



Sustainability Report 2024

Faller
PACKAGING

Foreword

Dear readers,
over the past years, we have worked to integrate sustainability more deeply into our decisions and processes. Our goal is to think and act responsibly along the entire value chain, not only for today, but with a clear view to future generations. Sustainability is not a one-off project, but a continuous process – one that we are actively shaping with focus, commitment and our sustainable products.

For over 20 years since 2002, we have been reporting voluntarily on our commitment to environmental, economic and social responsibility. This year we have taken our sustainability reporting to a new level.

For the first time our sustainability report is guided by the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). Despite the recent adjustments introduced through the EU's Omnibus package, we uphold the principles of double materiality and structured reporting. This increases transparency and underlines our commitment for being a reliable business partner.

Our target is to provide our readers with more than just facts and figures: We likewise want to give them an insight into our journey, the objectives we have set ourselves and the measures we have already implemented. In this report, you find information about our strategic approaches and measures.

Enjoy reading and getting more insights in the sustainability journey of Faller Packaging.



Dagmar Schmidt
CEO Faller Packaging



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Introduction

1.1. Leading Sustainably and Securing the Future



The managing director duo Dr Michael Faller and Dr Daniel Keesman are handing over to Mrs Dagmar Schmidt as new CEO of the Faller Packaging Group.

Last year, Faller Packaging made an important step in its history to strategically develop the company and ensure its long-term success in the industry. With strategic investments and structural adjustments, the foundation has been laid to further expand capacity, establish more efficient processes and position the organisation to meet the growing demands of customers.

With clear responsibilities, scalable structures and a consistent focus on sustainable growth, Faller Packaging aims to strengthen its position as a leading partner for pharmaceutical secondary packaging in the future.

For Faller Packaging, sustainability also means managing the company in a forward-looking and responsible

manner. That is why it is essential for us to have a clear structure for key positions: this creates trust, enables stable decisions and provides the basis for the successful further development of our company.

A key decision was the age-related retirement of Dr. Michael Faller and Dr. Daniel Keesman at the helm. Since 1st July 2024, Dagmar Schmidt is the Chief Executive Officer with overall responsibility for the Faller Packaging Group. With her take over, we are making sure there is continuity in the company's management and laying the foundation to keep up our success and develop Faller Packaging for the future.



1.2. Interview

“Sustainable responsibility is not a trend – it is how we work”

In 2024, Faller Packaging has once again made significant progress in terms of sustainability. But there was something different last year: for the first time, CEO Dagmar Schmidt and sustainability manager Leo Hoffmann look back together on the previous year and into the future.

Mrs Schmidt, you have been CEO of the Faller Packaging Group since July 2024. During this time, there has been intensive work on the company's sustainability journey. How do you perceive the topic of sustainability at Faller Packaging?

I came to a company that already has a strong sustainable culture and is ready to go even further. What particularly delights me is the obvious motivation of our employees to not only meet legal requirements, but also to actively take responsibility. Last year for example we improved the visibility of emissions from our supply chain through increase scope 3 emissions accounting and sustainability assessments of our key suppliers. This was likewise a crucial development step to be able to be compliant with SBTi and creating future SBTi verified goals in 2025.

What has had the biggest impact on you over the past year – both positive and challenging?

I was positively impressed by how much is already happening at Faller Packaging in terms of sustainability. This is being driven forward with a great deal of initia-



Dagmar Schmidt,
Chief Executive Officer

tive and a clear willingness to take responsibility. But at the same time, in 2024, we faced many challenges – economic, organisational and cultural. That is precisely why I was impressed by how consistently we began to question ourselves: How do we work? How do we take decisions? Where do we bear responsibility? This process is more profound than it seems at first glance. We have a good spirit – and that's exactly what makes me feel positive.

Mr Hoffmann, what were the key challenges the ESG network faced in 2024 – and how did you achieve them?

2024 was marked by increasing regulatory complexity. With the upcoming CSRD (Corporate Sustainable Reporting Directive) and EUDR requirements (EU Deforestation Regulation), we had to significantly sharpen our structures and data processes. Our main



Leo Hoffmann,
Sustainability Manager

challenge was to build a solid, audit-ready data baseline that allows us to meet both the transparency demands of the CSRD and the traceability requirements of the EUDR.

The steps we have made in our sustainability journey are also reflected in the latest ratings from the globally recognised sustainability platform EcoVadis and the Carbon Disclosure Project (CDP). We improved our EcoVadis score by 9 points compared to last year, scoring 65 out of 100 points. EcoVadis rates companies on the basis of their performance in four areas: environmental protection, labour rights, ethical behaviour and sustainable procurement. We are now among the top 20% of all companies assessed.

Additionally, we implemented both an energy and environmental management system that is certified

1.2. Interview

according to DIN EN ISO 50001/ DIN EN ISO 14001. This is a major step forward to improve our environmental performance as a group.

These achievements were only possible because we have a strong internal network of specialists at every location.

And how has the cooperation within the ESG network developed?

Cooperation within the network has become much more collaborative. It is not anymore only about control or reporting, but about learning from each other and improving together. At Faller Packaging, sustainability is no longer the responsibility of a single team but a task divided amongst many stakeholders.

Mrs Schmidt, what will 2025 bring?

In 2025, we aim to become more concrete, more confident, and more connected internationally. This means continuing to strengthen our sustainability strategy and fostering open dialogue within the company and with our partners.

Transformation is not easy. It requires persistence, adaptability, and a willingness to rethink established ways of working. But with a committed team and a shared vision, we are well equipped to move forward.

And, of course, we will continue to work on what we have already started.



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1.3. Inside the Concept

With the newly demands on the sustainability reporting system, we decided to change the general structure of our sustainability report. Driven by European Union regulatory in general and more specific the corporate sustainability reporting directive (CSRD), we choose the European Sustainability Reporting Standards (ESRS) as basis for our sustainability reporting. Despite the postponement through the Omnibus package, we have chosen to stick to this framework. Although we do not intend to publish a fully compliant ESRS report, we deliberately continue to structure our disclosures along the CSRD framework. This provides us with continuity and comparability of our data over time and avoids the risk of future restructuring once transitional solutions such as the Omnibus package expire. At the same time, aligning with the ESRS demonstrates to our stakeholders that we take transparency and accountability seriously. Even if our report does not yet cover all requirements in full detail, it shows our commitment to a credible and forward-looking reporting approach that goes beyond minimum compliance.





Faller Packaging



2.1. Faller Packaging at a Glance

Production capacities



3,6

billion
Folding cartons



1,6

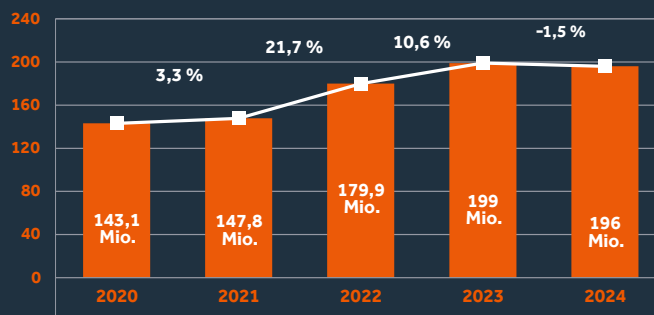
billion
Leaflets



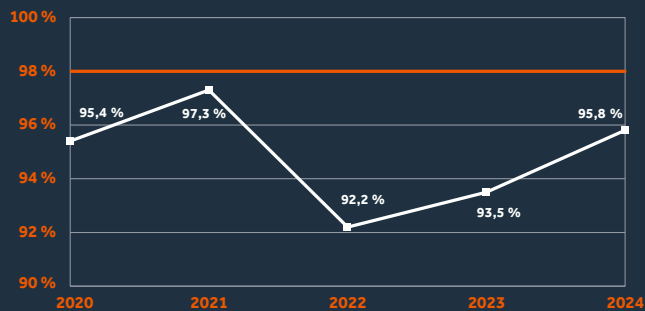
1,5

billion
Labels

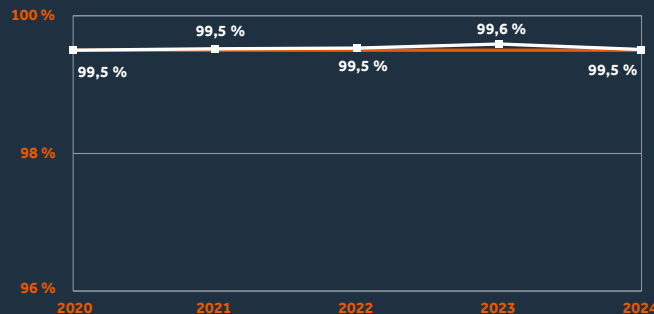
Annual turnover



On-Time delivery



Quality ratio



1.500

Employees



9

Sites



2.2. General Disclosures

Faller Packaging has reported in reference with the ESRS framework and the report is structured to align with certain ESRS areas. It is not intended as a full CSRD compliant report. The report is for the period of January 1, 2024, through December 31, 2024.

Reporting Scope and Foundations

This section outlines the foundational elements of Faller Packaging's sustainability reporting, including organisational boundaries, reporting frequency, and data assurance practices. It sets the stage for understanding how and why this report was developed.

Who We Are and Where We Operate

Faller Packaging (August Faller GmbH & Co. KG) is a leading European manufacturer of secondary packaging solutions for the pharmaceutical industry. Our core products, folding cartons, printed leaflets, and adhesive labels, are designed to ensure safe, compliant, and efficient delivery of medicinal products.

Country	City	Products
Germany	Waldkirch	Folding cartons
	Binzen	Leaflets
	Schopfheim	Labels
	Worms (PackEx)	Folding cartons
	Gebesee	Folding cartons/Leaflets
Poland	Łódź	Folding cartons
Denmark	Hvidovre	Folding cartons
	Horsens	Folding cartons
Hungary	Debrecen	Leaflets

We operate across nine production sites. All nine sites are included in the scope of this report, which consolidates operational and financial data under August Faller GmbH & Co. KG. No significant subsidiaries or operations were excluded, however specific data is only presented for active production sites (excl. Gebesee and Horsens) and without PackEx in Worms. Read more about Faller Packaging on our website: www.faller-packaging.com

Reporting Period and Frequency

This report covers the calendar year from January 1 to December 31, 2024. While the primary focus is on this period, relevant activities before or after may be referenced where appropriate. Faller Packaging publishes its sustainability reports annually and provides interim updates to stakeholders via its website and other channels.

For feedback or inquiries, please contact: sustainability@faller-packaging.com

Data Accuracy and Assurance

As this is our first sustainability report aligned with ESRS, no restatements of prior data are included. Future restatements may occur if there are significant changes in methodology or organisational structure.

Although this report has not undergone external assurance, Faller Packaging has implemented robust internal controls and cross-functional validation processes to ensure data accuracy. Additionally, our internal Greenhouse Gas (GHG) report developed in collaboration with the Energy Agency Regio Freiburg is undergoing third-party assurance for Scope 1, 2, and 3 emissions in accordance with ISO 14064-1.

Our Operations and Workforce

This section outlines Faller Packaging's core business activities, value chain relationships, and workforce composition providing a comprehensive view of how we operate and who drives our mission forward.

Business Activities and Value Chain

Faller Packaging is a leading European provider of secondary packaging solutions for the pharmaceutical and healthcare sectors. Our product is designed to meet strict regulatory, functional, and sustainability standards. Our value chain begins with the sourced raw materials – primarily substrates (paper, carton, label material), inks, varnishes, adhesives – and extends through production, quality control, warehousing, logistics the usage of our products and ultimately the recycling or disposal of packaging by our customers. Our typical workflow includes:

- 1. Design and development:** Custom packaging structures with pharmaceutical print requirements
- 2. Procurement:** Sustainable raw materials with traceability certifications (if possible)
- 3. Production and conversion:** Printing, die-cutting, gluing, and quality control
- 4. Packaging and distribution:** Final products delivered to customer warehouses or production lines
- 5. End-of-life:** waste is either recycled, incinerated, or landfilled depending on regional systems and material composition



2.2. General Disclosures

We maintain strong relationships with key supply chain partners. We require all suppliers to adhere to recognised quality and sustainability certifications, such as Good Manufacturing Practice (GMP), ISO 9001, and FSC® C104125 standards. Faller Packaging maintains a structured sustainability evaluation system for key suppliers and partners. This system assesses compliance with environmental certifications and sustainability performance using standardised criteria, including:

- Environmental certifications (ISO 14001, ISO 50001)
- Responsible sourcing certifications (FSC, PEFC)
- Sustainability ratings (EcoVadis, CDP)
- Transparency about GHG-emissions
- Renewable electricity share
- Waste and wastewater management

Further sustainability considerations are embedded throughout our value chain. Over 9,5% of our paper-board is FSC certified, reflecting our commitment to responsible sourcing. We continuously invest in low-energy printing technologies, waste reduction initiatives, and the development of circular material design. In collaboration with our customers, we actively work to enhance sustainability practices across packaging lifecycles. Additionally, we track key environmental performance indicators such as carbon emissions, material consumption, and energy use at all production sites to ensure transparency and continuous improvement.

Faller Packaging serves both multinational and regional pharmaceutical and healthcare companies, offering customised packaging solutions that meet stringent regulatory, quality, and sustainability requirements. All of

our customers operate in highly regulated environments requiring rigorous quality assurance and advanced capabilities like tamper-evidence, serialisation, traceability options and anti-counterfeiting solutions. Through our design and production expertise, we contribute to product integrity, patient safety, and the advancement of circular packaging models in the healthcare sector. Our products are used across a broad spectrum of pharmaceutical products, including prescription medications, over-the-counter (OTC) drugs, biopharmaceuticals, sensitive biologics, vaccines, and treatments administered in hospital settings. These packaging solutions play a critical role in ensuring patient safety, communicating regulatory and usage information clearly and accurately, supporting product traceability throughout the supply chain, and minimising environmental impacts through thoughtful design that prioritises recyclability.

Understanding and Managing Sustainability Risks and Opportunities

To identify and assess sustainability-related impacts, risks and opportunities Faller Packaging used the double materiality assessment (DMA) approach based on the ERSR. This approach consists of four phases:

1. Value chain understanding with stakeholder identification and engagement
2. Impact assessment
3. Financial assessment
4. Final materiality determination

In the first phase, we mapped our value chain and identified relevant internal and external stakeholders. Their perspectives were integrated through targeted

engagement to ensure a broad understanding of potential sustainability impacts and concerns.

For the impact assessment, we evaluated the actual and potential impacts of our activities on the environment and society across the value chain, considering short-, medium- and long-term effects. Every actual and potential impact has been evaluated by scale (how grave?) by scope (how widespread?) and for negative impacts by irremediability (how hard to counteract?). In the 3rd phase the financial assessment, we analysed how sustainability-related topics may affect our business financially – including risks and opportunities linked to regulation, operations, supply chains, or market developments. For this we identified risks and opportunities and assessed them by likelihood of occurrence, magnitude of financial impact and time frame. Lastly, in the final materiality determination, based on both impact and financial perspectives, we identified the sustainability topics considered material for our company. These form the foundation of our sustainability strategy and reporting. The results are presented in the following table:



2.2. General Disclosures

Standard	Topic	Sub-topic	Material for Faller Packaging
E1	Climate change	Climate change adaptation	Yes
	Climate change	Climate change mitigation	Yes
	Climate change	Energy	Yes
E2	Pollution	Pollution of air	Yes
	Pollution	Pollution of water	No
	Pollution	Pollution of soil	Yes
	Pollution	Pollution of living organisms and food resources	Yes
	Pollution	Substances of concern	Yes
	Pollution	Substances of very high concern (SVHC)	No
	Pollution	Microplastics	Yes
E3	Water & marine resources	Water consumption	Yes
	Water & marine resources	Water withdrawals	Yes
	Water & marine resources	Water discharges	Yes
	Water & marine resources	Water discharges in the oceans	No
	Water & marine resources	Extraction and use of marine resources	No
E4	Biodiversity & ecosystems	Direct impact drivers of biodiversity loss	Yes
	Biodiversity & ecosystems	Impacts on the state of species	Yes
	Biodiversity & ecosystems	Impacts on the extent and condition of ecosystems	No
	Biodiversity & ecosystems	Impacts and dependencies on ecosystem services	No
E5	Resource use & circular economy	Resource inflows, including resource use	Yes
	Resource use & circular economy	Resource outflows related to products and services	Yes
	Resource use & circular economy	Waste	Yes



2.2. General Disclosures

Standard	Topic	Sub-topic	Material for Faller Packaging
S1	Own workforce	Working Conditions (Own workforce)	Yes
	Own workforce	Equal treatment and opportunities for all	Yes
	Own workforce	Other work-related rights	Yes
S2	Workers in the value chain	Working Conditions (Value chain)	No
	Workers in the value chain	Equal treatment and opportunities for all (Value chain)	No
	Workers in the value chain	Other work-related rights (Value chain)	No
S3	Affected communities	Communities' economic, social and cultural rights	No
	Affected communities	Communities' civil and political rights	No
	Affected communities	Rights of indigenous peoples	No
S4	Consumers & end-user	Information-related impacts for consumers and/or end-users	No
	Consumers & end-user	Personal safety of consumers and/or end-users	No
	Consumers & end-user	Social inclusion of consumers and/or end-user	No
G1	Business conduct	Corporate culture	Yes
	Business conduct	Protection of whistle-blowers	Yes
	Business conduct	Animal welfare	No
	Business conduct	Political engagement	No
	Business conduct	Management of relationships with suppliers	Yes
	Business conduct	Payment practices	No
	Business conduct	Corruption and bribery	No

2.2. General Disclosures

Our Sustainable Development GOALS

Besides the double materiality assessment by the ESRS, we used Sustainable Development Goals (SDGs) by the UN as guidance for our sustainability strategy and management orientation. We therefore selected the most important SDGs for Faller Packaging:

- **3:** Good Health and Well-being
- **4:** Quality Education
- **5:** Gender Equality
- **8:** Decent Work and Economic Growth
- **10:** Reduced Inequalities
- **12:** Responsible Consumption and Production
- **13:** Climate Action
- **15:** Life on Land
- **16:** Peace, Justice and Strong Institutions

SUSTAINABLE DEVELOPMENT GOALS



2.2. General Disclosures

Faller Packaging's Sustainability Strategy

At Faller Packaging, sustainability is embedded in our corporate strategy, governance, and daily operations. Our approach is guided by clear commitments, robust policies, and a culture of integrity and continuous improvement. Faller Packaging's sustainability strategy is built on the **Planet-People-Process** framework, reflecting our commitment to environmental stewardship, social responsibility, and operational excellence. As a leading provider of secondary packaging for the pharmaceutical industry, we recognise our role in enabling safe, timely, and sustainable healthcare delivery.

Our strategic vision is:

"Through respectful actions, we enrich lives and protect the environment – creating products that turn our customers' wishes into reality."

While our mission is:

"We deliver sustainable packaging solutions for the future of healthcare."

The key strategic objectives for the vision and mission include:

- Achieving Net Zero emissions through a validated SBTi programme, covering Scope 1, 2, and 3 emissions

- Transitioning to 80% renewable electricity by 2025 and 100% by 2030
- Implementing ISO-certified systems for environmental (DIN EN ISO 14001) and energy (DIN EN ISO 50001) management
- Driving sustainable product innovation and circularity
- Promoting employee well-being and inclusion
- Strengthening governance transparency and ESG data management

These objectives are reviewed through steering groups and feedback mechanisms and are aligned with different regulations such as CSRD and customer expectations.

Three-pillar Model: Environment, Social, Governance (ESG)

Sustainability at Faller Packaging is anchored in the three-pillar model – **E**nvironmental, **S**ocial, and **G**overnance (ESG) – which guides all strategic and operational decisions. Our approach is not only about meeting short-term goals but also about ensuring long-term value creation for the company, our stakeholders, and society at large. Environmental aspects include resource efficiency, emissions reduction, climate protection, and

biodiversity. Social aspects focus on fair working conditions, diversity, community engagement, and human rights. Governance covers business ethics, anti-corruption, transparency, and stakeholder relationships.

Core Processes and Organisation of the Sustainability Network

Our sustainability management is built on several core processes:

- **Awareness and Commitment:** We foster a deep understanding of sustainability among employees, customers, and suppliers, motivating all to actively promote sustainable practices.
- **Transparency:** Open communication about our sustainability initiatives and performance builds trust with stakeholders and demonstrates our commitment to ethical business.
- **Knowledge Sharing and Innovation:** We encourage the exchange of best practices and continuous learning, driving innovation in sustainable technologies and solutions.
- **Stakeholder Engagement:** Regular dialogue with stakeholders helps us understand expectations, address concerns, and identify opportunities.



2.2. General Disclosures

- **Risk Management:** Proactive identification and mitigation of sustainability risks are integral to our management system.
- **Promotion of Behavioural Change:** We support changes in behaviour that contribute to a more sustainable future.
- **Legal Compliance:** Our management system ensures conformity with all relevant legal and ethical standards.

To address the complexity of sustainability challenges, we have established an interdisciplinary sustainability network, structured around the agile framework. This network enables employees to collaborate across functions and locations, fostering innovation and continuous improvement. The ESG core team comprising a general product owner, agile coach sustainability, and the sustainability manager coordinates the network, sets priorities, and supports knowledge transfer.

Key control elements include:

- Weekly planning and review meetings to discuss progress and effectiveness
- Use of agile methods such as Scrum, Kanban, Design Thinking, and LEAN Startup to manage projects and drive cross-functional teamwork

We benchmark our progress against leading ESG frameworks and standards, and our management system is subject to regular internal and external audits. This ensures that we remain at the forefront of sustainability best practices and are responsive to evolving stakeholder expectations.

Structured Sustainability: DIN EN ISO 14001 and DIN EN ISO 50001 as Foundations

Faller Packaging embeds its environmental and energy policy commitments into operational practices through a structured and certified management approach. The company's Integrated Management System (IMS) is built upon the internationally recognized standards of DIN EN ISO 14001 for environmental management and DIN EN ISO 50001 for energy management. These standards serve as the foundation for the company's internal requirement, which translate policy commitments into actionable procedures across all national and international sites.

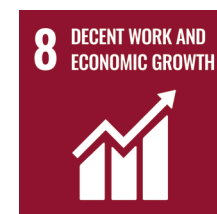


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Governance

At Faller Packaging, strong governance is the backbone of our long-term success and our commitment to sustainability. Our governance system is designed to ensure that economic, environmental, and social responsibilities are embedded in every decision and at every level of the company.





3.1. Future-proofing – Investing in Our Sites

Faller Packaging increased its investments in 2024 by 29.2% compared to the previous year to approximately 21 million euros. The focus was on the further development of the new production site in Gebesee, where state-of-the-art technologies were introduced in the processing of package inserts, including semi-automated production lines. In Horsens, Denmark, investments were made in the technical equipment and expansion of the machine park.

In addition, Faller Packaging invested in various new machines at all locations, including new die-cutting, printing and outsert machines. These measures strengthen capacities, improve efficiency and resource utilisation, and form a solid basis for sustainable growth in a dynamic market environment.



The production hall in Horsens, Denmark, is being filled with new machinery.

3.2. Further Development and Sustainable Growth

In order to continue to be a reliable partner for our customers and grow at the same time, Faller Packaging has taken important steps in the previous year: With the takeover of the Danish site in Horsens and the acquisition of the site in Gebesee, Germany, we are expanding our capacities in a target-oriented manner and strengthening our supply chain.

The site in Horsens, Denmark, which was acquired in 2023, has been prepared for production in late summer 2025. With this modern factory, we aim to optimally serve the growing demand from Scandinavia, especially for large series, and at the same time shorten delivery times for our customers. This will make the supply of our customers even faster and more flexible and create additional security in the supply chain.



Our second and new site for folding cartons in Horsens, Denmark.

With the acquisition of the site in Gebesee, we have not only retained infrastructure but also welcomed around 60 new employees into the company. As of mid-2025, high-quality leaflets and folding cartons will be produced here. This takeover also represents a clear commitment to Germany as a place of business.



Our new production site for folding cartons and leaflets in Gebesee, Germany.

3.3. Structure and Composition

Faller Packaging is a family-owned company with over 140 years of tradition and a clear focus on sustainable growth. The company is led by the Chief Executive Officer (CEO) Dagmar Schmidt (since July 2024), who holds overall responsibility for the Faller Packaging Group. The CEO is supported by a management team that includes Vice Presidents and Directors for key functions such as Finance, Human Resources, Sales & Marketing, IT & Digitisation, Supply Chain, Quality, Occupational Health & Safety and Sustainability.

The company's governance structure is matrix-based, with clear reporting lines and defined responsibilities across central functions and business units. This structure is regularly reviewed and updated to ensure agility and resilience in a dynamic market.

Faller Packaging's highest governance body is the Board of August Faller GmbH & Co. KG, supported by an Advisory Board (Beirat). The Board is responsible for aspects such as strategic direction, risk management, and oversight of sustainability performance. The Advisory Board provides independent advice and ensures that the interests of shareholders, employees, and other stakeholders are balanced. The Board's consent is required for key decisions, as outlined in the Corporate Approval Level Policy. This ensures that significant financial, managerial, and operational matters are subject to robust checks and balances.

Committees and Responsibilities

Sustainability is embedded in leadership responsibilities and is regularly reviewed in our Executive, Management, and Strategic Committee meetings. These forums ensure that ESG performance is not only monitored but actively shaped by cross-functional leadership. Faller Packaging also maintains a structured materiality assessment process that incorporates stakeholder input to identify and prioritise sustainability topics. This ensures that our ESG strategy remains relevant, inclusive, and aligned with both internal expertise and external expectations. The CEO and management team are supported by several committees and networks, including:

- **Executive Committee:** Oversees budgets, strategy, and sustainability targets
- **Management Committee:** Focuses on operational excellence, compliance, and employee well-being
- **Strategic Committee:** Detailed report on strategic development, projects and innovations
- **Sustainability Network:** An agile, cross-functional network with dedicated teams for topics such as carbon footprint, sustainable supply chain, product innovations, compliance, people, and communications

These bodies ensure that sustainability is not a side project but a core part of our business model. The Sustainability Network, for example, brings together colleagues from all sites and functions to drive continuous improvement and knowledge sharing. The upper management (C-suite) of Faller Packaging oversees the sustainability aspects including ESG strategy, carbon-neutrality goals (via SBTi alignment) and long-term business performance. It operates through the following governance committees, which is the foundation for strategic and operational decision-making:

3.3. Structure and Composition

Steering committees	Description	ESG topics covered
Weekly Executive Committee Meeting	Discuss ongoing ESG-related topic	- Membership in sustainability organisations (SBTi, IHK2030, ECMA, FFI) - Target setting and reporting from the internal sustainability network - ESG performance via EcoVadis, CDP, IntegrityNext
Quarterly Management Committee Meetings	Review operational management ESG aspects	- Employee incentives, training, works council feedback - Code of Conduct compliance, health & safety, information security
Strategic Committee Meetings	Evaluate strategic ESG aspects, which takes place 4 times per year with one offsite	- Sustainability strategy and innovation pipeline - R&D, sustainable packaging services, potential M&A impact on ESG goals

Our governance structure is undergoing a transformation process from Q4 2024 onwards and is therefore subject to change as we continue to adapt it to evolving strategic, regulatory, and stakeholder requirements.



3.4. Governance, Integrity and Oversight

At Faller Packaging, integrity is not just a principle, it is a practice embedded in our governance culture. Our governance framework ensures that ethical conduct, transparency, and accountability are upheld across all levels of leadership. We manage potential conflicts of interest, enable open communication of concerns, foster sustainability competence within our leadership, and evaluate the performance of our highest governance bodies.

Compliance, Policies and Principles

Faller Packaging is firmly committed to upholding all applicable laws and regulations across its operations. Our compliance framework ensures adherence to key legal domains, including labour and wage legislation, environmental and occupational safety standards, as well as data protection and anti-corruption requirements.

To monitor and maintain compliance, we apply a multi-layered approach that combines internal and external oversight mechanisms. Internally, we conduct regular audits and legal reviews to identify risks and ensure that our practices remain aligned with current regulatory expectations. Externally, our operations are certified under internationally recognised standards such as DIN EN ISO 14001 (Environmental Management), DIN EN ISO 50001 (Energy Management), and FSC (Forest Stewardship Council® C104125), which provide independent validation of our environmental and sustainability performance.

This integrated system of controls and certifications helps us proactively manage legal risks, continuously improve our governance practices, and reinforce stakeholder trust in our commitment to ethical and lawful conduct.

In addition, our governance system contains a suite of policies covering areas such as anti-bribery, anti-corruption, conflict of interest, fair competition, information security, and sustainability. Our Code of Conduct sets the ethical compass for all employees and is regularly updated to reflect new challenges and stakeholder expectations. As an example concerning conflicts of interest, our Code of Conduct clearly states that all employees, including directors and officers, must act in the best interest of the company. Situations where personal interests could conflict with company interests such as relationships with suppliers or customers, must be disclosed immediately to a line manager or the Compliance Team. To ensure transparency, employees are encouraged to step back from decisions where impartiality could be compromised. For example, if one employee disclosed a personal connection to a supplier, they must recuse themselves from the selection process to avoid bias.



iStock.com/Pattanaphong Khuankaew

Our governance is further underpinned by a comprehensive Management Manual frequently updated, which outlines our governance structure and covers all management, performance and support processes within each function and department. It likewise includes risk assessments and opportunities evaluation. We are committed to transparency, integrity, and compliance with all applicable laws and internal guidelines. Regular audits, training, and a digital whistleblower system support our compliance culture.

Whistleblower and “Speaking Up”: Channels for Critical Concerns

Our digital whistleblower system provides a secure and anonymous channel for employees and stakeholders to report ethical or compliance-related concerns. Every submission is carefully reviewed by the Compliance Team and, when necessary, escalated to the Management for further action. To ensure that concerns are addressed effectively, Faller Packaging has established a structured remediation process. This includes conducting internal investigations, implementing corrective actions, engaging with suppliers through targeted improvement plans, and maintaining transparent communication with any affected stakeholders. These measures are designed not only to resolve individual cases but also to strengthen our overall compliance framework.

Employees and stakeholders are encouraged to raise concerns through multiple accessible channels. These include the whistleblower system, direct communication with supervisors or the Compliance Team, and structured feedback mechanisms such as works council discussions.

3.4. Governance, Integrity and Oversight

ESG-related risks and concerns are also regularly reviewed in our steering committees, ensuring that both strategic and operational issues are escalated and addressed appropriately.

Our commitment to a safe and respectful workplace is reinforced by the principle of “No Fear,” which is firmly embedded in our Code of Conduct. This principle guarantees that individuals can voice concerns without fear of retaliation, thereby supporting a transparent and responsive governance culture.

Stakeholder Engagement and Continuous Improvement

At Faller Packaging, we view stakeholder engagement as a continuous dialogue that strengthens our governance and sustainability performance. Our governance system is designed to be open, responsive, and grounded in transparency. We regularly engage with employees, customers, suppliers, and partners through structured channels such as surveys, direct feedback, and reporting cycles. Insights gathered from these interactions are actively integrated into our strategic planning and operational decisions.

To ensure our practices remain robust and future-ready, we benchmark our governance and sustainability systems against internationally recognised standards. Faller Packaging is aligned with leading ESG frameworks including the Science Based Targets initiative (SBTi), EcoVadis, and the [Carbon Disclosure Project \(CDP\)](#). [In addition, we have successfully implemented and certified our environmental and energy management systems in accordance with DIN EN ISO 14001 and DIN EN ISO 50001, respectively. These certifications reflect our](#)

[commitment to continuous improvement, legal compliance, and the responsible use of resources across all production sites.](#)

[Sustainability is embedded in leadership responsibilities and is regularly reviewed in our Executive, Management, and Strategic Committee meetings. These forums ensure that ESG performance is not only monitored but actively shaped by cross-functional leadership. Our participation in external audits and sustainability ratings further reinforces our accountability and drives ongoing enhancement of our governance model.](#)

How We Engage

At Faller Packaging, stakeholder engagement is not a one-off activity – it is a continuous, structured dialogue that informs our strategy, strengthens our governance, and drives our sustainability performance. We actively engage with internal and external stakeholders to ensure our decisions reflect both business priorities and societal expectations. We maintain regular contact with employees, customers, suppliers, and partners through:

- Employee surveys, feedback sessions, and work council meetings
- Customer dialogues, joint innovation workshops, and account reviews
- Supplier assessments, audits, and sustainability evaluations
- Participation in industry forums, such as the PSCI Supplier Summit

- Collaborative ESG initiatives, including SBTi target-setting and CDP disclosures

Feedback from these interactions is systematically integrated into our strategic planning and operational decisions. For example, input from the works council is reviewed quarterly by the Management Committee, and ESG-related concerns raised by employees or partners are escalated to the Executive and Strategic Committees for resolution.

International Recognised Frameworks

Our governance system is designed to be open, responsive, and compliant with international standards. We benchmark our performance against leading ESG frameworks. In addition, we have successfully implemented and certified our environmental and energy management systems. These ESG frameworks and certifications reflect our commitment to continuous improvement, legal compliance, and responsible resource use across all production sites. Our compliance audits confirm a high level of conformity with legal and regulatory requirements, including occupational safety, environmental protection, and FSC standards:



3.4. Governance, Integrity and Oversight

Framework/Certification	Description
Science Based Targets initiative (SBTi)	Faller Packaging has submitted near-term and net-zero targets to the SBTi for validation. This reflects the company's commitment to aligning its climate strategy with the Paris Agreement and science-based decarbonisation pathways.
EcoVadis	Faller Packaging undergoes regular sustainability assessments via EcoVadis, covering environmental, labour & human rights, ethics, and sustainable procurement. Performance is benchmarked against industry peers and used to drive continuous improvement.
Carbon Disclosure Project (CDP)	Faller Packaging reports its full Scope 1, 2, and 3 greenhouse gas emissions to CDP. This includes detailed inventories and climate-related governance disclosures, supporting transparency and stakeholder engagement.
DIN EN ISO 9001 (Quality management system)	Faller Packaging is certified under DIN EN ISO 9001, which ensures a systematic approach to quality management. This international standard focuses on meeting customer requirements, enhancing customer satisfaction, and continuously improving processes across all business areas. The certification supports consistent product and service quality, risk-based thinking, and efficient internal workflows.
DIN EN ISO 14001 (Environmental management system)	Faller Packaging is certified under DIN EN ISO 14001, which ensures a systematic approach to environmental management. This includes legal compliance, pollution prevention, and continuous improvement across all production sites.
DIN EN ISO 50001 (Energy management system)	Faller Packaging is certified under DIN EN ISO 50001, which supports efficient energy use and reduction of greenhouse gas emissions. The certification helps optimise energy performance and supports the company's climate goals.
IHK & Zielgerade2030	Faller Packaging actively participates in the IHK (Industrie- und Handelskammer) and its Zielgerade2030 initiative, which promotes regional sustainability goals and supports companies in aligning with long-term climate and innovation strategies. The Zielgerade2030 alliance, coordinated by the IHK Südlicher Oberrhein and EARF (Energy Agency Regio Freiburg) and support companies in the Southern Upper Rhine region in achieving climate neutrality through structured CO ₂ e accounting, certified offsetting mechanisms, and transparent reporting.
ECMA (European Carton Makers Association)	Faller Packaging is a certified member of ECMA and adheres to its Best Practice Guidelines for Pharmaceutical Secondary Packaging. As a member of ECMA, Faller Packaging contributes to industry-wide dialogue and standard-setting for folding carton manufacturers across Europe, with a focus on innovation, sustainability, and regulatory alignment.
FFI (Fachverband Faltschachtel-Industrie)	Faller Packaging is an active member of FFI, the German association for folding carton manufacturers. This membership supports benchmarking, regulatory alignment, technical exchange, and advocacy as well as sustainability dialogue for sustainable packaging practices within the national industry context.



Environmental

As a manufacturing company, we recognise our responsibility to minimise our environmental footprint and contribute to a more sustainable future. Our commitment to environmental stewardship is firmly anchored in our corporate strategy and embedded in operational decision-making across all sites. This includes reducing greenhouse gas emissions, increasing the use of renewable energy, improving the efficient use of resources such as water, energy, and raw materials, and promoting waste prevention and circularity through material-efficient design as well as enhanced reuse and recycling practices.



4.1. Environmental Management Approach

Environmental protection and energy management are deeply integrated into our corporate policy, in alignment with the standards of DIN EN ISO 14001 and DIN EN ISO 50001. These commitments are implemented across all national and international locations through our Integrated Management System (IMS), ensuring that sustainability, legal compliance, and resource efficiency are integral to daily operations. The approach is further defined in our Standard Operating Procedure (SOP) General Environmental Protection Instruction, which emphasises the responsible use of natural resources and promotes long-term decision-making that favours environmentally friendly materials and renewable energy sources while actively working to reduce CO₂ emissions and substitute hazardous substances.

Operational practices are designed to minimise solvent consumption and energy usage, with measures such as switching off devices after work and avoiding standby modes. Employees receive regular environmental training and are encouraged to contribute ideas for improvement through our "Ideefix" system. Procurement processes follow sustainability criteria: when acquiring new machinery or input materials, environmental impact assessments are conducted, substitutes for hazardous substances are evaluated, and both product and supplier approval processes ensure that new materials meet environmental standards. Hazardous waste is managed through designated collection points and certified disposal companies, while water protection measures are enforced through emergency plans and containment systems to prevent the release of hazardous substances.

In addition, advertising materials are produced in a climate-neutral manner by certified external partners, with emissions offset through verified certificates. All German sites operate on 100% green electricity, with the aim to extend this practice to all locations by 2030. Environmental aspects are assessed annually by site managers and reported to the environmental management representative, who maintains oversight and ensures updates where necessary.

Progress is monitored through internal targets and indicators under our DIN EN ISO 14001 certified environmental management system. Continuous improvement, regulatory compliance, and transparent communication guide our approach to achieving long-term environmental performance and resilience.



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4.2. Integration with Corporate Strategy and Risk Management

Environmental sustainability is fully integrated into our corporate strategy and risk management processes. Environmental considerations are embedded in strategic planning, investment decisions, and operational practices across all business units. Risks and opportunities related to environmental impacts – such as climate change, resource scarcity, and regulatory developments – are systematically identified and assessed within our enterprise risk management framework. This process is closely linked to the outcomes of our double materiality assessment, which informs the prioritisation of environmental topics and guides the development of appropriate management responses. As a result, environmental issues are addressed not only from a compliance perspective but also as strategic drivers of business continuity, innovation, and long-term value creation.



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4.3. Climate Change

Climate Change Mitigation

Climate change remains one of the most significant environmental challenges for our operations, supply chain, and communities.

We are committed to reducing our greenhouse gas (GHG) emissions in line with the goals of the Paris Agreement and our own net-zero ambitions. We are committed to aligning our climate strategy with the Science Based Targets initiative (SBTi), including the pursuit of net-zero emissions. We have adopted the SBTi framework due to its scientific approach as well as industry recognition and aim to have our near-term and net-zero targets officially validated by 2025.

Our decarbonisation strategy focuses on three main levers:

- Reducing direct emissions (Scope 1) through process optimisation, fuel switching, and electrification of key operations
- Lowering indirect energy-related emissions (Scope 2) by sourcing renewable electricity and improving energy efficiency
- Addressing value chain emissions (Scope 3) in close collaboration with suppliers, logistics partners, and customers

Greenhouse Gas Emissions (Scope 1, 2, and 3) – Absolute and Intensity

For the reporting year 2024, we calculated our greenhouse gas (GHG) emissions across Scopes 1, 2, and 3 in accordance with the GHG Protocol Corporate Standard and in line with the ISO 14064-1 standard. The inventory covers our operative sites (excl. PackEx), as well as our upstream and downstream value chain.

Our Scope 1 and Scope 2 emissions are reported on a location-based and market-based basis, and Scope 3 emissions include all relevant categories from our materiality assessment.

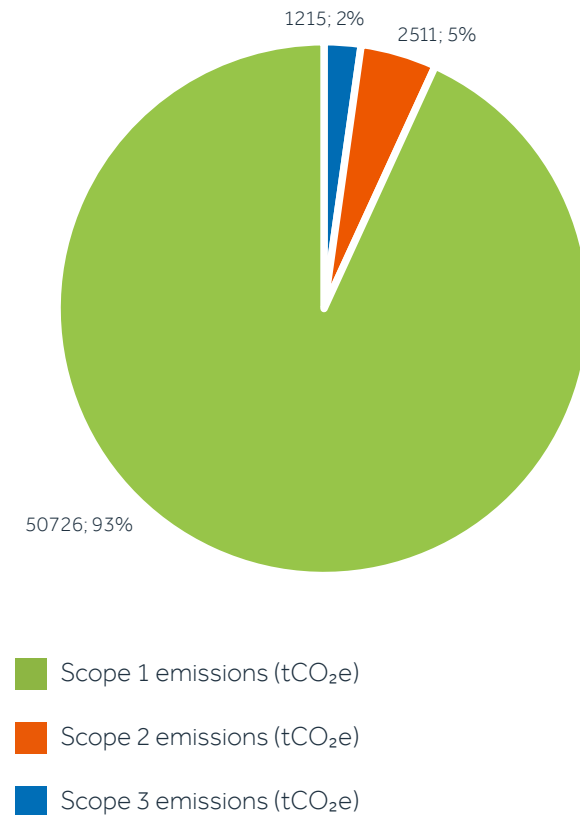
Site Name	Scope 1 emissions (tCO ₂ e)	Scope 2 location-based emissions (tCO ₂ e)	Scope 2 market-based emissions (tCO ₂ e)	Scope 3 location-based emissions (tCO ₂ e)	Scope 3 market-based emissions (tCO ₂ e)
Waldkirch	648	1661	3	17023	17089
Binzen	89	1404	0	6871	6928
Schopfheim	91	437	0	5704	5721
Debrecen	39	271	349	2330	2201
Hvidovre	28	209	101	4779	4682
Łódź	120	2611	2056	14038	13333
Worms	131	229	0	746	756
Gebesee + Horsens*	69	35	2	16	16
Total	1215	6857	2511	51507	50726

Table 1: CO₂e Emissions per site; *: non-operational sites 2024

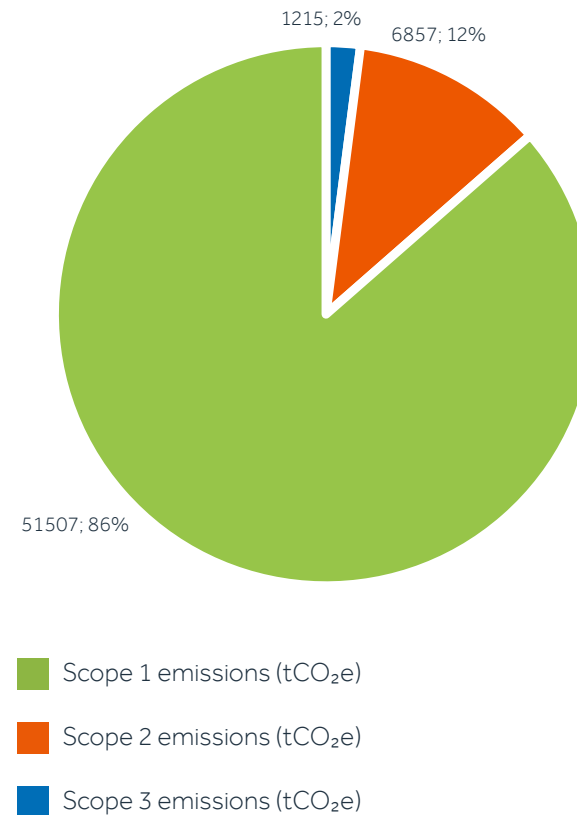


4.3. Climate Change

Distribution of CO₂e-emissions across all scopes – market based



Distribution of CO₂e-emissions across all scopes – location based



Climate Change Adaptation

Climate change presents both physical and transition risks to our business. We recognise that rising global temperatures, extreme weather events, evolving regulations, and shifting market expectations can affect our operations, supply chain, and the communities where we operate.

Climate-related Physical and Transition Risk Assessment

In 2024, we carried out an Impact, Risk and Opportunity (IRO) assessment to evaluate how climate change could influence our business in the short, medium, and long term. The assessment considered:

- **Physical risks** such as flooding, extreme heat, water scarcity, and disruption of supply chains due to severe weather events
- **Transition risks** related to changes in regulation, carbon pricing mechanisms, evolving customer demands, and technological shifts in our industry
- **Opportunities** arising from the shift to a low-carbon economy, including new markets for sustainable products, efficiency gains, and renewable energy adoption

Risks and opportunities were evaluated based on **likelihood, magnitude of impact, and time horizon**, and mapped against our global operations footprint.

4.3. Climate Change

Adaptation Strategies for Operations, Supply Chain, and Communities

We are embedding adaptation strategies into our business planning to strengthen climate resilience:

- **Operations:** Upgrading critical infrastructure to withstand extreme weather, enhancing protection against heavy precipitation, and improving cooling systems to handle higher average temperatures
- **Supply Chain:** Diversifying supplier locations, introducing redundancy in logistics networks, and working with partners to assess and mitigate climate risks in sourcing and transportation
- **Communities:** Engaging with local stakeholders to enhance climate resilience

Scenario Insights and Resilience Measures

Our IRO assessment, using multiple climate scenarios, identified the following key considerations:

- Increased frequency of extreme rainfall events could impact operations at our sites, requiring drainage upgrades and protective barriers. This is in particular important for our sites with older building stock.
- Rising average temperatures may reduce equipment efficiency and increase energy demand for cooling.
- Higher water stress levels in certain geographies may necessitate greater water recycling, reuse, and alternative sourcing strategies. While our own operation does not require large amount of water, our supply chain is more directly affected by this.

Planned resilience measures include:

- Expanding on-site renewable energy capacity with storage solutions.
- Implementing site-specific early warning systems for extreme weather events.
- Integrating climate resilience criteria into our supplier evaluation process.

We will continue to refine our adaptation strategy as our IRO assessments evolve and as new scientific data, policy changes, and technological solutions become available.

Efficient and responsible energy use is a central pillar of our climate strategy. Reducing reliance on fossil fuels, increasing the share of renewable energy, and



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4.4. Energy Management

improving efficiency across our operations are critical to meeting our long-term decarbonisation goals. To support these ambitions, we have implemented a DIN EN ISO 50001-certified energy management system across all operative sites. This framework enables us to systematically monitor, analyse, and optimise energy performance, ensuring continuous improvement and alignment with our decarbonisation roadmap.

Energy management, as defined in our Standard Operating Procedure (SOP) Energy Management, is structured to uncover inefficiencies and improve performance. Each site has designated energy managers who coordinate with local leadership. Energy consumption data is collected monthly and feeds into annual planning processes, which include forecasting energy needs, evaluating price developments, and implementing site-specific actions. These actions are tracked and reviewed quarterly.

Significant energy uses – such as printing, air conditioning, and production processes – are identified and monitored. Where possible, energy consumption is measured directly; otherwise, estimates are derived through plausibility checks. Strategic goals for energy efficiency are set by the ESG team in alignment with the Executive Board and operationalised by site managers. Legal compliance is ensured through frequent audits and continuous monitoring via external platforms and industry events.

Training on energy management is part of the broader environmental training programme, mandatory every three years. Communication on progress and actions is

facilitated through our internal “FOX intranet” platform and external channels such as the Sustainability Report. Internal audits and management reviews are conducted annually to evaluate the effectiveness of the management system and to ensure alignment with corporate objectives.

Total Energy Consumption by Source

In 2024, our total energy consumption across all operational sites was 21.330 MWh, covering purchased electricity and heating fuels.

The share of renewable electricity in our operation is close to 80%.

Energy Source	MWh
Electricity – import	16104
Heating Natural Gas	4846
Heating – District Heating	380

On the Road with Energy – More E-mobility for Greater Climate Protection

In 2014, we added the first fully electric vehicle to our fleet – an early and conscious step towards climate-friendly mobility. Today, around 30% of our fleet vehicles at our German locations are electric or hybrid vehicles.

In order to further increase this, we have revised our company car policy at our German locations: When

selecting new company vehicles, electrical or hybrid models are preferred. The decision to choose an electrical or hybrid vehicle is also rewarded with a bonus on the leasing rate and support in setting up a home charging station. With these measures, we aim to further reduce CO₂ emissions in the mobility sector and make an active contribution to environmental and climate protection.

Renewable energy procurement strategy

Our renewable energy strategy is designed to achieve a 100% renewable electricity mix by 2030. The main pillars of this strategy include:

- **On-site Generation:** Due to the age and structural limitations of some of our facilities, installing rooftop solar PV systems is challenging. We are, however, continuously monitoring technological advancements and evaluating site-specific opportunities, including the use of ground-mounted PV and other innovative solutions to expand renewable generation capacity.
- **Green Tariffs and Certificates:** Procurement of renewable energy certificates (RECs) and guarantees of origin (GOs) to cover remaining electricity demand.

Also, we are assessing opportunities to integrate battery storage solutions at selected sites to maximise self-consumption of renewable power and enhance operational resilience.

Management Approach

In comparison with the industry in our supply chain, Faller

4.5. Pollution

Packaging's manufacturing processes have a relatively low direct pollution footprint. Therefore, most risks and impacts are occurring in our upstream supply chain. This includes air emissions from suppliers' energy-intensive processes, potential soil contamination from raw material extraction, and pollution of ecosystems linked to the use of certain chemical substances in upstream production.

We work closely with suppliers to identify, monitor, and reduce these impacts through supplier assessments, certification requirements, and targeted engagement programmes. Our environmental management system, certified to ISO 14001, ensures that we address any residual risks in our own operations and continuously improve our performance.

Environmentally Friendly Cleaning Without Hazardous Substances

After successfully introducing a more environmentally friendly cleaning product for printing machines in 2023, Faller Packaging was able to implement another sustainable change in the use of cleaning products in 2024. At PrePackaging Service in Waldkirch, the discs of the inserters were previously cleaned with a label remover that had an intense smell and was classified as irritating, hazardous to the environment and water, and highly flammable. This product has now been replaced for the most part by a non-hazard cleaning agent that does not harm people or the environment – a small step with a noticeable effect.

Air Pollution

Direct air emissions from our sites are limited and

primarily linked to gas-powered heating systems, the evaporation of small quantities of organic solvents used in production, and transport-related emissions. We monitor nitrogen oxides (NOx), particulate matter (PM), and volatile organic compounds (VOCs) to ensure compliance with national and EU standards.

Technical measures such as efficient combustion



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systems, solvent use optimisation, and appropriate filtration equipment further minimise emissions.

The majority of air pollution impacts occur in our supply chain – particularly in energy-intensive material production. We engage suppliers through our procurement standards to adopt cleaner energy sources, install abatement technologies, and report their air emissions transparently.

Soil Pollution

The risk of soil contamination in our own production sites is low. Our processes do not involve significant quantities of hazardous substances, and preventive measures such as secondary containment for hazardous substances, spill prevention procedures, and regular site inspections are in place to avoid any potential incidents. In our supply chain, however, soil pollution risks could potentially arise within sensitive areas such as forests, where some of our raw materials are sourced. Poorly managed forestry practices may lead to soil erosion, nutrient depletion, or contamination from chemical treatments. To limit this potential risk, we work with certified suppliers who follow sustainable forestry standards (e.g., FSC, PEFC) and require adherence to environmental management practices that protect soil health and avoid soil pollution.

Pollution of Living Organisms and Food Resources

Our own production processes present a low risk of polluting living organisms or food resources. The small quantities of organic solvents we use are handled under strict safety protocols, stored in secure containers, and disposed of in accordance with legal requirements.

In our supply chain, potential risks are more significant, particularly in forestry operations where the use of pesticides, herbicides, or other chemical treatments can potentially impact biodiversity and contaminate food resources. We mitigate these risks by sourcing from suppliers certified under sustainable forestry standards (e.g., FSC, PEFC) and by encouraging the adoption of chemical management practices that minimise ecological harm.



4.5. Pollution

Substances of Concern

As part of our DIN EN ISO 14001-certified environmental management system, we maintain strict controls over all chemicals used, ensuring they are stored, handled, and disposed of in compliance with legal requirements and best environmental practices.

Where hazardous substances are necessary, we apply a structured substitution process to identify and, where feasible, replace them with safer alternatives. This proactive approach reduces potential environmental and health impacts over time.



Microplastics

In our operations, plastics are used only to a limited extent as operating materials; however, if not disposed of properly, these can contribute to microplastic pollution. Our production processes, including the manufacture of adhesive labels, may release small amounts of microplastics. In addition, the transport of raw materials and finished goods – primarily by road – contributes to microplastic emissions through tyre abrasion, both from our own company vehicles and from our logistics partners.

We mitigate these impacts by increasingly substituting plastic components with fibre-based alternatives in our products and packaging, which reduces the risk of microplastic release.

We are committed to strictly excluding or minimising plastic additives in our fibre-based packaging and actively engage in research and development to identify alternative, non-toxic materials. This approach positions us as a sustainable packaging leader in the healthcare sector, enhances our brand reputation, and opens opportunities in environmentally conscious markets.



4.6. Water & Marine Resources

Water and marine resources have been identified as a material topic for our organisation. However, for the current reporting year, we have chosen not to report detailed information on this topic. This decision reflects the fact that the materiality of water and marine resources relates primarily to our upstream value chain rather than our own direct operations. Given that this is a voluntary sustainability report, we have opted to defer comprehensive reporting on this topic until we are able to gather more robust data, particularly concerning our supply chain. We are committed to enhancing the transparency of our reporting and intend to include more comprehensive disclosures on this topic in future reporting cycles as part of our ongoing sustainability efforts.



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4.7. Biodiversity & Ecosystems

We recognise the vital role that biodiversity and functioning ecosystems play in supporting planetary health, resilient supply chains, and long-term economic stability. While our operations have a relatively small direct footprint on biodiversity, we are committed to minimising negative impacts and contributing to nature-positive outcomes wherever possible – both within our operations and across our supply chain.

Direct Drivers of Biodiversity Loss

Our own business activities do not involve land conversion or large-scale resource extraction. All our production sites are located in established industrial zones, and no site is situated in protected areas or key biodiversity areas (KBAs), as confirmed through site-level screening based on publicly available GIS biodiversity data.

However, biodiversity impacts may occur indirectly through our supply chain, particularly in connection with the sourcing of wood-based raw materials. Unsustainable forestry practices can lead to habitat loss, soil degradation, and increased exposure to invasive species.

To mitigate these risks, we prioritise suppliers certified under sustainable forestry schemes (e.g., FSC, PEFC) and promote deforestation-free sourcing. We also monitor our chemical and waste management to ensure emissions to air, soil, and water do not contribute to biodiversity decline through pollution.

Impacts on the State of Species

We have not identified any material direct impact on the state of endangered or vulnerable species at our

operational sites. However, we are aware that upstream land-use and chemical-related practices in the supply chain can affect species diversity and ecosystem stability.

In 2025, we aim to expand our Impact, Risk, and Opportunity (IRO) assessment to include nature and biodiversity, as recommended under ESRS E4. This will allow us to

map biodiversity dependencies and risks across life cycle stages and inform future actions.

We also maintain open dialogue with environmental and conservation stakeholders to stay informed about evolving ecological risks, particularly in relation to fibre sourcing and sustainable packaging materials.





4.8. Resource Use & Circular Economy

Efficient use of raw materials and the implementation of circular design principles are key levers for reducing our environmental footprint.

As a packaging company, we focus on maximising material efficiency, increasing the share of renewable inputs, reducing waste, and supporting the recyclability and reuse of our products.

Resource Inflows

We primarily use renewable, fibre-based raw materials in our production processes, such as paper and cardboard, which are sourced from FSC- or PEFC-certified suppliers. These materials account for the majority of our material inflows by weight and over 9,5% of our paperboard is FSC certified, reflecting our commitment to responsible sourcing.

In addition, we use a smaller share of non-renewable inputs, such as synthetic adhesives, coatings, and plastics (e.g., for labels and functional layers), which are gradually being replaced by more sustainable alternatives.

To ensure responsible sourcing, we apply a supplier code of conduct, require sustainability certifications, and evaluate material impacts as part of our product development process.

New Site FSC certified: Sustainability Strengthened

An important component of our sustainable corporate management is the responsible use of resources. With the successful FSC certification of our new site

Resource Inflows			
Material type	Example Materials	Renewable	Estimated Share based on weight (%)
Fibre-based materials	Paper, cardboard	Yes	96 %
Plastics & films	Adhesive layers, labels	Mixed	3 %
Other components	Inks, coatings, solvents	Mixed	1 %

in Hvidovre, Denmark, we now also meet this requirement at another Faller site. This means that our sites in Waldkirch, Binzen, Łódź, Debrecen and Hvidovre are certified according to the high standards of the Forest Stewardship Council. In 2023, the Binzen site began to only purchase FSC certified material for its leaflets. In this way, Faller supports the pharmaceutical industry with sustainable solutions and establishes a responsible value chain.

Resource Outflows

Our fibre-based packaging products are developed with material recovery and high recyclability in mind. According to the EU Packaging and Packaging Waste Regulation (PPWR), packaging is considered recyclable if it is designed for effective collection, sorting and recycling at scale, resulting in secondary raw materials of high quality. In markets with well-established paper recycling infrastructure, our packaging already achieves recyclability rates of over 90%, depending on the specific product configuration and the efficiency of local systems.

To support true recyclability in practice, we work closely with our customers during the design phase.

This includes:

- Avoiding complex multi-material combinations that hinder separation
- Reducing plastic content and applying adhesive systems that are easily separable in recycling processes
- Promoting mono-material fibre-based packaging wherever feasible

Product circularity is a core principle in our innovation process. Where recycling according to Packaging and Packaging Waste Regulation (PPWR) criteria is not yet feasible, we actively explore design-for-reuse models or the integration of biodegradable alternatives to ensure that our solutions remain aligned with evolving regulatory requirements and customer expectations.

4.9. Waste Prevention, Reuse, and Recycling Programs

Waste prevention begins with material-efficient design and process optimisation at our production sites. Internal measures include:

- Reduction of trim waste through precise cutting technology
- Reuse of set-up and overproduction materials where quality standards allow
- Segregation of paper, plastic, and hazardous waste for recycling

In 2024, we continued to improve waste efficiency through in-process reuse and design changes. Waste KPIs are monitored under our ISO 14001-certified environmental management system.



4.10. Design for Circularity and Sustainable Packaging

We embed design for circularity in every new product development phase. Our teams apply lifecycle thinking to minimise environmental impact while meeting high functional and regulatory requirements in the healthcare sector.

Key circular design strategies include:

- **Material substitution:** Replacing plastic with fibre-based materials where possible
- **Elimination of harmful additives:** Minimising substances that impair recyclability or pollute recycling streams
- **Customer co-development:** Working with clients to align packaging functionality with circular economy goals



Paper pouches are fully recyclable and can be easily disposed of after use.

This circular approach enhances regulatory compliance, supports customer sustainability targets, and strengthens our position as a preferred partner for eco-friendly healthcare packaging.

Innovative and Sustainable Packaging Solutions

Sustainability and product protection are not mutual exclusions at Faller Packaging – quite the opposite, in fact: in 2024, we expanded our portfolio with two innovative developments that combine environmental responsibility with the high standards of the pharmaceutical industry.

With the new product Paper Pouch, we offer recyclable lightweight packaging made from monomaterial paper that is suitable for applications in the pharmaceutical, medtech and healthcare sectors. Its low weight not only

reduces resource consumption but also transport and disposal volumes.

Also new to the portfolio are our sustainable tamper-evident labels (TE labels). They are made entirely from fibre-based monomaterial, meaning they do not contain any plastic foils and are therefore recyclable without losing any of their functionality.

This allows customers to reliably protect their products while closing the material cycle.

With these new products, Faller Packaging underlines that innovation and sustainability work hand in hand: we develop solutions that meet regulatory requirements, protect the environment and help our customers achieve their own sustainability goals.



Sustainable Tamper-Evident label, entirely made from fibre-based monomaterials.



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Social Responsibility

At Faller Packaging, our employees are the foundation of our success. We are committed to creating a safe, inclusive, and empowering workplace that supports personal growth, professional development, and long-term well-being. Our social strategy is embedded in our broader sustainability framework, guided by international standards such as the International Labour Organization (ILO) Core Conventions, UN Guiding Principles on Business and Human Rights (UNGPs), and the Organisation for Economic Co-operation and Development (OECD) Guidelines for multinational enterprises. In this way, we combine economic success with social action and create a strong foundation for a sustainable future.





5.1. Help that Reaches Those in Need

Faller Packaging has been actively involved in donations and social projects, charitable organisations and other initiatives for many years - primarily at our sites and in the regions where our employees live and work. At the same time, we also support selected projects beyond our immediate environment where help is particularly urgently needed.

In 2024, Faller Packaging supported the 'Drive to Help' project, which supports the ASB Health Clinic of the "Samaritan Federation in Gambia" with donations in kind, together with a committed employee from Waldkirch.



Supporting the ASB Health Clinic of the "Samaritan Federation in Gambia"

At the Łódź site, the team has been participating in the 'Noble Package' campaign since 2022, supporting a family in need with urgently needed donations in kind last year.



Colleagues from the Łódź site packing the donations in kind.

In addition, they collected donations during Easter and Christmas auctions, with the proceeds going to an aid organisation for homeless animals and a foundation for terminally ill children.

5.2. Managing Impacts, Risks and Opportunities

Employees constitute an integral part of organisational performance. Maintaining fair working conditions, upholding health and safety standards, and supporting both personal and professional development are key elements of employer responsibility. In accordance with the ESRS S1 standard, Impacts, Risks, and Opportunities (IROs) associated with the workforce are systematically assessed. This process is intended to identify potential challenges, address negative effects, and facilitate contributions to employee well-being and organisational resilience. To implement this, policies and commitments have been established, structured engagement with employees and their representatives is maintained, and specific actions and targets guide workforce management.

Workforce-related policies are based on our Code of Conduct and informed by international guidelines including the ILO Core Conventions, the UN Guiding Principles on Business and Human Rights (UNGPs), and the OECD Guidelines for Multinational Enterprises. For occupational health and safety, practices follow the principles of DIN EN ISO 45001. Although certification has not yet been achieved, this framework guides procedures in hazard identification, risk prevention, and ongoing improvement in employee safety.

An open and structured dialogue takes place with employees and their representatives. There are regular consultations with works councils on organisational changes and working conditions. On a monthly basis, the upper management provides updates to all employees during a virtual town hall meeting.



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Employees may report concerns or misconduct via a confidential whistleblowing system, directly to HR, the Compliance Team, managers, works council, or through a formal grievance process that ensures timely review and resolution. All cases are tracked, and serious issues are escalated as necessary.

The double materiality assessment outlined three main workforce risks:

- **Health and safety:** Ergonomic stress, solvent exposure, and workload pressure
- **Attraction and retention:** Competition for skilled labour, demographic shifts, and turnover
- **Diversity and inclusion:** Underrepresentation of women in management and generational imbalances

Opportunities include:

- Training in digitalisation and sustainability
- Expanding flexible work arrangements
- Enhancing employee engagement to improve retention and motivation



5.3. Workforce Profile and Employment Characteristics

As of 31 December 2024, Faller Packaging employed 1.492 people across our nine European sites, including full-time and part-time staff. Our workforce includes operational teams in manufacturing, quality assurance, engineering, sustainability, and administration:

	Germany	Poland	Denmark	Hungary	Total
Number of employees (head count)	1048	274	78	92	1492
Number of permanent employees (head count)	956	267	78	92	1393
Number of full-time employees (head count)	943	271	78	92	1384
Number of part-time employees (head count)	98	3	2	0	103
Number of temporary employees (head count)	92	6	0	0	98
Number of non-guaranteed hours employees (head count)	7	0	0	0	7

The age distribution of our workforce includes individuals from a wide range of age groups:

Age distribution	Waldkirch (GER)	Binzen (GER)	Schopfheim (GER)	Gebesee (GER)	Worms (GER)	Hvidovre (DNK)	Lódź (POL)	Debrecen (HUN)	Total
Age distribution U30	122	41	23	3	10	2	66	20	287
Age distribution 31-50	274	105	63	11	21	31	156	48	709
Age distribution 51+	229	85	38	8	10	45	52	24	491



5.3. Workforce Profile and Employment Characteristics

The group-wide employee turnover rates for the year shows expected variation across sites due to local labour markets and ongoing transitions:

	Waldkirch (GER)	Binzen (GER)	Schopfheim (GER)	Gebesee (GER)	Worms (GER)	Hvidovre (DNK)	Lódź (POL)	Debrecen (HUN)
Employee Turnover	13,4	12,3 %	20,0 %	0,0 %	41,9 %	17,5 %	19,7 %	38,0 %

As part of our commitment to fostering an inclusive and equitable workplace, we continuously monitor key diversity indicators across our organization. The following table provides insights of our current performance in areas such as gender representation, cultural diversity, and support for employees with disabilities. These metrics help us assess progress toward our sustainability goals and identify opportunities for further improvement.

Diversity aspect	Waldkirch (GER)	Binzen (GER)	Schopfheim (GER)	Gebesee (GER)	Worms (GER)	Hvidovre (DNK)	Lódź (POL)	Debrecen (HUN)	Total
Number of females	235	92	44	6	13	25	103	32	550
Female quota	39,6 %	40,8 %	37,7 %	5,1 %	34,0 %	32,1 %	37,6 %	35,0 %	32,7 %
Number of nationalities (minorities)	38	24	11	1	8	15	3	N/A	14,29
Percentage of severely disabled employees	6,4 %	6,2 %	3,4 %	4,5 %	7,9 %	N/A	0,0 %	2,0 %	4,3 %

5.3. Workforce Profile and Employment Characteristics

Contracted Workers

In addition to employees, Faller Packaging engages contract workers and temporary staff to support our operations, particularly in manufacturing. These workers are legally engaged through service providers but operate under our site supervision and comply with our safety, quality, and code of conduct standards.

Contract workers at our sites are covered by the same occupational health & safety policies, receive site-specific training, and are included in incident and occupational health reporting. Their data is captured in our internal metrics (e.g., Total Recordable Incident Rate, Sickness Rate) to ensure consistency in safety performance measurement.

As of 31 December 2024, approximately 105 contractors supported our operations, representing approximately 7% of the total global workforce needed to support our operations. This number varies throughout the year based on business needs and seasonal plant activities.

21 Young Professionals Get Started

Once again Faller Packaging sent a strong signal regarding its commitment to educating and supporting young talents. In September 2024, we welcomed 21 new trainees and students in eight different professions to our German sites. Compared to previous years, our commitment to education remains at a high level – an important investment in the future of our company and our industry.

As part of the annual introduction week, the young professionals enjoyed a varied programme: initial training sessions and instructions, getting to know new colleagues and a visit to other sites. One highlight was the trainee rally through the company, which gave the new colleagues the opportunity to discover their site and the various departments in a fun way.

Non-Employee Workers

In addition to our employees, we engage a limited number of non-employee workers (e.g. temporary staff from agencies, contractors). These workers are included in our occupational health and safety measures and are covered by the same Code of Conduct requirements as our employees.



21 young professionals started at our sites Waldkirch, Binzen and Schopfheim in Germany.

5.3. Workforce Profile and Employment Characteristics

Employment Conditions and Adequate Wages

We are committed to fair and attractive working conditions across all sites. Our remuneration system is based on transparent job classifications and, where applicable, collective agreements. The majority of employees are covered by collective bargaining agreements, which ensure fair wages, regulated working hours, structured progression pathways, and protection of employee rights through union representation. They account for around 71% of our workforce.

We benchmark wages against industry standards and national requirements and monitor alignment with living wage benchmarks. Our goal is to exceed legal minimums and ensure employees can meet essential needs for themselves and their families. Flexible working arrangements—including part-time roles and mobile working—are available where operationally feasible, while overtime is monitored to prevent excessive workloads and support a sustainable work-life balance.

Remuneration and Fair Compensation

Fair remuneration is a key pillar of our social responsibility and governance framework. Our *Living Wage Policy* applies to all employees across our sites and goes beyond legal minimums by ensuring that every employee earns a wage sufficient to cover essential needs such as housing, food, healthcare, education, and transportation.

Remuneration is regularly reviewed by the HR department and guided by a structured, transparent process that combines:

- Annual benchmarking against external salary data and sector benchmarks
- Internal evaluations of job roles, responsibilities, and performance
- Alignment with collective agreements and legal frameworks

The majority of employees are falling under the German framework agreement „*Manteltarifvertrag für Angestellte der Papierverarbeitung und Druckindustrie*“ or the „*Manteltarifvertrag für gewerbliche Arbeitnehmer*“. These collective agreements ensure clear salary bands, annual adjustments in line with inflation, and structured progression opportunities.

Remuneration decisions are made collaboratively by general management, functional leadership, and HR. Adjustments are communicated transparently and reviewed regularly to ensure fairness, competitiveness, and compliance with our sustainability and governance commitments.



5.4. Diversity, Equity and Inclusion (DEI)

We are committed to fostering a workplace built on equal opportunities and non-discrimination. Employment decisions are based solely on qualifications, skills, and performance.

Gender diversity, especially in management positions, remains a focus. We aim to increase the share of women in leadership through targeted recruitment and development measures. We promote inclusion of persons with disabilities by ensuring workplace accessibility, adapting workstations where necessary, and engaging with employee representatives to improve practices. Equal pay for equal work is a cornerstone of our remuneration system. Pay structures are regularly reviewed, and any unjustified gender pay gaps are addressed through corrective measures.

By advancing diversity, equity, and inclusion, we foster innovation through varied perspectives, strengthen our ability to attract and retain talent, and build an inclusive culture that supports collaboration and long-term commitment. This also helps us better understand customer needs and reflect the diversity of the communities in which we operate.



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5.5. Health, Safety and Well-being

Ensuring the health, safety, and well-being of our employees is a top priority. We align our occupational health and safety (OHS) practices with the principles of DIN EN ISO 45001, even though we are not yet certified, and continuously work to identify hazards, prevent risks, and foster a safe workplace culture.

We systematically track occupational safety performance across all operative sites. The two core indicators we report are the Lost Time Injury Frequency Rate (LTIFR) and the number of lost time injuries resulting in absences of more than one day. Both indicators are monitored at site level and consolidated at group level. Trends are reviewed regularly by management, and corrective actions are implemented when deviations occur. Preventive measures include mandatory safety training, ergonomic workplace design, and systematic risk assessments.

In 2024 we had 28 work accidents resulting in absences of more than one day and a LTIF rate of 13,2.

As part of our continuous improvement efforts, we have set a target to reduce lost time injuries by 25% by the end of 2025 compared to the previous year 2024. We systematically evaluate incidents and near-misses to strengthen preventive measures. Regular safety audits and employee feedback loops ensure continuous improvement. This reflects our commitment to fostering a zero-accident culture.

We recognise that employee well-being extends beyond physical safety. Our approach focuses on mental health, stress prevention, and maintaining a healthy work-life balance. Key measures include:

- Health promotion activities including vaccination campaigns, ergonomic training, and fitness initiatives (e.g. Hansefit)
- Flexible working options (remote work, flexible schedules) where feasible, helping employees balance professional and personal responsibilities

We monitor developments in employee well-being through health checks, absence tracking, and employee feedback. This ensures that our initiatives remain responsive to the evolving needs of our workforce.



5.6. Training, Skills and Career Development

At Faller Packaging, continuous learning and professional development are essential to strengthening our workforce and preparing for future challenges such as digitalisation, automation, and sustainability transformation. We invest in structured training programmes that support employees at all career stages – from apprentices to senior management.

Training Metrics and Overview

In 2024, our training programme covered a wide range of topics across business ethics, environmental management, data security, and operational excellence. Training was delivered through a mix of virtual sessions, in-person workshops, and self-paced modules across all sites. A total of 1,492 employees participated in mandatory and process-standard training sessions. The average training time per employee was 1,200 minutes, reflecting our commitment to comprehensive development.

Our mandatory training portfolio covers a broad spectrum of topics, including:

- **Ethical business conduct:** Such as anti-corruption, fair competition, and whistleblower policies
- **Environmental and energy management:** Aligned with DIN EN ISO 14001 and DIN EN ISO 50001 frameworks
- **Quality and compliance:** Including Good Manufacturing Practices (GMP) and product approval procedures

- **Data protection and information security:** Cover topics such as data privacy compliance, secure handling of sensitive information, and protection against cyber threats
- **Human rights and social responsibility:** Including awareness of child labour, forced labour, and trafficking risks

These trainings are scheduled at regular intervals – annually, biennially, or every three years – depending on the topic and regulatory requirements. Participation is tracked centrally, and training content is continuously updated to reflect evolving standards and internal policies.

Apprenticeships remain a key entry point for young talent. Successful apprentices or trainees may receive permanent contracts after completion.

Leadership Development

Our approach to leadership development is structured and inclusive. Employees with leadership potential are identified through performance reviews and career development discussions, which are conducted regularly across all sites. In 2024, approximately 5% of employees participated in career development reviews, providing a solid foundation for identifying and nurturing future leaders. Annual performance reviews are likewise offered for employees for Faller Packaging.

Leadership development programs at Faller Packaging focus on:

- **Management and decision-making skills:** Tailored to operational and strategic contexts
- **Intercultural collaboration:** Especially relevant for our multinational workforce across Germany, Denmark, Poland, and Hungary
- **Change leadership and agile methods:** Supporting transformation initiatives such as digitalisation and sustainability integration

Mentoring and coaching are key components of our leadership pipeline. Senior leaders actively support emerging talents through structured feedback, goal setting, and knowledge sharing. These efforts are coordinated by HR (Human Resources Department). We support employees with leadership potential through structured talent development and mentoring programmes. These initiatives provide training in management skills, intercultural collaboration, and change leadership. Leadership development is integrated into our broader sustainability strategy and supports succession planning across all sites.



5.7. Employee Engagement, Social Dialogue and Collective Bargaining

At Faller Packaging, we believe that a thriving workplace is built on trust, transparency, and active participation.

Our approach to employee engagement and social dialogue is rooted in internationally recognised labour standards. We foster a culture where every employee is empowered to contribute, be heard, and shape the future of our organisation.



5.8. Respecting Rights and Representation

Freedom of association and the right to collective bargaining are fundamental to our corporate values. The majority of our workforce is covered by collective bargaining agreements that regulate wages, working hours, and employment conditions. Where such agreements do not apply, we ensure fair and transparent working conditions through local labour laws and company-specific arrangements.

Employee representation is facilitated through well-established works councils at all German sites, in accordance with the Works Constitution Act (Betriebsverfassungsgesetz). These councils play a key role in co-determination at both site and country levels. While social dialogue formats vary across countries, we ensure that appropriate communication channels, consultation procedures, and conflict resolution mechanisms are in place at every location.

Employee Training: By Colleagues for Colleagues

With the acquisition of the Gebesee site, the Faller Packaging Group also grew by 60 new employees. As part of the takeover, we were able to offer these employees the opportunity to continue their professional careers with us – ensuring job security and opening up new perspectives.

The new colleagues already had a lot of experience in the industry and impressed us right from the start with their commitment and willingness to adapt to new processes and our products. Thanks to an intensive phase with training by our colleagues at our sites in Łódź, Binzen

and Waldkirch, they were optimally prepared for their new tasks at Faller Packaging.

Some employees even made the move to completely new areas of responsibility – for example, from production to administration or reverse. This was not only a challenge, but also a great opportunity for career development. With individual support, targeted training and strong team spirit within our company, we create opportunities and opens up new possibilities – for our employees and for the future of Faller Packaging.



Successful first training stages of our colleagues in Gebesee.

Structured Engagement Channels

We maintain a continuous and structured dialogue with our employees through multiple formal and informal mechanisms:

- Works Councils & Employee Representatives: Regular consultations on workplace matters and organisational changes
- Health & Safety Committees: Active participation in risk prevention and workplace safety at all operative sites
- Virtual townhall Meetings & Leadership Dialogues: Transparent communication on strategy, performance, and developments
- Direct Feedback Channels: Employees can raise concerns or suggestions directly with HR and management
- Employee Surveys & Feedback Sessions: Insights from these are reviewed quarterly by the Management Committee and escalated to strategic bodies when necessary

5.9. Culture of Inclusion and Well-being

We promote a workplace culture that values diversity, inclusion, and personal growth.

Every employee is encouraged to contribute to a trusting and inclusive environment, reflecting our corporate value of "Together". Our internal training systems and the Faller Academy support continuous development and performance alignment with strategic sustainability goals.

With Commitment and Heart: Social Engagement as Part of Education

Social commitment has been firmly embedded in Faller Packaging's education for many years.

In 2024, the trainees once again demonstrated impressively how varied and effective their support can be:

At the Waldkirch site, trainees and students volunteered at the Emmendingen animal shelter. They renovated quarantine boxes and dog kennels that were badly in need of a fresh coat of paint. Despite limited resources, they tackled the challenge with initiative and team spirit – a win for the animals, the shelter and the young helpers themselves.

The trainees at the Schopfheim site were also in action. At the Helen Keller School in Maulburg, they organised a creative activity day for children with special needs. With 3D wooden puzzles, self-made mandala labels and colourful craft activities, they brought joy, variety and plenty of colour to the school day.

Things took a lively turn for our trainees in Binzen. They built a horse stable for the kindergarten in Haltingen, which now serves as a shelter for the children's hobby horses.



Our trainees from Schopfheim at the Helen Keller School in Maulburg as part of their social engagement activities



Social commitment Waldkirch at the Emmendingen animal shelter

Whether building, crafting or supporting others, our trainees and students take responsibility with heart, creativity and technical skill. Social commitment is not just a part of education at Faller Packaging, it is a value we live by.

5.10. Human Rights, Ethics and Remediation

We believe that ethical behaviour is not just a legal obligation but a reflection of our corporate values – especially our commitment to fairness, respect, and inclusion. These principles are embedded in our Code of Conduct, which applies to all employees, suppliers, customers, and business partners. We explicitly prohibit child labour, forced labour, human trafficking, and any form of exploitation.



We maintain robust grievance mechanisms that allow employees and stakeholders to report concerns confidentially and, if preferred, anonymously. These channels include internal reporting lines, external whistleblower systems, and direct access to HR and Compliance teams. In the reporting year, one case has been submitted through these mechanisms, which has not been related to human rights or labour conditions.

We did not identify any severe human rights incidents within our own operations in 2024. We conduct regular training on human rights compliance and provide employees with both internal and external reporting channels, including anonymous options, to raise concerns about potential violations. All reports are documented and assessed, and where necessary, preventive or corrective measures are implemented to avoid recurrence.



Gebesee
Folding Cartons, Leaflets



Worms
PackEx - Folding Cartons



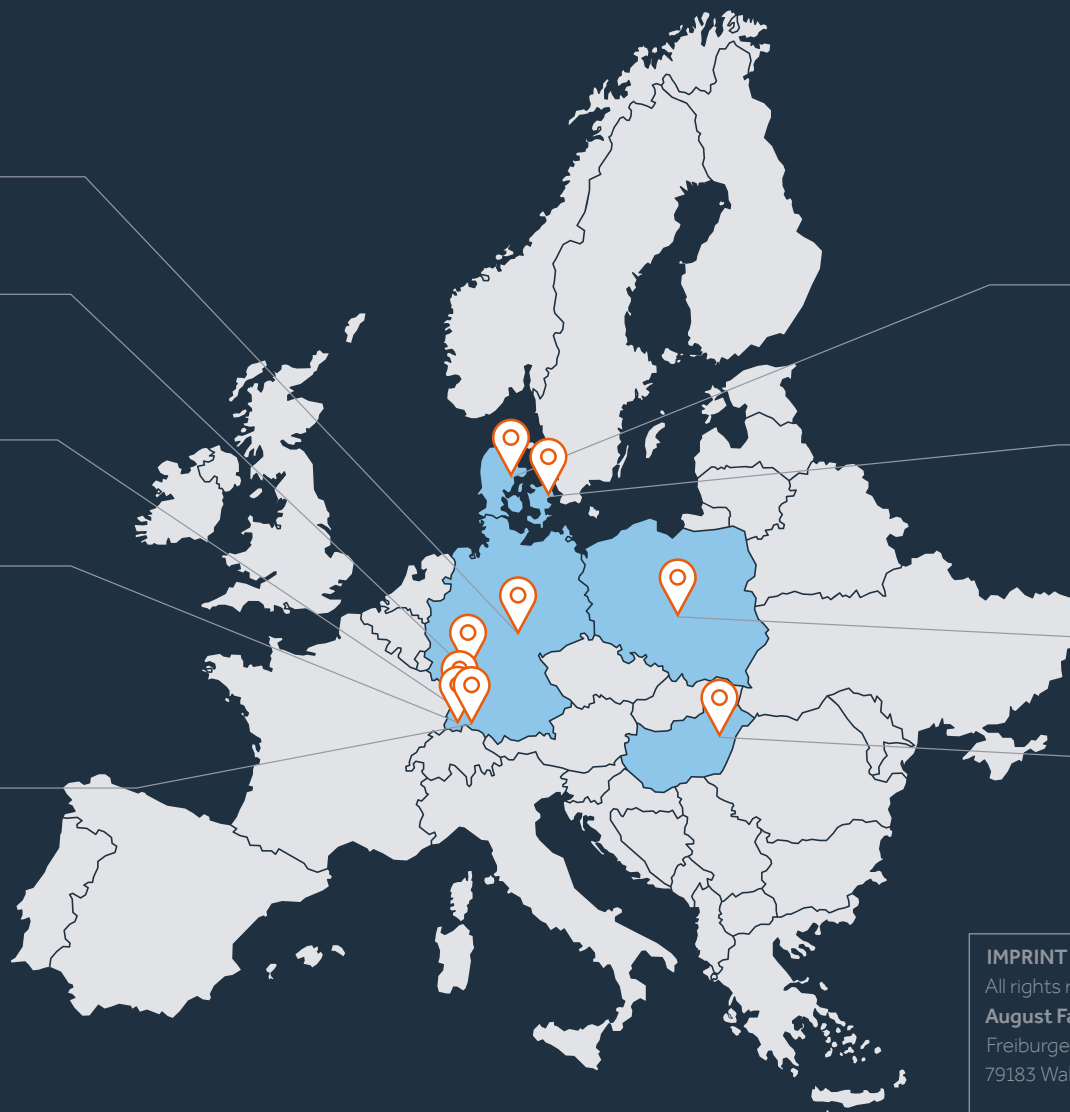
Waldkirch
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Schopfheim
Labels



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