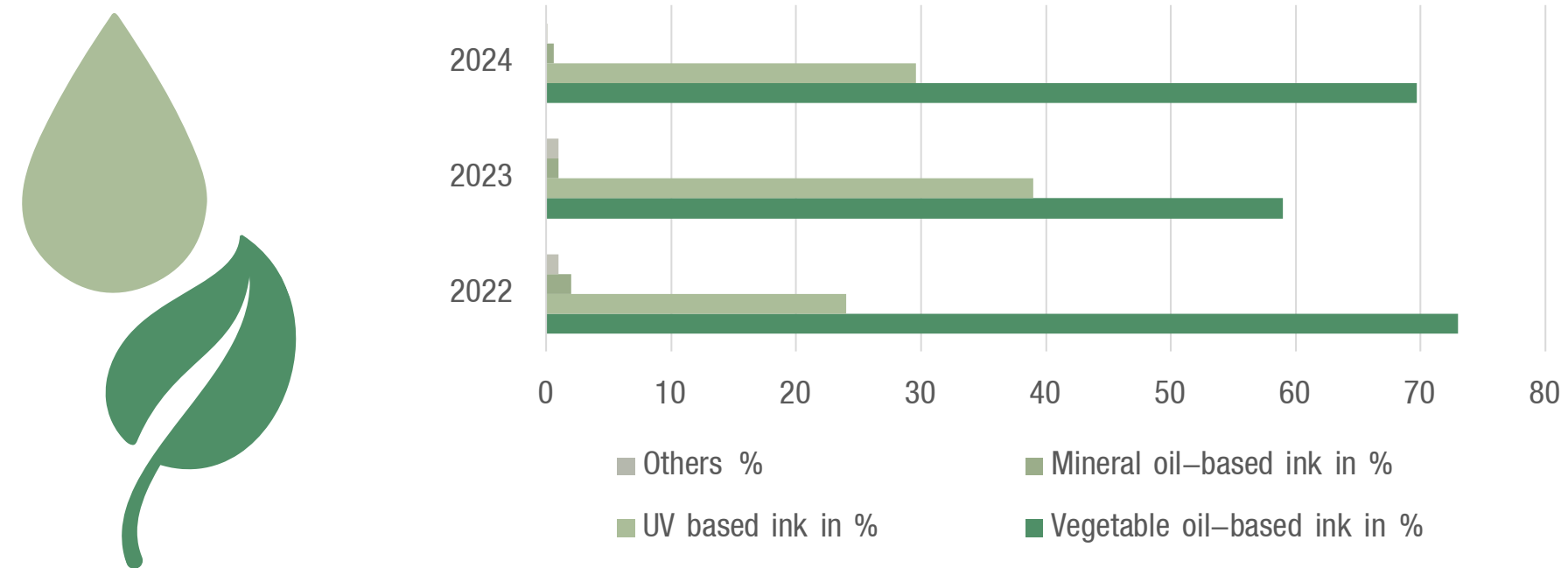
MINERAL OIL BASED INKS FURTHER DECREASED

We continue our work to support our customers to switch to mineral oil-free inks. It is among our environmental commitments to support the transition and eliminate the use of mineral oil-based inks globally. There are numerous solutions which are based on vegetable oils and can provide similar technical performance. The share of mineral oil based inks decreased again from 1% to 0,6% in 2024.

INK, VARNISH AND GLUE CONSUMPTION IN TONS



INK BY TYPE



SUSTAINABLE SUPPLY CHAIN

PROCEDURE FOR COMPLIANCE WITH SUPPLY CHAIN OBLIGATIONS

We have developed a comprehensive procedure to comply with our obligations under the Supply Chain Act. This process involves identifying, assessing and mitigating human rights and environmental risks in our supply chain. To this end, a cross-functional team from ESG and procurement has been formed to anchor human rights and environmental protection expectations in all relevant business processes. All buyers are trained in sustainable procurement in regular workshops.

RISK ANALYSIS

For risk analysis, we use EcoVadis, an established sustainability platform for risk management in global supply chains, with 100 percent of our strategic suppliers subject to a CSR assessment.

The risk analysis is carried out in three steps:

- Identification of abstract gross risks: Automated risk mapping of the entire supply base based on country and industry risks. AI-based collection of public sustainability information from suppliers.
- Analysis of concrete net risks: In-depth, evidence-based risk assessment of selected suppliers with EcoVadis ratings and validation by experts. The results are presented in dashboards and scorecards.
- Continuous risk monitoring: Ongoing evaluation of new and existing suppliers through AI data mining and live news monitoring. Suggestions for corrective actions and their follow-up.

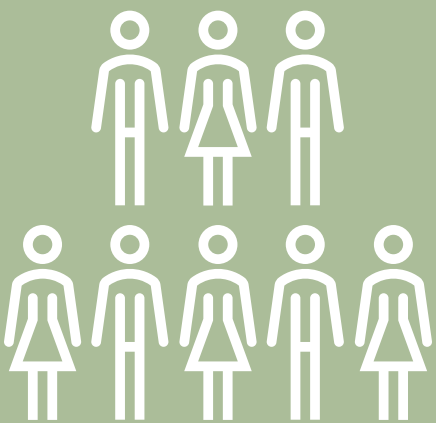
Based on the results of the abstract risk analysis, our suppliers are asked to go through the EcoVadis sustainability assessment process. This allows us to identify the relevant risks for our high-risk suppliers. This procedure serves as the basis for the implementation of targeted corrective action plans and prevention measures.

95% of the turnover with *level 1 suppliers comply to the Edelmann Group Supplier Code of Conduct that consists of the following topics and principles:



BUSINESS ETHICS

- Laws and regulations
- Anti-bribery
- Fair competition
- Data protection
- Conflict of interest
- Sensitive transactions



SOCIAL RESPONSIBILITY

- Health & Safety
- Freedom of association
- Child and forced labour
- Fair compensation and working hours
- Non-discrimination
- Anti-harassment
- Diversity, inclusion, equality



ENVIRONMENT

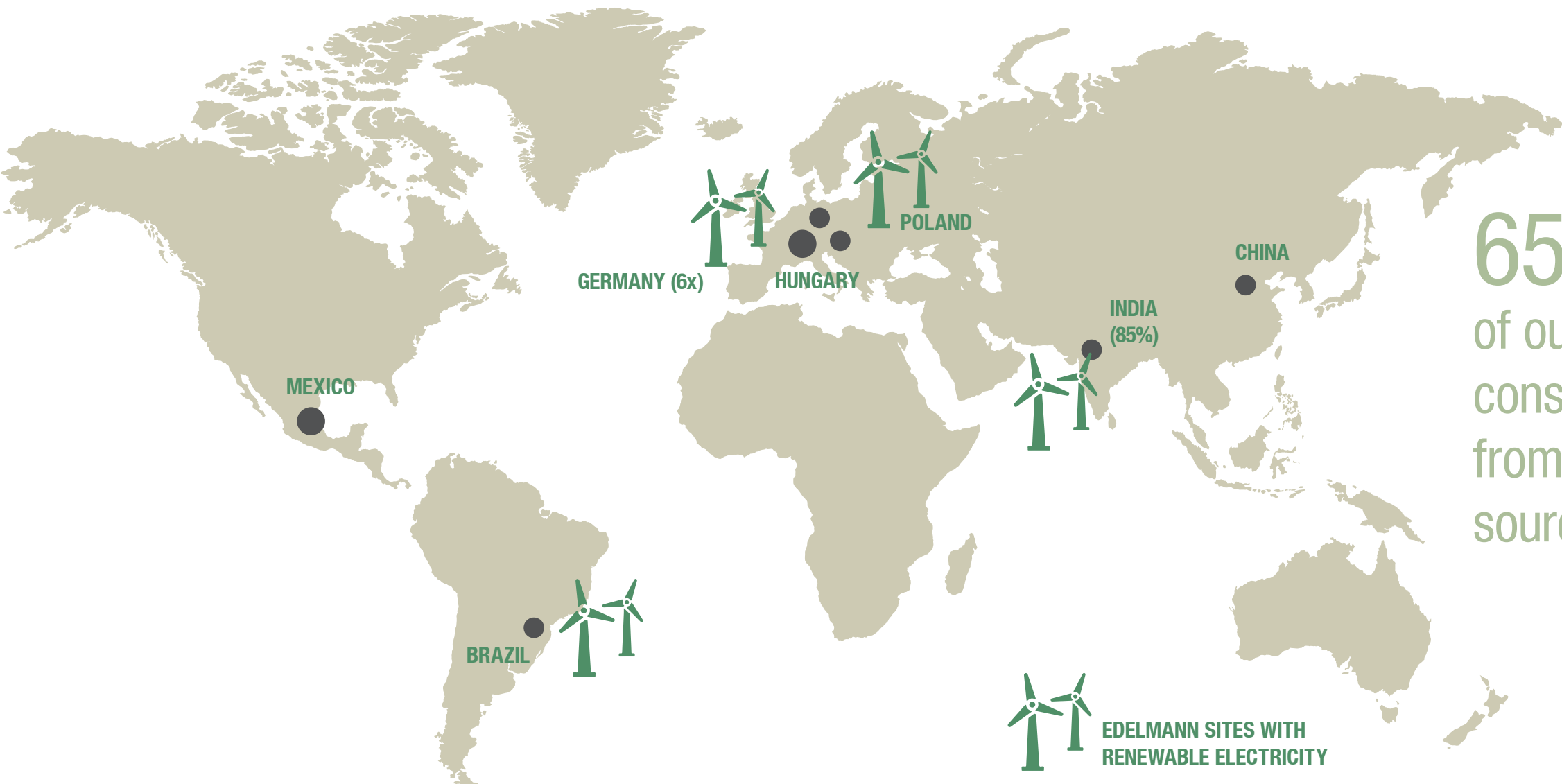
- Energy
- Water
- Biodiversity
- GHG emissions and climate change
- Waste management

*Level 1: direct raw materials and services that can potentially have a direct influence on the finished product

ENERGY CONSUMPTION

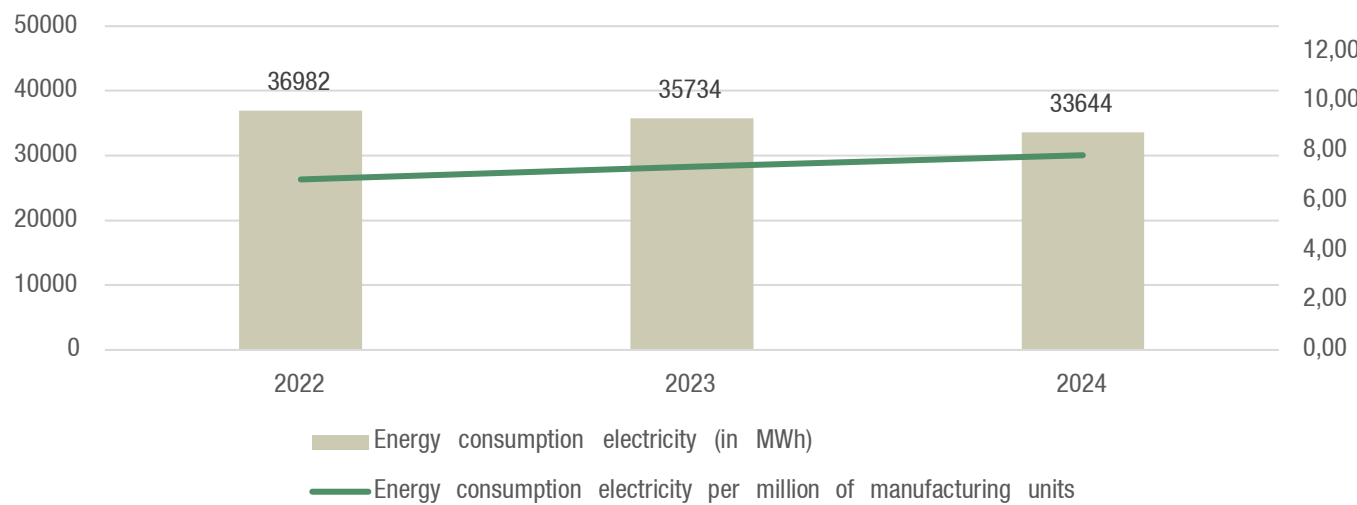
The total energy consumption consists of electricity consumption, natural gas for applicable sites and district heating used in Poland and first time for our plant in Bitterfeld, Germany. We measure consumption in absolute value as well as in intensity value per million of manufacturing units.

Electricity is by far the largest energy source we use at Edelmann, and we are in the process of systematically switching to 100% renewable electricity by 2030. With the exception of our production sites in China, Mexico, and Hungary, we already predominantly use electricity from renewable sources. From 2021 to 2024, we have significantly increased our global procurement of electricity from renewable sources from 43% to 65%. For the sites in Hungary and Mexico, we are planning to further increase the proportion of renewable electricity by installing photovoltaic systems as of 2024. We confirm the purchase of green electricity through verified energy supply certificates, including the electricity source and verification standard.



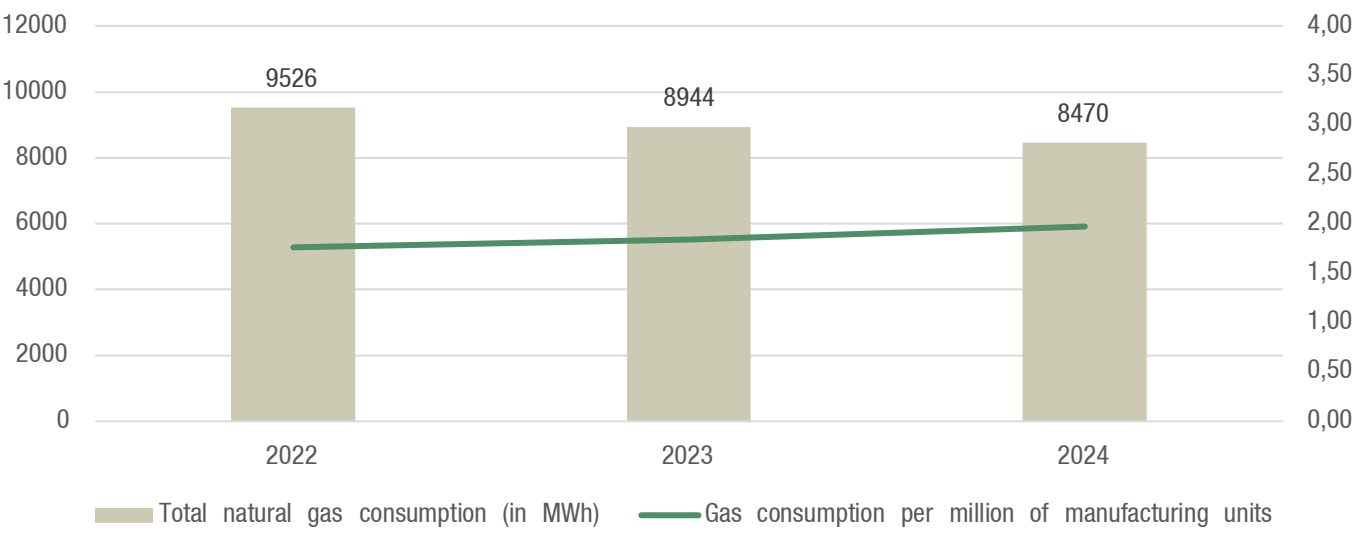
65%
of our electricity
consumption comes
from renewable
sources

TOTAL ELECTRICITY CONSUMPTION



21%
absolute reduction in total energy
consumption against 2021 (base year)

TOTAL NATURAL GAS CONSUMPTION



GREENHOUSE GAS (GHG) EMISSIONS

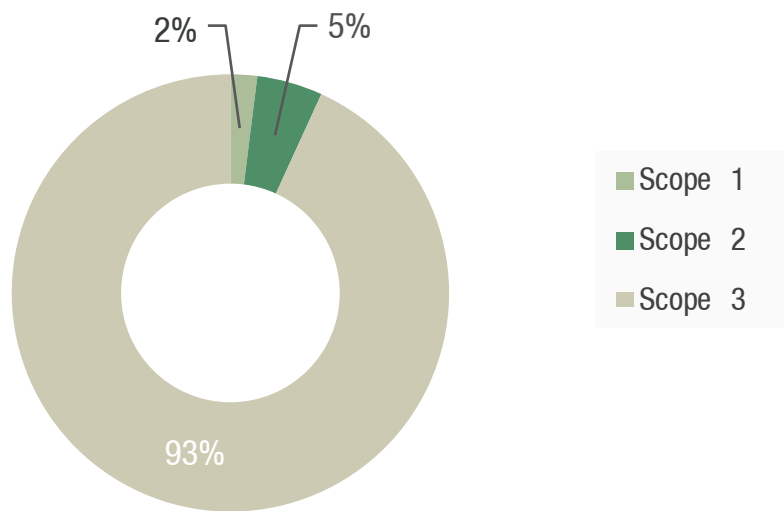
Our environmental agenda addresses climate change through the energy and emissions pillar. In accordance with the GHG Protocol standard, emissions are divided into 3 scopes:

Scope 1 emissions are all direct CO₂ emissions from owned or controlled sources. This includes CO₂ emissions from energy sources at our sites, such as fuels, coolants, emissions from heating systems and the company’s own vehicle fleet.

Scope 2 emissions are indirect CO₂ emissions caused by purchased energy. For us, these are primarily electricity and, to a lesser extent, district heating.

Scope 3 includes all other, also indirect CO₂ emissions that are associated with the company’s activities but are outside the company’s direct control. Scope 3 emissions are divided into upstream Scope 3 and downstream Scope 3 emissions. Upstream emissions arise in the supply chain, for example from purchased goods and services, capital goods, upstream transportation and other external sources. Examples of downstream emissions include downstream transportation and distribution as well as the use and disposal of products sold.

DISTRIBUTION OF GHG EMISSIONS in tons CO₂e



> 11 %
reduction in Scope 1&2 GHG
emissions against 2023

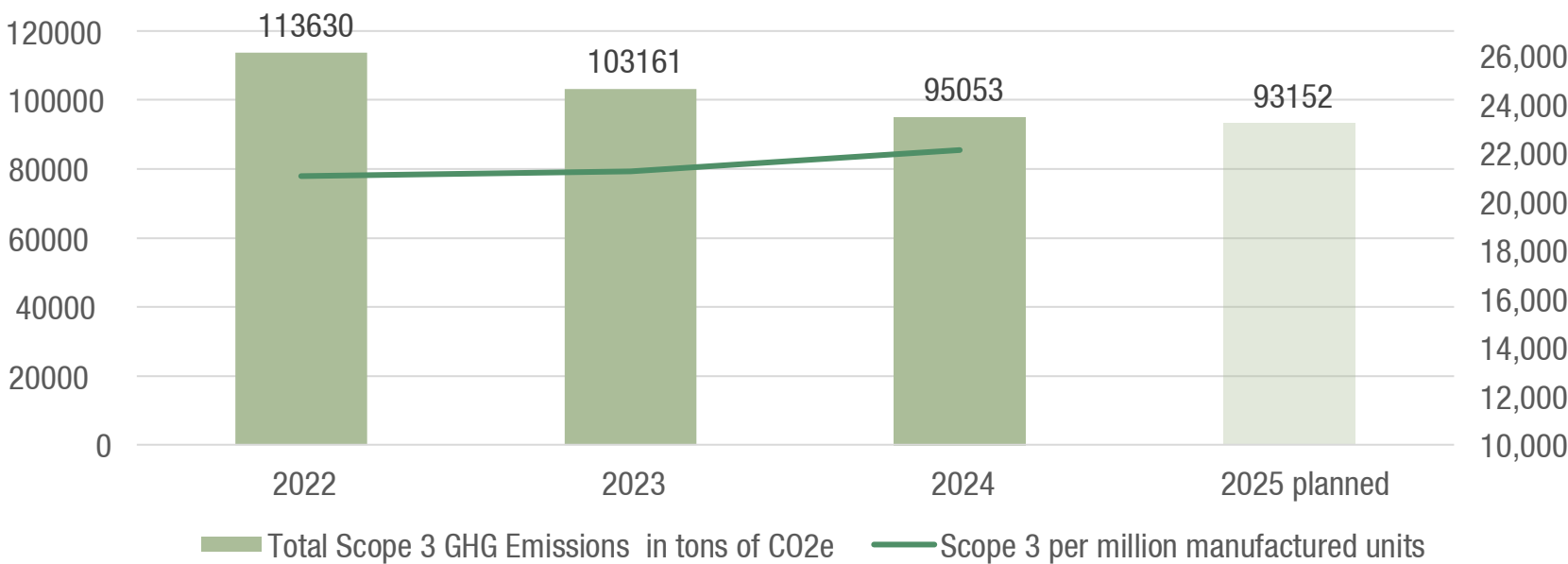
> 7 %
reduction in Scope 3 GHG
emissions against 2023

INDIRECT SCOPE 3 EMISSIONS

The share of Scope 3 emissions amounts to more than 93% in 2024 and represents the largest, but also the most difficult lever for emission reduction measures. These indirect emissions arise from activities that take place outside the direct activities of our operations but are nevertheless part of the value chain.

For all 15 Scope 3 categories, the calculation was carried out based on the GHG Protocol. The result is that we report on categories 1–7, 9 and 12. The remaining categories (8, 10, 11, 13–15) are not relevant to our business. The main source, which accounts for more than 70 % of Scope 3 emissions, continues to be the purchase of goods and services, followed at some distance by the transport and distribution of our goods and raw materials at 14 %. The largest share is attributable to purchased paper and cardboard, as this is our most important raw material. We are committed to working with our partners in the supply chain and logistics to ensure that together we achieve the ambitious, science–based reduction targets. A key focus will be to move from secondary to primary emissions data so that we can monitor and track our emissions reduction projects. Meanwhile more than 50% of CO₂ Data for our paper and cardboard raw materials comes from primary data. Our plan for 2025 is to once again reduce around 2000 tons of CO₂e by optimizing our product portfolio and reducing transport emissions.

TOTAL SCOPE 3 GHG EMISSIONS VS INTENSITY FACTOR



GREENHOUSE GAS (GHG) EMISSIONS

INDIRECT GREENHOUSE GAS EMISSIONS ACCORDING TO SCOPE 2

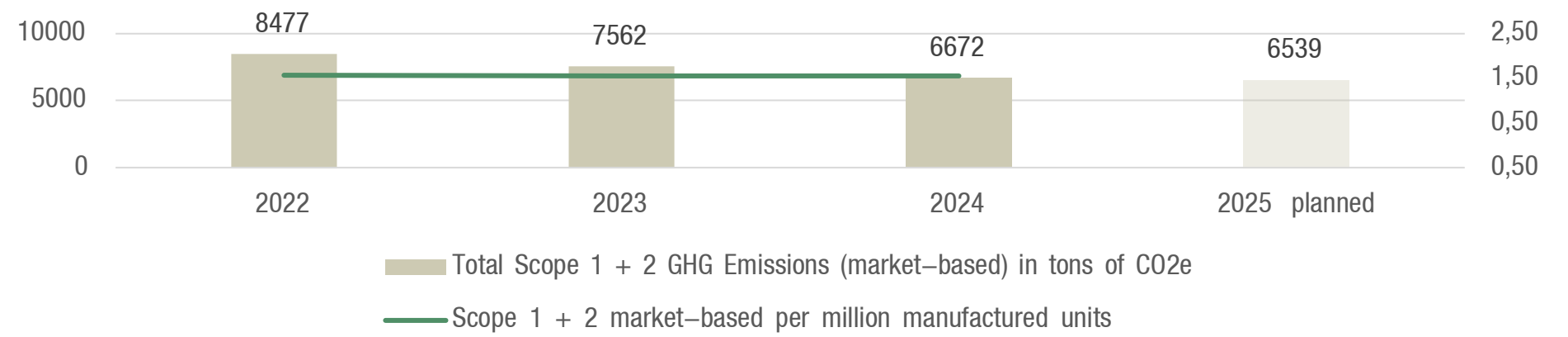
The share of Scope 2 emissions is 5% in 2024. These emissions relate to purchased energy, i.e. purchased electricity for all locations as well as district heating in Poland and Bitterfeld. We report based on both a location-based and a market-based approach.

DIRECT GREENHOUSE GAS EMISSIONS ACCORDING TO SCOPE 1

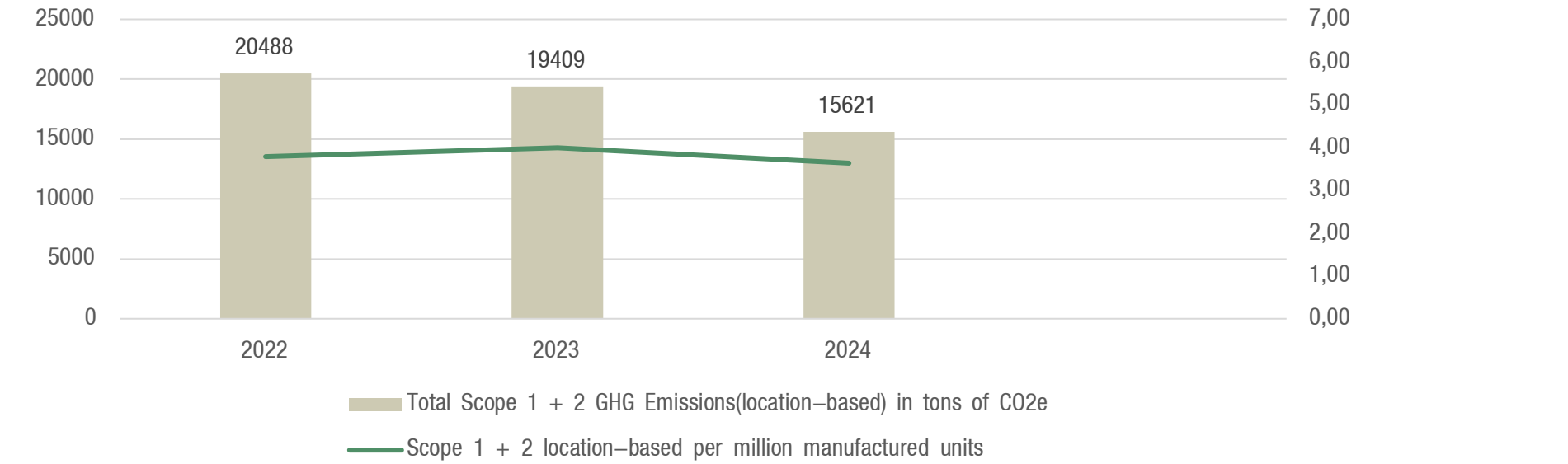
At 2%, the proportion of Scope 1 emissions is the lowest amount of our GHG emissions. The emissions are generated during stationary combustion and mainly come from the use of natural gas and fuel consumption (diesel and petrol), also stationary and from our vehicle fleet. We have set ourselves the target of reducing our total Scope 1 and Scope 2 emissions (market-based) of 42% by the end of 2030. In line with the advanced transition to renewable electricity and conversion to LED lighting, we already achieved our SBTi target for 2030 in 2023 and were able to further reduce our GHG emissions in 2024. This means we have now reduced our GHG emissions for Scope 1 + 2 to an impressive 62%. And we plan to further reduce these emissions to 64% by 2025 by installing our own solar panels in our plants, starting in Mexico and Hungary.

Greenhouse gas emissions are reported in accordance with the Greenhouse Gas Protocol, Accounting and Reporting Standard (Version 1.0). In 2024, the GHG calculation method was further improved, including through the retrospective application of new, primary data from our suppliers. In the most relevant area of cardboard raw materials we have a share of primary data of > 50%. Independent third party limited assurance of selected information for the year 2024 according to ISAE3000 was provided by CORE Umweltgutachter GmbH.

TOTAL SCOPE 1 + 2 GHG EMISSIONS VS INTENSITY FACTOR MARKET-BASED

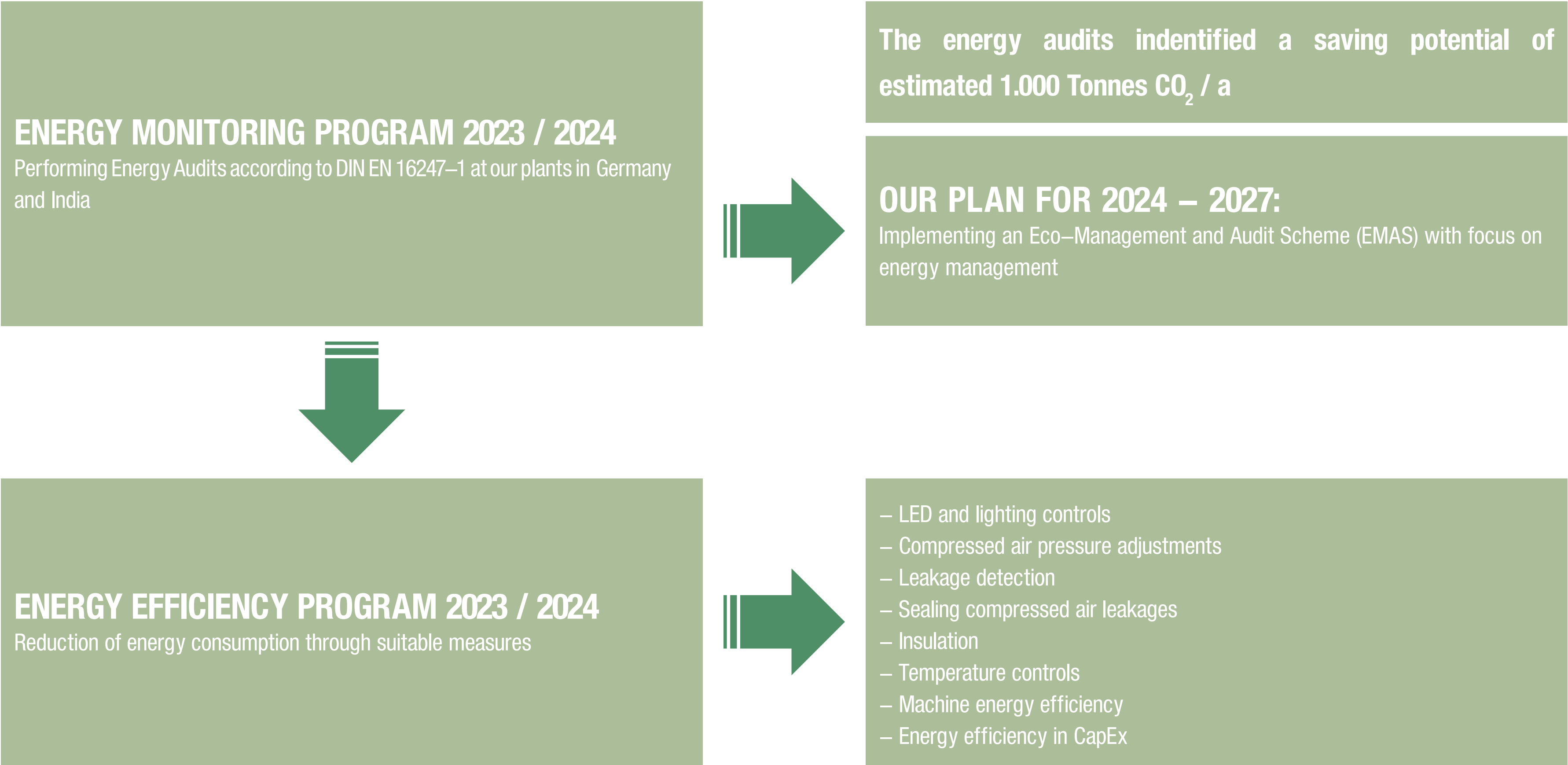


TOTAL SCOPE 1 + 2 GHG EMISSIONS VS INTENSITY FACTOR LOCATION-BASED



ENERGY REDUCTION INITIATIVES

Energy is among our top priority topics based on the latest materiality assessment, therefore we focus on energy preservation, maximizing renewable energy sources and incorporating energy efficiency in our business processes, such as sustainable CapEx.



WATER AND BIODIVERSITY

Both water and biodiversity are rated with low relevance and minimal to no impact based on the latest materiality assessment. However, we choose to disclose basic reporting on both topics, following GRI standards.

WATER

The nature of Edelmann’s business operations does not require an extensive use of water. Most of the total water consumption comes from sanitary usage, which then enters the municipal sewage systems. The resource is also utilized for humidification to meet the storage conditions for cartonboard. Only 10% of the total consumption is process water. For that reason, we do not assign intensity indicators for water.

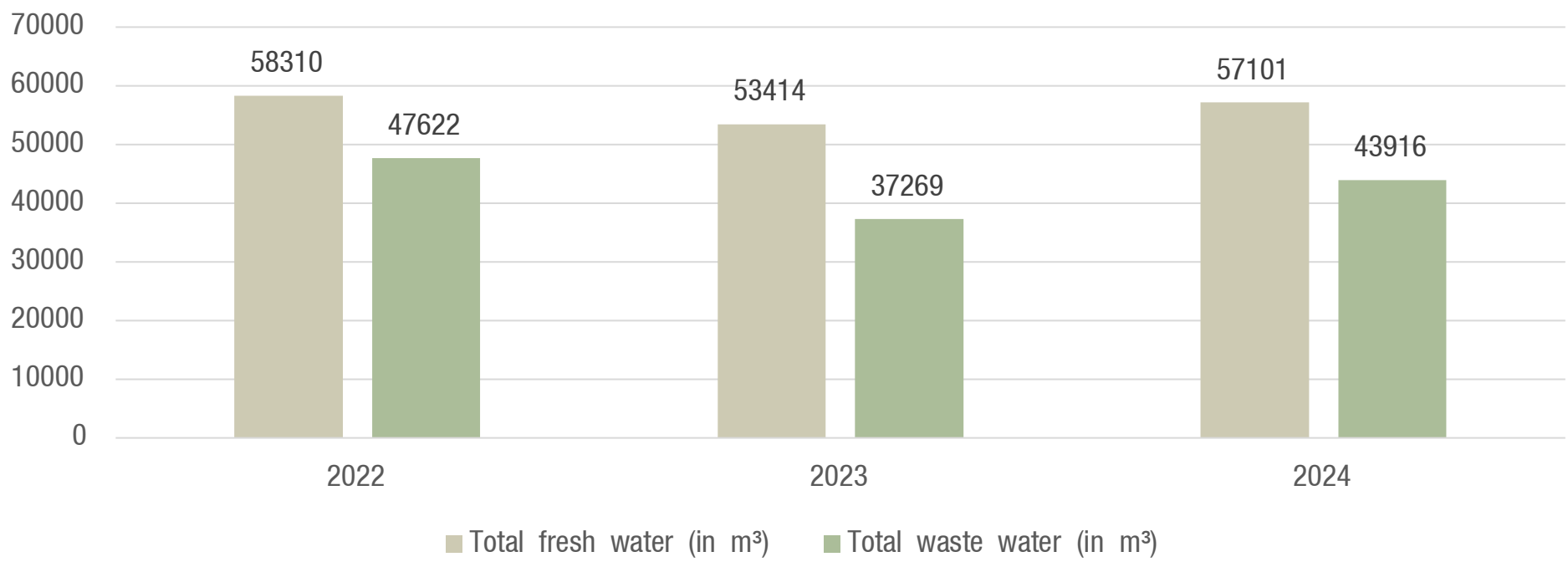
No water bodies were affected by the operations of the Edelmann Group during the reporting year, therefore bearing no impact upon nationally or internationally protected water areas and related habitat.

BIODIVERSITY

With our respect to the importance of biodiversity, it does not belong to the material topics, as the Edelmann Group does not own, lease or manage any operational sites which are within or adjacent to protected areas or areas of high biodiversity value. Consequently, the Edelmann Group does not put any risk upon any endangered species of flora and fauna at any time, including the period of the reporting year.

Additionally, the Edelmann Group has not received any fines or non–monetary sanctions for non–compliance with environmental laws and regulations during the reporting year for all environmental indicators, such as water, energy, biodiversity, waste, and emissions.

WATERCONSUMPTION



WATER SAVING INITIATIVES

Although water is not the key resource for our business, we still strive for continuous improvement in everyday work practices, e.g. the use of taps with sensors. In Norderstedt and Mexico, water dosing systems were installed in restrooms. In India, a new sewage treatment plant with a treated water storage of 400k liters was installed for use in fire hydrant system, restrooms, drain cleaning and air handling units. It reduces the consumption of fresh water. In addition, standard water taps were replaced with push button taps to avoid running water.

WASTE MANAGEMENT

As a strong supporter of circular economy, the Edelmann Group takes responsible care of all generated waste and its disposal. All production waste is handled by the corresponding waste disposal contractors. Each Edelmann site is supported by a local representative to ensure that the system in place corresponds to applicable regulations. The biggest waste category is paper and cardboard (91.6% of the total). Although it is a highly recyclable material, we still strive for continuous improvement through sheet size optimization, reduced grammage and order bundling to reduce set-up waste. Across multiple sites, we work with our suppliers and customers to reduce shipping material waste, e.g. Although country-specific infrastructure decreasing thickness of corrugated board as well as using thinner stretch foils for outer packaging and plastic elimination represents a diverse range of approaches and for inner packaging. Our used waste management standards, recycling remains the leading method for most of the waste categories. For example, board and paper is recycled by our suppliers to produce degraded board qualities, and all printing plates are returned to the supplier for recycling. No hazardous waste was imported or exported by or on behalf of the Edelmann Group based on the terms of the Basel Convention (Annex I, II, III, and VIII). There were no significant spills during the reporting year.

WASTE DISPOSAL

Type of waste	Classification	2022 (in tons)	2023 (in tons)	2024 (in tons)
Paper / cartonboard	Non– hazardous	28038	21228	22452
Plastics	Non– hazardous	313	270	144
Metals	Non– hazardous	128	108	577
Compost	Non– hazardous	24	8	12
Wood / wooden pallets	Non– hazardous	933	927	807
Printing plates	Non– hazardous	182	132	102
Inks and varnishes	Non– hazardous	75	72	24
Others	Non– hazardous	271	48	445
Industrial waste	Hazardous	308	370	370
	Total (in tons)	30272	23163	24931



MEMBERSHIPS AND MAIN REPORTING PLATFORMS



Edelmann Group is a member of the European Carton Makers Association (ECMA), an international network of folding carton organisations: carton businesses, national carton associations and suppliers to the carton industry.



Edelmann Group is a member of the Fachverband Faltschachtel-Industrie (FFI). FFI is the national German folding box association and represents the interests of the German folding box industry.



Edelmann Group is a member of the Bundesverband Druck + Medien (bvdmedien). It is the umbrella organization of the German print and media industry. It represents the positions and objectives of the print and media industry vis-à-vis politicians, administration, trade unions, and suppliers.



Edelmann Group is a member of the German Packaging Institute. The institute is committed to networking and developing the packaging industry. Their mission is to connect companies across the entire packaging value chain.



EcoVadis is among the leading sustainability ratings, covering assessment on environment, business ethics, labour and human rights and sustainable procurement. Edelmann conducts the rating annually.



CDP (Carbon Disclosure Project) is an organisation aiming to make environmental reporting and risk management a businessnorm. Edelmann Group reports on climate change and forests annually.



Edelmann Group is a member of SEDEX. It is a global technology company that specialises in data, insights and professional services to empower supply chain sustainability. It is the largest platform for sharing responsible sourcing data.



Edelmann Group is a member of UN Global compact. It is the world’s largest corporate sustainability initiative. We encourage to uphold their principles on human right, labor environment and anti-corruption.

GRI CONTENT INDEX

Statement of use		Edelmann Group has reported in accordance with the GRI Standards for the period January 1st 2024 – December 31st 2024.				
GRI 1 used		GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)		none				
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: GENERAL DISCLOSURES 2021	2–1 Organizational details	6	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2–2 Entities included in the organization's sustainability reporting	14				
	2–3 Reporting period, frequency and contact point	4, 64				
	2–4 Restatements of information	N/A				
	2–5 External assurance	50, 54				
	2–6 Activities, value chain and other business relationships	8, 9				
	2–7 Employees	24				
	2–8 Workers who are not employees	24				
	2–9 Governance structure and composition	14 – 15				
	2–10 Nomination and selection of the highest governance body	15				
	2–11 Chair of the highest governance body	15				
	2–12 Role of the highest governance body in overseeing the management of impacts	15				
	2–13 Delegation of responsibility for managing impacts	15				
	2–14 Role of the highest governance body in sustainability reporting	15				
	2–15 Conflicts of interest	15				
	2–16 Communication of critical concerns	29 – 30, 32				
	2–17 Collective knowledge of the highest governance body	15				
	2–18 Evaluation of the performance of the highest governance body	15				
	2–19 Remuneration policies			Confidentiality constraints	Remuneration processes, including disclosure of total compensation ratio are subject to confidentiality.	
	2–20 Process to determine remuneration			Confidentiality constraints		
	2–21 Annual total compensation ratio			Confidentiality constraints		
	2–22 Statement on sustainable development strategy	5				
	2–23 Policy commitments	29–30				
	2–24 Embedding policy commitments	29–30				
	2–26 Mechanisms for seeking advice and raising concerns	28 – 30				
	2–27 Compliance with laws and regulations		There were no cases of non–compliance with laws and regulations as well as no instances of monetary or non–monetary sanctions.			
	2–28 Membership associations	54				
	2–29 Approach to stakeholder engagement	16				
	2–30 Collective bargaining agreements	30				

GRI CONTENT INDEX

Statement of use				Edelmann Group has reported in accordance with the GRI Standards for the period January 1st 2024 – December 31st 2024.			
GRI 1 used				GRI 1: Foundation 2021			
Applicable	GRI	Sector	Standard(s)	none			
GRI STANDARD/ OTHER SOURCE		DISCLOSURE		LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
					REQUIREMENT(S) OMITTED	REASON	
Material topics							
GRI 3: Material Topics 2021		3–1 Process to determine material topics		19			
		3–2 List of material topics		19			
Economic performance							
GRI 3: Material Topics 2021		3–3 Management of material topics		6			
GRI 201: Economic Performance 2016		201–1 Direct economic value generated and distributed		6			
		201–2 Financial implications and other risks and opportunities due to climate change			Disclosed in CDP Climate Change (public response).		
		201–3 Defined benefit plan obligations and other retirement plans			Confidentiality constraints	Benefit and retirement plans are subject to confidentiality.	
		201–4 Financial assistance received from government			Not applicable	No financial assistance was received from the government.	
Market presence							
GRI 3: Material Topics 2021		3–3 Management of material topics		19			
		202–2 Proportion of senior management hired from the local community			Information unavailable/incomplete	Proportion of senior management hired from the local community is currently not being tracked. We are committed to fair recruitment practices where origin of senior management is not among influencing factors.	
Indirect economic impacts							
GRI 3: Material Topics 2021		3–3 Management of material topics					
GRI 203: Indirect Economic Impacts 2016		203–1 Infrastructure investments and services supported			Not applicable	Indirect economic impacts are not among our material topics based on the latest materiality assessment.	
		203–2 Significant indirect economic impacts			Not applicable		
Procurement practices							
GRI 3: Material Topics 2021		3–3 Management of material topics		47			
GRI 204: Procurement Practices 2016		204–1 Proportion of spending on local suppliers		47			
Anti–corruption							
GRI 3: Material Topics 2021		3–3 Management of material topics		32			
GRI 205: Anti–corruption 2016		205–1 Operations assessed for risks related to corruption			Information unavailable/incomplete	Corruption risk assessment was initiated in the reporting year and will be reported next year.	
		205–2 Communication and training about anti–corruption policies and procedures		28			
		205–3 Confirmed incidents of corruption and actions taken			No incidents of corruption.		
Anti–competitive behavior							
GRI 3: Material Topics 2021		3–3 Management of material topics		32			
GRI 206: Anti–competitive Behavior 2016		206–1 Legal actions for anti–competitive behavior, anti–trust, and monopoly practices			No legal actions for anti–trust and related misconduct.		
Tax							
GRI 3: Material Topics 2021		3–3 Management of material topics			Not applicable	Taxes are not among our material topics based on the latest materiality assessment.	
GRI 207: Tax 2019		207–1 Approach to tax			Not applicable		
		207–2 Tax governance, control, and risk management			Not applicable		
		207–3 Stakeholder engagement and management of concerns related to tax			Not applicable		
		207–4 Country–by–country reporting			Not applicable		
Materials							
GRI 3: Material Topics 2021		3–3 Management of material topics		42, 45–46			
GRI 301: Materials 2016		301–1 Materials used by weight or volume		45			
		301–2 Recycled input materials used		45			
		301–3 Reclaimed products and their packaging materials			Not applicable		
Energy							
GRI 3: Material Topics 2021		3–3 Management of material topics		48–49			
GRI 302: Energy 2016		302–1 Energy consumption within the organization		48			
		302–2 Energy consumption outside of the organization		48			
		302–3 Energy intensity		48			
		302–4 Reduction of energy consumption		48, 51			
		302–5 Reductions in energy requirements of products and services		42			
Water and effluents							
GRI 3: Material Topics 2021		3–3 Management of material topics		52			
GRI 303: Water and Effluents 2018		303–1 Interactions with water as a shared resource		52			
		303–2 Management of water discharge–related impacts			Not applicable	Water is not among our material topics, therefore we report only basic KPIs.	
		303–3 Water withdrawal		52			
		303–4 Water discharge		52			
		303–5 Water consumption		52			

GRI CONTENT INDEX

Statement of use				Edelmann Group has reported in accordance with the GRI Standards for the period January 1st 2024 – December 31st 2024.			
GRI 1 used				GRI 1: Foundation 2021			
Applicable	GRI	Sector	Standard(s)	none			
GRI STANDARD/ OTHER SOURCE		DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Emissions							
GRI 3: Material Topics 2021	3–3 Management of material topics		49–50				
GRI 305: Emissions 2016	305–1 Direct (Scope 1) GHG emissions		50				
	305–2 Energy indirect (Scope 2) GHG emissions		50				
	305–3 Other indirect (Scope 3) GHG emissions		49				
	305–4 GHG emissions intensity		49–50				
	305–5 Reduction of GHG emissions		49–51				
	305–6 Emissions of ozone-depleting substances (ODS)				Not applicable	Not applicable to our business.	
	305–7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions				Not applicable	Not applicable to our business.	
Waste							
GRI 3: Material Topics 2021	3–3 Management of material topics		53				
GRI 306: Waste 2020	306–1 Waste generation and significant waste-related impacts		53				
	306–2 Management of significant waste-related impacts		53				
	306–3 Waste generated		53				
	306–4 Waste diverted from disposal		53				
	306–5 Waste directed to disposal		53				
Supplier environmental assessment							
GRI 3: Material Topics 2021	3–3 Management of material topics		47				
GRI 308: Supplier Environmental Assessment 2016	308–1 New suppliers that were screened using environmental criteria		47				
	308–2 Negative environmental impacts in the supply chain and actions taken			No incidents of negative environmental impacts in the supply chain.			
Employment							
GRI 3: Material Topics 2021	3–3 Management of material topics		24				
GRI 401: Employment 2016	401–1 New employee hires and employee turnover		24				
	401–2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		33				
	401–3 Parental leave		24				
Labor/management relations							
GRI 3: Material Topics 2021	3–3 Management of material topics		29–30				
GRI 402: Labor/Management Relations 2016	402–1 Minimum notice periods regarding operational changes		30				
Occupational health and safety							
GRI 3: Material Topics 2021	3–3 Management of material topics		25				
GRI 403: Occupational Health and Safety 2018	403–1 Occupational health and safety management system		25				
	403–2 Hazard identification, risk assessment, and incident investigation		25				
	403–3 Occupational health services		25				
	403–4 Worker participation, consultation, and communication on occupational health and safety		25				
	403–5 Worker training on occupational health and safety		25				
	403–6 Promotion of worker health		25				
	403–7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		25				
	403–8 Workers covered by an occupational health and safety management system		25				
	403–9 Work-related injuries		25				
	403–10 Work-related ill health				Not applicable		
Training and education							
GRI 3: Material Topics 2021	3–3 Management of material topics		28				
GRI 404: Training and Education 2016	404–1 Average hours of training per year per employee		28				
	404–2 Programs for upgrading employee skills and transition assistance programs		28				
	404–3 Percentage of employees receiving regular performance and career development reviews		28				
Diversity and equal opportunity							
GRI 3: Material Topics 2021	3–3 Management of material topics		26, 30				
GRI 405: Diversity and Equal Opportunity 2016	405–1 Diversity of governance bodies and employees		26				
	405–2 Ratio of basic salary and remuneration of women to men			We are committed to fair remuneration practices.			

GRI CONTENT INDEX

Statement of use		Edelmann Group has reported in accordance with the GRI Standards for the period January 1st 2024 – December 31st 2024.				
GRI 1 used		GRI 1: Foundation 2021				
Applicable	GRI Sector Standard(s)	none				
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Non–discrimination						
GRI 3: Material Topics 2021	3–3 Management of material topics	30, 32				
GRI 406: Non–discrimination 2016	406–1 Incidents of discrimination and corrective actions taken	32				
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3–3 Management of material topics	30				
GRI 407: Freedom of Association and Collective Bargaining 2016	407–1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			Information unavailable/incomplete	This subject is currently under assessment.	
Child labor [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3–3 Management of material topics	30				
GRI 408: Child Labor 2016	408–1 Operations and suppliers at significant risk for incidents of child labor	30				
Forced or compulsory labor						
GRI 3: Material Topics 2021	3–3 Management of material topics	30				
GRI 409: Forced or Compulsory Labor 2016	409–1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	30				
Security practices [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3–3 Management of material topics			Not applicable	Security practices are not among our material topics based on the latest materiality assessment.	
GRI 410: Security Practices 2016	410–1 Security personnel trained in human rights policies or procedures			Not applicable		
Rights of Indigenous Peoples						
GRI 3: Material Topics 2021	3–3 Management of material topics			Not applicable	Rights of indigenous people are not among our material topics based on the latest materiality assessment.	
GRI 411: Rights of Indigenous Peoples 2016	411–1 Incidents of violations involving rights of indigenous peoples		No incidents involving rights of indigenous people.			
Local communities						
GRI 3: Material Topics 2021	3–3 Management of material topics	34–39				
GRI 413: Local Communities 2016	413–1 Operations with local community engagement, impact assessments, and development programs	34–39				
	413–2 Operations with significant actual and potential negative impacts on local communities		No negative impacts on local communities.			
Supplier social assessment						
GRI 3: Material Topics 2021	3–3 Management of material topics	47				
GRI 414: Supplier Social Assessment 2016	414–1 New suppliers that were screened using social criteria	47				
	414–2 Negative social impacts in the supply chain and actions taken		No incidents of negative social impacts in the supply chain.			
Public policy						
GRI 3: Material Topics 2021	3–3 Management of material topics			Not applicable	Public policies and political contributions are not among our material topics based on the latest materiality assessment.	
GRI 415: Public Policy 2016	415–1 Political contributions			Not applicable		
Customer health and safety						
GRI 3: Material Topics 2021	3–3 Management of material topics			Not applicable	Our products do not pose any health and safety risk for customers and end consumers.	
GRI 416: Customer Health and Safety 2016	416–1 Assessment of the health and safety impacts of product and service categories			Not applicable		
	416–2 Incidents of non–compliance concerning the health and safety impacts of products and services			Not applicable		
Marketing and labeling						
GRI 3: Material Topics 2021	3–3 Management of material topics			Not applicable	Not applicable to our business.	
GRI 417: Marketing and Labeling 2016	417–1 Requirements for product and service information and labeling			Not applicable		
	417–2 Incidents of non–compliance concerning product and service information and labeling			Not applicable		
	417–3 Incidents of non–compliance concerning marketing communications			Not applicable		
Customer privacy [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3–3 Management of material topics			Not applicable	Customer privacy is not among our material topics based on the latest materiality assessment.	
GRI 418: Customer Privacy 2016	418–1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		No substantiated complaints for breaches of customer privacy or data leaks.			

FURTHER INFORMATION AND CONTACTS

Further information on sustainability at Edelmann Group is available at:

<https://www.edelmann-group.com/en/sustainability/>

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Text and Design: Edelmann Group

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High Q Packaging

