



greiner



NOW  
MORE  
THAN  
EVER

Annual and Sustainability Report 2022



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# NOW MORE THAN EVER


In a world filled with uncertainty and constant change, how does Greiner navigate times of crisis? With determination. We are confident in the steps we've taken regarding key issues like decarbonization, the circular economy and making our internal structures more flexible, and will continue to implement them in the future. We believe we can proactively shape the future and stand united in our commitment. Now more than ever.



**NOW**  
**MORE**  
**THAN EVER,**  
**RESPON-**  
**SIBILITY FOR**  
**THE CLIMATE**  
**LIES WITH US.**



NOW  
MORE  
THAN  
EVER



This decade will determine the course of the fight against climate change, and immediate action is crucial. Greiner is committed to achieving climate neutrality by 2030 and has signed up to the Science Based Targets initiative. We are integrating sustainability into the core of Greiner's DNA.


COMMITTED TO CLIMATE ACTION.



**NOW**  
**MORE THAN**  
**EVER, OUR**  
**PEOPLE HOLD**  
**TREMENDOUS**  
**POTENTIAL.**



NOW  
MORE  
THAN  
EVER



We are putting more flexible working structures in place, fostering personal responsibility, increased freedom to make decisions, and a healthy work-life balance. This approach strengthens our employees' connection with the Group.

COMMITTED TO OUR PEOPLE.





**NOW**  
MORE THAN  
EVER, THE  
CIRCULAR  
ECONOMY HAS  
A CRUCIAL  
ROLE TO PLAY.





NOW  
MORE  
THAN  
EVER

Recycling and reusing materials are essential to future-proofing our business model. Greiner's acquisition of its first ever recycling plant marks a significant stride toward a sustainable circular economy.

COMMITTED TO A CIRCULAR ECONOMY.



# NOW MORE THAN EVER, INNO- VATION IS THE GAME CHANGER.

Genuine transformation requires bold ideas that push boundaries. Greiner Innoventures monitors trends and actively seeks out and researches groundbreaking ideas and promising technologies. Our innovation hub also invests in domestic start-ups like MATR, Hempstatic, and Liquibot.

COMMITTED TO INNOVATION.



NOW  
MORE  
THAN  
EVER





# OUR Company

Our values, though intangible, unite us. As a family business, we bear a particular responsibility. This includes a responsibility toward our environment. Over 11,600 employees at various locations around the world share a common vision, guided every day by our core values of openness, appreciation, reliability, and striving for excellence. These values shape our identity and foster a collective commitment to our beliefs: **Now more than ever.**



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# Nothing can stop us

**We met with** the members of Greiner AG's Executive Board to reflect on a year of extremes and uncertainties. The abundance of challenges they face has only provided further motivation to stay the course and continue the process of transforming the company.

The year 2022 was defined by an **energy crisis, the aftermath of the pandemic** and the outbreak of war. What was it like running a company under these circumstances?

**Axel Kühner:** 2022 was a year that presented many challenges and it was certainly unlike any other year we've experienced. Overall, it created more problems than it solved. However, despite these difficult conditions, we managed to achieve an outstanding result. And, perhaps even more importantly, we remained committed to our sustainable transformation process. We continued to move forward with our efforts toward decarbonization and the circular economy. Although there are some obstacles in our path, we can confidently say that nothing can stop us, not even crises or uncertainties.

**Hannes Moser:** Given the difficult year we experienced, our growth was lower than we originally expected. This was mainly due to external factors that impacted companies across all industries worldwide. These factors included massive inflation, rising energy prices, and high transport and personnel costs. Passing on these significant cost increases was only possible to a limited extent. Despite this, we achieved over two billion euros in sales revenue for the second year in a row. We are satisfied with our overall performance given the circumstances.



**“We remain committed to our strategic transformation and becoming a sustainable, circular company. We cannot afford to sit back and wait for easier times to return.”**

**Axel Kühner,**  
CEO of Greiner AG

How have **energy prices** and the availability of raw materials and input materials affected Greiner?

**Hannes Moser:** Energy prices were volatile in 2022 and had a negative impact on our results. Compared to other sectors, like paper or metal manufacturing, gas does not play a significant role in our production process. Nevertheless, we are constantly searching for ways to reduce our energy consumption and decrease our reliance on fossil fuels.

**Axel Kühner:** When it comes to electricity, we believe that green alternatives are the way forward. We have established a company-wide Renewable Electricity Guideline and have heavily invested in photovoltaic systems. All of our sites in Austria and Germany already use 100 percent certified renewable energy and create products using clean and renewable energy. Because electricity prices are so high, we are implementing energy-saving measures at all of our sites, like lighting improvements.

**Manfred Stanek:** We also faced bottlenecks and delays in our supply chains. It is crucial that we reduce our dependencies and improve our stability – it is all about making Greiner more resilient. At the same time, we have to work even closer with our suppliers, get more agile in our purchasing processes and create synergies between our division companies.

**Greiner's three divisions are all very different. Was there much variety in terms of how they performed last year?**

**Hannes Moser:** As you would expect, the order situation of our divisions reflects the general trends in society. After NEVEON saw an increased number of orders in 2020 and 2021 due to people investing more in their homes during the pandemic and purchasing more mattresses and sofas, demand went down last year. Similarly, demand for Greiner Bio-One's VACUETTE® virus stabilization tubes decreased significantly. Nevertheless, Greiner Bio-One performed well because the medical technology and life science sectors are growing in importance, and the US market, in particular, still offers potential. Greiner Packaging had the most stable order situation out of the three divisions.

**Manfred Stanek:** Rising production costs were definitely a challenge for all three divisions. Nevertheless, our greatest strength is our company's broad positioning. This diversification has proved crucial to navigating the difficult business environment of the past few years. While the company's performance didn't take a great leap forward in 2022, we remain optimistic about the medium and long-term prospects for all three divisions.

**In 2022, Greiner also entered the recyclables business with the purchase of a Serbian recycling plant. Why did the company take this step?**

**Axel Kühner:** This acquisition marked a significant milestone for the company. Acquiring our first recycling plant is part of Greiner's longer term strategy to increase the use of recycled materials in its products and is an important step toward a sustainable circular economy. By incorporating recycling into our business model, we aim to further strengthen our position as a sustainability pioneer in the international market.

**Manfred Stanek:** The acquisition means that we are now involved in processing recyclable materials. We can now source some of the recycled materials we use from our own company, instead of buying them from elsewhere. The purchase also gives us an opportunity to expand our expertise in the recycling sector and improve the environmental impact of our products. This will move us closer to our goal of becoming a fully circular company by 2030.

**"We are resolute in our belief that only sustainable companies will be profitable in the future."**

Hannes Moser,  
CFO of Greiner AG



**Greiner Innoventures is investing in some areas that are brand new for Greiner. Why are you exploring these new avenues?**

**Axel Kühner:** To achieve sustainable change, we need to be bold and think outside of the box. Greiner Innoventures is purposely situated outside of the divisions and Greiner AG so that it can focus on where the future is heading, regardless of whether we are currently active in those areas. Our investment strategy prioritizes alternative and sustainable materials. In 2022, we invested in start-ups like Hempstatic, which makes sound insulation panels out of hemp, and Zeroplast, which produces bio-based plastics. Why did we choose these investments in particular? Because we believe there should be no limits to innovative thinking.

**Hannes Moser:** Our goal is to find start-ups and business ideas where it would make sense for us to invest. We strongly believe that innovative start-ups and established industries can benefit greatly from each other and create new opportunities. We prioritize start-ups with business models that complement our own sustainability efforts in terms of the circular economy and climate change mitigation.



**“It is clear to everyone that there are synergies between the division companies. I plan to identify these synergies and leverage them to the fullest extent possible.”**

**Manfred Stanek,**  
COO of Greiner AG (Since January 1, 2023)

**Despite all of the challenges facing the company, you have made it clear that you are staying with the existing sustainability strategy. Have you ever considered changing course?**

**Axel Kühner:** While we acknowledge the presence of challenges, our commitment to our sustainability strategy remains steadfast. We firmly believe that a sustainable transformation process is necessary for our company to thrive in our industry. Our “Blue Plan” sustainability strategy comprises three pillars: climate, circular economy and people. We will continue to adhere to the goals defined in our strategy, as sustainability is deeply integrated into our corporate strategy, rather than just a surface-level commitment. In 2020, we joined the UN Global Compact – the world’s largest and most significant initiative for responsible corporate governance. Our aim is to become climate neutral by 2030.

**Hannes Moser:** We are resolute in our belief that only sustainable companies will be profitable in the future. This is why sustainability now plays a key role in our financing operations at Greiner. In 2022, we placed a promissory note loan of 172 million euros – a first in our company’s history – with an interest rate linked to our sustainability performance. With this promissory note, we have set ourselves three very ambitious goals for the future. By 2030, we want to increase the share of renewable electricity in our energy mix to 100 percent worldwide, have women in at least 40 percent of management positions and, in the medium term, only work with suppliers throughout the Group who have an EcoVadis rating of at least 50 points. These are all very ambitious goals that we would not have signed up to if we were not completely convinced that our sustainability strategy will be a success.

**At the end of 2022, Greiner submitted its own climate targets to the global Science Based Targets initiative for the first time. Can you explain what this means for the company?**

**Axel Kühner:** It signifies our commitment to the scientifically defined targets necessary to limit global warming to a maximum of 1.5 degrees Celsius. By aligning ourselves with science-based targets, we are taking a step in the right direction, although it is notable that we are still in the minority. To properly address the climate crisis, we need more companies to commit to science-based targets, especially as we have seen politicians hesitating to reach agreements – as we saw recently at the COP27 climate conference.

**Greiner is working toward reducing its emissions while simultaneously growing as a company. Can these two goals coexist?**

**Manfred Stanek:** Although we do not yet have a definitive answer on how to achieve both goals simultaneously, we are making significant progress in the right direction. Sustainability, particularly the circular economy, is critical to our production process. After all, our sustainability strategy has the circular economy as one of its three pillars. We have to further increase the amount of recycled material involved in our production process and think in terms of a



circular economy right from the product design stage. We have set some extremely ambitious goals for Greiner Packaging's products. By 2025, we want all packaging to be recyclable, reusable or compostable. There are bound to be some hurdles along the way. Chemical recycling is in its infancy, but isn't getting a lot of funding because it is so energy-intensive. Mechanical recycling is only really effective for PET bottles. We need to find new ways to help households to separate out and recycle materials like polypropylene, which is used to make yogurt pots.

**In 2022, Greiner made the decision to expand its Executive Board. Can you elaborate on the reasons behind this?**

**Axel Kühner:** Our world is changing rapidly. The global transformation presents many new challenges that require a broadened strategic base. Manfred Stanek has a deep understanding of our company and its values, making him the ideal choice to help drive our sustainable transformation process. By adding him to the Board, we have set ourselves up for success in the future.

**Hannes Moser:** Manfred Stanek's extensive experience as the CEO of Greiner Packaging, his in-depth understanding of the sector and the company's impressive performance under his leadership make him a valuable addition. This three-member board gives us the framework we need to shape Greiner even more effectively than before.

**What are your goals for your new role?**

**Manfred Stanek:** As the new Chief Operating Officer of Greiner AG, my primary responsibilities include strategic development of our division companies, particularly in the areas of synergy and performance management, IT management and strategic purchasing. The synergies between the divisions are clear to everyone. I plan to identify and leverage these synergies more effectively than we have in the past. This is an area where my experience as the CEO of a division company will pay off.

**That ties in well with the idea of cooperation – a key focus area for Greiner in 2023. Could you provide more information about this?**

**Axel Kühner:** We believe that cooperation at Greiner is a crucial success factor going forward. We have to do away with borders, come closer together, and work toward common goals.

**Manfred Stanek:** We also want to provide more opportunities to learn from each other. We are well aware that we have a lot to do in certain areas. We have the willpower and the courage we need to make real change happen. As a learning organization, we will continue to grow with our challenges.

**Hannes Moser:** Our employees and their skills are the foundation of successful cooperation, which is why we invest so much in training them and encouraging them to stay with the company. We aim to provide an average of 16 hours of training per employee per year by 2025. That's just one example of how committed we are to our workforce.



**"Now more than ever" is the theme of this report. What does that mean in concrete terms for the coming years, with conditions likely to remain challenging? What is Greiner's plan?**

**Axel Kühner:** We remain committed to our strategic transformation toward becoming a circular company. Recent times have taught us that things happen in this world that we can neither foresee nor influence, yet nevertheless have an enormous bearing on our actions. That is why we need to become even more agile and resilient as an organization. We cannot afford to sit back and wait for easier times to return. That's why "now more than ever" is the perfect motto for everything that we have planned for the next few years.

**Hannes Moser:** Over the last few years, we have survived a pandemic and experienced some massive changes in the structure of our market and the prices we have to pay. The versatility of our markets and sectors is a real strength, and we want to keep it that way in the future. If there is one thing I would like to see in the coming years, it is more employees who are just as ambitious, motivated and committed as those I have the pleasure of working with on a daily basis.

**Manfred Stanek:** We will continue to be active in the plastics business, but completely new business models may arise. Because over 150 years of company history have taught us that sometimes radical innovations and upheavals are necessary to be successful in the future. So we do not yet have all the answers to the problems of the coming years, but we are on the right track and we are ready to take on the new challenges!

# The course has been set

**In the 2022 financial year, Greiner made sound decisions to achieve a solid result despite facing multiple crises.**

With extremely volatile energy prices, supply bottlenecks, high inflation, the aftermath of the pandemic and the outbreak of war in Ukraine, **2022 was truly a turbulent year** for anyone in charge of a company. It will come as no surprise that these crises dominated the agenda of the Supervisory Board of Greiner AG.

The Supervisory Board fulfilled its obligations by getting involved early on in all of the major decisions taken by the company and supporting the Executive Board in an advisory and supervisory capacity. **The Executive Board kept the members of the Supervisory Board informed about significant developments within the company and provided reports on the company's business, financial and capital situation.**

The Supervisory Board supported the Executive Board team not only with the many challenges facing Greiner but also in setting the strategic course for the future. Examples of this included the expansion of the Executive Board and the purchase of a recycling plant, which marked Greiner's entry into the recyclables business. The Supervisory Board also met to discuss the appointment of Beatrix Praeceptor as the new Division Manager of Greiner Packaging, as well as the investments and shareholdings of Greiner Innoventures.

The Supervisory Board wishes to emphasize that Greiner continued to adhere to its sustainability strategy, which was defined in 2020, despite dealing with multiple crises. **In the spirit of "now more than ever," the company once again implemented a number of measures to achieve its ambitious goals around decarbonization and the circular economy**, such as placing a promissory note loan with an interest rate linked to its sustainability performance. In November 2022, Greiner submitted its own climate targets to the global Science Based Targets initiative for the first time.

In contrast to other companies that scaled back their ambitions, Greiner stayed on course with its sustainability efforts. The group proved that diversifying across different divisions and markets is a wise move, particularly in times of crisis. **Another step in the right direction is Greiner's decision to have the three division companies cooperate even more closely in the future as the company takes an increasingly holistic approach to synergy and performance management.**

Greiner's Executive Board showed that it was ready to take on the challenges of the future and continue the sustainable transformation process. This process has a vital role to play in ensuring the company's continued success going forward. The strategic course has been set.

On behalf of the Supervisory Board, I would like to express my sincere gratitude to all of our employees and the Executive Board team for their outstanding commitment under these difficult conditions in 2022. **Our motivated employees and team spirit are proof of Greiner's strength, and a solid foundation that we will continue to build on.**



**Erich Gebhardt**  
Chair of the Greiner AG Supervisory Board





Dr. Nico Hansen (Member of the Supervisory Board) / Erich Gebhardt (Chair of the Supervisory Board) / Georg Kofler (Employee Representative) / Markus Rohrauer (Employee Representative) / Dr. Regine Hagen-Eck (Member of the Supervisory Board) / Ernst Zimmermann (Employee Representative) / Dr. Andreas Ludwig (Member of the Supervisory Board) / Dominik Greiner (Deputy Chair of the Supervisory Board) / Florian Huemer (Employee Representative) / Jakob A. Mosser (Member of the Supervisory Board) / Christoph Greiner (Member of the Supervisory Board) / Gerald Schinagl (Member of the Supervisory Board) (top left to bottom right)



Family Council: Dominik Greiner, Peter Greiner, Barbara Mechtler-Habig, Christoph Greiner

# A vision of a sustainable future

**In times of uncertainty,** our family business adheres to the important guidelines of sustainability, consistency and resilience, all with a view to shaping the future for generations to come.

Progress has always been part of our DNA. Our company's history began over 150 years ago. From our humble beginnings as a cork stopper manufacturer, we have evolved into a leading global manufacturer of plastics and foams. Greiner has consistently demonstrated both its resilience and its commitment to innovation throughout the decades.

Sustainability has always been at the heart of our company. As a family business, sustainability is integral to our approach, as we think in terms of generations. Everything we do as owners, we do for those who will follow in our footsteps. We won't stray from this course, even in difficult times.

Our company has weathered many crises over the years, some of them global. The world is constantly changing – and Greiner has always adapted along with it. The history of our company has shown us that sometimes a shake-up is exactly what you need to thrive. We are constantly on the look out for new products, new markets and new business models. This is why we recently purchased a recycling plant. We are constantly seeking new investments that line up with Greiner's values and sustainability efforts.

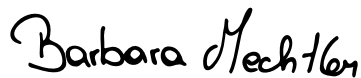
In addition to leaving the next generation with a sustainable and prosperous company, we want to play our part in creating a fairer world for all. That is why we remain committed to promoting equal opportunities and equity in education, even in challenging times.

We recognize that the success of our company has always been down to our employees. Never was this more true than last year. We would like to extend our heartfelt gratitude to them for their hard work, especially in the face of turbulent times.

We pledge to do everything in our power to ensure that Greiner continues to thrive in the years ahead. We hope that the next generation will look back on our company with the same sense of pride that we feel today and guide Greiner toward a more sustainable future.



Dominik Greiner



Barbara Mechtler-Habig



Peter Greiner



Christoph Greiner

# Greiner at a glance

## Portfolio

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

We are an unlisted stock corporation and have been family-owned for five generations. With a unique corporate culture based on trust, responsibility and mutual respect, Greiner today offers secure jobs to more than 11,600 people in over 30 countries.

Greiner Innoventures is a corporate business angel that works with start-ups to develop their ideas and technologies. It joined the global group in 2021 outside of the operating divisions.

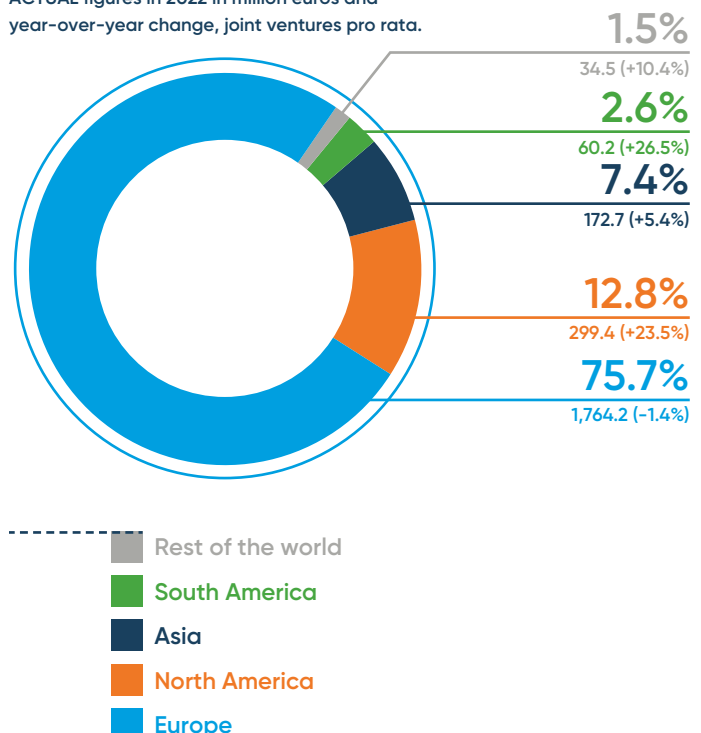
## Key figures at a glance

Actual figures in million euros or headcount (excl. leased personnel), joint ventures pro rata.

	2021	2022
Sales revenue, consolidated	2,274	2,331
Cash flow	233	194
Investments	164	169
Employees	11,015	11,626
Sales revenue per employee	0.21	0.20

## Sales revenue by region

Share of sales revenue in 2022 in percent (rounded), ACTUAL figures in 2022 in million euros and year-over-year change, joint ventures pro rata.





## Three successful divisions

**Greiner Packaging** manufactures innovative and sustainable plastic packaging for customers around the world. The division's solutions protect a wide range of products in the food and non-food sectors – from yogurt to detergent. Greiner Packaging has two business units – Packaging and Assistec. The Packaging business unit produces cup packaging and packaging solutions, while Assistec manufactures custom-made technical plastic parts and complete plastic assemblies. The division has a presence in 30 locations across 19 countries.

**NEVEON** is a leading expert in foam solutions for polyurethane soft and composite foams for a wide range of applications. The division has operations in 57 locations spread over 17 countries and brings together all of the company's foam competencies in its three business units: Living & Care (mattresses, padded furniture and medical applications), Mobility (automotive, aviation, railway and maritime) and Specialties (boiler insulation, acoustic solutions, filter foams, sport applications, specialized packaging and special applications).

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

### Key figures – divisions

	Greiner Packaging	NEVEON	Greiner Bio-One	Greiner Group total
<b>Sales revenue (in millions of euros)*</b>	909	732	693	<b>2,331</b>
<b>Employees*</b>	5,049	3,610	2,794	<b>11,626</b>
<b>Locations*</b>	30	57	29	<b>120*</b>

\* ACTUAL 2022 figures in millions of euros or headcount (excl. leased personnel), joint ventures pro rata, incl. sites of Greiner AG and Greiner Innoventures GmbH

# Serving customers around the globe



**2.331**  
**BN**  
euros in sales revenue



IN  
**34**  
COUNTRIES



Production and sales locations

**11,626**  
employees

# OUR Performance

We possess the ability to accomplish remarkable feats – not just in the near future but in all the days ahead. In these uncertain times, it will take a substantial effort to achieve our business objectives. While we cannot control short-term circumstances, we can shape our long-term trajectory. We are committed to solidifying our leading position within our industry. As we execute this plan, one of the advantages we have is that we do not have to think in quarters. We will continue our transformation process with conviction: **Now more than ever.**



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EVER

# Highlights

## JANUARY

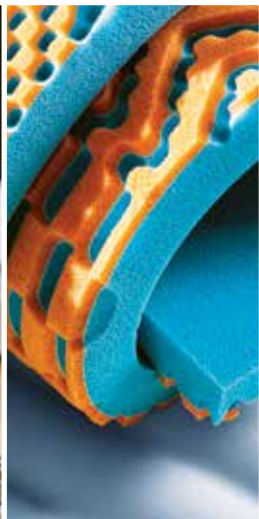
Greiner becomes a founding member of the MINTality Foundation

## MARCH

Greiner Bio-One start-up Tracie Solutions established

## MAY

2022 Greiner Sustainability Conference "Empower People"



**ONE!**  
greiner

## FEBRUARY

BASF and NEVEON work together to recycle mattresses

## APRIL

Pilot project launched for climate-friendly e-mobility

## JUNE

Launch of extensive digital transformation project "ONE!"



## JULY

Greiner AG expands its Executive Board (with effect from Jan. 1, 2023)

## SEPTEMBER

Greiner acquires its first recycling plant

## NOVEMBER

Investment in start-up Hempstatic



## AUGUST

Investment in circular economy start-up MATR

## OCTOBER

Sustainable promissory note loan placed

## DECEMBER

People & Culture Board established



# Development of the group

**Greiner achieved** over two billion euros in sales revenue in 2022, continuing the successful trend from the previous year. Our total revenue came to 2,331 million euros. This corresponds to an increase of 2.5 percent compared to 2021.

## Sales consistent despite global crises

All three divisions were affected by inflation, fluctuating raw material prices, and increasing energy costs to varying degrees. Transport costs and personnel expenses also went up significantly. Not all of these cost increases could be passed on to our customers, leading to a lower overall result than in the previous year.

Greiner Packaging performed better than expected as it was able to pass on a significant amount of its increased costs to customers. Sales revenue increased by 17.7 percent year-over-year to 909 million euros (previous year: 772 million euros).

NEVEON continued to face a number of challenges, including increasingly volatile demand from the mattress and furniture sector. In the aviation sector, NEVEON enjoyed full order books but encountered challenges in meeting this demand on the production side. NEVEON saw a significant decline in the automotive sector in 2022, particularly in smaller size classes. Business was also complicated by the semiconductor shortage caused by the pandemic, scarcities in specific raw materials, vulnerabilities in supply chains and subdued consumer sentiment. As a result, sales revenue decreased slightly by 0.3 percent compared with the previous year (735 million euros) to a total of 732 million euros.

Over the last two years, Greiner Bio-One benefited from the increased demand for its VACUETTE® virus stabilization tubes (VST). Demand for VST products fell in line with expectations as the pandemic subsided. Standard products saw significant growth, with sales revenue near the previous year's level (695 million euros). The division saw a minor decline of 0.4 percent to 693 million euros, which surpassed expectations.

## 2023 remains challenging from a business perspective

High energy prices and increasing transport costs are making the situation increasingly challenging for the company in every area. Inflation is driving up both material and personnel costs, which is increasing the cost base and making it harder to pass on prices. Despite these challenges, our Group is still in a good position. We have enough strength to successfully navigate this challenging market phase, and will continue our long-term growth trajectory as soon as the general market environment returns to normal.

We remain fully committed to our transformation process despite the challenges we face. We are reorganizing our structures and improving our flexibility. We are pursuing decarbonization, establishing a circular economy, driving digitalization, and developing innovative products to benefit our customers.

# 169

million euros in total investment,  
3% more than in the previous year

## Increased focus on investment

Despite the challenging conditions, we continued with the investments we had planned for 2022 whenever possible. Total investment increased by 3 percent year-over-year to 169 million euros, equivalent to 7.25 percent of sales revenues. Some investments in machinery and equipment had to be rescheduled due to manufacturers being affected by supply bottlenecks. Our investments focused on modernizing and expanding machinery and equipment (65.7 million euros) as well as digitalization (7.5 million euros). The majority of funds were invested in Europe (81 percent), followed by the USA (5.6 percent), South America (4 percent), and Asia (2.8 percent).

## Sustainable promissory note loan of 172 million euros

In October of last year, our company issued its first promissory note loan at the Group level with the support of HSBC and LBBW. This was the first financing instrument used within the Group to be linked to the company's sustainability performance. Greiner will use the capital raised, amounting to 172 million euros, to settle existing obligations at conditions that are more favorable than would otherwise be available. The funds will be put towards the Group's continued sustainable growth.

The promissory note is tied to three objectives to be achieved by 2030: increasing the share of renewable electricity in our energy mix to 100 percent worldwide, increasing the share of management positions held by women to 40 percent, and making sure that all of the companies in the Group only use suppliers who have an EcoVadis rating of at least 50 points. Our sustainability performance is independently evaluated each year by an independent business consultancy firm. We intend to donate any reduction in interest that we secure by achieving the conditions laid out above to non-governmental organizations.

## ONE: the most extensive digital transformation project in Greiner's history

In the future, a company's digital performance will have a key role to play in its success. The purpose of the project is to establish a future-proof data infrastructure to ensure that information is shared quickly between business units, handled in a standardized way, clearly filed and properly backed up in the

event of a failure occurring. We have many challenges to overcome due to the size of the company and the structures that have become entrenched at Greiner over time. We have now tackled this with the largest transformation project in our history.

Last year, our Group launched the Road 2S/4 transformation project with the aim of becoming an industry leader in digitalization. Our aim is to standardize and optimize all processes across the Group. When the project comes to an end, all Group resources (personnel, capital, equipment and material) will be planned, controlled, documented and managed in a standardized, timely and needs-based manner. Instead of the four systems that we currently use, every business unit in the Group will use just one – SAP S/4HANA – which has been fully customized to meet Greiner's needs.

## Greiner is one of "Austria's best managed companies"

Our Group underwent an external benchmarking process to assess its performance for the first time in 2022. Greiner participated in the Best Managed Companies (BMC) competition, which is held in over 50 countries and run by consulting firm Deloitte in Austria. The assessment process evaluates how companies perform in four different areas: (1) Governance & Finance, (2) Strategy, (3) Productivity & Innovation, and (4) Culture & Commitment. Topics such as ESG and cybersecurity were also considered. During the assessment process, executives participated in extensive workshops and feedback sessions, which proved to be a valuable experience. And the results show that we are on the right track.

### Greiner SuccessFactors: support for our teams across the world

When it comes to looking after the company's most important resource, its staff, we are taking things to the next level with Greiner SuccessFactors, a comprehensive digital transformation project launched by the Human Resources (HR) division. The project involves the introduction of an SAP system specifically for HR processes that will harmonize all of our HR processes worldwide and guarantee a uniform level of quality. The system will help our Group to remain a highly attractive employer.

The comprehensive software suite will eventually replace all of our previous HR systems and support all of our HR processes, from onboarding, employee appraisals, training, employee dashboards/reporting, and employee history/development. We plan to roll Greiner SuccessFactors out in stages. Two core modules – "Performance" for employee appraisals and "Employee Central" for employee profiles – are already in use.

### Job grading drives transparency and fairness

The tasks and roles that employees perform across our Group are diverse. The same is true for our remuneration structures. Given the diverse nature of the Group and with more and more employees working together across divisions and national borders, it makes sense for us to adopt a standardized framework for our job profiles. To this end, we have been working with a consultancy firm since the end of 2021 to develop a state-of-the-art and market-oriented title and remuneration system which we will use on a company-wide basis. The system uses a method called job grading. Job grading involves using a standardized procedure to evaluate individual positions (functions) within the company, using that data to introduce additional standardized HR processes and ensuring a greater amount of consistency between the divisions. Job grading creates transparency about the scope and responsibilities of a position, provides a basis for objective assessments, ensures that roles are clearly defined, and makes human resource development processes more likely to succeed.

### Manfred Stanek joins the Group Executive Board

The Greiner AG Executive Board has had three members since the beginning of 2023. CEO Axel Kühner and CFO Hannes Moser have been joined by the newly appointed COO, Manfred Stanek, who will be responsible for the performance of the three operating divisions and supporting their strategic development. He will also oversee IT and strategic purchasing. Manfred Stanek was CEO of Greiner Packaging from 2016 to April 2023. With over 25 years of international management experience, he brings his extensive expertise in sales, marketing and strategic development to the Executive Board. He held various management positions at the US aluminum group Novelis before joining Greiner.

### Executive Committee supports the Executive Team

An Executive Committee was established in January 2023 to put Greiner in a better position to address the wide variety of challenges facing the company. Consisting of the Executive Board, divisional management, and selected Greiner AG executives, the committee meets monthly. Members discuss results, identify relevant measures and initiate and monitor Group projects (e.g. SAP-S4, SuccessFactors), and Board decisions (e.g. IT Board, People & Culture Board, Sustainability Council) that have a significant impact on the Group as a whole, constitute key operational drivers (e.g., energy, cybersecurity) and make it possible to leverage synergies between Greiner AG and the divisions.

### People & Culture Board for all divisions

To strengthen connections between people within the Group, we established the People & Culture (P&C) Board in December 2022. This new board is responsible for driving us forward as an employer in every area. As a central body, the P&C Board creates a



strategic framework to secure the long-term success of the Group. The Board's working groups encourage cooperation and networking at every level of the company, while the P&C Board makes HR decisions for the entire Group. The P&C Board makes decisions by consensus, with the interests of the Group taking precedence over those of individual business units.

## Liquibot: Greiner spin-off for fluid balance monitoring

Fluid balance monitoring is an essential part of the process of caring for patients in a hospital ICU setting. This had been done manually until now, making the process time-consuming and susceptible to errors. Greiner Innoventures launched the Liquibot project in partnership with the Berlin-based company German-tech and the Upper Austrian health holding company OÖG in 2022 to change this situation. The partners developed an innovative system for the automated real-time monitoring of fluids. The new system sets new standards in postoperative fluid monitoring (infusions, blood, urine) and will significantly improve the quality of care for patients.

The added value that Liquibot provides has been demonstrated in a clinical trial conducted by the Kepler University Hospital in Linz. The system is expected to be ready for mass production in 2023 and will play a key role in driving digitalization in hospitals.

## Hempstatic: bio-based soundproofing panels

The construction and building sector is responsible for nearly 40 percent of global CO<sub>2</sub> emissions. To address this issue, the start-up Hempstatic produces CO<sub>2</sub>-absorbing, recyclable indoor soundproofing systems made from agricultural hemp industry residues. Greiner Innoventures invested in Hempstatic in 2022 to acquire a 14 percent minority stake. This investment expands Greiner Innoventures' portfolio and fosters innovation in non-fossil, sustainable materials and the circular economy. Hempstatic is currently expanding its product range and plans to introduce thermal insulation products in the future.

## Investments in circular economy start-up MATR

30 million mattresses go to landfill each year because recycling a traditional mattress is such a complicated process. That's why MATR's founders developed the first all-in-one mattress solutions for the hotel industry. This innovation allows the mattress material to be recycled and reused. Various components can be maintained and replaced to extend the product's life cycle. By following the principles of the circular economy, MATR produces mattresses with a carbon footprint that is 50 percent smaller than a conventional mattress. Greiner Innoventures has supported the start-up since its inception during the Circle 17 Impactthon in November 2020. Greiner Innoventures contributed a significant sum when the company was established and will continue to back the founders as a solid partner.

## Zeroplast: new approaches with alternative plastics

Greiner Zeroplast's goal is to develop alternatives to today's common thermoplastics – including packaging – for everyday use. The subsidiary of Greiner Innoventures develops unique bio-based materials for industrial injection-molding series production. In the spirit of the circular economy, secondary materials (existing resources in the form of fibers) are to be used and a new Zeroplast material produced from them. With the acquisition of Zeroplast in September 2022, we are taking a further step toward the innovative and sustainable transformation of our company.

A woman with short white hair and glasses, wearing a beige cardigan and a red scarf, is looking at a large roll of material in a factory setting. The background shows industrial machinery and shelves with various products.

# Do the innovation

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



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

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

## Greiner Packaging

<b>Headquarters</b>	Sattledt, Austria	<b>Core technologies</b> - Injection-molding - Injection stretch blow molding - Extrusion - Extrusion blow molding - Deep drawing - Assembling
<b>Sales revenue (change compared to the previous year)</b>	909 million euros (+17.7 percent)	
<b>Employees</b>	5,049	
<b>Locations</b>	30	
<b>Countries</b>	19	

Customers around the world are supplied from six locations: Kremsmünster in Austria, Březová and Slušovice in Czechia, Grodzisk Mazowiecki in Poland, Leresti Arges in Romania, and Monterrey in Mexico.

## Our performance in 2022: successful despite high expenses

Greiner Packaging achieved record sales revenue of 909 million euros in the past fiscal year. This is an increase of 17.7 percent compared to 2021. Greiner Packaging was forced to negotiate prices with customers at the beginning of 2022 due to material shortages and rising energy and labor costs. The prices of packaging products based on cardboard went up by a particularly significant amount. Prices and availability stabilized as the situation eased for a number of product groups over the second half of 2022.

Order volumes went up, particularly in cardboard-plastic combinations. The properties of this packaging are particularly well suited to the increased sustainability requirements in the market. Demand for lids declined due to retailers wanting more sustainable solutions.

Greiner Packaging's Assistec business unit performed extremely well in the first half of the year, and saw strong business growth in the US. Demand weakened in the second half of the year. The business unit is well-positioned for future growth as the reshoring trend is driving a number of manufacturing companies to relocate their production facilities from Asia back to Europe and the USA in order to stabilize and secure their supply chains.



### Acquisition of Serbian PET flakes producer ALWAG

Greiner Packaging acquired Serbian PET flakes producer ALWAG in September 2022. Through this purchase, the company is now able to increase the amount of recycled materials that go into its products. We can now source the recycled materials we use from our own company, instead of buying them from elsewhere. The purchase also enhances Greiner Packaging's expertise in the recycling sector, which will in turn improve the life cycle of its products. The acquisition means that recycling is now an integral part of Greiner Packaging's business model.

The capacity of the new plant is currently being expanded significantly to ensure that it can serve Greiner Packaging's production facilities and customers throughout Europe. The company plans to start by investing in the plant's infrastructure and ensuring that it is ISO certified. The output of recycled materials is expected to increase significantly over the coming years. Additional employees will be hired to accommodate the capacity expansion. In addition to producing recycled PET (r-PET), the plant will also supply customers with solutions that are tailored to their specific needs. Greiner Recycling d.o.o. is Greiner Packaging's third location in Serbia.



With the purchase of an r-PET recycling plant in Serbia, Greiner Packaging Recycling is expanding to become an integral part of its business model.

The purchase of ALWAG reflects the company's wide-ranging sustainability efforts. Greiner Packaging is committed to achieving **its goal of maximizing the use of recycled materials** in its products. As the first recycling company in the Group, Greiner Recycling d.o.o. will play a vital role in securing material flows for further processing by Greiner Packaging. This sustainable approach to backward integration ensures a steady supply of the raw materials that the company needs to maintain the reliability that customers have come to expect and expand the role of recycling as an integral part of its business model.

### A PERFECT START TO THE YEAR: 2022 WORLDSTAR AWARD FOR CIRCULAR ECONOMY FOR PLASTICS

The World Packaging Organisation recognized a joint project between Austrian school milk producers and the three Upper Austrian companies PET-MAN, Greiner Packaging and Starlinger viscotec for sustainable cups made of 100 percent r-PET to be filled with dairy products for schools in Upper Austria. Used school milk cups were collected through the fall of 2021 and then shredded, washed, recycled and made into new r-PET cups.





Optimization and increased efficiency: customers of Greiner Assistec and Greiner Packaging benefit from the company's comprehensive know-how and far-reaching technological competence (in the picture: air up® Tritan drinking bottle; IML Lightweight Bucket; Greiner Assistec Service for Automation SAM-e).

### air up®: Greiner Packaging acquires bottle manufacturing start-up

The start-up air up® is a Munich-based company that is seeing rapid growth. Their innovative idea was to develop and market a refillable drinking bottle that flavors water through scent alone. air up® has secured a strong European partner in Greiner Packaging to help with the manufacture of its Tritan bottles. The bottles have been produced in Kremsmünster (Austria) since December 2022.

### Greiner Assistec: significant growth thanks to smart automation

Greiner Assistec focuses on the production of customized plastic parts and products including assembling and individually finishing them. The company acts as a long-term partner for its customers and supports them throughout product development, using precisely coordinated processes to help them achieve the desired result. The unit's sales revenue went up significantly in 2022. This impressive achievement was due to the expansion of the Smart Automation service area on a large scale at the Březová site.

### Material reduction and recyclability is the aim

Greiner Packaging intends for its packaging to be 100 percent reusable, recyclable or compostable by 2025. For this reason, the company's product development cycles focus on the concept of reduce, reuse, recycle.

This approach was demonstrated last year with the low-weight 1-liter IML bucket. This plastic bucket with a lid and handle is suitable for storing food and feed in bulk. Compared to its predecessors, the weight of the bucket has been reduced from 45 grams to 34 grams, which corresponds to a plastic saving of up to 28 percent.

To promote reuse, Greiner Packaging developed two smart, sustainable and successful alternatives to disposable cups and bowls: the Reuse Drinking Cup and the Reuse Bowl. The stable and unbreakable packaging is made of high-quality polypropylene that is also dishwasher-safe. This packaging is ideal for reusable systems and can hold both hot and cold beverages or food at any temperature.



Greiner Packaging has developed capsules made of compostable polymer. End customers can recycle the new capsules in their garden compost.

### r-PET cups in the circular economy with Harvest Moon

The German food manufacturer Harvest Moon shares Greiner Packaging's commitment to keeping materials in the circular economy for as long as possible. The two partners came together to create reusable packaging solutions that are both recyclable and ideally made from recycled materials. This partnership resulted in a new cardboard-plastic cup for fermented yogurt alternatives being developed, making them lightweight, shatterproof and free of plasticizers. Because they are made from 100 percent recycled, unprinted r-PET mono-material, the cups can be fully recycled back into food-grade cups, provided that appropriate collection processes are available. Recycling these cups requires less energy than using virgin material. Furthermore, switching from virgin PP to r-PET results in a 40 percent decrease roughly in CO<sub>2</sub> emissions.

### K3® r100: cardboard wrapper separates from the cup automatically

Last year, Greiner Packaging launched the K3® r100 – an innovative packaging solution that allows the cardboard wrapper and plastic packaging to separate automatically. This solution guarantees excellent recyclability, regardless of the consumer's ability to correctly separate the materials, which was an issue for all previous K3® packaging. The cardboard and plastic separate from each other during the first sorting process so that they can be assigned to the correct material streams. Consumers can continue to use the intuitive tear-off strip to separate the packaging into its constituent parts themselves.

Greiner Packaging's cardboard-plastic combination K3® is a high-quality packaging solution that has a positive impact on the environment. Today, the trademarked solution has enjoyed 40 years of success in the market since its launch.



With the K3® r100, the cardboard sleeve and plastic cup separate by themselves.

## Yeo Valley Organic: new lid saves 145 tons of plastic

R-PET packaging and our innovative K3® r100 solution proved to be extremely popular with customers last year. Since the beginning of the year, British food company Yeo Valley Organic has sold its 350-gram and 450-gram yogurt pots with reusable lids instead of disposable plastic ones, reducing the amount of plastic used by 145 tons. Customers can exchange the lids for "yeokens" in the company's online loyalty program. Yeo Valley Organic now offers most of its organic yogurts (350 grams and 450 grams) in K3® cardboard-plastic cups from Greiner Packaging, which are 100 percent recyclable.

## Compostable capsules for coffee, tea and baby food

Capsules made of aluminum or plastic are used for coffee, tea and baby food and have become an essential item in many households. Greiner Packaging launched a solution made of compostable polymer in 2022 in a bid to improve its ecological footprint. End customers can recycle the used capsules in their garden compost. The sustainable packaging has been certified by TÜV AUSTRIA BELGIUM.

**"My goal is to keep us on course for growth and to improve Greiner Packaging's strong position as a sustainable global player."**

Beatrix Praeceptor,  
CEO of Greiner Packaging International GmbH  
(from May 2023)




Beatrix Praeceptor,  
designated CEO of Greiner Packaging International GmbH  
(from May 2023)

## Outlook for 2023: driving growth to the next level

The market environment remains challenging due to a number of critical factors, making it difficult to predict trends in the consumer market. High inflation is currently having an additional dampening effect, but Greiner Packaging will continue to push ahead with its efforts to drive growth. With Beatrix Praeceptor taking over the management of the division in May 2023, the strategic course has been set for the near future. We plan to achieve significant growth in the Packaging business segment in the areas of K3® r100 and r-PET. Organic growth will continue to drive the strong growth at Greiner Assitec's locations.

Sustainability continues to be an important driver of innovation. Greiner Packaging is driving a number of projects that will increase the proportion of recycled materials used in the future and secure recycled materials. Greiner Packaging is also focusing on implementing new business models in the Reuse product area, such as coffee to go and Reuse Bowls.

[Further sustainable product innovations from Greiner can be found in the chapter Use Phase & End-of-life](#)



# The Future of Foam

**NEVEON** is a leading integrated provider of polyurethane soft and composite foams. Its core business is the production of around 300 standard and specialty foams and using them to create semi-finished or finished products. NEVEON's foam solutions provide comfort, safety and improved energy efficiency. NEVEON operates in 17 countries and serves different markets through its Living & Care, Mobility and Specialties business units.



# NEVEON

**Living & Care** focuses on developing and manufacturing comfort foams which enhance our sleep and domestic culture and provide critical support for medical applications. The business unit markets its products through three product lines: **.bedding** (mattresses, pillows and toppers), **.upholstery** (furniture assemblies), and **.care** (anti-decubitus and care mattresses, positioning aids and accessories).

**Mobility** is a reliable partner for comfort and technical foams for passenger transportation. Its products are marketed through three product lines: **.automotive** (foam solutions for engine compartments, interiors and trunks), **.aviation** (seat cushions, seat covers and special products), and **.railway** (seat cushions and seat covers).

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

NEVEON	
<b>Headquarters</b>	Vienna, Austria
<b>Sales revenue (change compared to the previous year)</b>	732 million euros (-0.3 percent)
<b>Employees</b>	3,610
<b>Locations</b>	57
<b>Countries</b>	17

#### Core technologies

- Block, molded and composite foam production
- Assembly (including gluing, laminating, impregnating, flocking and thermoforming)
- Converting (cutting, reticulation, shaping, milling, rotary and flatbed cutting)



Jürgen Kleinrath,  
CEO of NEVEON Holding GmbH

## Business in 2022: challenges and opportunities

2022 was a mixed year for NEVEON. The division company generated 732 million euros in sales revenue, a downturn of 0.3 percent year-over-year. Conditions were already challenging in February 2022 when Russia launched its war of aggression in Ukraine, leading to interrupted supply chains and a shortage of materials. Costs for materials, energy and logistics shot up, further exacerbated by inflation. Despite these challenges, NEVEON was able to hold its own.

The Living & Care business unit had a strong start to the year before demand went down as the coronavirus pandemic abated. Consumers were ready to spend despite rising prices, but favored vacations over other spending. The Specialties business unit performed well in the boiler insulation market segment. A large number of households across the nation made use of government subsidies to switch their heating systems over to energy-efficient solutions. The Packaging Technology unit Pactec began to utilize more of its production capacity in the second half of the year. The Mobility business unit benefited from the aviation sector's surprisingly fast recovery and faced challenges meeting demand. The automotive sector continued to be affected by the ongoing semiconductor shortage.

### July 2022: change in leadership at NEVEON

Despite the challenging conditions, NEVEON continued to drive forward its transformation into an integrated foam company. On July 1, 2022, Jürgen Kleinrath officially became the sole CEO of NEVEON. Prior to this, Kleinrath had served as interim Co-CEO alongside Greiner AG CEO Axel Kühner for a three-month period. As a former CEO of Eurofoam, he is well-versed in NEVEON's foam business. The company's new leadership remains committed to the aim of further solidifying NEVEON's position as one of the world's leading integrated foam companies.

**"Innovation will center on chemical and mechanical recycling, two fields in which NEVEON has aspirations to become a market leader."**

Jürgen Kleinrath,  
CEO of NEVEON Holding GmbH

### Matrix organization streamlines processes

One of NEVEON's main goals is to remove barriers between organizations and processes. To this end, the company introduced a multidimensional matrix organization in August 2022. This change puts collaboration at the heart of all of NEVEON's activities. The system facilitates rapid and direct collaboration between central Group functions and local, regional, and business unit management. The organization promotes holistic approaches and opens up opportunities to maximize performance with the support of a reliable top-down corporate governance system and a clear bottom-up approach to taking accountability for outcomes.

### R&D expanded in data science

NEVEON has invested in R&D by expanding its analytical competencies and proficiencies in data science. Digital mapping of material flows in production make it possible to calculate raw material requirements with precision, resulting in significant improvements in production efficiency and sustainability footprint calculations.

### New analytics laboratory in Enns

In 2022, NEVEON established an analytical laboratory in Enns (Austria) to improve the emissions of its products and ensure that it uses high quality raw materials. This competence center acts as a hub for all of NEVEON's new analytical expertise.

### 3D printed prototypes

NEVEON introduced its first 3D printed prototypes using additive manufacturing in 2022. This innovative manufacturing technology allows for the development of new functionality and design language for comfort products, such as highly breathable and temperature-regulated comfort foam.

## New opportunities due to high recycling potential for foams

Every mattress, every sofa and every piece of packaging gets thrown out at some point. But what happens to them when they reach the end of their life cycle? NEVEON views end-of-life products as valuable raw materials rather than waste. The company is committed to the circular economy and aims to become a pioneer in this area. NEVEON's approach is holistic, encompassing "design for recycling," waste reduction, the processing of production waste into valuable composite foam products and the development of innovative chemical recycling processes. NEVEON is working with BASF to produce high-quality recycled mattress foams, using a wet-chemical recycling process to obtain recycled re-polyol. The company is also leveraging a different chemical recycling process to recover re-polyol and produce foams with up to 20 percent recycled content.

Achieving circularity means thinking creatively at every stage of the value chain and avoiding silo thinking. In partnership with Competence Center CHASE and the Transfer Center for Plastics Technology TCKT, NEVEON has been delving deeper into the question of what happens to foam products after they become obsolete since 2021. Together with the University of Trier's Environmental Campus, NEVEON is developing an innovative process called HTC pyrolysis, which transforms previously non-recyclable, mixed, and heavily contaminated foams back into valuable carbon products and oil.

## Born not to burn: expandable graphite for a new level of safety

Outstanding flame retardancy, maximum comfort and future-proof – without any melamine or halogen-containing flame retardant additives. In November 2022, NEVEON presented two new products at Foam Expo Europe: flame-retardant graphite molded foam for mass transport (planes, trains) and endura graphite block foam for special mattresses (upholstery, beds). Both products provide perfect comfort and outstanding fire resistance despite being free of melamine and halogen-based flame retardant additives. In the past, these additives were needed to meet the demanding fire safety requirements of the aviation and railroad industries (FAR 25.853 and EN 45545-2, (R21) HL3).



NEVEON relies on natural graphite as a highly innovative, reliable mineral-based flame retardant.

NEVEON incorporated expandable graphite into these products for an outstanding level of flame resistance. When exposed to heat, the graphite expands and forms a large carbon/graphite layer that protects the foam from the flames, preventing the foam from melting and dripping. The expanding effect in the graphite foam stops fire sources from forming, while the carbon/graphite layer removes oxygen from the air, making the foam self-extinguishing.

### Vacuum insulation panel to prevent heat loss

A large percentage of the energy consumed in households is used for hot water and heating. Thermal insulation helps households use this energy as efficiently as possible. In February 2022, NEVEON's Specialties business unit launched a new vacuum insulation panel (VIP) to lend households a helping hand. The VIP has a low thermal conductivity of  $<0.004$  W/mK, which can reduce the amount of heat lost from small and medium-sized hot water tanks by up to 50 percent. This product also improves the energy efficiency class from C to A or B to A+. NEVEON has installed a 40-meter fully automated plant at its Czech site in Nýrsko, which can produce 150,000 VIPs annually.

The company will focus on using the vacuum insulation panel in the Specialties business unit, with a particular focus on the heating sector. The VIP will also be used for mobility applications in the future. However, there are two strong arguments for this – in the growing electric mobility market, energy-efficient thermal insulation means more range and an improved environmental footprint.



The new vacuum insulation panel from NEVEON reduces the heat losses of hot water tanks by up to 50 percent.



"Foam in Service for Impact" is the motto of NEVEON's sustainability strategy, which in turn is based on the Group-wide "Blue Plan" sustainability strategy.

### Impact strategy for more sustainability

NEVEON believes that it has a significant amount of responsibility as a company. To demonstrate that all of NEVEON's employees are aware of this responsibility, the company embarked on a mission soon after it was established in February 2021 to prioritize the topics that are most important to it, with sustainability topping the list. Within a year, NEVEON had established a sustainability strategy based on Greiner's Blue Plan and put structures in place to implement its plans. The strategy's motto "Foam in Service for Impact" centers on three interdependent pillars: OUR PLANET, OUR PEOPLE and OUR RESPONSIBILITY. Each pillar has a clearly defined aim and quantifiable objectives.

NEVEON's approach to sustainability encompasses the entire value chain and all of its stakeholders, representing the company's bold ambition to lead the industry in terms of sustainability. To make this happen, NEVEON has established a sustainable procurement team and expanded its sustainability team.



## Outlook for 2023: cost structures optimized

NEVEON is set to continue rolling out its Strategy 2028 this year, with a strong focus on transforming into an integrated foam group with a clear sense of purpose. In line with the principle "Rethinking Foam. Making Life Better," all employees will adopt the following mindset for the future: NEVEON never settles and consistently works with passion to improve products and services, striving to make people's lives around the world more comfortable, more safe, and more sustainable – in other words, simply better. To achieve this, NEVEON's 2028 strategy focuses on five primary themes:

- The unwavering transformation into an integrated company
- The persistent pursuit of ambitious targets to remain competitive with the best in the market
- Resolute performance management
- A well-designed portfolio strategy to achieve competitive advantages
- The steadfast pursuit of all sustainability activities with the goal of becoming a circular company

Cost structures will be adapted in line with market conditions with a view to simplifying work processes, shortening routes to market, and leveraging opportunities to improve efficiency. Energy-saving measures will be pushed further, which will make a positive contribution to the planned optimization of NEVEON's carbon footprint. Innovation will center on chemical and mechanical recycling, two fields in which NEVEON has aspirations to become a market leader.

The market is set to remain challenging in 2023. The stability of supply chains and consumer behavior will be heavily influenced by the events that transpire over the course of the year. Regulatory requirements are becoming increasingly stringent in the area of sustainability, a trend which will demand a great deal of commitment from everybody in the company. Despite the ongoing challenges, NEVEON recognizes the importance of addressing the transition from a linear economic model to a circular one. As our resources dwindle and the burden on the environment grows, it will become important to keep products in the cycle for as long as possible.

[Further sustainable product innovations from Greiner can be found in the chapter Use phase & End-of-life](#)



NEVEON uses renewable raw materials for the products of the EMC Verde series.

A male scientist with dark hair, wearing clear safety goggles and a white lab coat, is focused on his work in a laboratory. He is wearing a red lanyard around his neck. The background shows a modern laboratory setting with large windows and blue lighting accents.

# Making a difference

**Greiner Bio-One** is a global leader in high-quality plastic products for in-vitro diagnostics, biotechnology and the diagnostic and pharmaceutical industries. Its extensive portfolio is sold in more than 100 countries. Greiner Bio-One uses cutting edge technologies as the basis for excellence in fundamental research, pharmaceutical drug discovery, pre-analytics and diagnostics. The company has three business units: Preanalytics, BioScience and Mediscan.



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

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

**Mediscan** is one of Europe's leading suppliers and service providers in the sterilization of medical products, disinfecting food packaging and the use of ionizing radiation to improve the functionality of plastics and semiconductors.



Rainer Perneker,  
CEO Greiner Bio-One International GmbH

## Our performance in 2022: successful despite obstacles

Greiner Bio-One achieved 693 million euros in sales revenue, a figure that was higher than expected. This corresponds to a small increase of 0.4 percent compared to the previous year. The previous year was heavily influenced by a high level of demand for VACUETTE® virus stabilization tubes (VST). As expected, the COVID-19 pandemic subsided after the first quarter of 2022 as demand for virus stabilization tubes went down significantly. Demand for our standard products remained high.

Orders for some product groups – such as blood collection tubes, safety products and HTS plates – went up significantly. The company also expanded its production capacities for a wide range of core products, such as blood collection tubes, at its international sites. The BioScience business unit enhanced its production technologies and expanded its capacity in a targeted manner to meet the dynamic requirements of the market and achieve its strategic goals.

### Greiner Bio-One

<b>Headquarters</b>	Kremsmünster, Austria	<b>Core technologies</b> <ul style="list-style-type: none"> <li>- Injection-molding</li> <li>- Extrusion</li> <li>- Highly automated assembly</li> <li>- Sterilization: e-beam technology, gamma ray technology, X-ray technology</li> <li>- Development of pre-analytics software</li> <li>- Surface coating</li> </ul>
<b>Sales revenue (change compared to the previous year)</b>	693 million euros (-0.4 percent)	
<b>Employees</b>	2,794	
<b>Locations</b>	29	
<b>Countries</b>	22	

Conditions remained turbulent. The year's geopolitical events stirred up uncertainty and unrest in the global markets and had an additional negative impact on supply chains which had already been disrupted due to the COVID-19 pandemic. As a result, the availability of certain materials was delayed in some product areas, resulting in significant increases in the cost of raw materials, components, energy, transportation and purchased services compared to the previous year.

### China joint venture: shares acquired

China holds significant importance as a strategic market for Greiner Bio-One. With a population of 1.4 billion – the largest on the planet – the country offers immense growth potential for medical products. In order to tap into the market more effectively, Greiner Bio-One founded the joint venture Greiner Bio-One Suns Co., Ltd. based in Beijing in 2011, in which Greiner Bio-One held 51 percent of the company's shares until recently. Greiner Bio-One took over the remaining shares in December 2022 when the long-standing joint venture partner left the company. In the future, Greiner Bio-One will drive the company's development as the sole owner. The company's performance over the past few years has made the management confident in their ability to continue driving growth in China.

### Two new sales offices in Dubai and Singapore

The healthcare sector is constantly modernizing and expanding, not just in China, but also in Asia as a whole and the MEA region (Middle East & Africa). Greiner Bio-One expanded its presence in both regions in 2022 so that the company can better tap into the market. In the first quarter of 2022, Greiner Bio-One in Singapore established Greiner Bio-One Singapore Pte. Ltd. as a new sales company. Greiner Bio-One Singapore will serve as a hub for market development in the Far East Asian and Pacific regions. This site will enable GBO to provide better support for its existing customers in these regions. Greiner Bio-One MEA FZ-LLC, founded in the second quarter of 2022, is based in Dubai and will become a new hub for sales activities in the Middle East and Africa.

[Further sustainable product innovations from Greiner can be found in the chapter Use Phase & End-of-life](#)

**“The new opportunities offered by digitalization are a significant driver of new developments in the healthcare sector and elsewhere.”**

**Rainer Perneker,**  
CEO Greiner Bio-One International GmbH

### Evoprotect: plans to expand capacities

The VACUETTE® EVOPROTECT safety blood collection set used for preanalytics has performed superbly in the market since it was launched in 2021. The VACUETTE® EVOPROTECT safety blood collection set is easy to operate and features a semi-automatic safety mechanism that is easy to activate and reliably protects medical personnel from needlestick injuries. Triggering the safety mechanism within the vein provides immediate protection for personnel collecting the sample. The specialized cut of the cannula ensures a gentler puncture of the vein. Customers were quickly won over by the premium safety product. As demand is showing a strong upward trend, Greiner Bio-One is planning to expand its manufacturing capacity in this area.



Tracie digitizes the entire sample collection process.



## Tracie: a start-up for new standards in the sampling process

The megatrend of digitalization is driving developments in healthcare. With its previous software solution, Greiner eHealth Technologies, Greiner Bio-One has played a key role in driving developments in the field of preanalytics in recent years. In March 2022, Greiner Bio-One gave this development fresh momentum when it founded a joint venture with a start-up character, Tracie Healthcare Solutions GmbH, based in Munich, alongside an external partner. The new joint venture can rely on Greiner Bio-One as a strong partner. It also has the independence it requires to focus on customer needs.

Tracie is a new software solution which digitizes the entire sample collection process. Tracie uses a scanning process to create a secure link between patients and their samples and forward valuable data to the laboratory for analysis. Digital instructions help nurses and physicians to perform their daily tasks, allowing them to make better and more reliable medical decisions and provide more effective treatment for their patients.

## The best approach for cell culture assays

For advanced cell and tissue culture applications, Greiner Bio-One offers an innovative family of ThinCert® cell culture inserts in an automation-friendly 96-well format. The new ThinCert® 96-well HTS insert is the optimal tool for scientists who want to analyze a large number of tissue models (e.g., endothelia and epithelia tissue models) for transport or co-culture studies at speed. The cultivation of cells at the air-liquid interface (ALI) allows for the creation of in vivo-like models for the study of respiratory diseases and other scientific research areas. The membrane has been meticulously designed to offer excellent permeability (high pore density) and transparency to surpass the current limitations of competing products. ALI cultures have demonstrated their immense value in studying the pathogenesis of coronavirus infections, particularly during the COVID-19 pandemic, when there was an urgent need for research to develop new drugs and understand the biological makeup of the virus.



The new urine cup ensures greater safety and saves around one-third of transported pallets due to optimized packaging.

## New urine cup: safer, more stable, more sustainable

In October 2022, Greiner Bio-One launched an innovative urine cup with an integrated transfer unit: The VACUETTE® urine collection system simplifies the process of transferring samples from the cup into an evacuated tube in a fast, simple and hygienic way. The urine cup's thread has been optimized to make it easy to open and close, while a stabilizing lip prevents overtightening and provides additional stability. The lid of the urine cup includes a recessed transfer unit that significantly reduces the risk of needlestick injuries.

In an effort to promote sustainability, the new cups are no longer individually packaged. Instead, the product's sterility is indicated using an affixed seal. This saves approximately 15 tons of packaging film for every 10 million cups. Each pack contains 100 more cups but is no bigger than the pack used for the previous version. This move eliminates the need for around 26,000 boxes and roughly 1,000 transport pallets.



In the case of the Sapphire pipette tips, material usage has been reduced by 20 percent compared to the previous version.

### Sapphire pipette tips: less is more

Launched in the second half of 2021, this new generation of Sapphire pipette tips maintains the same high level of user-friendliness while utilizing 20 percent less material compared to the previous version. The tips are available as a rack or in eco-friendly bags. Refill units are also available. The refill units feature rack inserts packaged in cardboard, saving a considerable amount of space and material compared to full racks while also reducing emissions related to transport. The inserts themselves are made of around 70 percent recycled material.

### Understanding of sustainability underlined

Greiner Bio-One is continuing to work towards the sustainability goals outlined in the Greiner Group's "Blue Plan." The company aims to become climate neutral (Scope 1 and 2), implement a circular economy, and develop a team that is prepared to meet future challenges – all by 2030. Greiner Bio-One implemented a range of initiatives and measures in 2022. The main focus of attention last year included raising awareness of sustainability and increasing the visibility of the issue. Sustainability is an overarching goal for Greiner Bio-One, and one that the

company approaches from three different angles: the environment, people and ethics. Greiner Bio-One has incorporated sustainability into its eight value propositions for customers. These values define what Greiner Bio-One stands for and highlight what customers can rely on when they deal with the company.

Greiner Bio-One published a new sustainability brochure in November 2022 and added a dedicated sustainability section to its website. Stakeholders can use both of these channels to inform themselves about the steps Greiner Bio-One is taking to achieve its sustainability goals.

How can we help stakeholders be more involved? Greiner Bio-One is relying on people's curiosity. Visitors to the website [www.gbo.com/en-at/sustainability/quiz](http://www.gbo.com/en-at/sustainability/quiz) looking for information about sustainability will find a quiz combined with a donation campaign. Participants who take the quiz can choose one of three sustainability initiatives that Greiner Bio-One supports with donations.

### Photovoltaics: harnessing the power of the sun

Greiner Bio-One has switched to 100 percent renewable electricity at all of its Austrian and German sites. Renewable electricity now makes up well over 50 percent of the energy mix across all sites. Our first photovoltaic systems were installed at our Dutch sales location in Alphen aan den Rijn in 2020 and at Mediscan's Austrian site in Kremsmünster in 2021. A second system was installed at the German site in Frickenhausen in July 2022. These systems together provide enough electricity for around 150 four-person households. The company is also planning to install more photovoltaic systems at its other sites in Europe and South America.

## EcoVadis silver rating awarded in recognition of efforts

In 2022, Greiner Bio-One turned to the world's largest rating agency EcoVadis to have the sustainability efforts of the entire group of companies externally evaluated for the first time. Their assessment resulted in the company being awarded a silver medal for its sustainability performance. The Greiner Bio-One Group received a total of 60 out of 100 points, placing it in the top 20 percent of all companies evaluated. Within its own industry of manufacturing medical and dental equipment and materials, Greiner Bio-One ranked among the top 8 percent.

## Outlook for 2023: significant investment in the future

Greiner Bio-One will concentrate on continued growth and expanding its market share in 2023, particularly in its strategically important regions of North America and Asia. To achieve this aim, the company will continue to capitalize on the trends that are driving growth, including high throughput screening, cell therapy, 3D cell culture and digital preanalytics.

Greiner Bio-One plans to implement a number of infrastructure projects and expand its capacity in 2023 and 2024 to support further growth. Two of the infrastructure projects are based in Austria. Production facilities at the Rainbach site will be doubled in size, and a new sterilization plant will be built in Kremsmünster.

New warehouses and office buildings will be built at our sites in the UK and Brazil, with further investments planned at other sites. Greiner Bio-One's plans include making a significant investment in increasing its manufacturing capacity for its core products in the Preanalytics and BioScience business units.

Greiner Bio-One does not believe that there will be any significant changes in the market due to the ongoing uncertainty surrounding geopolitical issues. High levels of inflation are driving material prices up. This will continue to make the economic situation more challenging. Energy and transport costs will remain elevated for the foreseeable future. The division is taking a proactive approach by implementing initiatives to enhance its operational efficiency and performance. Despite these obstacles, Greiner Bio-One's management is optimistic about the upcoming fiscal year. By continuously improving its processes, planning proactively and maintaining strong international partnerships, Greiner Bio-One will continue to provide the best possible products for its customers.



In addition to being ISO 50001 certified (Energy Management), the Frickenhausen site is also ISO 140001 certified (Environment and Sustainability).

# OUR Sustainability

**We take initiative and lead by example.** The quality of life we enjoy in the modern world is down to the advances we have made in healthcare, mobility, safety, and comfort. That includes plastics – a material that we are particularly well acquainted with. As a company, we advocate the responsible use of materials and strives to deliver the best possible level of quality. We achieve this by continuously improving our processes and fostering a workforce that is ready to assume responsibility – both today and for future generations: **Now more than ever.**





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# Challenges

The fight against climate change is likely the most significant challenge of our era. The planet we inhabit and rely upon is at risk of losing equilibrium, with potentially unforeseeable consequences. As a company, we are committed to combating this issue with all the resources at our disposal – now more than ever. The challenges are obvious – in addition to focusing on our ecological mission, we have to maintain vigilance in terms of our social and governance responsibilities, all within an increasingly complex world.

## Social challenges

Environmental catastrophes, war and the climate crisis are driving up poverty and making famines increasingly common. Respect for human rights is an extremely important issue for companies and society worldwide. Demographic change is a megatrend that will have a significant impact on the labor market and is causing a shortage of skilled workers.

## People are our focus

We support a number of social initiatives for the common good around the world. We recognize the great importance of human rights and address this issue at every stage of our value chain, setting high standards based on our Greiner Code of Conduct. We also expect our business partners to behave ethically in every respect. Our aim is to be an attractive employer. We invest heavily in our employees, particularly in the areas of occupational health and safety, education, equal opportunities, and diversity. In 2022, we established a DEI working group (Diversity, Equity & Inclusion) that reports to the newly created People & Culture Board.

## Environmental challenges

There is no denying the effect that climate change is having on the planet. We need to take urgent action to minimize its effects. The ongoing production of excessive waste, compounded by improper disposal, is putting a significant strain on our environment. The finite nature of many of our resources is becoming increasingly obvious, while the availability of others, such as potable water, is far from guaranteed. Biodiversity is in steep decline, which has the potential to disrupt ecosystems worldwide and adversely affect the whole of humanity.

## At Greiner, we have taken a proactive approach to combating climate change

We are committed to playing our part in achieving the aims of the Paris Agreement. We are increasing our use of renewable energy sources, enhancing our energy efficiency, and diligently reducing our carbon emissions throughout our supply chain. In line with this commitment, we submitted our climate targets to the Science Based Targets initiative (SBTi) in 2022. These targets are due to be reviewed and approved in 2023.

We are working hard to extend the life of our products and reduce waste to a minimum. The recyclability of our products has a key role to play in our efforts. We are also focusing on national and international legislation, and related regulations that are already in place regarding the use of recycled materials in packaging.

How we use water in our production processes is another area that we are keeping a close eye on. We are developing a Water Policy and increasing the number of water-related risk assessments at our sites.

We intend to ramp up our efforts in terms of promoting biodiversity and expect our suppliers and partners to comply with all relevant environmental protection laws.

## Governance and regulatory challenges

Politicians and legislators are formulating an ever-increasing number of laws and regulations to expedite the shift towards a climate neutral and socially just future. These encompass EU taxonomy requirements for financial processes, supply chain documentation obligations, ratings for the supplier selection process, and ever-evolving standards for sustainability reporting and corporate governance. This transformation requires global companies like Greiner to reassess their processes from the ground up and expand their corporate management structures to address environmental, social, and governance issues.

## We are forging ahead and preparing for the needs of the future

In addition to adhering to external regulations and laws, we face the challenge of advancing our own sustainability projects throughout the value chain. With our Blue Plan sustainability strategy, we have embarked on the journey to become a climate neutral manufacturer (Scope 1 & 2). We are also diligently laying the groundwork that will put us in a strong position to comply with future regulations such as the Corporate Sustainability Reporting Directive (CSRD), the Corporate Sustainability Due Diligence Directive (CSDDD) and the EU Taxonomy. Our sustainability reporting is already based on GRI standards, and we have introduced new data collection software to enhance the quality of our non-financial key figures.

# Our sustainability strategy

Our Blue Plan sustainability strategy was launched in 2020 and is centered around three pillars: climate, circular economy and people. The strategy details the ambitious goals that we have set ourselves up to the year 2030. It also underpins our commitment to being a future-oriented company with a strong focus on sustainability.



We combine the sustainability building blocks into one concept: Blue Plan.



## “Blue Plan” for a better future

Growing social and ecological challenges require us to take a decisive stance on relevant matters and set specific goals for the upcoming years within our organization. At Greiner, we are actively engaged in developing innovative solutions and initiatives to drive sustainable growth, leveraging the extensive expertise we have accumulated over several decades. Sustainability has always been an integral aspect of what we do as a company.

In light of this, we formulated our initial sustainability strategy in 2017 before significantly revising it in 2020, and naming it Blue Plan. The color blue not only alludes to our roots, as evident in the Greiner logo, but also emphasizes the central objective of our strategy: safeguarding our planet. The motto “sustainable from within,” illustrates the fact that sustainable practices are deeply ingrained in our values and beliefs – and have been for over 150 years.

### Three pillars: climate, circular economy and people

The strategy encompasses all of our divisions and impacts the entire value chain. All of the issues that our materiality analysis identified as particularly relevant revolve around the three pillars of our strategy – climate, circular economy and people. These three areas are closely interconnected. Without a circular economy, there can be no climate neutrality, and without motivated and properly trained employees, no company will achieve the necessary transformation.



Blue Plan serves as Greiner's overarching sustainability strategy and provides a strategic framework for all of our divisions. Blue Plan and our divisions' strategies complement and reinforce each other.

**Climate** – We are implementing a wide range of measures to play our part in achieving the aims of the Paris Agreement. We are focused on documenting and reducing all relevant emissions, changing the energy mix, transitioning to renewable electricity and increasing our energy efficiency. **Our aim is to be a climate neutral company by 2030 (Scope 1 and Scope 2 emissions).**

**Circular economy** – By extending the life of our products and reducing waste to a minimum, we can contribute to a functioning circular economy, conserve resources, and protect the environment. We do this by incorporating sustainability into our product design process and using new materials, such as recycled or bio-based materials. **Our aim is to be a fully circular company by 2030.**

**People** – Our employees are our most valuable asset. It is their commitment and motivation that will allow us to achieve the ambitious goals set out in our sustainability strategy. This is why we invest in health and safety, training and education, and promote social dialogue, diversity and inclusion. **Our aim is for all of our employees to be ready to meet the challenges of the future by 2030.**

### Interest linked to sustainability criteria

In October 2022, we placed our first sustainable promissory note loan as a company. This financing instrument is tied to our sustainability performance. We used the 172 million euros in capital we received to settle some existing obligations. The funds will also be used to drive our continued sustainable growth. The interest on the promissory note loan is linked to specific sustainability targets. These are:

- We want to increase the share of renewable electricity to 100 percent worldwide by 2030.
- We want at least 40 percent of management positions to be filled by women by 2030.
- We want all of the companies across the Greiner Group to only use suppliers with an EcoVadis rating of at least 50 points.

If we meet these goals, we plan to donate the annual interest reductions that we receive to select non-governmental organizations.

### Science Based Targets and CDP score

We reached a significant milestone in November 2022 when we submitted our climate targets to the Science Based Targets initiative (SBTi). This signifies our commitment to the scientifically defined targets necessary to limit global warming. 34 companies in Austria and over 4,000 companies worldwide have now submitted their science-based targets to the initiative. We expect our climate targets to be reviewed and approved by the SBTi in 2023, after which we will add them to our target table and communicate them transparently.

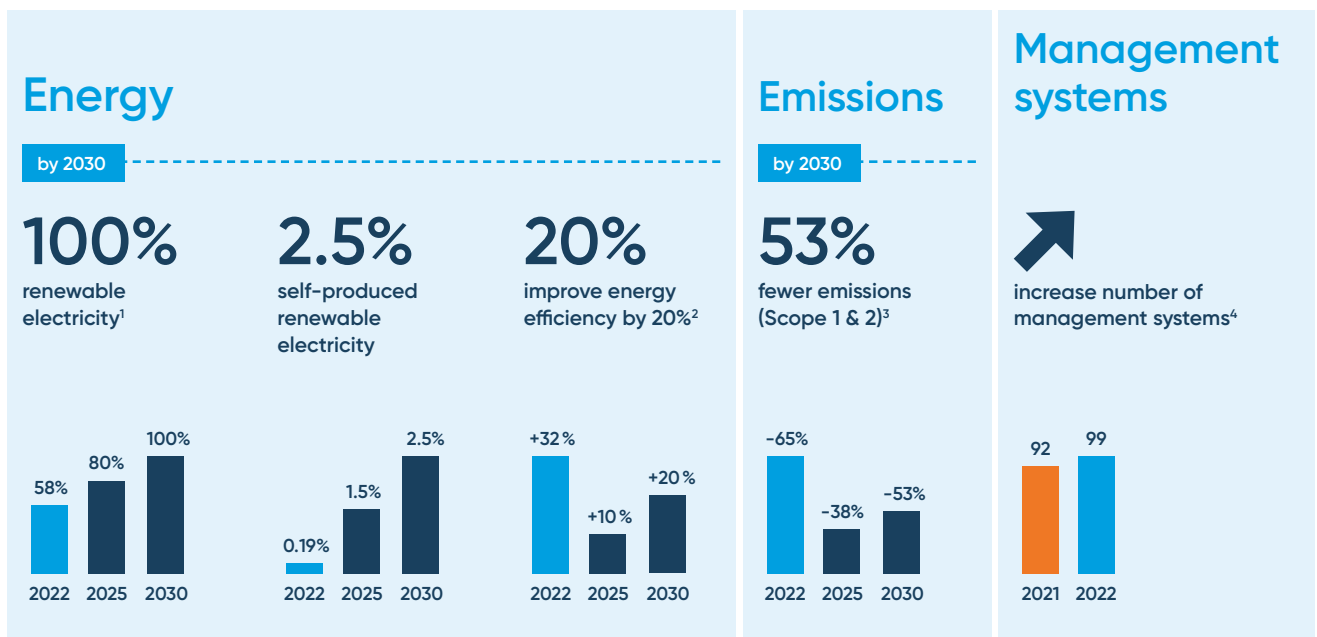
We began reporting our climate-related data to the CDP on an annual basis in 2018 and expanded our reporting to all three categories – climate change, water security and forests – in 2020. The CDP is a renowned non-profit organization that supports companies, states, cities and regions around the world with reporting on how they are managing their environmental impact, and assigns them a grade between A and D. In 2022, we received a B grade in the area of climate, as we had in the previous year. Our goal is to achieve an A grade in this area by 2024, which will require a significant amount of effort. By submitting environmental data to the CDP, we are meeting the demands of our investors and customers while also providing clear information about where we currently stand in the areas of climate, water security and forests, as well as the progress that we have made.

# Our sustainability program

This overview indicates the progress we have made in the areas of climate, circular economy and people. All of our overarching goals are linked to corresponding sub-goals. These were used to define the projects and measures we need to implement in order to achieve our objectives. We continuously measure our performance against our targets, and have already achieved success in almost every area.

## Fight #climate change

Our goal: We want to be a climate neutral company by 2030 (Scope 1 and Scope 2 emissions).

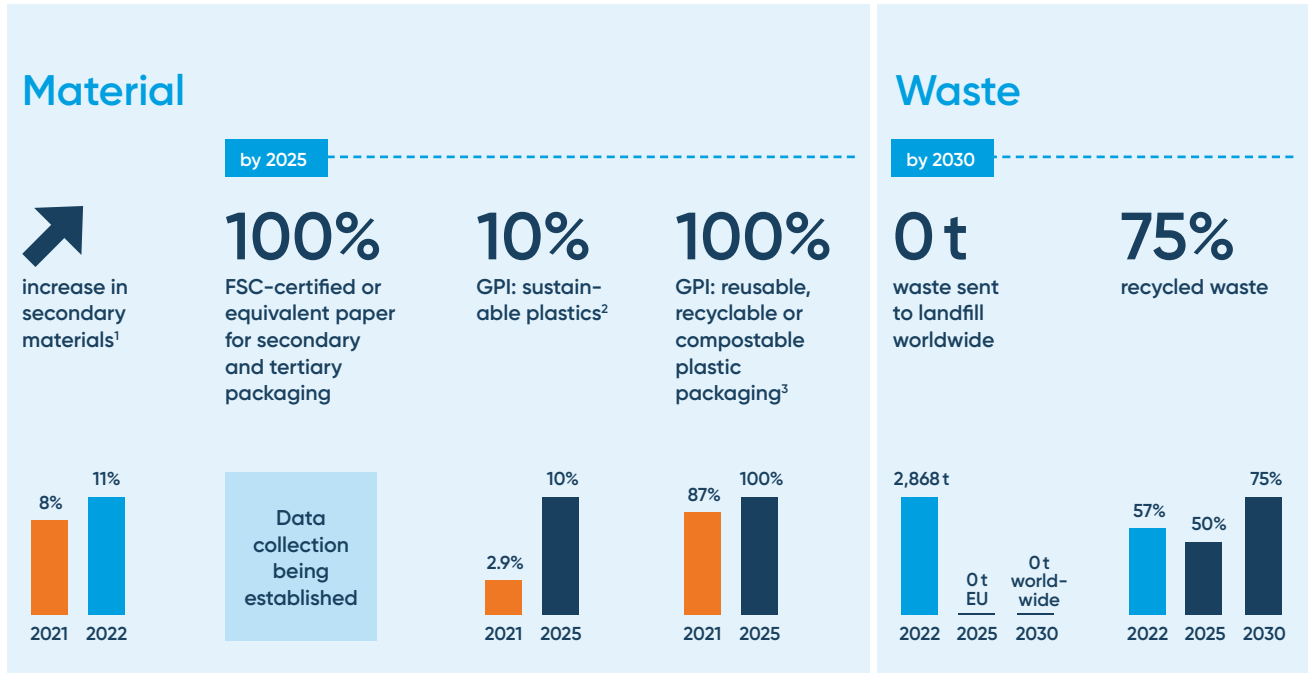


1 Share of renewable electricity as part of all electricity consumed (purchased and self-produced)  
 2 Base year 2018, in kWh/thousand EUR in sales revenue  
 3 Base year 2018, in kg CO<sub>2</sub>e/thousand EUR in sales revenue  
 4 ISO 9001 or equivalent, ISO 14001 and ISO 50001

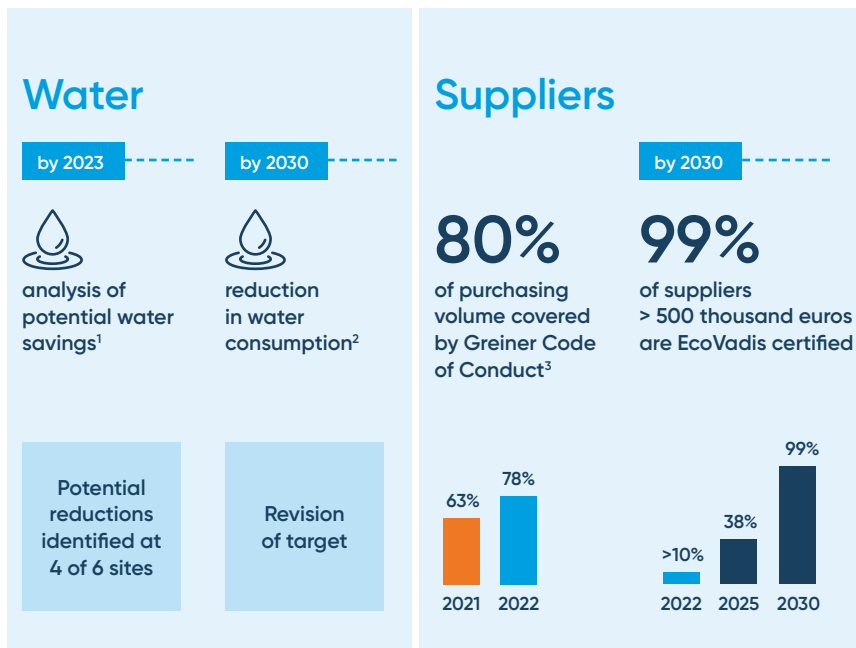
■ Target  
 ■ Performance 2022  
 ■ Performance 2021

## Create a #circular business

Our goal: We want to be a fully circular business by 2030.



1 Proportion of secondary materials (raw materials, consumables, supplies, and packaging) used in relation to all materials utilized  
 2 Proportion of sustainable plastic raw materials (recycled or bio-based) as a proportion of all plastic raw materials used  
 3 According to the definition of the Global Commitment of the Ellen MacArthur Foundation, 87 percent of our plastic packaging is classified as "designed for recycling."



1 In water-stressed areas  
 2 In water-risk areas  
 3 80 percent of the purchased volume is covered by suppliers which have signed the Code of Conduct for Suppliers and Business Partners or have implemented an equivalent code.

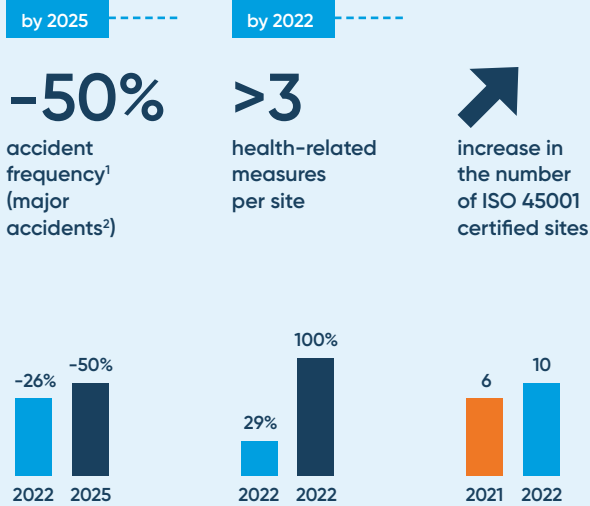




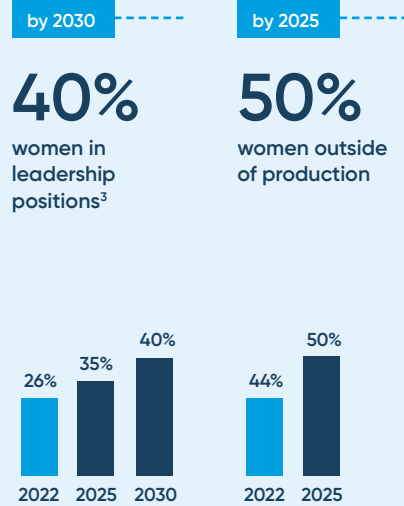
# Empower #people

Our goal: We want all our employees to be prepared for the challenges of the future by 2030.

## Occupational health and safety

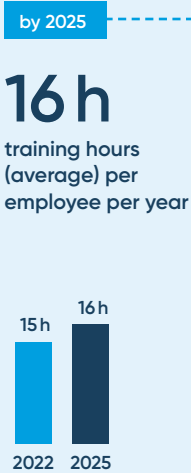


## Diversity

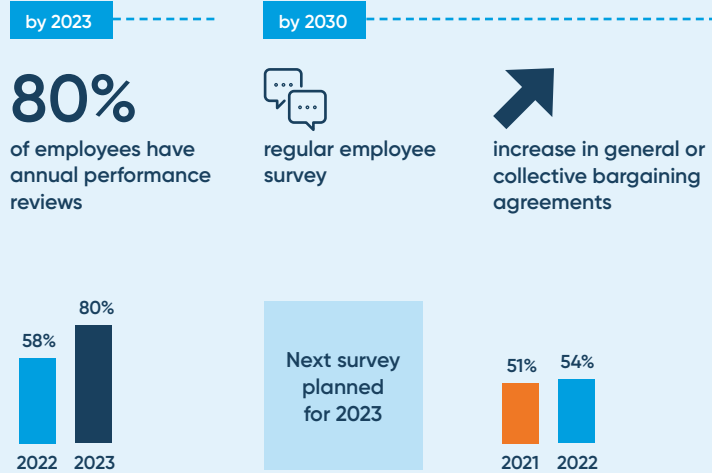


1 Base year 2018  
 2 Major accidents are those that result in more than eight hours of lost working time.  
 3 Employees with disciplinary and/or functional responsibility for staff

## Training and education



## Dialogue with employees



- Target
- Performance 2022
- Performance 2021

## Member of the UN Global Compact Network

As a company, we have been contributing to sustainable development for more than 150 years through our commitment to transparent and ethical behavior. To underscore this commitment and make it transparent, 2020 saw us join the UN Global Compact (UNGC), the world's largest and most significant initiative for responsible corporate governance. As a signatory to the UN Global Compact, we are committed to its ten principles related to human rights, labor standards, environmental protection and anti-corruption. All of the principles are based on key United Nations (UN) conventions. All signatory companies are expected to implement the ten principles within their sphere of influence. We at Greiner have set out on this journey. This report serves as a Communication on Progress for 2022 (CoP) on our implementation of the Global Compact's principles and provides an overview of where we currently stand.

## HUMAN RIGHTS

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** make sure that they are not complicit in human rights abuses.

## LABOR

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** the elimination of all forms of forced and compulsory labor;

**Principle 5:** the effective abolition of child labor; and

**Principle 6:** the elimination of discrimination in respect of employment and occupation.

## ENVIRONMENT

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

## ANTI-CORRUPTION

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

## Our contribution to the Sustainable Development Goals (SDGs)

The 17 Sustainable Development Goals (SDGs) and their 169 sub-goals guide the efforts and shape the responsibilities of governments, businesses, cities and civil societies worldwide. They were adopted by the 193 member states of the United Nations (UN) in September 2015 and define the economic, social and environmental dimensions of sustainable development.

At Greiner, we support the implementation of the SDGs and want our business activities to make a significant contribution to achieving the goals. Our materiality analysis assessed our contribution to the SDGs across the entire value chain. The analysis revealed that we make a particularly relevant contribution to four goals: SDGs 8, 12, 13 and 14. Even though we also contribute directly or indirectly to other SDGs, this report will focus on the goals where we have the greatest impact:



### SDG 8

**Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

We strive to achieve sustainable corporate growth without harming the environment. In line with this stance, we invest in innovations that specifically promote green growth. As an employer, we also create humane jobs that provide opportunities for development. We also aim to drive up respect for human rights in our supply chains, guided by our Greiner Code of Conduct. Furthermore, our aim of achieving a circular economy in the plastics and foams sector also contributes to improved resource efficiency.



### SDG 12

**Ensure sustainable consumption and production patterns**

At Greiner, we are committed to fostering sustainable consumption patterns that conserve resources, and we aim to contribute to this goal through our products and technologies. We avoid waste by reusing and repairing existing products. If this is not possible, we break them down into their constituent parts and recycle them. By driving up the proportion of our plastic and foam products that can be recycled, we are contributing to SDG 12.



### SDG 13

**Take action to combat climate change and its impacts**

We are spearheading our transition to an emissions-neutral company. Climate protection is one of the three pillars of our Blue Plan sustainability strategy. We are implementing a comprehensive set of measures to play our part in achieving the aims of the Paris Agreement and reduce global greenhouse gas emissions. Our plan includes making greater use of renewable electricity and restructuring our logistics processes and how we use materials.



### SDG 14

**Conserve the oceans, seas and marine resources**

We are committed to reducing the amount of plastic waste in our natural environment, particularly in the world's oceans. Our goal of becoming a circular company protects our oceans and seas, and will have a significant impact in ensuring the environmental sustainability of our marine resources. We have launched a number of initiatives and formed partnerships to promote a functioning circular economy and avoid waste whenever possible.

# Material topics

We conduct materiality analyses to determine which environmental, social and economic issues are relevant for our stakeholders and our long-term success as a company. The results of these analyses form the basis of our approach to sustainability management and guide the further development of our Blue Plan sustainability strategy.



We not only think comprehensively, but also look closely. That's how we move things the right way.

## Our key topics at a glance

Our first comprehensive materiality analysis was conducted in 2015. We revised and updated this analysis in 2020 in line with the GRI guidelines. The findings from this analysis provided the foundation for our Blue Plan sustainability strategy. Our next materiality analysis is planned for 2023.

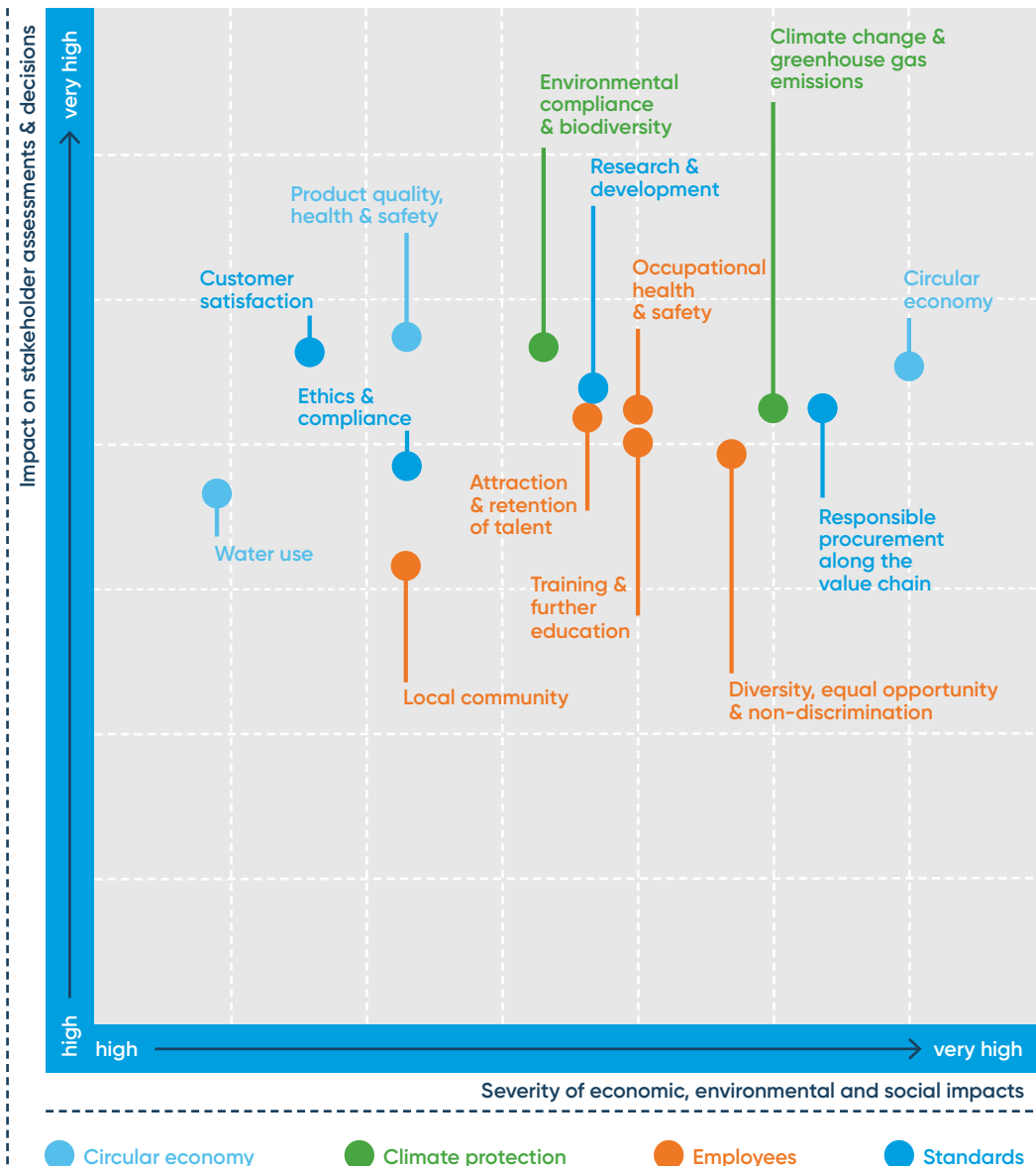


## Identifying material topics

Our most recent analysis was based on the material topics that we identified in our 2015 analysis. We also examined current global trends, industry-specific requirements and international sustainability goals, while conducting benchmark analyses. In this way, we identified 150 possible areas for action. These areas were assessed in terms of their relevance for Greiner, how important they are for our stakeholders and their impact on people and the environment.

Representatives of each Greiner division from the project team jointly identified key internal and external stakeholders – consisting of suppliers, customers, representatives from the fields of politics, business and science, media representatives, NGOs, employees and management.

We conducted surveys, interviews and workshops with them to further narrow down these areas. This intensive process allowed us to identify 14 key areas for action, each of which was either assigned to a strategic pillar of our Blue Plan or defined as a standard.



# OUR SUSTAINABILITY\_Material topics

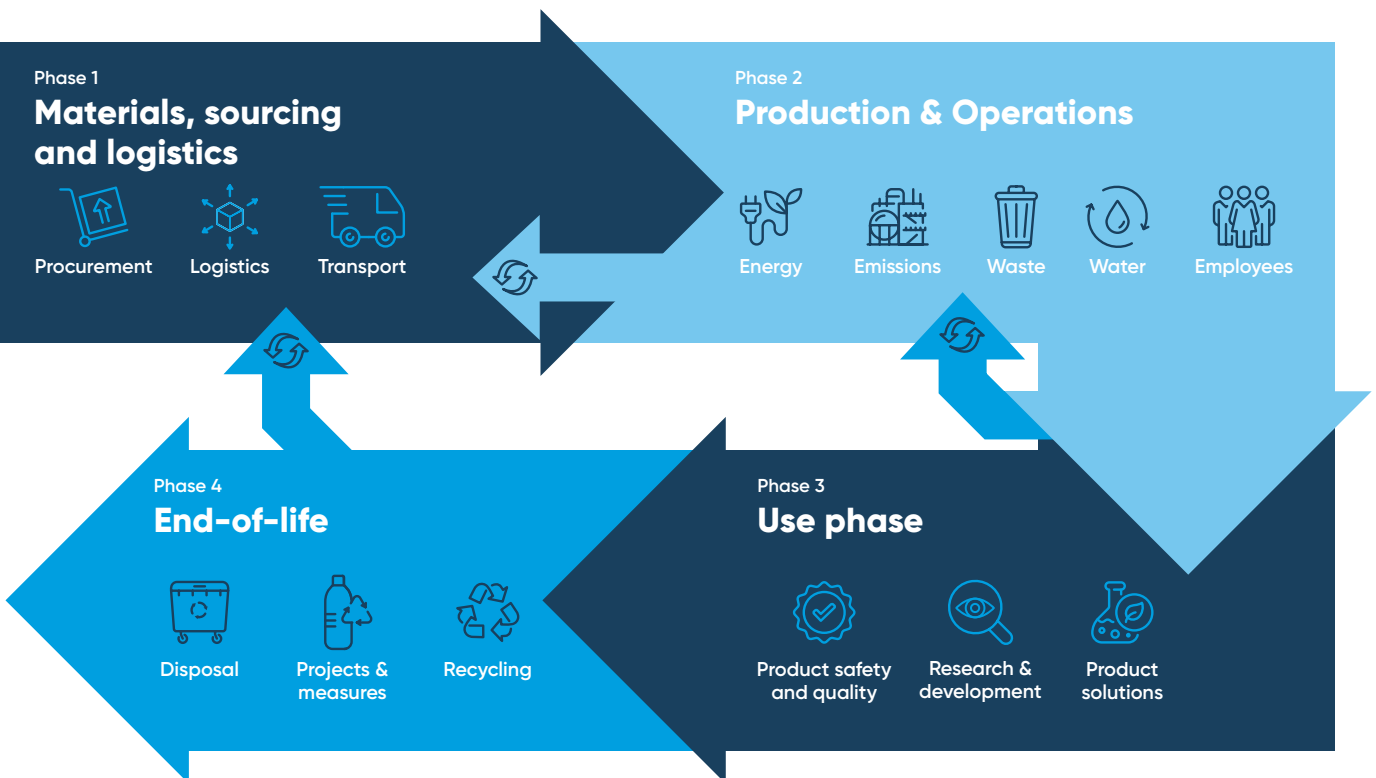
Strategic pillar	Material topic	GRI	SDG	UNGC	Reference
Circular economy	<b>1 Circular economy</b> At Greiner, our goal is to move toward a sustainable circular economy that keeps resources in use for as long as possible. To achieve this, we focus on sustainable product design, the use of secondary materials and the recyclability of our products.	301, 306	3, 6, 8, 12, 14, 15	7, 8, 9	Page 176
	<b>2 Water use</b> We understand the importance of using water responsibly. We are therefore developing a Water Policy and increasing the number of water-related risk assessments at our sites.	303	3, 6, 14	7, 8, 9	Page 164
	<b>3 Product quality, health &amp; safety</b> Our products have met the highest quality, health and safety standards for over 150 years. As a family business, we have a particular obligation to maintain this tradition and ensure that our product range demonstrates our commitment to sustainability.	416	3, 12	7, 8, 9	Page 177
Climate protection	<b>4 Climate change &amp; greenhouse gas emissions</b> We aim to be a climate neutral company by 2030. To achieve this goal, we are implementing a wide range of climate protection measures to increase our energy efficiency and reduce our emissions.	201, 302, 305	3, 7, 8, 12, 13, 14, 15	7, 8, 9	Page 143
	<b>5 Environmental compliance &amp; biodiversity</b> We and our suppliers and business partners are committed to responsible environmental practices. This includes complying with all applicable environmental laws and standards.	307	16		Page 170
Employees	<b>6 Attraction &amp; retention of talent</b> Our long-term success as a company is heavily dependent on our ability to select and retain talented employees. As an employer, we strive to be attractive and offer a wide range of internal career opportunities.	401	5, 8, 10	3	Page 110
	<b>7 Occupational health and safety</b> The health and safety of our employees is of paramount importance to us. We work tirelessly to identify potential risks at an early stage and implement measures to prevent accidents and improve working conditions for our employees.	403	3, 8, 16	1	Page 116
	<b>8 Training &amp; further education</b> We invest in employee training and development in a number of different ways. Our workforce plays an integral role in our ability to bring out promising innovations.	404	4, 5, 8, 10		Page 128
	<b>9 Diversity, equal opportunity &amp; non-discrimination</b> We promote diversity, different perspectives, equal rights and equal opportunities. Our Diversity Mission Statement provides a solid foundation for an appreciative organizational culture.	405, 406	5, 8	6	Page 122
	<b>10 Local community</b> We believe in social responsibility and are particularly committed to the communities in which our sites are located. We support organizations in the areas of social welfare, culture and sports along with educational and conservation initiatives.	internal	1		Page 134
	<b>11 Responsible procurement along the value chain</b> We are committed to combating corruption, upholding human rights and complying with international labor, health and environmental protection requirements throughout our value chain.	308, 408, 414	5, 8, 16	all	Page 88
Standards	<b>12 Ethics &amp; compliance</b> The Greiner Code of Conduct requires us, our suppliers and our business partners to comply with social, environmental and ethical principles.	205, 206, 419	16	10	Page 78
	<b>13 Research &amp; development</b> Knowledge and innovation are key to our long-term success. We rely on internal and external innovation networks.	internal			Page 179
	<b>14 Customer satisfaction</b> We want our customers to be satisfied. To make this happen, we meet demanding quality standards – not just with our products, but also in terms of our commitment to climate protection and the circular economy.	internal			Page 177

## Our value chain

At Greiner, we provide innovative products and solutions that create value for our stakeholders. With 120 sites in 34 countries, we invest in research and development, work closely with local and international suppliers and contribute to the economic development of our target markets. As an employer, we create jobs in both industrialized and emerging and developing economies, and increase people's purchasing power by paying decent wages and salaries. By paying taxes and duties, we play our part in financing the communities in which we operate and support the public infrastructure.



The backbone of modern value chains is intelligent logistics.





**Greiner Bio-One** is a global medical technology company. Its customers include laboratories, hospitals, medical practices, blood banks, universities and companies in the health care sector. Plastic granulates are one of the key raw materials involved in the injection-molding or extrusion process the company uses to manufacture products like blood tubes, petri dishes, pipettes, plates and bottles. These raw materials include, for example, the thermal plastic polyethylene terephthalate, commonly known as PET. Other plastics, such as polystyrene, are also used in production. We source products from petrochemical companies worldwide for our manufacturing sites in the USA, Brazil, Thailand, Austria, Germany and Hungary. Intercontinental granulates are transported by container ship. We use trucks to transport any materials that are delivered by road or are purchased within the EU. Greiner Bio-One uses the same methods of transport to deliver its products to customers. Most of Greiner Bio-One's products are incinerated after use due to their applications in medicine and research.



**Greiner Packaging** produces plastic packaging for food and other areas, with its best-known products being yogurt cups and drinking bottles. It also produces technical plastic parts for household appliances and gardening tools. The products in the company's portfolio are made using granulates. Common plastic granulates include polypropylene and polyethylene. Almost all of these granulates are delivered by truck from large petrochemical companies. Greiner Packaging's value chain involves using thermoforming or injection-molding processes to turn these raw

materials into high-quality packaging solutions and technical components made of plastic. Upstream transportation is similar to downstream transportation, which also largely takes place by truck. After being filled at a dairy or elsewhere, Greiner Packaging's products are distributed to end customers by wholesalers and retailers. The packaging is ultimately either incinerated, sent to landfill, or recycled back into the production cycle, depending on the disposal infrastructure in the respective market.

### **NEVEON**

Proud Member of Greiner

**NEVEON's** product range includes mattresses, upholstery, aircraft seats, trim parts for the automotive industry and foams used as thermal or acoustic insulation. The diversity of its offering is matched only by the wide variety of materials that go into NEVEON's products. Our foams are made from polyurethanes, which are more commonly referred to as PU foams. NEVEON also uses a large number of additives to optimize the properties of its products for specific applications. These range from vegetable oil, activators, catalysts, fillers, adhesives, paints, flame retardants and antibacterial agents through to the plastic-coated paper needed for the foaming process. NEVEON uses steel for spring cores, a variety of textiles, nonwoven fabrics, decorative elements and other necessary components. All inbound and outbound deliveries are handled by rail and road, with overseas freight handled by container ships. Our high quality products have a long service life, after which they are usually either incinerated or sent to landfill. A relatively small proportion is recycled. In general, what happens to NEVEON's products at the end of their service life is heavily dependent on the disposal infrastructure available in the respective market.



## Impact of our business

As part of our business activities, we closely monitor the impact of our operations and products, and work to minimize any potential negative effect they might have, particularly on the environment.

Our efforts are highly dependent on legal regulations and the infrastructures of the countries in which our products are marketed. The disposal of medical devices, for example, is subject to different national and transnational regulations depending on where you are in the world. Thermal treatment is mandatory in many countries. The infrastructure for plastic packaging disposal also varies from region to region. Some of the countries where we operate separate packaging from waste so that it can be recycled. Others send all of their waste to landfill, preventing it from continuing its life cycle.

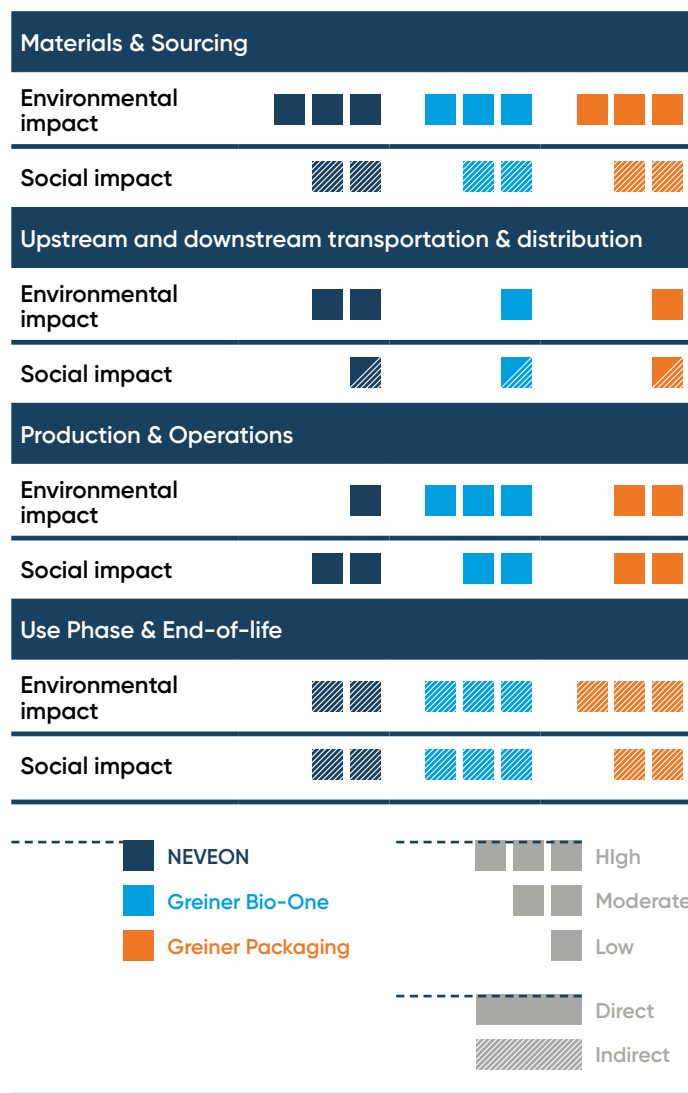
Management systems play a crucial role in helping us to implement our targets and objectives across divisions. We are committed to expanding the number of sites with environmental, energy, or occupational safety management systems.

[See also Production & Operations and People & Society](#)

We aim to continuously measure and provide transparency about our environmental impact. We want to keep our negative impact to a minimum. We intend to expand the areas in which we have identified a positive impact from our business activities. Identifying whether our divisions are having a direct or indirect impact and determining how much of an effect we are having on the environment are vital if we want to find appropriate solutions. Given the diverse nature of our divisions and the phases of the value chain represented within our Group, the solutions we identify come from a number of different areas.

The impact assessment in the table below illustrates that our environmental impacts are focused on emissions, water and waste. Our social impacts revolve around knowledge and skills, health and well-being, employment, training and education, safety and security, and social inclusion or exclusion.

### Impacts on the environment and on society





We are aware that good stakeholder communication is open in both directions.

# Stakeholders

As a company, we strive to create value for all our stakeholders while also taking into account their opinions of our products and services. We are in continuous communication with our diverse stakeholders and provide them with transparent information about our business and strategic plans on a regular basis. The topics, concerns, dialogue formats and the frequency with which we meet vary depending on the stakeholder group.

## Our stakeholder management

Our stakeholders can be divided into the following groups:

	Description & dialogue formats
<b>Employees</b>	<p>Our 11,667* employees are our most important sustainability ambassadors and drivers. The only way the Group can be successful over the long term is with passionate and highly motivated employees. We place a strong focus on the needs of our workforce.</p> <p>We strive to be a good employer and engage in continuous dialogue with our employees. We use various communication channels, such as direct communication, virtual town halls, the intranet, the global employee magazine and employee appraisals to keep our employees informed about a wide range of topics.</p>
<b>Owners</b>	<p>We are proud to be a family business. As a global player, our company remains committed to family values and enjoys unique benefits that come with being a family-owned company. The Greiner family is passionate about sustainability.</p> <p>The four-member Family Council has represented the interests of our owners since June 2010. The members are provided with regular updates about our company's progress, particularly regarding our sustainability measures.</p>
<b>Customers</b>	<p>We believe that the challenges we face can only be solved through close cooperation within our value chain. Our customers have a key role to play in this area.</p> <p>We develop innovative products that meet the highest sustainability standards, with and for our customers. We recognize that every customer has a different set of requirements and that every product has different applications and functions. That is why we use different approaches to communicate with different customers and speak with some more frequently than others. Our key account managers, for example, provide a direct point of contact.</p>
<b>Local communities</b>	<p>As an employer and a good neighbor, we are an integral part of the local communities in which we operate around the world. Our employees at each site are also embedded in the communities around them.</p> <p>Because of the vast differences between different cultures, we leave it up our employees to decide exactly what that relationship looks like in practice. Every local community is unique and everybody will have a unique relationship to their community. We want to make site-specific contributions and be part of the solution, not part of the problem.</p>
<b>Suppliers &amp; business partners</b>	<p>To become a fully circular company, we need to maintain close collaboration with our suppliers and business partners.</p> <p>We work with our suppliers and business partners to develop solutions and drive research together. We are committed to increasing the use of secondary materials. Becoming a circular company will require us to be open with our suppliers, agree on shared targets and get involved in a wide range of material development projects.</p>
<b>Associations &amp; platforms</b>	<p>Close collaboration with companies facing similar challenges is also crucial for our long-term success. We participate in industry and sector associations and platforms in almost all countries in order to find solutions to problems in partnership with others. Platforms in which our entire value chain is represented and involved are particularly valuable for us (see Memberships &amp; Initiatives).</p>
<b>Non-governmental organizations (NGOs) &amp; science</b>	<p>Actors in civil society – such as non-governmental organizations – expect us to drive sustainable developments through our business activities. The scientific community also regularly pursues partnerships with companies like Greiner.</p> <p>We stand alongside civil society to find ways to make the future a better place, and intend to deepen our relationships with civil society over the coming years. We have already established a close working relationship with scientific institutions, such as universities and other research facilities, that are working hard on basic research to develop sustainable solutions. Greiner has formed a range of partnerships with the scientific community (see Memberships &amp; Initiatives).</p>
<b>Politics &amp; regulatory authorities</b>	<p>Climate protection and the transformation to a circular economy have never been more important to political decision-makers. The regulatory framework for plastics and foams has changed all over the world in recent years. There are also a number of ongoing initiatives at the national level that are having a long-term impact on our business model.</p> <p>We have intensified our dialogue with political decision-makers, both through associations and direct meetings. It is particularly important for us to be actively involved in these discussions in light of the evolving legislation on single-use plastic products.</p>

\* Calculated in jobs as of December 31, 2022. The number of employees in the chapter "Our Sustainability" differs slightly from those in the chapters "Our Company" and "Our Development" due to different calculations of key figures and the number of locations included in the respective reporting systems.

## Memberships & initiatives

We are actively involved in a number of cross-industry forums and initiatives, with a focus on existing packaging and packaging innovations. One of them is the New Plastics Economy, an initiative of the Ellen MacArthur Foundation, which aims to bring stakeholders together to establish a circular economy for plastics, where plastic never becomes waste and harms the environment.

In 2022, we extended our partnership with the Ellen MacArthur Foundation until 2025 so that we can continue to play our part in accelerating the transition to a circular economy. Greiner is one of more than 500 organizations worldwide – representing more than 20 percent of the world's plastic packaging production capacity – to have signed up to the New Plastics Economy Global Commitment. We are committed to working toward the shared vision of the Global Commitment and the goals in place for 2025. The following goals should be achieved by 2025:

- Eliminate all problematic and unnecessary plastic packaging.
- Drive innovation to make 100 percent of our plastic reusable, recyclable or compostable.
- Use 10 percent recycled plastics (Greiner Packaging).

The Ellen MacArthur Foundation documents the progress that has been made toward achieving these targets in an annual progress report.

Since 2020, we have been a member of the Alliance to End Plastic Waste, where we are working with other companies in the plastics industry and companies along the value chain to solve the problem of plastic waste. The Alliance to End Plastic Waste focuses on programs and partnerships that deliver solutions in the strategic areas of infrastructure, innovation, education and the cleanup process, and now has around 85 members and supporters. One of these programs is Clean4Change, which is addressing the issues surrounding the collection of plastic waste and implementing solutions at a local community level. At Greiner, we aren't just supporting the alliance financially. We are also committed to providing our personnel and our know-how.

Furthermore, we have been working with a large group of organizations and companies since 2020 to ensure the adoption of the UN Treaty on Plastic Pollution. In 2022, we joined 83 other organizations in the Business Coalition for a Global Plastics Treaty. This initiative was launched by the Ellen MacArthur Foundation and WWF and is focused on driving up support for an ambitious agreement on plastic waste.

We founded the Packaging with a Future platform with Austrian partners in 2020. The members of the platform are committed to entering into dialogue with consumers and NGOs to promote the sustainable use of packaging in Austria. We also participate in other initiatives and projects, such as the Forum Rezyklat, the UK Plastics Pact, the Circular Plastics Alliance, the LIT Factory, the RePETitio project, HolyGrail2.0, PET2PACK, REC2PACK, Business Upper Austria and the Kunststoff Cluster.

All of these initiatives demonstrate our top-priority commitment to sustainability and protecting the environment, as well as the effort we are taking to combat the problem of plastic waste by forming partnerships with NGOs and other companies.



# Sustainable corporate governance

The guidelines and expectations for our employees and business partners are clearly defined in Greiner's codes of conduct, which outline how we expect them to act in a lawful, integrity-based and sustainable manner. We believe that our commitment to good corporate governance is reflected in our corporate culture, which incorporates a focus on integrity to strengthen the trust that stakeholders have in our company. Our sustainability management and forward-looking approach to risk management are also essential to achieving and maintaining a long-term and sustainable increase in our value as a company.

## Clear values & principles

At Greiner, we live by clearly defined values. These values have to meet the highest moral and ethical standards because they affect how we are on the inside and on the outside. Our values shape us as a company. They provide us with a firm foundation and give us an effective framework for working together. They have a significant impact on our culture and differentiate us as a company.

Greiner has four binding values for all employees that guide everything we do: openness, appreciation, reliability and striving for excellence.

What are the principles underlying these values? We defined a special framework in collaboration with our employees as part of the consultation process. An overview of our values and principles is provided on the next page.

## An overview of our values and principles



### Openness

- We bring forward people's own ideas, in our and in other divisions.
- We support measures although they are more advantageous for the Group than for our own division.
- We also provide critical feedback when things go wrong.
- We give our employees feedback. This lets them know where they stand and how they are being seen.
- We try new approaches.
- We don't say, "That's how we've always done it."
- We don't assume that what worked yesterday will still work tomorrow.
- We appreciate others' suggestions, even when they affect our sphere.



### Reliability

- We keep our promises
- We make consistent decisions in similar situations
- We check our performance on a regular basis
- We remain loyal to our company
- We represent the company in public life
- If we can't keep a promise, we communicate this as well
- We also place equal value on social, ecological, and economic factors within company management



### Striving for excellence

- We set ourselves high goals which are not easy to achieve.
- We try to meet external/internal customers' wishes as well as possible.
- We analyze mistakes we have made and try to learn from these.
- We celebrate goals we achieve.
- We stand for profitable growth.
- We fight for every customer.
- We set ourselves benchmarks and work to exceed these.
- We don't just measure ourselves against yesterday's success, but against the competition as well.
- We know how to celebrate successes.



### Appreciation

- We listen to others and let each other speak.
- We consider the opinion of others to be equitable.
- We actively ask for opinions.
- We try to combine the best of different cultures.
- We see the cooperation of young and old as an opportunity.
- We see cultural differences as a learning opportunity.
- We consider all employees as equals.
- We don't put ourselves above colleagues or employees.
- We are courteous in our interactions with one another.
- We tolerate other opinions.

## Our approach to leadership and collaboration

The Greiner Leadership & Collaboration Principles were derived from our values and define our approach to leadership and collaboration. These principles have been rolled out worldwide in all of our divisions. With a focus on eight areas, they define our leadership principles and guide our collaboration throughout the Greiner Group.

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### Topic fields



We communicate openly, clearly and proactively.



We respect and trust each other.



We are continuously learning how to lead Greiner into the future.



We make decisions and stand behind them.



We serve as role models and create an appreciative work environment.



We pursue our goals with courage and a sense of responsibility.



We put our customers at the heart of what we do.



We foster personal growth and teamwork across departments and cultures.

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## Governance: sustainability is at the heart of everything we do

We want sustainability to be at the heart of everything we do. We have made sustainability an integral part of our overarching corporate strategy and established a sustainability governance structure that encompasses every level of the company, all of our disciplines and every region. Integrating sustainability into our daily business processes to the fullest extent possible is the only way that we will be able to effectively transition into a fully sustainable company.

Our sustainability governance structure helps us to implement our Blue Plan sustainability strategy across our entire organization, reach our ambitious goals and ensure steady and sustainable growth in the value of our company. We incorporate all relevant environmental, social and ecological issues into our decision-making processes.

When we developed our governance framework a few years ago, we prioritized integrating sustainability into all of our business processes and management decisions, incorporating it into performance management processes so that we can assess the impact of sustainable activities on our financial performance and growth, and identifying environmental, social and ecological indicators to help us measure our performance as a business.

## The Sustainability Council is the highest body

At our company, our commitment to sustainability comes from the very top. This is why the CEO of Greiner also chairs the Greiner Sustainability Council, our central and highest decision-making body in all matters relating to sustainability. The Board defines our strategic framework and goals, and ensures that processes and structures are put in place to provide a firm foundation for sustainability initiatives around the world. The Sustainability Council is also responsible for discussing climate-related topics, including opportunities and risks. It ensures that Greiner makes continuous improvements in the area of sustainability. In addition to the CEO of Greiner, the Sustainability Council includes decision-making representatives from all three operating divisions, the sustainability coordinators of the divisions, the spokespersons of the relevant working groups and every member of Greiner AG's sustainability department. Women made up over 40 percent of the Board in December 2022. The Sustainability Council meets three to four times a year.

## Sustainability team takes ownership of the sustainability strategy

Since 2017, a Corporate Business Function has been responsible for the Group-wide coordination of sustainability agendas at Greiner's Group headquarters. The Vice President of People & Sustainability reports directly to the CEO of Greiner. The team at the headquarters has expanded in recent years to take on additional tasks and add people with different areas of expertise. It advises management, develops the sustainability strategy and chairs the meetings of the Sustainability Council and the working groups. The team also manages and initiates Group-wide projects and initiatives and represents our sustainability agendas both internally and externally. Additional responsibilities of the sustainability team include assisting sustainability coordinators in all divisions with the implementation of strategic initiatives, advising the management of the divisions and ensuring that strategic updates are made to the sustainability agenda. The team also steers KPI reporting, ESG risk management, materiality analyses and the implementation and adaptation of the sustainability strategy from Group headquarters.

## Sustainability coordinators are responsible for implementing the sustainability strategy in the divisions

Each division at Greiner now has a sustainability coordinator who is responsible for ensuring that sustainability targets are properly communicated and implemented within their division. They also provide relevant advice to the CEOs in our divisions and ensure that targets are broken down to site level.

## Working groups draw up recommendations for the Sustainability Council

Greiner's three divisions work together in four working groups: Environment & Resources, Supply Chain, Products, and Diversity, Equity & Inclusion. These groups, made up of specialists from Greiner AG alongside sustainability coordinators and specialists from the divisions, implement the sustainability strategy in each division and ensure that progress is being made by monitoring key figures related to topics on an ongoing basis. They also draw up cross-divisional measures to be implemented by the sustainability coordinators in each division. The working groups draw up recommendations that are submitted to the Sustainability Council for approval.

## Supervisory Board as a governance body

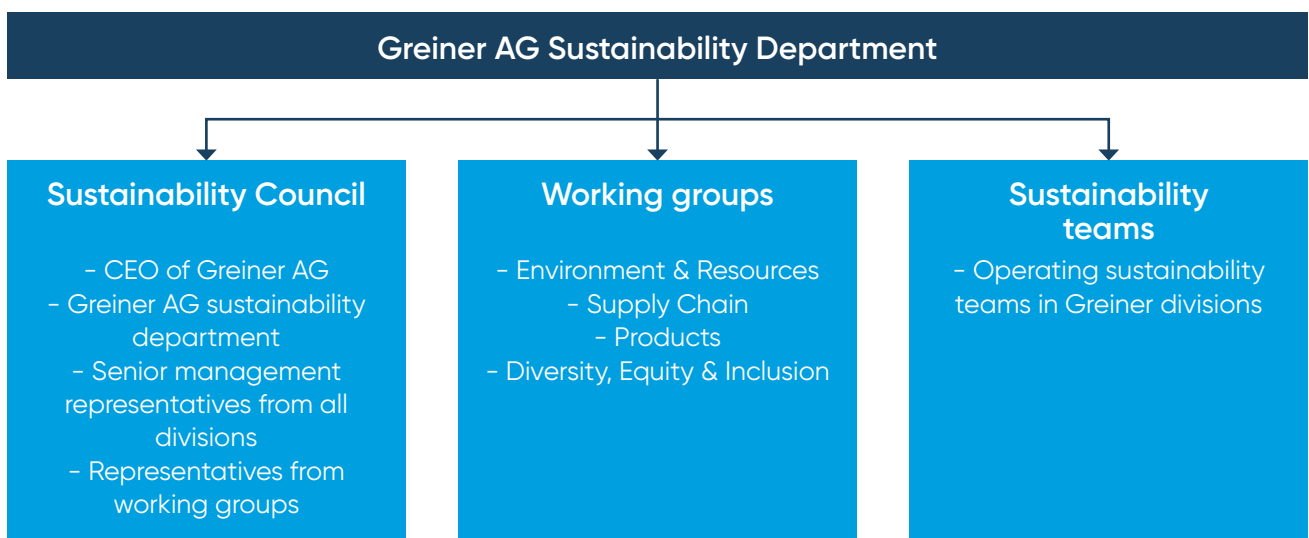
The Supervisory Board oversees all significant strategic projects. In addition to monitoring and governance functions, it serves in an advisory capacity and takes on a portion of the company's responsibility. The purpose of this structure is to guarantee that sustainability-related issues are considered when developing corporate strategies and during financial planning, along with related annual budgeting and investment decisions. The Supervisory Board is supported by an Audit Committee, which is made up of members of the Supervisory Board. The new ESG risk assessment, for example, will be discussed by the Audit Committee in the future.



## Our sustainability governance structure



## Our sustainability bodies



### Compliance: fundamental principles for how we do business

As a company in the plastics and foam sector with production and sales facilities in 34 countries around the world, it is essential for us to conduct ourselves in a manner that is both legally compliant and in line with our values. This commitment is the basis of our corporate governance approach and our culture, and includes protecting human rights, complying with laws and ethical principles, fighting corruption and promoting transparency and accountability.

As evidence of our commitment, we had all Austrian Greiner companies ISO 19600 and ONR 192050 certified in 2016, and later extended this certification drive to include all Greiner companies worldwide in 2020. ISO 19600 is an international standard that establishes requirements for the implementation of compliance management systems. In 2021, the underlying standard was changed to ISO 37301. This change resulted in additional improvements to our compliance management system, which allows us to detect, understand and proactively minimize the risks of non-compliant behavior and respond appropriately to any violations.

In addition, we have established a Code of Conduct for our employees that sets out basic principles for how we do business and guidelines for correct behavior. This was done to ensure that we act with integrity over the long term, while also upholding our corporate values. We also have topic-specific guidelines in areas such as the environment and purchasing. In 2017, we introduced a whistleblowing platform, giving our employees, customers, and business partners a way to anonymously report any violations of the Greiner Code of Conduct at [tell-greiner.com](https://www.greiner.com/tell-greiner).

Responsibilities, internal processes and regular risk analyses are described in a comprehensive compliance manual. The compliance risk analysis, first performed in 2016, is reviewed on a regular basis and revised as necessary. Any potential changes to how risks are prioritized are taken into account when making adjustments to the compliance management system.

Each Greiner company has a Local Compliance Officer, each division has a Division Compliance Officer and the company as a whole has a Group Compliance Officer. Regular training is provided to employees in compliance-related roles. An introduction to compliance is an integral part of the onboarding process for new compliance-relevant hires.

Our Greiner Compliance and Legal Policies and the Greiner Code of Conduct are applicable to all Greiner AG employees. The Greiner Code of Conduct includes anti-corruption rules and is provided to all new employees when they join Greiner. All employees are required to declare that they have received and will comply with the Code of Conduct. The Compliance Department, Internal Audit and the Risk Management team regularly review compliance. The Greiner Code of Conduct also applies to all business partners acting on Greiner's behalf. A distinct Code of Conduct for Suppliers and Business Partners applies to these parties and is incorporated into any contracts agreed with them. All compliance and legal policies have been approved by the Executive Board. Significant compliance violations can be detected through compliance audits, audits performed by Internal Audit and the risk management team or the Greiner whistleblowing system.

**[Our Code of Conduct for employees online at: www.greiner.com/en/greiner-ag/compliance/](https://www.greiner.com/en/greiner-ag/compliance/)**

## DATA SECURITY & PRIVACY

Greiner has developed a comprehensive Privacy & Security Awareness program that encompasses a range of initiatives designed to train all of our employees to exercise caution when they are online, at work or handling (personal) data. Our commitment to protecting both our own and third-party (personal) information is fundamental to who we are.

We have launched a security awareness initiative that employs numerous measures to help our employees, the company and our partner companies avoid becoming victims of cybercrime. Reliable, efficient and secure information technology has a key role to play in the company's efforts to protect data and information about us and third parties. We want all stakeholders to be in a position where they can trust us to protect their privacy and their trade secrets.

Our employees are critical to our security strategy. That is why we published a Group-wide information technology policy in 2017 and a Group-wide data protection policy in 2020. These policies provide guidance on the reliable, efficient and safe use of information technologies, social media and communication, what to do in the event of data breaches or IT security incidents and the personal use of online devices. These policies also define how data – in particular personal data – should be handled throughout the data lifecycle, from generation and capture to transmission, sharing, retention and deletion. By following these policies, we can make better corporate use of information and data while also meeting all of our statutory and contractual obligations. In doing so, all applicable laws are observed at all times.

## Minimizing corruption risks

We rolled out an anti-corruption policy throughout the Group at the beginning of 2018. The aim of this policy is to explain anti-corruption law, proactively fight corruption and provide in-depth instructions and examples divided into topic areas. The policy applies worldwide. Country-specific additions or amendments that are considered necessary due to differences between the legal systems of the countries in which Greiner operates are clarified with the Group Compliance Officer in advance and must be approved by the Group Compliance Officer before they enter into effect. The same is true for any exceptions or ad hoc requirements. Since 2015, over 60 percent of Greiner companies, i.e., more than 80 sites, have been audited for corruption risks. All sites are audited at least once every four years. Various corruption risks have been identified, including embezzlement through inflated pricing, the payment of fictitious invoices, and the manipulation of tenders or specifications so that certain suppliers are given preference (in order to gain an advantage for themselves). In 2022, 97 percent of Greiner sites reported that they could be exposed to one or more such risks.

We take action to ensure that our employees and our executives are aware of corruption risks. In order to effectively prevent and combat corruption, the company provides communication and training about anti-corruption policies and procedures. These make up one of the main pillars of our anti-corruption efforts. Online training content was added to the Greiner compliance training system in 2016. By December 31, 2022, 3,457 compliance-relevant employees had completed training, or 98 percent.

The Supervisory Board is informed about the compliance management system by the Group Compliance Officer in regular reports, including biannual CMS reports, annual certification reports, and ongoing updates from internal audit and risk management teams. No violations were reported during the period under review. Furthermore, no fines or non-monetary sanctions were imposed as a result of non-compliance with laws and/or regulations.

Our corporate responsibility extends beyond Greiner itself to the entire value chain, including our procurement process for materials, products and services. Sustainability criteria related to environmental protection, occupational health and safety, and upholding human rights are taken into consideration when we select, assess and develop our suppliers. The company has no production sites with a significant risk of incidents of child labor. During the reporting period, the company was not aware of any violations of laws and regulations in the social and economic sphere and/or violations in connection with the impact of products and services on health and safety, nor of any non-compliance with environmental laws and regulations.

### Managing risk in line with the precautionary principle

We use training and other tools and processes to make sure that we comply with both statutory and internal regulations. To achieve this, we implemented a risk management system in line with the precautionary principle in 2016. This system records, analyzes and evaluates relevant risks at regular intervals. In 2023, risk management will be broadened in scope to incorporate ESG risks. This involves assessing the potential impact of Greiner's business activities on the environment, the climate, and society, as well as their impact on Greiner. We take into account all relevant activities and developments across our entire value chain, from the supply chain through to production, waste disposal and recycling. To achieve this, Greiner uses an internationally recognized four-step risk management process.

To give the company a holistic view of both financial and non-financial risks, managers from various departments are involved in the risk management process. They are supported by risk officers in each operating division, with the Greiner risk manager providing assistance across all divisions. The management and supervisory bodies (Supervisory Board and Audit Committee) of the company are provided with extensive information about relevant risks and action plans on a regular basis or as needed. We identify possible opportunities as part of the risk management process and integrate them into the strategic work of the Group whenever possible.

We remain committed to meeting the needs of our employees, customers and the communities in which we operate, and ensuring that we are in full compliance with external requirements. That is why we are planning to perform a comprehensive overhaul of our risk management system in 2023. This will include adjustments to the Greiner Risk Universe, a strengthening of the "bottom-up" risk identification process and the introduction of new risk software. We will also focus on ESG (environment, social and governance) issues so that we can address current trends in sustainability and prioritize specific areas, such as the climate or human rights. By taking this step, Greiner is preparing itself for future regulatory and market-specific requirements while setting another significant milestone in terms of our corporate due diligence.

In tandem with our Group-wide risk process, we document local and topic-specific risks and opportunities as part of our various management systems. These assessments are based on certification requirements and cover economic, environmental and social impacts. Analyses are mostly carried out at site level and incorporated into site-specific processes, activities and objectives. Expanding these management systems at our sites worldwide is one of our overriding corporate goals and is part of our Blue Plan sustainability strategy.

## Four-step risk management process

1

### Risk identification

Risks from the Greiner Risk Universe are identified periodically on the basis of dialogue between management and various experts. This consists of nine overarching risk categories and 38 detailed risk areas, encompassing strategy, market development, operating activities, employee relations and sustainability (ESG). This holistic approach ensures that our assessments incorporate the potential damage from environmental risks, natural disasters and reputation risks.

2

### Risk assessment

In the second step, identified risks are assessed in terms of their potential impact and probability of occurrence and included in the Greiner risk matrix. This assessment is performed using uniform Group-wide criteria that incorporates both financial indicators and possible non-monetary damages.



4

### Risk monitoring

Greiner prepares reports on the basis of risks that have been identified and assessed and the measures that have been defined. Top risks are defined together with management on an annual basis. Possible risks are evaluated on a regular basis along with risk minimization measures.

3

### Risk management

The Greiner risk matrix defines the situations in which measures are required to minimize risk. In collaboration with the risk manager and experts, we define and document these measures, as well as implementation schedules and responsibilities in risk management software.



## ESG risks

In 2022, we identified the most significant ESG risks that could potentially have a major negative impact on the environment, society or Greiner's business activities. These risks are shown in the table below along with measures we are taking to counteract them and exploit any opportunities. For more information on accident and health risks or corruption risks, please refer to the corresponding sections of the report. Climate-related risks

as defined by the Task Force on Climate-Related Financial Disclosures (TCFD) and requirements for reporting climate-related information are discussed in detail at the end of this report.

[Please refer to the TCFD-relevant information section for more details](#)

ESG risks	Measures	Opportunities	Primary areas of impact
<b>Little consideration of sustainability aspects in the company's long-term strategy (climate transition risk)</b>	Integrating the sustainability strategy with the corporate and innovation strategy	Competitive advantage; image enhancement; employee loyalty	All
<b>Greenhouse gas-intensive production (climate transition risk)</b>	ISO 14001, ISO 9001, ISO 50001, compliance with guidelines and limits, internal and external audits, projects to improve efficiency and effectiveness, renewable electricity, closing material loops; energy recovery	Environmental protection and climate protection; cost advantage; employee loyalty; competitive advantage; image enhancement	All
<b>Exacerbation of climate risks due to aspects relevant to the circular economy not being addressed (climate transition risk)</b>	Integration of sustainability criteria into the product development process; closing of loops; screening of regulatory and market-specific requirements; calculation of product carbon footprints; life cycle analyses and assessments; awareness raising; cooperation with suppliers, customers and other organizations; analysis of recycling opportunities; use of secondary raw materials; internal recycling; optimization of product reuse	Competitive advantage; expansion of the product range; opening up of new markets or segments; attractiveness for the financial market	All
<b>Climate-related external effects, such as new regulations and changing market requirements in connection with combating climate change (climate transition risk)</b>	Projects to improve efficiency and effectiveness, recording and calculating emissions; energy (renewable electricity) & emissions targets; efficient use of materials; use of secondary raw materials; sustainable waste management; ISO 14001, ISO 9001, ISO 50001; training to raise awareness	Environmental protection and climate protection; cost advantage; employee retention; opening up of new markets	Within the company
<b>Energy shortages &amp; rising energy prices</b>	Projects to improve efficiency and effectiveness; purchasing strategy; increase in share of self-produced electricity	Cost advantage; securing production; competitive advantage	Upstream, within the company
<b>Rising raw material prices and declining availability of raw materials</b>	Sourcing strategy; targeted supply chain management; integration of sustainable aspects into the product development process; closing of loops; efficiency measures; reuse and internal recycling	Cost advantage; competitive advantage; development of new products; opening up of new markets; conformity with specific requirements; customer retention	Upstream, within the company

<b>Skills shortage</b>	Employee retention measures for existing employees; incentives to attract new employees; wide range of development opportunities; training and development opportunities; wide range of social and insurance benefits; talent development; flexible working time models; cooperation with training centers; apprenticeship programs	Image enhancement on the labor market; employee retention; increased attractiveness for skilled workers; competence development; assurance of work performance	Within the company
<b>Health and safety risks</b>	HSEQ policy; ISO 45001, ISO 9001, personal protective equipment; wide range of training schemes and information; employee awareness raising	No accidents; attractive and responsible employer; access to workforce; employee motivation; low turnover; image enhancement; role model effect; competitive advantage	Within the company; downstream
<b>Corruption and non-compliance with laws</b>	Greiner Code of Conduct, compliance management system, capital market compliance, Compliance Board, whistleblower hotline, policies, training, value system	Responsible and reliable business partner; industry role model; image enhancement; competitive advantage	All
<b>Disregard for human rights</b>	Greiner Code of Conduct, People Policy, internal and external audits, increased collaboration with suppliers and customers, internal training	Image enhancement; improvement of market position; responsible business partner; exercise of due diligence; model company at global level	All
<b>Increasing requirements in the area of supply chains</b>	Greiner Code of Conduct, Code of Conduct for Suppliers and Business Partners; self-disclosure; audits, increased cooperation with suppliers; internal training; whistleblower hotline; EcoVadis as a platform for supplier assessment; risk assessment of suppliers by country and sector	Industry role model; image enhancement, responsible business partner, competitive advantage	Upstream

# MATERIALS & Sourcing

**For us, responsibility starts outside the company gates.** We have built up a network of high-performance suppliers over decades – in Europe and around the world. Our partners are aware of the high expectations we have when it comes to our products and our collaboration. These are firmly fixed in our guidelines. We regularly discuss the standards we expect of our suppliers in our everyday business and ensure that the supply chain meets sustainable manufacturing criteria from the beginning: Now more than ever.



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# Materials & Sourcing

## Procurement

Together with our suppliers, we again worked on the sustainable alignment of our supply chains in 2022. Only by working together can we make a significant contribution to society and the environment. In order to raise awareness of sustainable procurement, we rely not only on codes of conduct, but also on employee training and external ratings such as EcoVadis. In terms of our materials, we are striving to close material loops. The main focus of our efforts here are on using sustainable raw materials.



## Our goal: We want to be a fully circular business by 2030.

### Our targets

80 percent of our total purchasing volume should go to suppliers that have signed the Greiner Code of Conduct or a comparable Code of Conduct.

By 2030 we intend to work exclusively with suppliers that have an EcoVadis rating.<sup>1</sup>

We want to continually increase the proportion of secondary materials.<sup>2</sup>

All plastic packaging used at Greiner Packaging will be reusable, recyclable or compostable by 2025.

By 2025, we intend for 10 percent of all plastic material used at Greiner Packaging to be made out of sustainable plastics.<sup>3</sup>

By 2025, we aim to purchase paper for our secondary and tertiary packaging exclusively from FSC or equivalent certified paper sources.

1 In 2022, we took out a promissory note loan that is linked to sustainability criteria and also includes a target with regard to our supply chain. We have therefore adjusted our former target in this area.

2 To calculate the share of secondary materials, all secondary materials (raw materials, auxiliary materials, operating materials and packaging) are set in relation to the total materials used.

3 Proportion of sustainable plastic raw materials used (recycled or bio-based) in all plastic raw materials used.

### Our performance

78 percent of our total purchasing volume goes to suppliers that have signed the Greiner Code of Conduct or a comparable Code of Conduct (2021: 63 percent).

An initial screening of our suppliers with a purchasing volume over EUR 500 thousand at the end of 2022 showed that more than 10 percent had a valid EcoVadis rating.

The proportion of secondary materials increased from 8 percent in 2021 to 11 percent.

According to the definition of the Ellen MacArthur Foundation Global Commitment, 87 percent of our plastic packaging was already designed for recycling in 2021. 9.2 percent of our plastic packaging is actually recyclable.<sup>4</sup>

According to the definition of the Ellen MacArthur Foundation Global Commitment, 2.9 percent of our plastic materials used came from post-consumer recycled materials in 2021.<sup>5</sup>

Data collection being established.

4 The figures for 2022 were not yet available at the editorial deadline. The calculation method used was changed in 2020. Up until that point, we had been using a local approach (i.e. calculating on a country-by-country basis). Since 2020 we have been using a global approach where all of our packaging is measured using the threshold values for a recycling rate of 30 percent per 400 million people. Based on this methodology, there is no sufficient recycling infrastructure available for PP rigids, PS rigids and PET non-bottles in Europe. In comparison with 2020 therefore, the logic behind the calculation has changed (34 percent).

5 The figures for 2022 were not yet available at the editorial deadline.

## Responsible purchasing

We procure raw materials, commodities, supplies and operating materials, packaging, other items, and services from a wide range of suppliers in various countries. The Ukraine war, the energy crisis and COVID-19 posed a number of challenges in recent years. These primarily affected the availability of raw materials and materials, energy, and the associated delivery times and prices. Despite the challenging circumstances, we were able to overcome all obstacles. This is primarily due to the fact that our supply chains are based on a broad network of suppliers and we were largely able to reduce dependencies in recent years. For us, having several suppliers to turn to at any given time is crucial. This strengthens the resilience of our supply chain in the long run.

With the EU Corporate Sustainability Reporting Directive (CSRD), the work on the European Corporate Sustainability Due Diligence Directive (CSDDD), and the increasing transparency in supply chains, the requirements that companies are expected to fulfill are continuously rising. The Supply Chain Due Diligence Act came into force in Germany in 2023. It requires companies to take a closer look at their suppliers and their business methods. At Greiner, too, we are focusing more on integrating the upcoming requirements into our objectives, processes and activities.

In many areas, we can only be as good as our suppliers are: their business methods have an impact on our performance and our business methods. Scope 3 emissions accounted for approximately 97 percent of our emissions in 2022. 67 percent were attributable to raw materials and materials.

This means that procurement has a major impact on our ability to reduce emissions.

Buying our materials from local suppliers wherever possible is one of our procurement principles. This means that the suppliers should be located in the same country as the production site. In 2022, we placed 46 percent of the procurement budget of our key operating sites with local suppliers (2021: 41 percent). As around 80 percent of our sites are located in Europe, the term "key operating sites" refers to our domestic continent.

### Proportion of local purchasing volume in Europe

(by purchasing volume in euros, in %)

	2021	2022
Greiner	41	46
Greiner Bio-One	48	36
Greiner Packaging	52	55
NEVEON	22	40
Greiner Extrusion	52	-

### Sustainable Sourcing Policy

We revised and updated our Group-wide policy for sustainable sourcing in the reporting year. This will be rolled out in 2023 in line with our internal requirements. In introducing this policy, we are recognizing that our decisions have an impact on the environment and on society through our suppliers. Our policies on sustainable procurement brings together social, ethical, environmental and economic aspects, and performance factors. It lays out our expectations of our suppliers and incentivizes them to make their business practices more sustainable. It also acts as a manual for our employees, encouraging them to look out for and apply sustainability principles when purchasing goods and services.

In 2022, we began aligning Greiner AG and the divisions more closely with the Sustainable Sourcing Policy – both in terms of selecting suppliers and sustainable supply chain management. Our Environmental Policy also refers back to our Code of Conduct for Suppliers and Business Partners and our Sustainable Sourcing Policy.

In order to anchor sustainable procurement even more firmly in the company, we will focus in particular on raising awareness and training our buyers in future. In 2022, we developed an e-learning course on sustainable procurement. The course consists of eight modules. Some of these modules are aimed at all Greiner employees. The e-learning course is scheduled to be rolled out in 2023. All employees involved with purchasing should complete the training course by the end of the year.

### Principles of collaboration

Our understanding of and expectations for collaborating with suppliers and business partners are set out in our Code of Conduct for Suppliers and Business Partners. The Code documents our minimum standards that both parties to any business agreement are expected to abide by. New suppliers and business partners must sign the Code of Conduct or have their own equivalent version and present this to us. Our Code of Conduct for Suppliers and Business Partners is based on social, environmental and ethical policies.

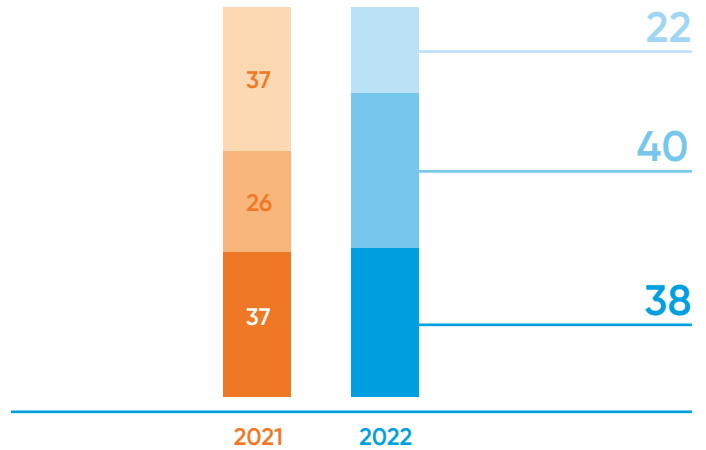
[View our Code of Conduct for Suppliers and Business Partners online](https://sustainability.greiner.com/en/suppliers/)

### Suppliers and business partners with a Code of Conduct

It is our aim to have 80 percent of our total purchasing volume go to suppliers that have signed the Greiner Code of Conduct for Suppliers and Business Partners or a comparable Code of Conduct. The analysis of our suppliers shows that the proportion of suppliers that have signed the Greiner Code of Conduct or a comparable Code of Conduct rose from 63 percent in 2021 to 78 percent in 2022 (by purchasing volume in euros).

## Proportion of suppliers and business partners with a Code of Conduct

(by purchasing volume in euros, in %)



- No Code of Conduct signed
- Comparable Code of Conduct signed
- Greiner Code of Conduct signed

In addition to the Greiner Code of Conduct and the Sustainable Sourcing Policy, we have created a escalation matrix that covers the internal process for dealing with suppliers that do not fulfill the minimum requirements set out in the Code of Conduct. People can report breaches of our Code of Conduct or violations of any kind anonymously on our whistleblowing platform [tell-greiner.com](https://tell-greiner.com). The platform can be accessed by any internal or external party. Following up reports is mandatory and where necessary we take appropriate measures to counter breaches and violations. The person who has made the report is protected throughout the process.

[Read more in the chapter on Sustainable corporate governance](#)

## Dialogue with suppliers

In order to verify compliance with our principles, we employ internal and also external supplier assessments such as EcoVadis and also external audits. If suppliers do not meet our requirements, standards or expectations, we intensify our dialogue with them. This is decisive for us as we believe that progress can only be achieved through mutual understanding. This cooperation results in measures to improve performance or eliminate weak spots, for instance, as part of an action plan. If the measures taken fail or suppliers do not cooperate it may lead to the business relationship being terminated. This process allows us to ensure that suppliers live up to our principles and minimum standards. This in turn leads to their performance having a positive effect on the environment and on society.

Regular supplier assessments and audits are an essential part of our supply chain management. Suppliers are audited at regular intervals or as required, depending on their assessment and classification. We aim to keep increasing the number of our suppliers that are assessed by EcoVadis, and to improve the results of the ratings in the coming years.

## Suppliers assessed by EcoVadis

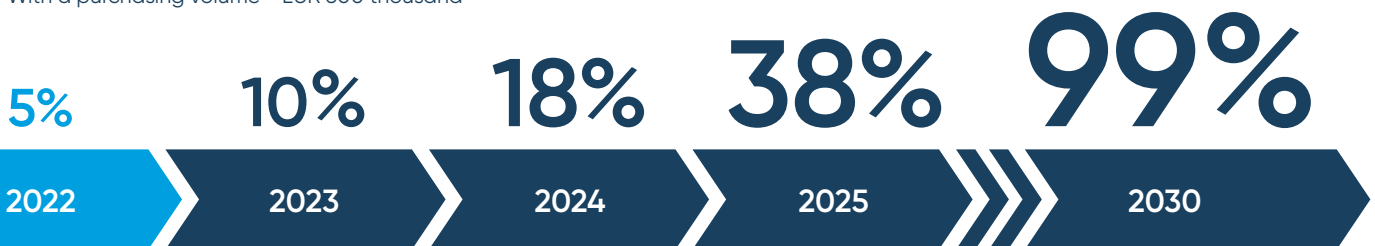
At Greiner, we primarily assess the sustainability performance of our suppliers using EcoVadis ratings. This process was started in 2019 by Greiner Packaging. While taking a promissory note loan in 2022 we set a Group-wide target: By 2030 we want to have 99 percent of our suppliers with a purchasing volume of more than EUR 500 thousand assessed by EcoVadis. With this target, we are expanding supplier assessments to all divisions.

In order to achieve our target, we have created a phase plan with corresponding subtargets. The specific target for 2022 is 5 percent of suppliers (purchasing volume > EUR 500 thousand) assessed by EcoVadis. By 2023, the target is 10 percent and by 2025, 38 percent. The exact phases can be seen in the image.

In 2022, more than 10 percent of the suppliers (purchasing volume > EUR 500 thousand) checked had a valid EcoVadis scorecard. We were able to achieve our subtarget for 2022 and will continue with our efforts.

## Suppliers assessed by EcoVadis – our plan

With a purchasing volume > EUR 500 thousand



Greiner Packaging has been encouraging relevant suppliers to be assessed by EcoVadis since 2019. Since then, a total of 80 percent of strategic suppliers have been contacted. Of these suppliers, around 70 percent have been assessed by EcoVadis. This means we have access to more detailed information regarding the assessment of the suppliers for 2021 and 2022. The average score of the suppliers has improved from 57 to 59 of 100 points.

In order to fulfill our promissory note loan obligations, we performed an initial screening for EcoVadis certification with our suppliers with sales of more than EUR 500 thousand in December 2022. The result: more than 10 percent of our suppliers have a valid EcoVadis scorecard. From 2023, we will actively be contacting the relevant suppliers.

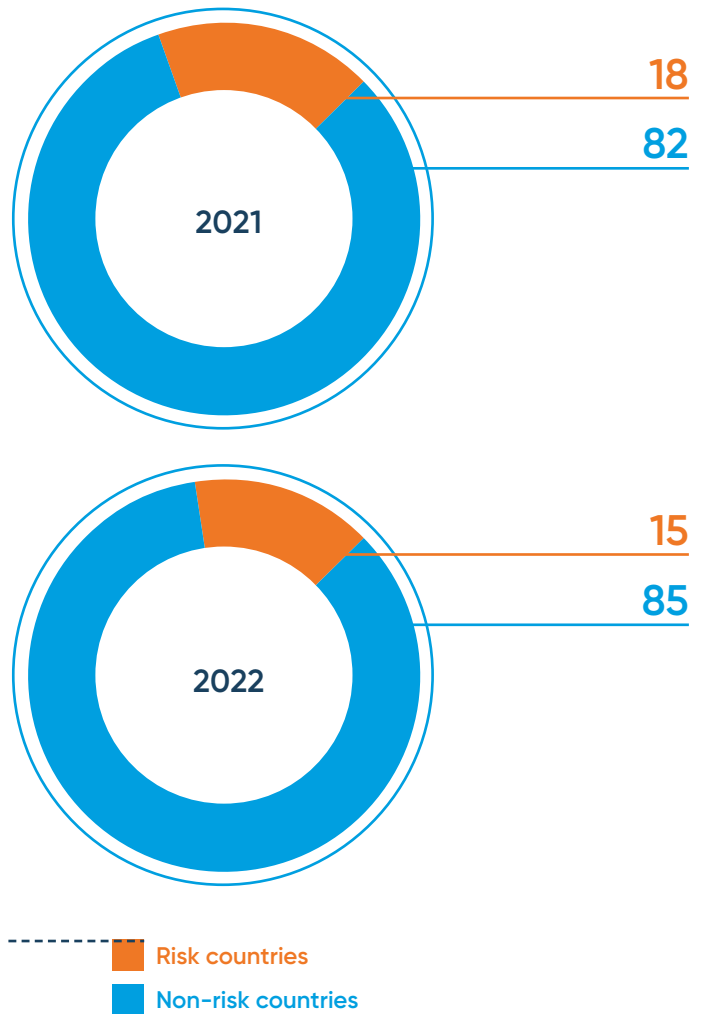
### Purchasing in risk countries

As a global company with sites in more than 30 countries, it is impossible to avoid procuring goods and services from risk countries. We are aware of the problems associated with this and are making every effort to reduce the potential adverse impacts. In addition to external supplier assessments, such as EcoVadis, we also rely on audits to verify compliance with our principles.

In 2022, we procured 15 percent of our total purchasing volume from risk countries. In 2021, this figure was 18 percent. We procure raw materials from the following risk countries: Bosnia and Herzegovina, Brazil, Bulgaria, China, India, Mexico, Moldova, North Macedonia, Romania, Russia, Serbia, Sierra Leone, South Africa, Syria, Thailand, Turkey and Ukraine. The risk is classified based on amfori BSCI's Countries' Risk Classification.

## Distribution of purchasing volume by risk countries & non-risk countries

(by purchasing volume in euros, in %)





## MODERN SLAVERY ACT STATEMENT

Each year, we are required to publicly declare what measures we have taken to ensure that our business and our supply chains are free from slavery. Our current Modern Slavery Act Statement is available on [www.greiner.com](http://www.greiner.com).

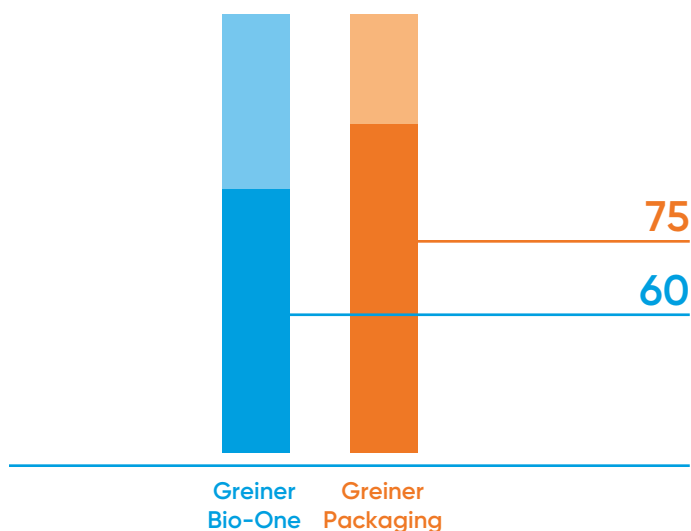
### Our expectations of ourselves

The same expectations that we have of our business partners also apply to us. In order to highlight this, we are also assessed by EcoVadis and Sedex.

### Our EcoVadis rating

In the coming years, we intend to successively improve our EcoVadis sustainability rating and also expand it to the whole Greiner Group. Greiner Packaging has been assessed by EcoVadis since 2014 and Greiner Bio-One has been assessed since 2022. In 2022, Greiner Packaging again achieved gold status and is thus among the best 5 percent of all companies rated by EcoVadis. Greiner Bio-One was awarded the silver medal in 2022, and is thus among the best 20 percent of all companies assessed. Within the industry of manufacturing medical and dental equipment and materials, Greiner Bio-One ranks among the top 8 percent.

## Greiner Packaging and Greiner Bio-One EcoVadis scores 2022 (in points)



### Our Sedex rating

In addition to EcoVadis, Greiner Packaging also reports non-financial data to Sedex. Sedex is a global data platform used to exchange information about ethically sustainable production in the supply chain. Many of our business partners use the platform to find information about our performance in the topics covered. In 2022, 18 of Greiner Packaging's 22 production sites shared data regarding labor standards, health and safety, compliance and the environment using the Sedex self-assessment survey.

In principle we provide our customers with our sustainability data for each site. We use the data and information internally as the foundation for our corporate due diligence.

## Efficient use of materials

Our focus is on using materials efficiently. This is good for the environment and saves costs. Our aim is to reuse the materials we use to the fullest extent possible or prepare them in such a way that they can be used for another purpose in future. We aim to increase the proportion of secondary materials in all divisions.

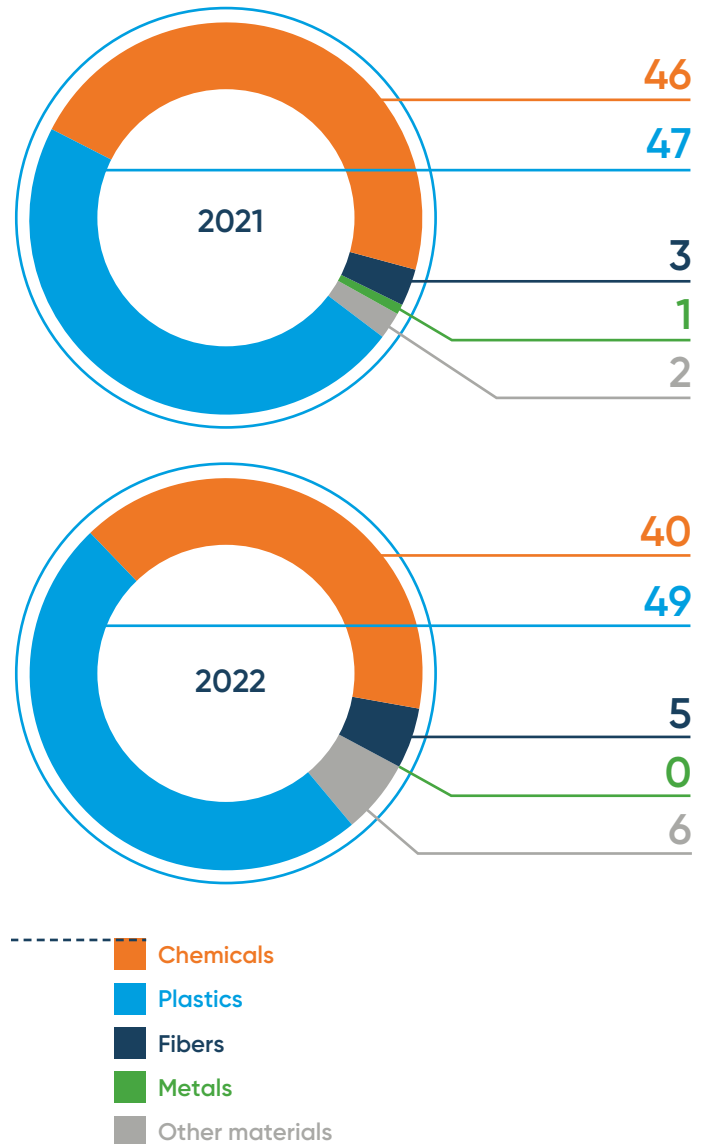
### Our purchasing and consumption of materials

Around 75 percent of our purchasing volume comprises materials and raw materials. In addition to raw materials, we also purchase semi-finished and finished products. We separate these into six material groups. The largest are plastics<sup>6</sup>, fibers, chemicals, metals and cardboard. Based on the purchasing volume in euros, 49 percent of the purchased raw materials in 2022 were plastics, 40 percent chemicals and 5 percent fibers. The reduction in the proportion of metal, which stood at one percent in 2021 is due to the sale of Greiner Extrusion in 2021.

The use of chemicals is subject to strict regulations, such as the REACH Regulation, which regulates the registration, evaluation, authorization and restriction of chemicals. Since the protection of human health is our top priority, chemicals are only used in strict compliance with the applicable regulations. In Austria, we deploy ionized radiation to sterilize our medical products. This is generated either by electron accelerators or, for high-density products, by radioactive decay of the Cobalt-60 isotope. The use of ionized radiation in Austria is regulated under the Austrian Radiation Protection Act and the Austrian Radiation Protection Regulation. Authorities perform annual checks to monitor compliance with these regulations.

## Purchasing volume by material group

(by raw material purchases in euros, in %)



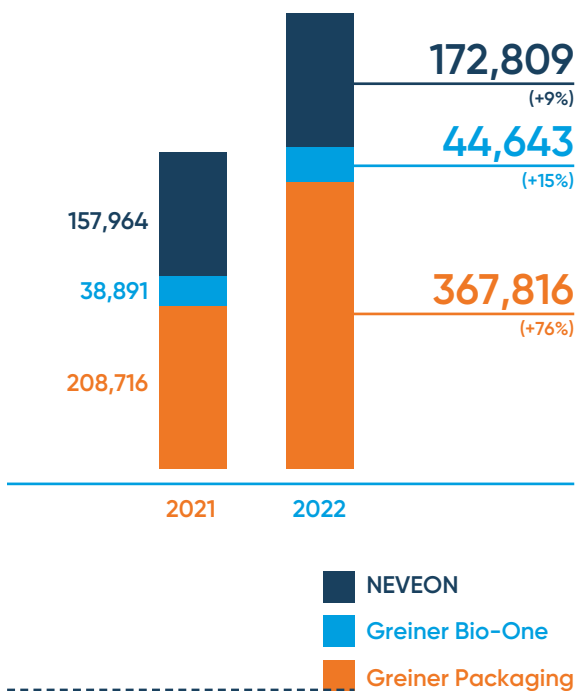
Our total raw material consumption has risen by 8 percent, which is due both to the expansion of our reporting as a result of improvements in data quality and the increase in product production.

<sup>6</sup> The plastics purchasing data includes granulates and films.

# OUR SUSTAINABILITY\_Impact

Our total material consumption in 2022 amounted to 585,268 tons. In 2021, this figure was 405,572 tons, so there has been an increase of 44 percent. In 2021, we did not take all materials into account in the data collection in accordance with GRI 301-1 and the databases across the divisions were heterogeneous. This was adjusted in the 2022 reporting and, for the first time, the database comprises all raw materials, supplies, operating materials, semi-finished products and packaging.

## Material consumption\* (in t)



## Greiner total

**585,268**  
(+44%)

\* The total material consumption includes all purchased raw materials, supplies and packaging directly used or consumed in production.

Renewable materials constituted 22 percent of the total material consumption in 2022. The renewable materials that we use include paper, cardboard, natural cork and wood, for example. The renewable materials are primarily used as raw materials (e.g. for decorating K3 cups) and as packaging material.

### Greiner Bio-One: 19 percent less material used

CELLMASTER cell culture roller bottles made of polystyrene enabled Greiner Bio-One to reduce material use by an average of 19 percent in 2021. This was achieved through the acquisition of a new plant, which not only increases capacity, but also enables more precise process control. Thanks to state-of-the-art technology, it has been possible to reduce the weight of the roller bottles and therefore the consumption of raw materials – all while maintaining the same level of quality. This also saves resources when transporting the goods to the customer.



Material used was reduced by an average of 19 percent for CELLMASTER cell culture roller bottles.



Our recycling plant in Serbia.

### Use of secondary materials

The recent shortages of raw materials on the world market and the, at times enormous, price increases for both primary and secondary materials present us with enormous challenges. It is therefore not only important to secure access to secondary materials in the long term, but also in time. In order to make sure we are ahead of the pack here, we decided to purchase a recycling plant in Serbia in 2022. We intend to fully integrate this plant into our processes in the current year.

The possibilities for using recycled material differ in our company depending on the product category and thus also the division. Due to the high standards for medical products, the application opportunities at Greiner Bio-One are small. Greiner Packaging, too, has to adhere to strict product safety rules particularly for packaging that comes into contact with food. However, there are plenty of opportunities to use recycled materials in other cases. Greiner Packaging sees the recyclability of a product as an integral part of the design process. We are currently looking into closing material loops in the field of foam at NEVEON. NEVEON is currently working with BASF on researching solutions for chemical recycling.

In order to create high-quality, clearly separated recycled materials, the sorting of plastic waste must be further developed. Effective recycling only works if distributors, packaging manufacturers, dual systems and key players in the collection, sorting and recovery infrastructure all pull together and invest in modernizing the circular economy. The variation of infrastructure development in different countries poses challenges for internationally active companies like us.

It is our explicit aim to continually increase the proportion of secondary materials. The proportion of secondary materials came to a total of 11 percent in 2022, in 2021 the figure stood at 8 percent.

### Proportion of secondary materials in total material consumption\*

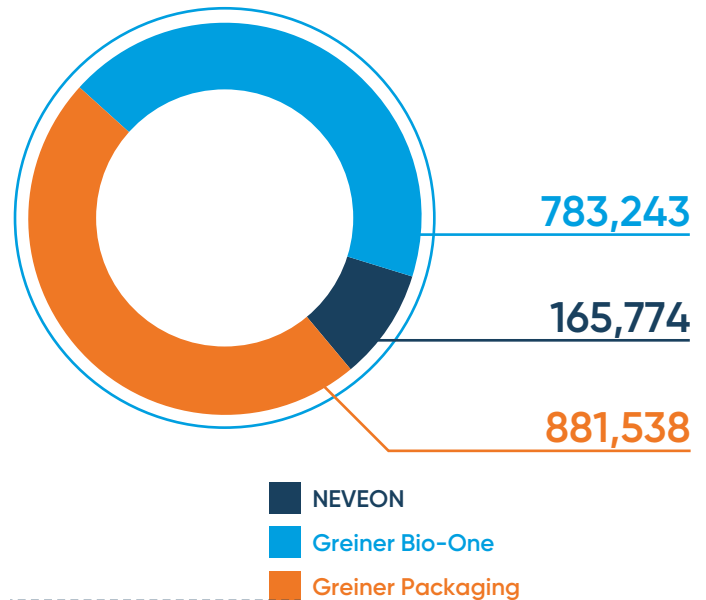
	2021	2022
Greiner	8%	11%
Greiner Bio-One	4%	4%
Greiner Packaging	10%	15%
NEVEON	6%	4%

\* To calculate the proportion of secondary materials, all secondary materials used (raw materials, supplies and operating materials, and packaging) are compared against all of the materials used.

### Emissions from purchased goods and services

Our purchased goods and services led to 1,830,561 tons of CO<sub>2</sub>e emissions in 2022. The two largest sources of emissions are the plastic raw materials used in Greiner Packaging, as well as the chemicals used in NEVEON's foam production.

### Emissions from purchased goods and services (in t CO<sub>2</sub>e)



Greiner total

**1,830,561**

## Use of paper

We use paper as a packaging material for our products, in the form of boxes and paper tape, for example. By 2025, we aim to purchase paper for secondary and tertiary packaging exclusively from FSC or equivalent certified paper sources. In 2022, our paper consumption as a percentage of total material consumption was 21 percent; in 2021 it was 10 percent.

## Renewable materials

There is potential for bio-based plastics and foams to be more environmentally friendly alternatives to conventional variants. The environmental impact of bio-based raw materials must also be analyzed in detail. For instance, for food safety only input materials should be used that do not compete with food-stuffs or that potentially have a negative impact on the environment or society due to their cultivation method.

NEVEON therefore relies on castor oil as a biological input material for the manufacture of EMC Verde series cold-foam mattresses. As castor oil is not a food, it is also an ethically sound raw material in terms of food safety. Our subsidiary Greiner Zeroplast is also involved in the production of sustainable alternative plastics for industrial injection-molding series production.



Greiner Zeroplast is working on bio-based materials for industrial injection-molding series production.



Greiner Packaging integrated renewable resources into the production of food cups made of polypropylene (PP) with in-mold labeling (IML).

## Greiner Packaging: Bornevables™ cup prototypes

With the Bornevables™ portfolio from Borealis, Greiner Packaging has for the first time integrated renewable resources into the production of food cups made of polypropylene (PP) with in-mold labeling (IML) as the decoration technology. Bornevables materials offer the same properties as virgin polyolefin but their environmental footprint is up to 120 percent lower than fossil fuel-based PP. The prototype IML cup for dairy products is made of the Bornevables mono-material and has been developed in such a way that it can be recycled in conventional plants.

## Zeroplast: Use of alternative materials

The goal of Greiner Zeroplast, a subsidiary of Greiner Innoventures, is to develop alternatives to today's common thermoplastics – including packaging – for everyday use. The start-up is working on unique bio-based materials for industrial injection-molding series production. In the spirit of the circular economy, secondary materials (existing resources in the form of fibers) are to be used and a new Zeroplast material produced from them.





NEVEON uses renewable raw materials in EMC Verde series products.

#### NEVEON: With the power of renewable raw materials

The products in NEVEON's EMC Verde series consist of about 20-percent castor oil. In using this method, NEVEON relies on a renewable raw material that can be used directly from the plant without further chemical processing steps being required. The fact that castor oil is not a foodstuff and also thrives well in less fertile soils further increases its sustainability value. This improves the CO<sub>2</sub> factor (in production) by 15 to 25 percent, depending on the amount used and the type of foam produced. Castor oil is also already being tested in the mobility and automotive sector, with promising preliminary results.

## Outlook: Procurement

With the new CSRD and CSDDD EU regulations, the Group will be facing a number of new requirements. In addition, the largest share of our Scope 3 emissions by far are caused by our suppliers. For these reasons, and because it is important to us as a company, we will push on in our efforts to encourage our suppliers to improve their sustainability performance. In order to prepare our purchasers for this to the best of our ability, we will be using a training program created in 2022 that is due to be rolled out in 2023. In addition, we have already started supplier screening with regard to EcoVadis ratings. We will systematically push forward with these supplier assessments in order to achieve our annual targets for the ratings of our suppliers.

In the area of materials, we will continue to work on reaching our self-imposed goal of purchasing only FSC or equivalent certified paper for secondary and tertiary packaging. This will require us to step up our efforts once again and to transition even more quickly to more sustainable and certified alternatives. With regard to secondary materials, greater focus is being placed on intra-Group recycling models, particularly following the acquisition of Greiner Recycling. The aim here is to make the technologies as available as possible to the Group. We will also look more closely at our product development processes as, with regard to our Scope 3 emissions, we see untapped potential in the design of our products and in the materials we purchase.



# Materials & Sourcing

# Logistics & Transport

Transport also belongs to a holistic approach to sustainability for companies – transport from our suppliers to us and from us to our customers. We keep the number of transport journeys as low as possible and make conscious transport choices. But we also make sure goods transport becomes more sustainable indirectly: Using clever packaging concepts, we reduce weight and volume to make goods transport more efficient.



# Our goal: We want to become a climate neutral company by 2030.

## Our targets

Together with our suppliers and customers, we are lowering transportation & distribution emissions.

Our science-based targets for the reduction of logistics emissions will be confirmed in 2023.

## Our performance

We record emissions caused by upstream and downstream transportation & distribution in order to discover future optimization potential.

We submitted our science-based targets for 2022 to the Science Based Targets initiative.

## Diverse approaches in logistics and transport

Sustainability is playing an increasingly important role in logistics, too. Politicians, the general public, our business partners, and our customers all attach great importance to sustainable logistics concepts that take into account not only environmental aspects but also social aspects. Through the Greiner Code of Conduct for Suppliers and Business Partners, we commit our business partners to safety, minimum wages, and compliance with working time regulations. The sustainable design of processes also has a positive economic impact due to the energy

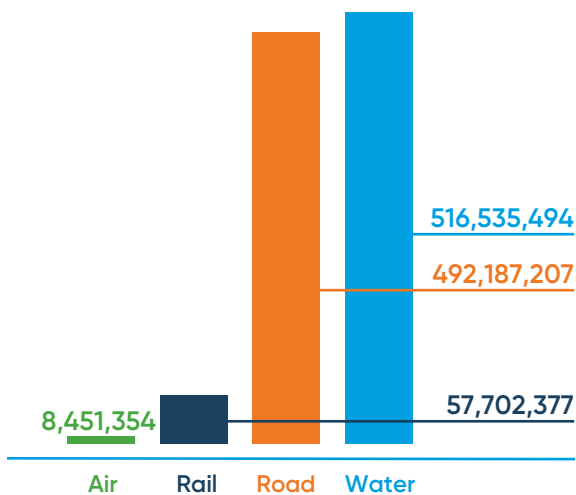
savings achieved and the avoidance of transportation routes. In our Environmental Policy, we commit to focusing more on short transportation routes, environmentally friendly and resource-saving means of transport, route-optimized transport planning, and innovative transport solutions. We also want to work on sustainable logistics solutions in our partnerships with our suppliers and customers.

# OUR SUSTAINABILITY\_Impact

Upstream and downstream, our products are largely transported on the roads by truck. We primarily use container shipping to exchange goods and materials with Asia and America. For individual products we also turn to air and rail freight.

We can reduce emissions by pooling transport and switching to low-emission modes of transport. In addition to the impact we have on our own logistics, we also help our business partners to make their logistics more sustainable by producing lighter and space-saving products across the divisions.

## Upstream transportation & distribution 2022 (in t km)



Greiner total

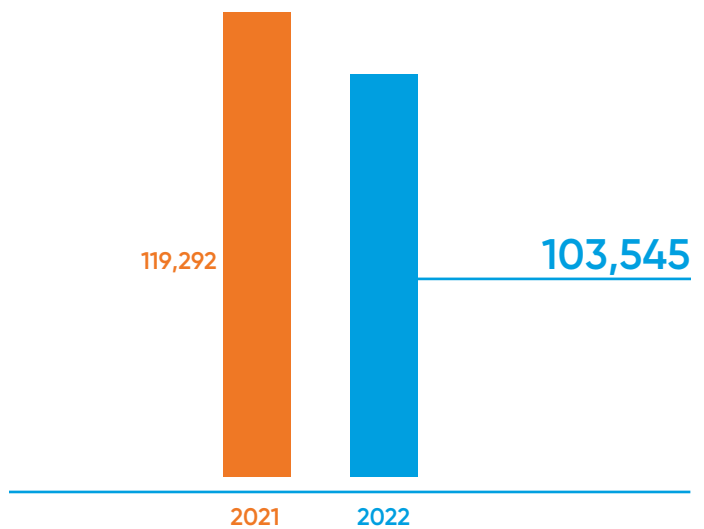
# 1,074,876,433

## Upstream transportation & distribution

We source our goods and services locally wherever possible. This helps to keep transport journeys low. If local procurement is not possible, we look for the most sustainable mode of transport, taking into account the urgency of the delivery. Our upstream transportation & distribution includes the transport and distribution of purchased goods between suppliers (tier 1) and our own company and between our own sites in vehicles that do not belong to the company and are not operated by the company. In 2022, a total of 1,074,876,433 ton kilometers (tkm)<sup>1</sup> was transported – by air, water, road and rail.

In 2022, our upstream transportation & distribution generated a total of 103,545 tons of CO<sub>2</sub>.

## Emissions caused by upstream transportation & distribution (in t CO<sub>2</sub>e)



<sup>1</sup> Unit for calculating transport costs in freight transport per ton and kilometer.

## Downstream transportation & distribution

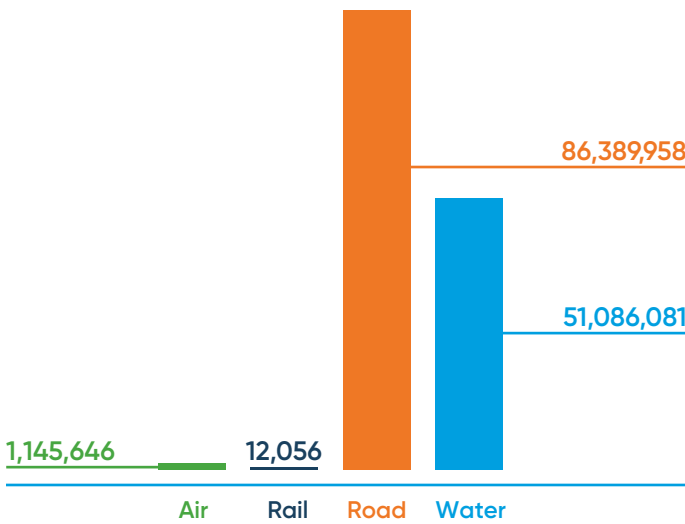
The data provided regarding downstream transportation & distribution take into account the distribution of sold products between the company's facilities and customers in vehicles that do not belong to the company and are not operated by the company. Since the last report, we have worked on improving the quality of the data relating to downstream transportation & distribution. We are therefore able to report the exact ton kilometers for each mode of transport in 2022. A total of 138,633,741 tkm was transported in 2022 using our four modes of transport.

In 2022, 17,152 tons of CO<sub>2</sub> were generated by our downstream transportation & distribution.



Pallets transported reduced by a third through the optimization of the packaging for the new urine cup.

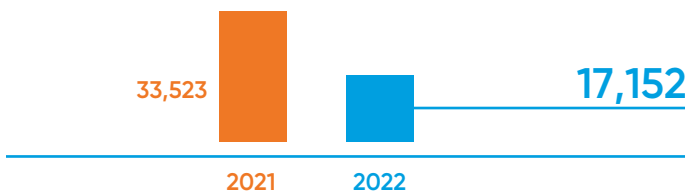
### Downstream transportation & distribution 2022 (in t km)



### Greiner total

**138,633,741**

### Emissions caused by downstream transportation & distribution (in t CO<sub>2</sub>e)



#### Greiner Bio-One: Packed together instead of individually

In October 2022, Greiner Bio-One launched a new urine cup. This new product means that individual packaging can be avoided, leading to around 1.7 million meters of film being saved across some 10 million units. Instead of individual packaging, an affixed seal now indicates the sterility of the product. With the new cup variant, the box fits 100 more cups inside while remaining the same size. This ensures around 26,000 fewer boxes are used and results in a one-third decrease in the number of pallets having to be transported.

## Outlook: Logistics & Transport

Our upstream and downstream transportation & distribution operations are only responsible for a small proportion of our Scope 3 emissions, but we will still examine them closely in 2023 to see where we can improve. We expect our science-based targets, which also relate to logistics, to be confirmed in 2023. Together with our customers and suppliers, we will need to analyze the current situation and develop appropriate solutions. As in other areas, we are also working on improving data quality here.



# PEOPLE & Society

Our most important resource is imagination. And that is what we use. By implementing ideas and innovations, people permanently push the boundaries of what is possible. In our Group, too, we look to see where we can improve every day and where we can open doors to a sustainable future. In order to succeed in these endeavors, we focus on creating an atmosphere where our employees can fulfill their potential and feel at ease. We provide a sense of security, promote diversity, and create space for ideas. We want everyone at Greiner to be able to help shape the future: Now more than ever.



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# People & Society

## Employees

The people behind Greiner are the ones who inspire us and drive us forward. We are thinking today about the working world of tomorrow and are in the midst of a transformation process to successfully bring our company into the future. Throughout this process, we have remained true to our values and therefore to a culture of trust, recognition and appreciation toward all our employees.



## Our goal: We want all our employees to be prepared for the challenges of the future by 2030.

### Our targets

By 2023, 80 percent of all employees will receive an annual performance review.

### Our performance

58 percent of employees received a performance review in 2022 (2021: 66 percent).

## A culture of trust

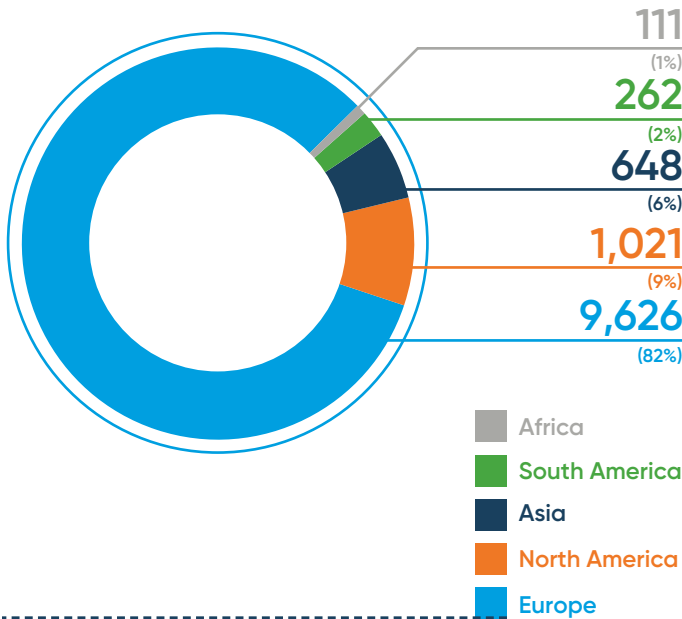
As a family business with a company tradition dating back more than 150 years, Greiner represents trust, recognition and appreciation. We encourage people to act independently and use their own initiative, and promote cross-divisional and cross-cultural collaboration.

We have anchored the key points of our value system in our mission statement and Code of Conduct. Compliance with social standards and human rights is the top priority for us and is ensured through a wide range of measures, which are highlighted in this report.

Our 11,667<sup>1</sup> employees and all their diversity make Greiner what we are as a company. We call upon everyone to contribute to achieving the goals of our sustainability strategy and to work together to transform our company.

<sup>1</sup> The number of employees in the chapter "Our sustainability" are slightly different to those in the chapters "Our company" and "Our performance" due to differences in calculating key figures for the number of locations included in the particular reporting system (2021).

Employees per continent



Greiner total

**11,667\***  
**(2021: 12,589\*)**

\* The 2021 employee key figure includes 1,194 indirect workers. Indirect employees are not included in the total for 2022. Number of employees in 2021 calculated as an annual average. 2022 calculated in positions with cut-off date December 31, 2022.

Principles and values

Our corporate values – trust, recognition and appreciation – and the guidelines for compliance with social standards and respect for human rights are the framework for our everyday work. Greiner operates in numerous countries around the world and works with a large network of business partners. We want to be perceived as a responsible partner and industry role model. In order to achieve this, we relentlessly pursue the standards mentioned above and apply our values in our daily business both internally and externally.

We have anchored the principles and guidelines that ensure we deal with one another fairly in the Greiner Code of Conduct for Suppliers and Business Partners. We make our employees aware of them through training and information events.

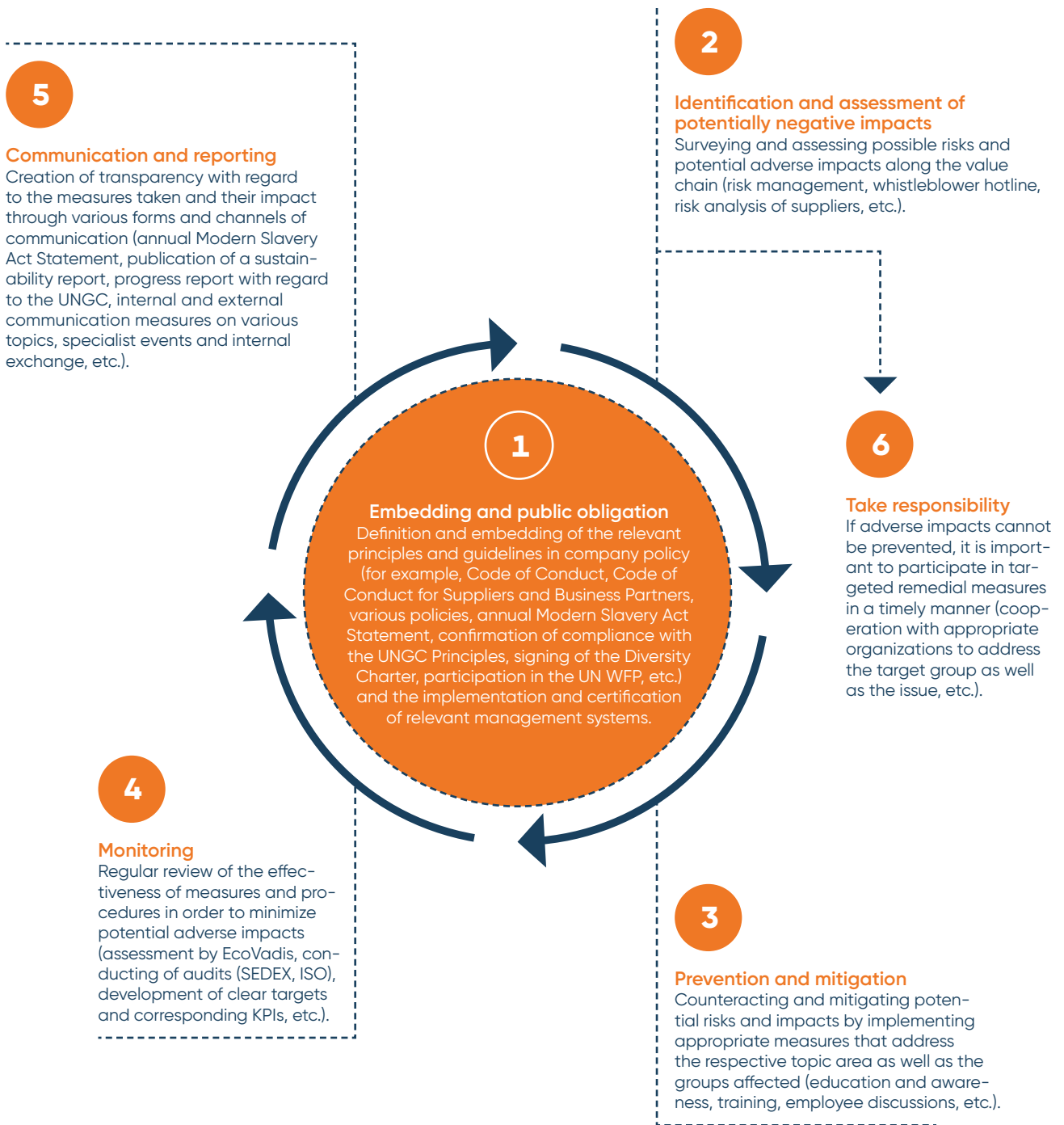
In cooperation with our suppliers and business partners, we make sure that this takes place in accordance with the UN Guiding Principles on Business and Human Rights and the Core Labor Standards as set out by the International Labor Organization (ILO), and in strict compliance with local laws. All relevant guidelines can be seen on our website.

Our company is opposed to child and forced labor without exceptions. Greiner supports fair pay, as well as freedom of assembly and expression. Discrimination, harassment and breaches of our company policies are not tolerated. In order to comply with these principles, we rely on education, regular training, and offer a whistleblower platform.

Our measures also include applying corporate due diligence. In developing our due diligence procedures we will align with the steps of the OECD Due Diligence Guidance for Responsible Business Conduct in the coming years. We are also preparing for legislation that is coming our way, such as a German Supply Chain Due Diligence Act or the Corporate Sustainability Due Diligence Directive (CSDDD) planned by the EU Commission.



The OECD Due Diligence Guidance consists of the following six steps:



### Freedom of association, dialogue and employee participation

Dialogue and employee participation are important tools that can strengthen employee loyalty in the long run. They are also effective in helping us to meet the needs of stakeholders.

In our company, we make sure that information is exchanged about a variety of topics and at various levels. The formats that we regularly employ include employee appraisals, employee surveys, regional committees, and cooperating in voluntary initiatives and interest groups.

In addition, we comply with all regulatory requirements that serve to represent employees' interests and give them their say, such as the possibility to elect works councils or the right to freedom of assembly and association. In many companies of the Greiner Group, the interests of the employees are represented by a works council or a company union, which operate in accordance with national laws and regulations.

### Fair pay and collective bargaining agreements

As a family-owned company steeped in tradition, Greiner supports remuneration for all employees that is in line with the market. The wages paid are based on the standard market remuneration for a comparable position in the relevant field. This includes the application of collective bargaining agreements: In 2022, 54 percent of our employees worldwide were covered by a general and/or collective bargaining agreement (2021: 51 percent).

In addition, there are variable compensation components that relate to individually agreed targets. The principles of bonus compensation are regulated at divisional or site level and apply to employees above a certain grade. For employees who are not covered by this regulation, local bonus regulations and incentive systems apply, which vary according to country, field of work, and position.

Fair pay is also a top priority at Greiner regardless of any collective bargaining agreements – as shown by our Group-wide job grading project. You can find out more in the section titled "Job grading."

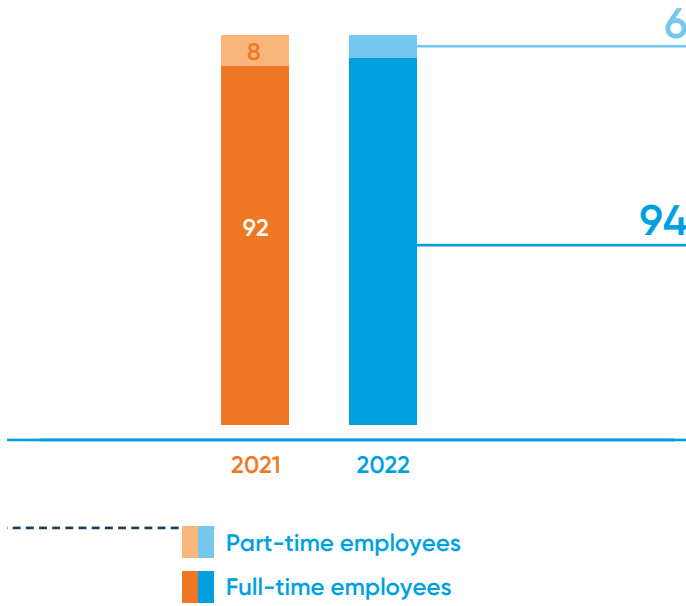
### The working world of tomorrow

Shaped by the experience that we owe our successes to date to the knowledge and skills of our employees, we also see this as the key to a sustainable future at Greiner.

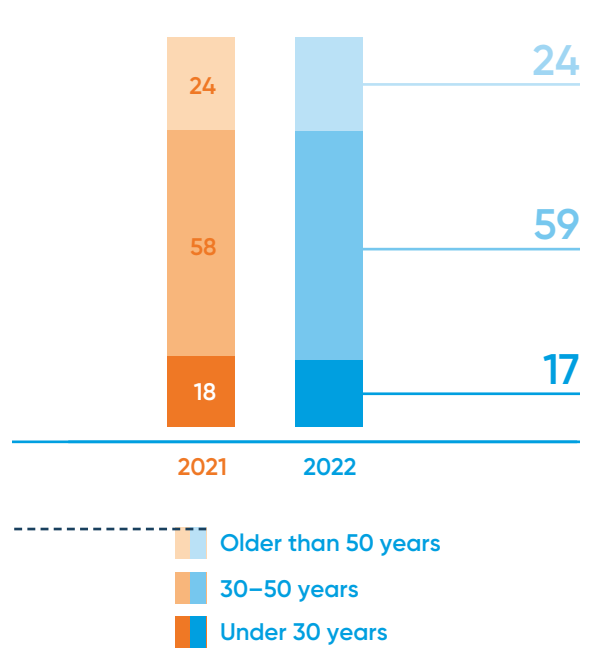
To use this key, we have deliberately chosen the topic of people as one of the three pillars of our Blue Plan sustainability strategy. We want to invest more than ever before in training and education, promote occupational health and safety, and step up our efforts in the area of diversity. Against the base year of 2018, we will double the average training and development hours by 2025. At the same time, we want to strengthen the physical and mental health of our employees through new offerings and continuously improve occupational safety measures.

We are also investing in different systems to drive the transformation of the company. One of these is the Greiner SuccessFactors employee portal, which will be introduced in stages starting in February 2023. The portal provides organizational transparency and enables us to focus even better on the development of our employees. There will also be several ways to find out more about key HR processes, from recruiting and onboarding to benefits and compensation management. These processes are made up of different building blocks.

### Breakdown of employees by full-time and part-time (in %)



### Breakdown of employees by age group (in %)



### Greiner total

**11,667\***  
 (2021: 12,589\*\*)

\* Number of employees in 2021 calculated as annual average. 2022 calculated in positions with cut-off date Dec. 31, 2022.  
 \*\* The 2021 employee key figure includes 1,194 indirect workers. Indirect employees are not included in the total for 2022.



The annual sustainability conference educates our employees on the subject of sustainability.

### Best-practice: Sustainability Conference

The Greiner Sustainability Conference takes place once a year and aims to familiarize all Greiner employees with various aspects of sustainability. The motto for the 2022 conference was "Empower People." In presentations and discussions, everything revolved around how we as a society, as companies, and as individuals should meet the challenges of the working world and, in doing so, bring out the best in every single person.

## Selecting and retaining talent

The world of work is changing enormously. The last few years in particular have shown that employers are facing bigger challenges than ever before when it comes to finding the best talent. Finding, developing and retaining talent is also one of the key competencies of our HR departments. We want to continuously develop our qualified, committed and motivated workforce, which works continuously to achieve the company's goals. To do this, we must offer attractive jobs, communicate openly and transparently with our employees, and be aware of the needs of our workforce.

If we fail to fill all vacancies with the best talent and to retain existing talent in the company, this could have a negative impact, especially in areas of the company that are understaffed; the existing workforce would have to bear additional burdens and growth potential may be left unexploited.

There are no Group-wide policies in place at the moment for the selection and retention of talented employees. Every division has its own policies.

## Dialogue and discussion with employees

In order to promote the development and thus the satisfaction of our employees, we have intensified constructive dialogue and discussion with them in recent years. This includes regular appraisals in which managers and employees give mutual feedback and target agreements and individual development wishes are discussed, agreed and documented.

Good and constructive appraisals rely on both parties being well prepared. Greiner SuccessFactors will also contribute to a standardization of the process here. From 2023, it will be possible for the preparation, evaluation and documentation for all employees to be carried out within the system in a standardized manner.

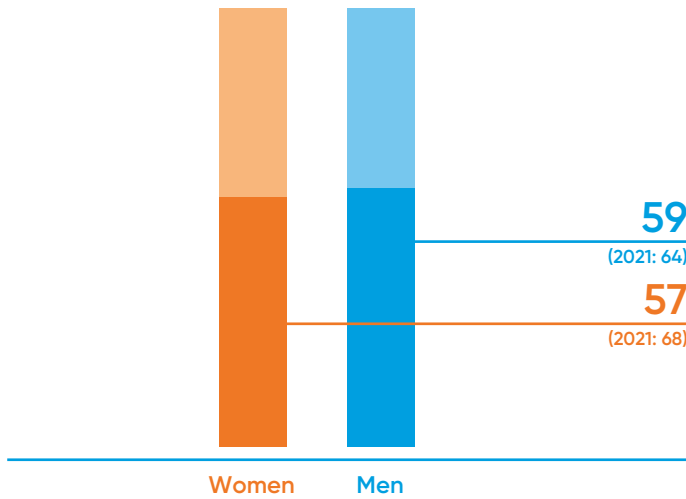
In addition, the job grading structure provides the framework for a variety of staff and organizational development measures.

We are striving to increase the frequency of employee appraisals: while 66 percent of employees had feedback discussions with their managers in 2021, this figure stood at just 58 percent in 2022. The decrease in this area is primarily due to local and technical challenges faced as part of the transition of HR systems started in 2022. This transition is expected to be completed by 2023. That being said, we are aware that achieving our goals will require further efforts.



In 2022, the Sustainability Conference was held under the motto "Empower People."

### Performance review rate\* (in %)

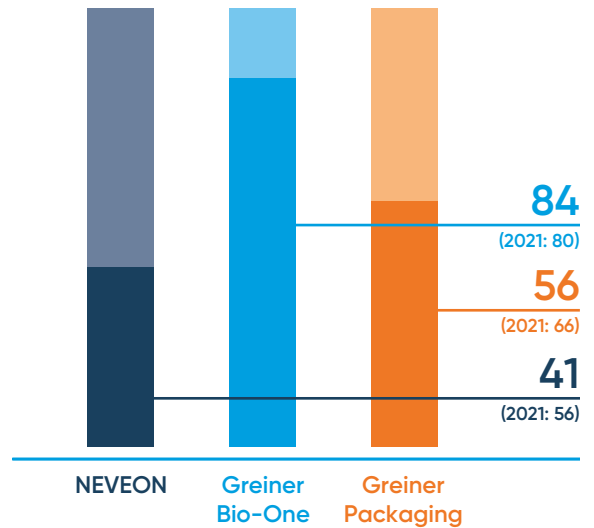


### Greiner total

**58**  
(2021: 66)

\* To calculate the performance review rate, all assessments and evaluations were compared with the number of employees.

### Performance review rate per division\* (in %)



\* To calculate the performance review rate, all assessments and evaluations were compared with the number of employees.

## Global employee survey

In addition to the annual feedback discussions, in 2021 we carried out a global employee survey for the first time to gain a better understanding of how our employees are doing, what makes them tick, and in which areas we can improve as a company. There are plans to conduct surveys at regular intervals in the future in order to draw up targeted activities and measures.

Worldwide, 72 percent of employees – both white-collar and blue-collar workers – responded to the survey. This is a very impressive response rate. The most significant findings of the survey were that employees show a high level of commitment in turbulent times and have confidence in their employer. The top answer to the question of which topics were particularly important to our employees was sustainability, which highlights the importance of the topic.

According to the survey results, our employees see the greatest need to catch up in the areas of performance empowerment, agility and innovation, and senior leadership effectiveness. The next survey is planned for 2023.

## Target agreements with managers

Our sustainability strategy comes with enormous challenges. In order to overcome these, there needs to be a lively exchange, but also clear objectives. Our senior management has been measured against our sustainability performance since 2020. Specifically, this means that our senior management is assessed in the areas of supplier assessment, diversity and emissions by means of target agreements.



In the coming years, this initiative will be extended to other management levels, and the link between corporate sustainability performance and personal performance assessment will become increasingly embedded within the organization. We have deliberately chosen the top-down approach here because we believe that this is where the greatest leverage lies in a company.

## Finding the best talent

In an increasingly crowded labor market, the trend is increasingly pointing toward companies having to apply for prospective employees. The challenges we face are similar across all divisions. Labor shortages and the generational change are hot topics.

We find our employees using established channels such as advertisements and recruitment agencies, and now also increasingly through social media. In addition, Greiner AG and some of the divisions have an employee referral program where employees can recommend potential applicants. If an applicant is hired and stays with the company for a certain amount of time, the person who recommended them can claim an incentive. These usually consist of a one-off payment or extra days off.

We make sure that the profile requirements in our advertisements are as precise as possible. We try to fulfill the individual requirements of the applicants to the best of our ability in the initial interviews with applicants. In return, we are transparent about our expectations and the culture in our company.

## Flexible working hours

We want to offer our employees a working environment with a high degree of personal responsibility in shaping their working conditions and schedules and ultimately promote a more flexible working organization.

In many areas of the company where this is possible from an organizational perspective, we offer flexible home-working arrangements. At Greiner AG, too, the Mobile Working Policy, which allows employees to work up to 80 percent from home or even to work from other locations, has become even more important than ever before.

## Job grading

In order to increase transparency in the filling and assessment of positions, we implemented a standardized job-grading process at Greiner AG last year. Job grading is an analytical way of assessing positions that combines the criteria of a factor assessment with a predefined grade structure/(remuneration) ranking structure. This allows positions in the organization to be viewed separately from the person who is holding the position. This in turn creates more transparency and boosts objectivity in the assessment. Job grading provides managers with an effective tool for the management and further development of their employees. Job grading creates a consistent regulatory framework in our company and serves as a foundation for a variety of staff and organizational development activities.

The Hay grading system was introduced at Greiner AG and all Austrian divisions in 2022. In the long term, we are aiming to introduce job grading at all units around the world.

## Onboarding program

The introduction of Greiner SuccessFactors in 2023 will also entail standardized onboarding for all organizational units. The information handbook for new employees will be available in the Greiner SuccessFactors system from summer 2023. There are also detailed induction plans that can be individually adapted to employees by their supervisors when they start at the company.

To ensure that starting a new job or returning to work after a longer absence goes well, there are a wide variety of measures and initiatives that vary depending on the business unit. For example, Greiner AG launched the #GetOnBoard buddy program, where new and returning employees are partnered with a colleague – a buddy – who supports them during their first year. The focus of the program is less on technical and organizational aspects and more on introducing the new or returning employee to their new working environment from a social and cultural perspective.

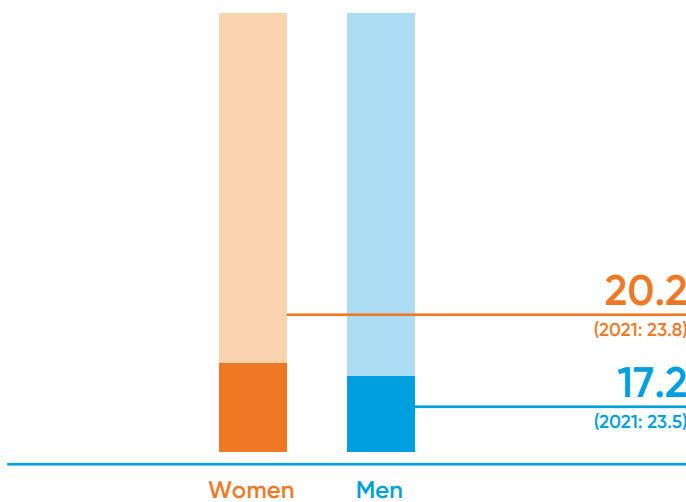
Similar programs with different characteristics also exist in the divisions, such as “welcome days” for new employees.

## Turnover

The attractiveness of a company is not only reflected in the hiring rate, but also in the turnover rate. Even though the turnover rate at Greiner is tending to fall – sharply in some regions – it is still high when compared on the whole with other companies in the industry. We intend to counteract this with targeted measures in the future.

When employees leave our company, they may be called on to provide transition assistance in certain cases in our outplacement programs, or we might strive for new placement offers. In Austria we also enter into semi-retirement agreements with our employees.

### Hiring rate by gender\* (in %)

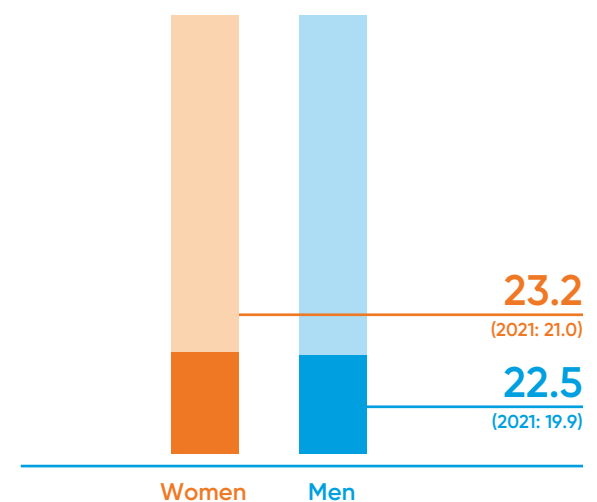


#### Greiner total

**18.4**  
(2021: 23.6)

\* To calculate this hiring rate, the new hires of men and women was compared with the number of men and women in the company.

### Turnover rate by gender\* (in %)

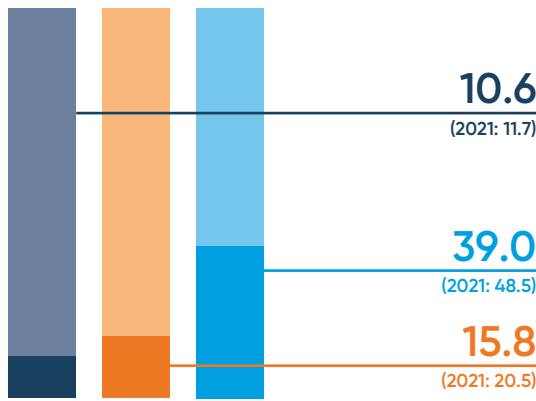


#### Greiner total

**22.9**  
(2021: 20.3)

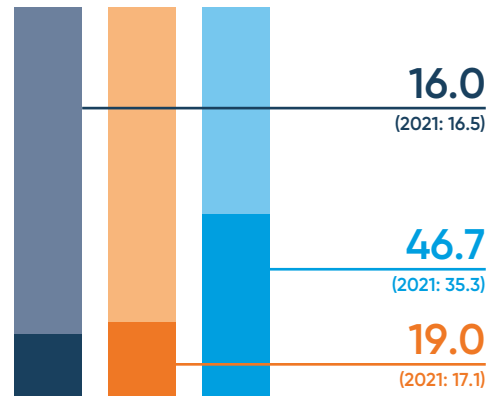
\* To calculate this turnover rate, the resignations of men and women were compared with the number of men and women in the company.

Hiring rate by age\* (in %)



Older than 50 years  
30-50 years  
Under 30 years

Turnover rate by age\*



Older than 50 years  
30-50 years  
Under 30 years

Greiner total

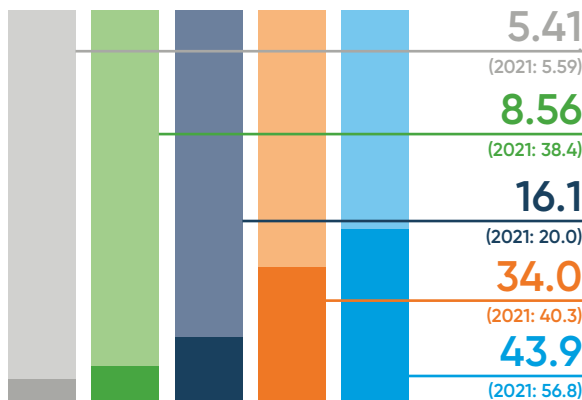
**18.4**  
(2021: 23.6)

\* To calculate these hiring rates, the new hires/resignations per age group were compared with the number of employees in the age group.

Greiner total

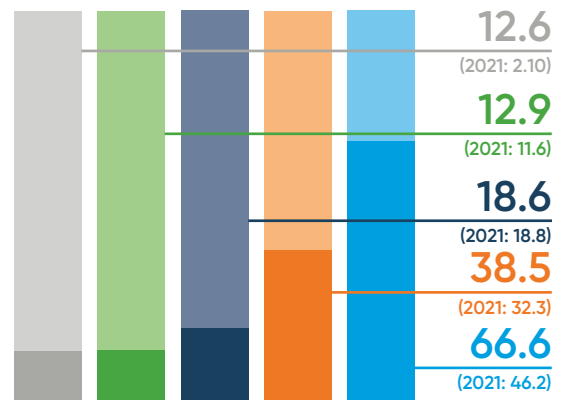
**22.9**  
(2021: 20.3)

Hiring rate by region\* (in %)



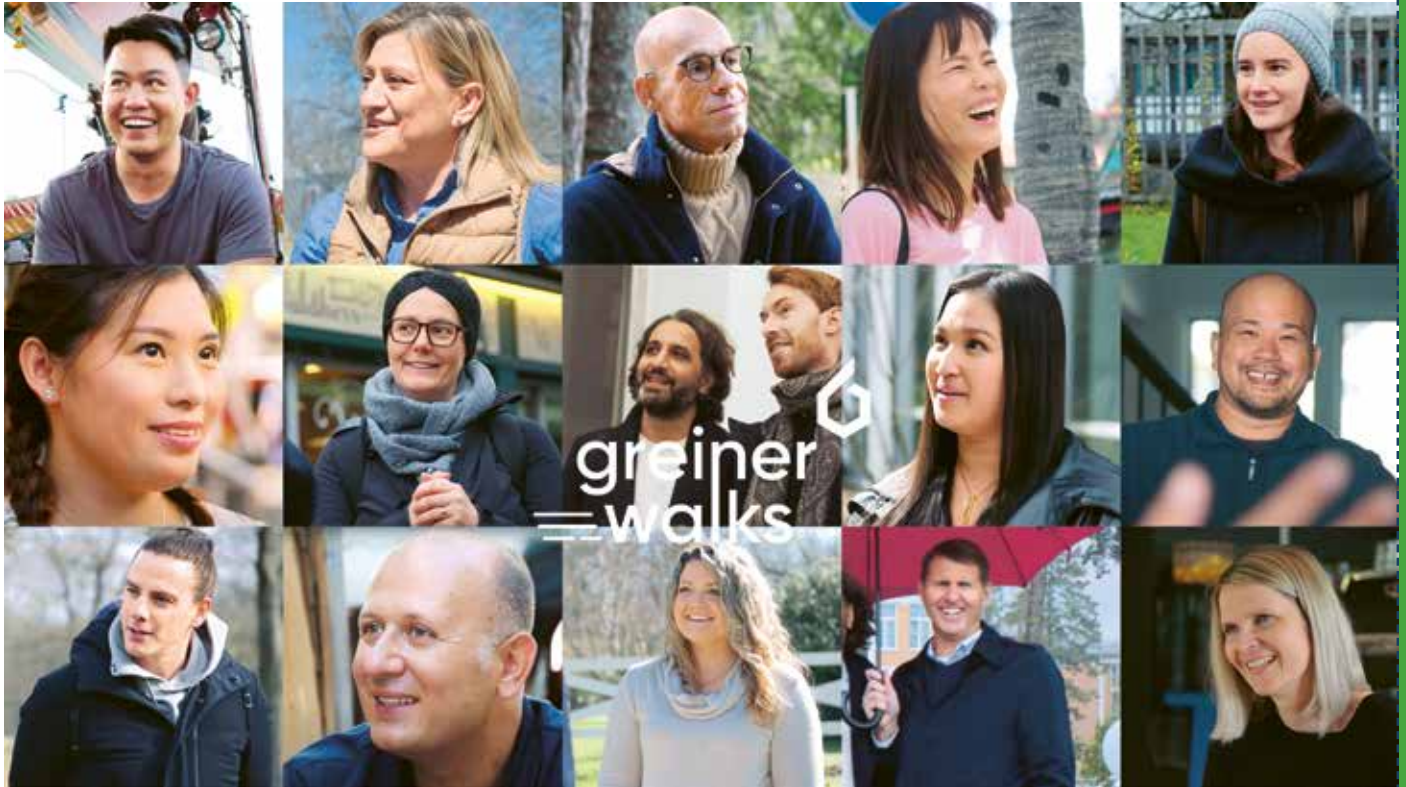
Africa  
Asia  
Europe  
South America  
North America

Turnover rate by region\* (in %)



Africa  
Asia  
Europe  
South America  
North America

\* To calculate these hiring rates, the new hires/resignations per region were compared with the number of employees in the region.



Employees from all over the world are interviewed in our Greiner Walks.

## GREINER WALKS

In the Greiner walks interview format, we put our employees from all over the world in the limelight. We let them have their say and express their wishes, expectations and perspectives – not only in terms of work, but also in terms of their private lives. It's about corporate culture, challenges and perspectives. The question "What makes you move?" is the focus of all of the videos.

## Outlook: Employees

Attracting new talent and retaining employees long term are two important indicators of our appeal as an employer. We want to develop further in both of these areas in the coming years. In this context, it is essential to conduct regular employee appraisals and to continue to carry out the employee survey. We want to use these appraisals and surveys to better understand our employees' wishes and their expectations of us as an employer in the future. In the medium term, we must also look more closely at employee turnover rates and counteract this with suitable measures.

# People & Society

## Occupational Health & Safety

**It is our responsibility** to create a safe and healthy working environment at all sites and in all business areas and to keep working to develop this further. Occupational safety is particularly challenging for companies with a high proportion of employees working in production. That is why we pay particular attention to this topic in our everyday work.



## Our goal: We want all our employees to be prepared for the challenges of the future by 2030.

### Our targets

We want to decrease the number of major occupational accidents<sup>1</sup> by 2025 by 50 percent against 2018.

By the end of 2022, 100 percent of all sites will have developed and implemented at least three health-related actions.<sup>2</sup>

<sup>1</sup> Major occupational accidents are those that result in more than eight hours of lost working time.

<sup>2</sup> Depending on the size of the site, at least three to eight health-related measures were supported in 2022.

### Our performance

The frequency of major occupational accidents has decreased by 26 percent in comparison with 2018.

15 of 51 production sites achieved the targets set in the health-related measures in 2022 (2021: 16 of 49 sites).

## Health & Safety Policy

We have been working toward protecting and improving the health of our employees for many years. We ensure that the operating sites and the use of work machines are safe and production processes are as safe as possible. We provide our employees with appropriate protective clothing and equipment and offer a wide range of preventive healthcare.

Accidents and illnesses can never be completely avoided. Nevertheless, we do everything we can to prevent damage and especially personal injuries. The Health & Safety Policy that came into force in 2021 helps us in this regard. The policy includes minimum standards and detailed requirements to prevent high rates of accidents, illness and employee turnover at all sites. The

policy applies to all persons employed by or in an employment-like relationship with Greiner and, to the extent applicable, also to external partners of Greiner. All employees are encouraged to work proactively on permanent improvements and to get involved.

In addition to complying with our own requirements, we also comply with legal provisions and other applicable requirements in each country in which we do business. When dealing with questions and issues surrounding occupational health and safety we also involve our employees from the areas in question.

The Health & Safety Policy requires the appointment of an internal health and safety representative at each Greiner site. The representatives must have basic training as a safety representative. There are also mandatory courses for first aiders or fire safety officers. Health and safety officers also have access to budgets for procuring health and safety-promoting equipment.

The policy also requires the creation, maintenance and development of a certifiable management system with a focus on health and safety, the introduction of a reporting system for hazardous or unsafe situations or behavior, and mandatory training and education for all managers in employee and health protection.

## Safety measures and exchange formats

Every accident must be reported immediately to a supervisor. An accident report must be written regarding how the accident occurred, and which documents the situation and any impacts on health that came about as a result. The findings from the report are then discussed in various committees and empirical data and corresponding measures shared in order to create synergies and learn from one another.

The exchange and lessons-learned formats vary from site to site and country to country. Meetings may take place on a daily, weekly or monthly basis in a variety of committees. The status quo figures, current to-dos, particular incidents and measures taken or to be taken are discussed in the meetings, among other topics.

We request that all employees report close calls and dangerous and unsafe situations and discuss these with the safety officers at the site concerned.

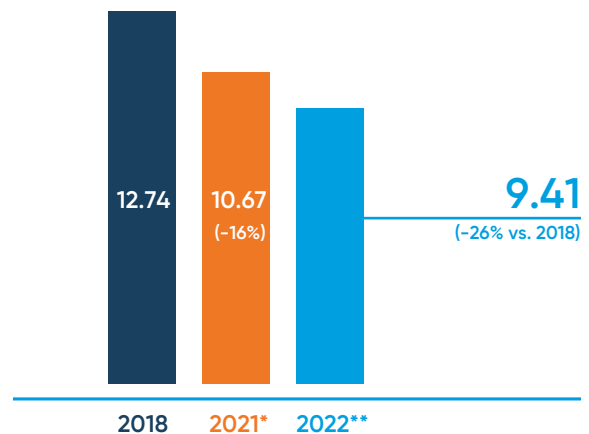
Due to the organizational structure of the Group, the reporting systems are different for accidents and incidents. Despite the different systems and reporting structures, we continually work on improving our key figures and expanding reporting. Depending on the division, Health & Safety reporting and development are also included in different committees at management level.

At Group level, the Health & Safety key figures are evaluated by the Sustainability Council. In individual business units, there are also management and employee representatives in the committees.

The mandatory safety training – which varies depending on the business unit, workplace and machinery – applies to all employees and all temporary and agency workers. External visitors must also attend a safety briefing and are provided with the corresponding safety gear when they enter production sites.

All employees are required to avoid dangerous situations and hazardous areas. If there is a threat of danger, they are required to remove themselves from the area immediately.

## Frequency of major accidents per one million hours worked\*



\* The total hours worked in 2021 amounted to 20,900,172 overall. No breakdown between direct and indirect employee working hours was recorded in 2021.

\*\* The total hours worked in 2022 amounted to 21,579,344 overall. Of this figure, 19,689,408 hours were worked by direct employees.

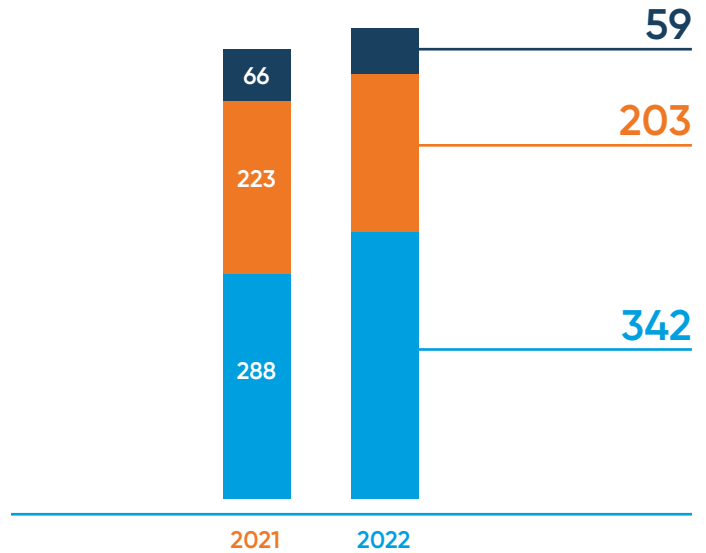
The frequency of major accidents per one million hours worked has decreased by 26 percent since 2018, but at 9.41 it still exceeds the target set of reducing major accidents by half by 2025 in comparison with 2018. We will therefore be making a greater effort to reduce this figure further.

One further significant action to reduce the frequency of accidents in the long term is to implement a management system for occupational health and safety. In the medium term, we want to introduce such a system at all production sites and have it certified in accordance with ISO 45001<sup>1</sup>. In order to lower our occupational accidents figure further, we will implement ISO 45001 for occupational health and safety faster. It can therefore be pushed forward in the gradual implementation of our management systems and management system certifications. By the end of 2022, we introduced a certified management system at ten sites (end of 2021: six sites).

The employees at our sites especially responsible for occupational health and safety support us in the analysis of the regularly collected key figures regarding occupational safety and accident and health risks. Through this analysis, and workplace evaluations and safety inspections, we can recognize workplace risks, which particularly includes sharp and falling objects, fall and trip hazards, bumps, burns and mobility, early on and derive measures to prevent accidents and improve working conditions.

## Number of accidents

(direct and indirect employees)



- **Commuting accidents\*\*\*\***
- **Major accidents\*\*\***
- **Minor accidents\*\***

## Greiner total

**545\***  
(2021: 511)

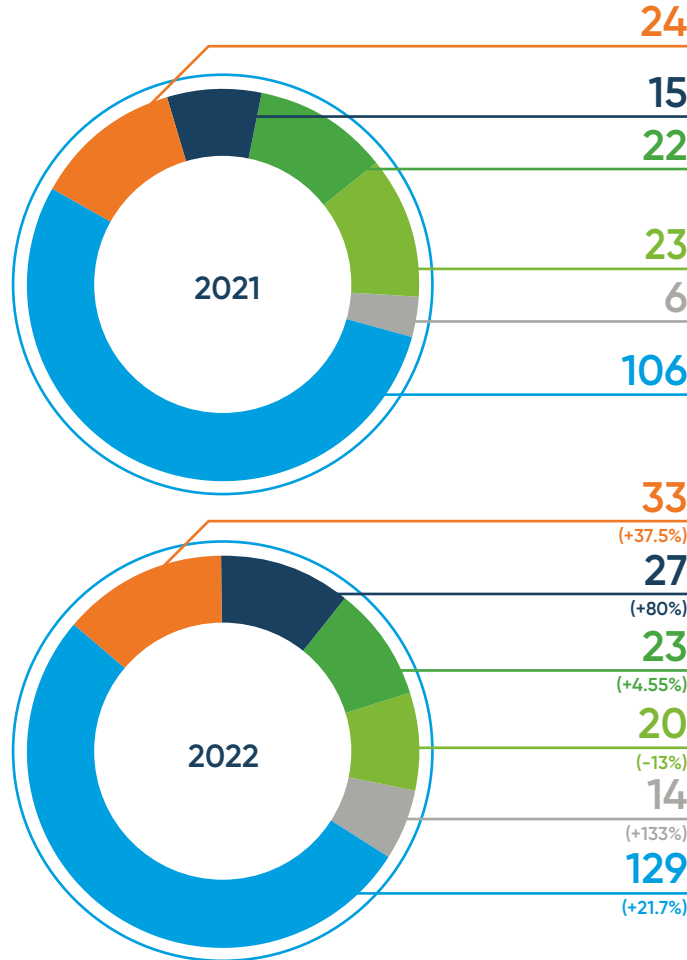
- \* The total number of accidents includes both minor and major accidents, but not commuting accidents. There were no fatalities as a result of occupational accidents.
- \*\* Minor accidents are those that result in less than eight hours of lost working time.
- \*\*\* Serious accidents are those that result in more than eight hours of lost working time.
- \*\*\*\* Commuting accidents are accidents outside of the company premises on the direct commute to or from the place of work. Commuting accidents were not included in the total number.

There were no fatalities as a result of work-related accidents.

<sup>1</sup> At sites where ISO 45001 has been implemented, the improvement process is based on the standard. At sites without ISO 45001, the improvement process is based on the introduction of the Group-wide Health & Safety Policy and local health and safety meetings, depending on site.

## Occupational Health & Safety

### Number of preventative health measures



Greiner total

**246**  
(2021: 196)

### Preventive measures for ensuring health

We want to maintain the health of our employees for as long as possible and prevent illnesses from occurring in the first place. We have taken comprehensive health promotion measures to achieve this. Depending on the size of the site, the target for the number of health measures to be implemented will rise to up to eleven measures per site by the end of 2023.

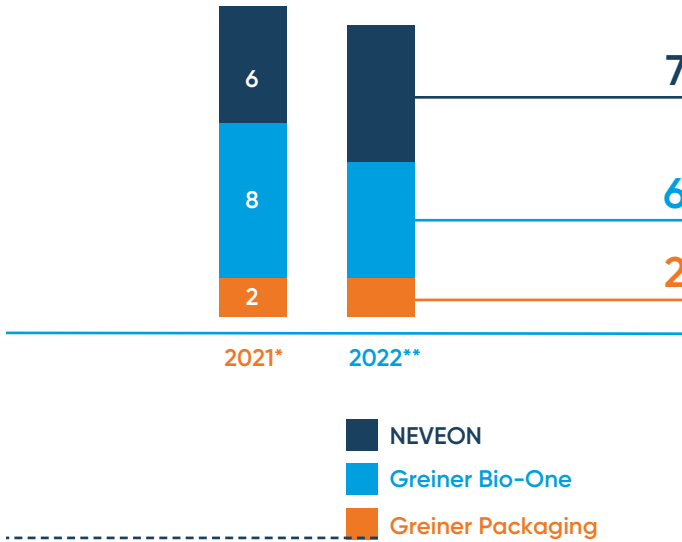
### Number of health measures

Site size (employees)	2021	2022	2023
1 to 50	2	3	5
51 to 100	3	4	7
101 to 299	4	5	9
≥ 300	5	8	11

During the current reporting period, we did not achieve, in any business area, our goal of having at least three health measures available to employees at each Greiner production site by the end of 2022. We have to make much more of an effort in this area. We plan to achieve this target in future through targeted communication with the sites and raising awareness.

- Activity & sport
- Education
- Nutrition
- Stress & mental health
- Miscellaneous
- Medical check-ups

## Number of production sites which achieved health-related targets



### Greiner total

**15/51**  
(2021: 16/49)

\* Depending on the size of the site, at least two to five health-related measures are supported.

\*\* Depending on the size of the site, at least three to eight health-related measures are supported.

## Preventive healthcare in action

Our goal is to prevent work-related illnesses and occupational accidents, and to improve the well-being of our employees in the workplace. To achieve this, we focus on measures for improving work organization and conditions, the promotion of active employee participation in prevention issues, and the strengthening of personal health and safety skills. This is demonstrated by the actions taken at Greiner sites around the world, such as those described below:

- The aim of the Motivate Me campaign at the Greiner Bio-One site in Monroe (USA) is to promote a healthy lifestyle among employees and to contribute to the early detection of illnesses. The participants receive monetary rewards for each goal they achieve – all while paying closer attention to their health.

- The internal accident prevention week at Greiner Bio-One Americana (South America) is intended to raise awareness of preventive healthcare among employees. Every year, the internal accident prevention committee puts together materials on a range of topics relating to occupational health and safety. The work and presentations are displayed at the site in an easily accessible space for one week.
- All production employees at Greiner Packaging in Austria receive individually adapted hearing protection to prevent auditory problems as a result of high noise exposure.
- The modular workplace design project at Greiner Bio-One Frickenhausen (Germany) aims to make production workspaces as ergonomic and as individually adapted as possible. Requirements were discussed in several workshops and a concept for optimally redesigning the workspaces was created. Seven different modules for workspaces were developed with ergonomic aspects in mind.

In addition, we provide support at sites – including financial support – for participating in sports activities, joint sports practice, or other health-promoting measures. At some locations, classes are held on site or there is the option to use fitness rooms.

## Outlook: Occupational Health & Safety

In the current year, we will continue to focus on implementing the targets set for the areas of occupational health and safety. This includes implementing at least five health measures at each site and pushing ahead with the expansion of management systems for occupational health and safety.



# People & Society

## Diversity, Equity & Inclusion

We want to offer equal opportunities to all our employees regardless of social and personal characteristics such as gender, age, origin, social status, sexual orientation, religion, or mental and physical abilities. For us, this means ensuring and safeguarding Diversity, Equity & Inclusion. We believe diversity enriches our corporate culture and the quality of our daily work.

**Our goal: We want all our employees to be prepared for the challenges of the future by 2030.**

### Our targets

By 2025, the proportion of women in leadership positions will be 35 percent and by 2030, 40 percent.

By 2025, the proportion of women in all work areas outside production will be 50 percent.

### Our performance

In 2022, the proportion of women in leadership positions was 26 percent (2021: 27 percent).

In 2022, the proportion of women in all work areas outside production was 44 percent (2021: 43 percent).

## Equal opportunities and fairness in the mission statement

The different abilities, experiences and views of the people at Greiner are just as important to our success as the different personalities and characteristics that our 11,667 employees bring to the company in their various positions. We believe that it is this diversity that makes Greiner both successful and resilient.

Many studies have proven that diverse teams are more efficient, meaning that innovation potential is raised and there is less tension. In direct contrast: If we fail to foster a diverse, fair and inclusive working environment, this can lead to conflicts between colleagues and even to bullying or discrimination. Furthermore, this can weaken our company's competitiveness, employer brand, and innovative strength.

How important diversity and equal opportunities are to us is reflected in the fact that we have put them at the heart of our mission statement.

## OUR MISSION STATEMENT

### VISION

We offer equal opportunities for all and are committed to having an inclusive company and society.

### MISSION

We are committed to an open and inclusive environment where everyone is heard, respected and appreciated. As a global player, we use our influence to push for equal opportunities both within our company and beyond.

We ensure that our employees are able to exploit their potential – regardless of characteristics such as gender, age, background, social status, sexual orientation, religion, or psychological and physical capabilities. We formulate specific targets based on our mission statement that we communicate openly.

We take action – no matter how small or large the issue is.

Providing equal opportunities is not something that happens automatically overnight. We have to actively ensure that we provide equal opportunities as a company. This is precisely one of Greiner's defined goals and one to which we will devote more attention in the future.

We have been able to slightly increase the number of women working at Greiner in recent years, however, we still do not have global, standardized concepts in place to help us achieve our goals. We want to strengthen and establish gender equity throughout our entire human resource life cycle.

### Driving diversity

Even though there is still room for improvement in this area, we have already implemented a number of measures to improve diversity: these include our explicit commitment to gender equality in job advertisements, offering flexible working models, child daycare offers, job-sharing possibilities, and taking into account the safety and hygiene needs of our employees. Establishing the Group-wide Diversity, Equity & Inclusion working group in 2022 was an important step in this direction.

One of many examples of local initiatives is the Greiner Female Force at the Greiner Packaging site in Dungannon (Northern Ireland). This group was set up to promote the development of our female colleagues and to achieve a gender balance at Greiner.

### Whistleblowing platform

We have also established a whistleblowing platform to ensure equal opportunities as best as possible and to ensure there is no room for discrimination. Discrimination cases of any kind can be reported anonymously via [tell-greiner.com](https://www.greiner.com/tell-greiner) by our employees, our customers and our business partners. Each report goes directly to Greiner AG's Group Compliance Officer and the Head of Internal Audit and must be dealt with. Incidents are evaluated and, depending on the matter at hand, appropriate countermeasures are developed and implemented. We also ensure that those filing reports are protected. Two cases of discrimination were reported in the reporting period (Jan. 1, 2022 – Dec. 31, 2022). Following a thorough review, none of the reports received required further measures.

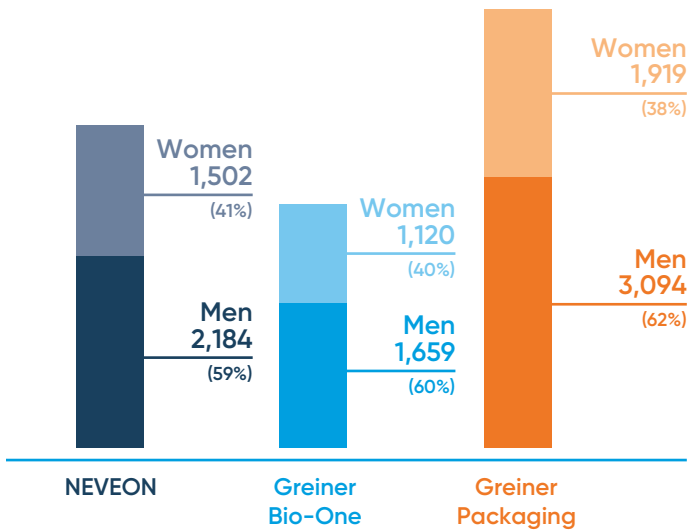
### Empowering women in the workplace

We set an example back in 2020 by supporting the UN Women's Empowerment Principles (WEPs) and the seven principles of these. By joining the WEPs community, a company signals its commitment to these principles and to the fact that women should be empowered in the labor market, the workplace and the community. This includes equal pay for work of equal value, specific measures for supporting women and zero tolerance for sexual harassment in the workplace. The WEPs are an initiative from UN Women and the UN Global Compact and are based on international labor and human rights standards.

As a first step within the company to implement the principles, we set ourselves the goal of increasing the proportion of women both in management positions and in all areas of work outside production. We also want to increase the proportion of women in all work areas outside production to 50 percent by 2025 and a share of women in management positions of 40 percent by 2030. Management positions include all employees with a disciplinary and/or functional responsibility for personnel, regardless of hierarchy and functional level.

In 2022, the proportion of women in management positions was around 26 percent, representing a decrease of 1 percent compared to the previous year. In the last reporting period, however, employees with responsibility for budgets (but not personnel) were also defined as management positions. Due to this change to the definition, a slight change was to be expected to performance in this area.

### Distribution of our employees by gender and division\*

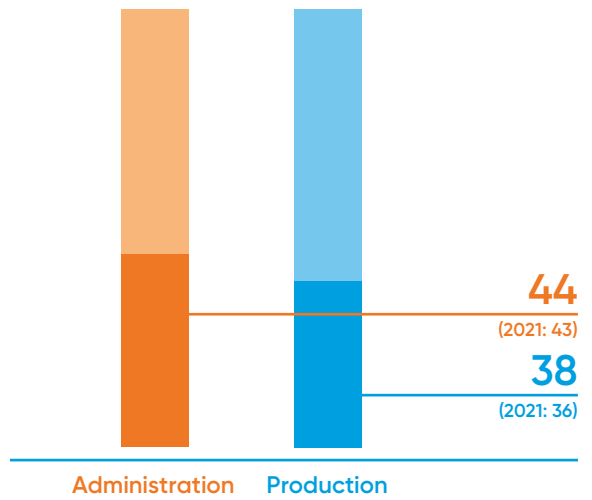


### Greiner total

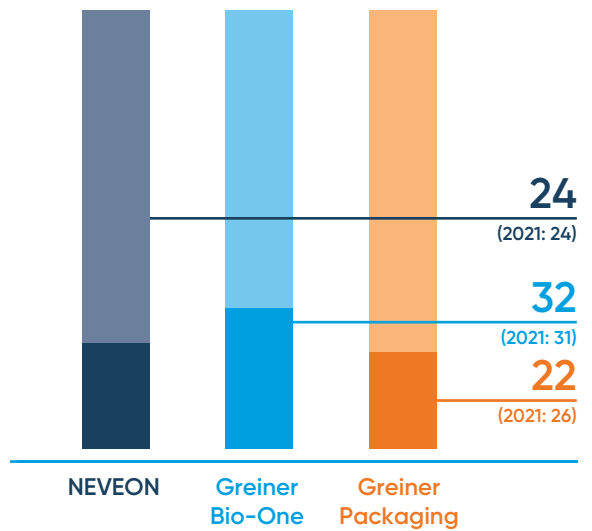
**4,639** Women (40%)  
**7,009** Men (60%)

\* The Greiner AG site is not allocated to any division and is also not shown separately in this presentation. The category "diverse" is also not shown separately in the presentation.

### Proportion of women per field of work (in %)



### Proportion of women in leadership positions (in %)







With the Greiner nursery at the Kremsmünster site, we support the compatibility of work and family.

### Work-life balance

As a family-owned company, the compatibility of career and family is of particular concern to us. We want to support parents of children that require childcare, and particularly mothers, to temporarily leave their job behind and easily return to their work without any risk of disadvantages. Depending on national customs, we allow fathers as well as mothers to take parental leave.

More and more managers are doing their jobs part-time and as “shared” leaders. This also gives part-time employees the opportunity to take on leadership tasks. Job sharing requires more agility, well-coordinated communication, and a high level of mutual trust. The entire team usually benefits from this. It also makes jobs and the company more attractive to people in different life situations and phases.

Working from home is a helpful tool in creating a good work-life balance. At some sites, such as the Greiner headquarters in Kremsmünster (Austria), there are also childcare facilities to support our employees.

Our divisions employ different approaches to make the return to work easier: Greiner Packaging, for instance, maintains contact with its employees during parental leave. This allows both parties to plan and organize the return better. Other advantages include the fact that employees are informed of material changes before the return, and the company can prepare for any individual needs the employee may have. The latter may include providing a protected workplace for breastfeeding mothers or providing free hygiene articles for women.

### Diversity, Equity & Inclusion

At Greiner, we are committed to creating an open and inclusive environment where everyone is heard, respected and valued. After all, openness and appreciation are among Greiner’s core values. As a global player, we want to actively use our influence to create equal opportunities inside and outside the company. We want to set an example so that we can initiate change both in our environment and in society.

For this reason, a global working group consisting of eleven employees from all Greiner divisions and Greiner AG was set up in 2022. In a collaborative process, the vision, mission and guiding principles were defined, providing the framework for establishing next steps.

Based on this mission statement, work is now underway on a group-wide diversity policy, which is to be rolled out in 2023 and will point the way forward for the structural and long-term integration of Diversity, Equity & Inclusion at Greiner. In addition, we will strengthen communication on the topic of Diversity, Equity & Inclusion because it is a cultural matter that must be openly discussed and debated.

Divisional management teams have included the promotion of diversity in their target agreements since 2021.

### DIGITAL PIONEERS – WOMEN IN TECHNICAL PROFESSIONS

**The Digital Pioneers project supports young women in the various areas of digitalization and gives them the opportunity to learn about digital and technical professions. In the past year, three trainees were also employed at Greiner AG as part of the project.**



## UNCONSCIOUS BIAS AND INCLUSIVE LEADERSHIP WORKSHOPS

In order to lastingly raise awareness for Diversity, Equity & Inclusion among our employees, we organized our first unconscious bias workshops in 2021 and 2022. The participants were encouraged to critically question and break down unconscious prejudices and old thought patterns as well as their own traits. Workshops on inclusive leadership are also offered at Greiner Packaging.

## Equal remuneration for men and women

Throughout many parts of the world, the pay gap between men and women is still considerable. The Austrian gender pay gap is significantly higher than the EU average. That is why, in 2021, Greiner AG participated in the "100 Percent" project run by the Austrian Federal Ministry of Labor, Family and Youth. The project offered consultancy services to companies for the designing of transparent remuneration systems and fair career opportunities.

In order to generate even more data on fair pay between men and women, a number of measures were subsequently derived in a number of areas, including income and career planning. Implementation is planned for 2023.

The gender pay gap is a global problem that should be considered across the Group. The Executive Board has made a clear commitment to close this gap. The first step is to collect data in order to derive concrete measures.

Our database currently does not allow for a Group-wide breakdown of gender-specific pay, but we are working on creating this database.



In 2022, the global Diversity, Equity & Inclusion working group started its work.

## Outlook: Diversity, Equity & Inclusion

Our next steps to achieving equality at Greiner involve establishing a diversity management system at the Group headquarters, measuring diversity and introducing new targets. This will enable us to implement specific diversity measures at the sites in future. We are also striving to develop a global range of training courses which will enable us to raise all employees' awareness of how important diversity is. We are aware that all these are only individual steps on a long journey. In order to firmly embed Diversity, Equity & Inclusion at Greiner and in our global society, we need not only concrete measures but also constant dialogue, exchange and the will of all our colleagues worldwide.

# People & Society

## Training & Further Education

To safeguard our competitiveness at Greiner, we not only need to focus on innovation and sustainability, but also ensure that we have the highest-qualified and most motivated employees. To enable our employees to fully use their potential, we offer them a wide range of attractive training and education opportunities. We encourage our employees to participate in internal and external training programs in order to continuously develop their skills.

**Our goal: We want all our employees to be prepared for the challenges of the future by 2030.**

### Our targets

The number of training hours per employee will rise to an average of 16 hours by 2025.

### Our performance

The number of training hours per employee averaged 15 hours in 2022 (2021: 11).

## Basics and differentiation

The number of training hours increased by 36 percent in 2022 compared to the previous year. This is due to the fact that face-to-face training courses were used again to a greater extent after the first years of the pandemic and e-learning sessions, such as webinars, are now also being recorded in our systems more and more. In the future, we intend to evaluate the use of our training and education offering more closely.

### Training hours per employee

	2021	2022
Greiner	11	15
Greiner Bio-One	18	20
Greiner Packaging	11	16
NEVEON	7	10

Training and education at Greiner refers to all types of professional training and education, and to the paid educational leave that Greiner grants its employees. External training paid for by the company, internal training on specific topics (such as compliance), and training required by law (such as fire safety) are also included. Training does not include time spent at conferences, visits to other companies, or any hours spent on training and education as part of an apprenticeship.

A lack of training and education programs can have a negative impact on our company's innovation potential and competitiveness, and potentially also on the workforce. When a person lacks confidence in their own abilities, motivation decreases and the quality of performance is lower. An insufficient number of education opportunities can also impact employee retention and increase the willingness to change jobs. In times when a new working culture is taking hold, training programs must also be rethought. We are therefore continually evaluating and adjusting our offers at Greiner.

## Greiner Academy

Our employees have the opportunity to further develop their qualifications and skills at the Greiner Academy in-house training center. The focal points of the Greiner Academy, established back in 2000, are on business topics and promoting creativity and innovative thinking.

Using a range of training courses available across divisions and countries, we also provide our employees with an insight into other cultures and worlds. This allows us to reinforce our attitude to diversity.

We also offer a variety of courses in sustainability topics in order to boost awareness for sustainability and the management of skills related to this area. We launched a global project for this purpose in 2022. As part of the Climate Ambassador Program, 15 employees from various hierarchical levels and backgrounds are currently being trained as climate ambassadors. The participants meet virtually. The varied, in-depth learning content shows that it's not just about learning basic definitions, but really immersing yourself in Greiner's sustainability strategy. Following the completion of the program, the participants will promote sustainability even more in their departments and divisions, and encourage others to get involved internally by raising awareness.

## GREINER TALKS – AWARENESS- RAISING ACTIVITIES FOR EMPLOYEES

Our Greiner Talks podcast series is about the big challenges we face: climate change, pollution and growing inequality. In the show, Alexander Berth from the Greiner Sustainability Team talks to experts from all around the world to hear their perspectives on sustainable change.

### Average training by gender and field of work (in h)

	2021	2022
<b>By field of work</b>		
Administration	18	19
Production	8	13
<b>By gender</b>		
Men	11	16
Women	11	14
Diverse		9
<b>Total</b>	11	15

## Apprenticeships at Greiner

Each and every year, our Greiner apprenticeships enable several young people to start a successful career. Every year, around 75 young people are trained in seven predominantly technical professions at the apprentice training center at the company's headquarters in Kremsmünster (Austria). In addition to specialist knowledge and skills, communication and methodological skills are also taught. In apprenticeship competitions, the apprentices also have the chance to show their abilities outside of the company.

At the end of their training, apprentices are taken on as permanent employees wherever possible. In the coming years, we are planning to train more apprentices than there is local demand for, because employees are needed in all areas.

In countries where there is no dual educational system, as there is in the German-speaking (DACH) region, the divisions offer various qualification programs for young workers. One particular example is the partnership between Greiner Packaging in Dunganon and South West College. For over ten years, young adults have been trained there in a four-year program that combines technical expertise with targeted vocational training. In 2022, the company even won the Large Employer Award at the Northern Ireland Apprenticeship Awards.

## Qualifications and transition program for Greiner employees

	2022
<b>Greiner qualification program</b>	Internal training measures
	Financial support for external training and education
	Sabbaticals with guaranteed return granted
<b>Greiner transition program</b>	Pre-retirement plans for people intending to retire (e.g. semi-retirement)
	Retraining for those who wish to continue working
	Severance payments (e.g. statutory redundancy)
	Job placement services
	Support in transitioning to a life without work (e.g. training advice)



### MOONSHOT PIRATES

In September 2022, together with the start-up Moonshot Pirates, our new apprentices were able to enjoy an extraordinary day at the Greiner Campus in Kremsmünster (Austria). The Moonshot Pirates Bootcamp demonstrated to the young people the great challenges we face and how each individual can contribute to solving these problems. In the subsequent workshops, the participants came up with their own ideas and concepts for a sustainable future. After the bootcamp, the participants were invited to become part of the Moonshot Pirates community, an online community where young people can attend workshops and lectures, participate in competitions, and network with mentors and other young people.

### Supporting young workers

As a company, we can actively contribute to ensuring equal, high-quality education. Only through lifelong learning can we be a company that is fit for the future, and to meet this requirement, we have established several internal support programs.

Through our international training program, the Greiner Professional Program (GPP), we offer people the opportunity to develop professionally into sought-after experts. The 18-month training program focuses on cross-divisional and international job rotation so that our trainees get to know different specialist areas across different sites. During the program, the trainees build up a strong network within the Group and once they have completed the trainee program, they will be able to make optimum use of their expertise within the Group. We trained 15 trainees in the reporting period.

### Leadership training

For an internationally active and growing group of companies like Greiner, leadership is a key issue and intercultural leadership skills are a decisive factor for success. We support and encourage our managers. We offer support and show them different development paths. Education programs for our managers and young managers are important steps in our company where our (upcoming) managers can reflect on their skills and learn how leadership works at different levels.

As diverse as leaders are and should be, the paths that bring people into leadership positions are equally diverse in our company. At Greiner Packaging, we support these individual paths with our LEAD and



In workshops with the startup Moonshot Pirates, our apprentices developed concepts for a sustainable future.

BRIDGE training programs. As part of LEAD, for example, we give our managers the opportunity to reflect on their roles and tasks and on their responsibilities as managers. As part of this, traditional behaviors from everyday work are reassessed and compared with our values and principles and changed if necessary. The goal is to come up with standards for innovative and efficient leadership and to implement these in everyday life.

The BRIDGE program is aimed at experts whose expertise qualifies them to build bridges within the Group and, in this role, drive cross-location and cross-national topics and projects and to contribute to sustainable results. The participants learn the techniques of lateral leadership in order to take on leadership tasks without direct authority, enabling them to carry out assignments in a partnership and solution-oriented manner.

The development program was initially launched as a pilot project and has been available to all managers and local management functions with internal responsibility and to bilateral management positions at Greiner Packaging since 2022.

## Outlook: Training & Further Education

Training and education will continue to be a focus of our sustainability efforts into the future. We will be focusing on two targets in particular in the coming year: We intend to increase training hours to an average of 16 hours per employee per year. To achieve this we will be concentrating on promoting our training and education offers. We also want to increase the appeal of Greiner's training offers, and will be developing further offers for this purpose in 2023.

# People & Society

## Social Commitment

**We at Greiner** are fully committed to meeting our social responsibility. We are involved with numerous different charitable projects at both a global and local level. Our goal is to help where it is needed and to set a positive example for other companies. In addition to major, long-standing partnerships with charitable organizations, we also support numerous local projects around the world.

## Our goal: We aim to be a company that makes a substantial contribution to the development of society.

### Our targets

We want to be a good neighbor and get involved wherever we are present as a company.

### Our performance

In 2022, we supported a total of 297 projects around the whole world (2021: 179).

## Social commitment

As a global company, we take our social responsibility seriously and support projects around the world in the areas of education, environmental protection, climate protection, helping people in need, Diversity, Equity & Inclusion. In addition to monetary donations, we also provide in-kind resources, expertise and other services. In the area of education, for instance, we contribute to the promotion of equal opportunities for students from socially disadvantaged backgrounds. We have also provided urgently needed mattresses to those affected by the war in Ukraine and promote the collection of plastic waste to help protect the environment.

For Greiner AG's donations and sponsorships, we have drawn up guidelines that set out the four principles of regionality, sustainability, transparency and sector exclusivity. We support applications that have a sustainable character, that is, contribute ecologically and socially to the benefit of society. The sponsorship or donation must be used clearly and comprehensibly for the defined purpose. Inquiries can be made through our website. Responsibility for donations and sponsorships made at divisional level or locally by Greiner sites lies with the respective subsidiaries. The Sustainability Team at Greiner AG is on hand to support and advise them.

A lack of social commitment can increase the risk of becoming the target of negative image campaigns. It may also lower customers' trust in the company, and thus damage customer loyalty. Companies that are committed to social initiatives are also more attractive for potential new employees. This can also have a positive effect on economic performance.

We are not currently aware of any negative impacts relating to social initiatives that we are involved with.

See also: [Greiner donation and sponsorship guidelines](#)  
[www.greiner.com/en/press/sponsoring/](http://www.greiner.com/en/press/sponsoring/)

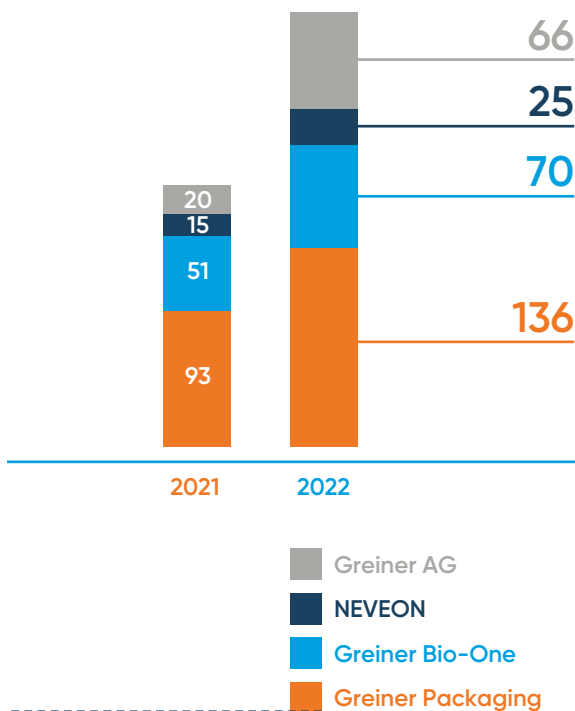


## Projects supported around the world

We support projects all over the world, whether through the Group headquarters and the headquarters of the divisions or through individual sites. The funded projects are recorded by employees in our reporting software and then evaluated centrally. It is important to us that we manage our impact more strategically in the future. That is why we will be working in 2023 to provide all Greiner sites with clear frameworks for handling donations and sponsorships.

In 2022, we were able to support a total of 297 projects worldwide, an increase of 66 percent compared to 2021.

### Number of projects supported



Greiner total

297

Both Greiner AG and our divisions have long-term partnerships with charitable organizations. We are in regular contact with our strategic partners and receive information on our impact through reporting. We also monitor media coverage relating to organizations we support and follow up any criticism conscientiously. Should one of these organizations implement activities that we do not approve of, we immediately attempt to enter into discussions with the respective organization and evaluate the cooperation.

### Our partnerships – doing good together

It is important for us to be present as a long-term partner. That goes in particular for strategic partnerships. Greiner AG has been a partner of Teach For Austria since the 2016/17 school year and Greiner Packaging has been working with Plastic Bank to combat marine pollution since 2019. We launched a strategic sports partnership in 2021. Since August of that year, Greiner AG has been the leading partner of the Upper Austrian women's soccer team LASK. With this engagement, we are setting an example for equality and want to promote women's soccer to position it on a par with the men's sport.

#### Greiner AG: Jane Goodall Institute Austria

At Greiner, we have been supporting the Jane Goodall Institute Austria's Roots & Shoots youth network since 2022. The partnership is all about educating young people. Roots & Shoots aims to motivate and support young people to shape their future and actively participate in world affairs. As part of the Roots & Shoots project "Wunder.Welt.Wald: Forschen im Wood.Wide. Web," children, young people and educators are made aware of the importance of the forest as a place for living and relaxing, but also as a key factor when it comes to climate change. Teaching materials were produced and sent to 5,200 schools and 5,900 interested teachers. In addition to this partnership, Greiner AG also sponsored a chimpanzee infant in Uganda.

Jane Goodall, founder of the Jane Goodall Institute & UN Peace Ambassador and CEO Axel Kühner met in November 2022 for a personal conversation about environmental protection, the future of the plastics industry and the importance of education for young people. During their discussion in Vienna, they also reaffirmed their future cooperation. After all, the major challenges of the future will be easier to overcome together.



### Greiner AG: MINTality Foundation

Greiner, together with other companies, was a founding member of the MINTality Foundation, which was launched in 2022 and is a permanent initiative that operates across Austria. STEM professions are key positions because the demand for skilled workers is increasing enormously in this area in particular. One of the reasons for this is that far too few girls and women can be recruited for these professions. As part of the foundation, we support girls on their way into STEM professions. Concrete projects will help create new role models and break down stereotypes and a support process will be set up to help girls select their desired skilled trade. The MINTality Foundation is endowed with 1.2 million euros per year and, in initiatives being rolled out across the country, will work to dismantle stereotypical role models. One such initiative is the digital educational game Robitopia, which promotes interest in STEM among elementary school-aged girls. Robitopia was played by more than 2,000 users in 2022.

### Greiner AG: Teach For Austria

We share Teach For Austria's vision that every child and young person should have the chance for a good life regardless of the level of wealth or education of their parents. Through its Fellow Program, Teach For Austria brings career jumpers to challenging kindergartens, middle schools and polytechnic schools. The goal is for all children taught by Teach For Austria fellows to have the necessary skills for a successful start at school. Through our financial support, we have been able to help around 2,550 students get a better chance at education since the start of our collaboration in the 2016/17 school year. As part of our partnership, our CEO Axel Kühner has made several visits to schools in Upper Austria and even held a lesson in which he gave an insight into his work as CEO and the topic of plastics. In addition to our ongoing financial support, we are also committed to Teach For Austria in this practical way.

### Greiner AG: Light for the World – One Class for All

Through its project "One Class for All," Light for the World makes education possible for children with disabilities in Burkina Faso, Ethiopia, Mozambique and South Sudan. The goal is to bring about lasting change in the education system. Light for the World works with local partner organizations to implement the education program. Greiner AG's donation will be used in various ways, including to supply schools with inclusive teaching materials and aids, and to provide further training for teachers. As a result, we helped more than 7,000 children with disabilities attend school in 2022.



Jane Goodall and CEO Axel Kühner talked about environmental protection and the importance of education.



Axel Kühner in a lesson as part of the Teach for Austria project.



We support the project "One Class For All" of Light for the World.



Greiner Bio-One supports the organization Geben für Leben - Leukämiehilfe Österreich.



Together with Plastic Bank, Greiner Packaging fights against plastic waste in the world's oceans.



Since 2021, NEVEON and Viva con Agua Austria have been implementing the project MALAWI WINS & CO.

## Greiner Bio-One: Geben für Leben

As a manufacturer of medical products, Greiner Bio-One sets an important example for the health industry through its social commitment. By supporting the charity Geben für Leben – Leukämiehilfe Österreich, the company gives new hope to people suffering from leukemia. The aim of the charity is to find life-saving stem cell donors for people with leukemia and other life-threatening diseases. The collaboration began at the beginning of 2021. In addition to financing the typing of people, who are subsequently registered as potential stem cell donors, Greiner Bio-One also organizes typing campaigns with employees. Since the beginning of the collaboration, 1,400 typing operations have been financed.

## Greiner Packaging: Plastic Bank

In the fight against plastic waste in the world's oceans, Greiner Packaging has been working with Plastic Bank since 2019 and, as part of this partnership, supported the launch of five collection points in Manila (Philippines). With the help of the collectors, Plastic Bank successfully curbs the littering of the oceans with plastic. Local collection communities trade plastic for life-enhancing benefits. Exchanges are captured through a platform that enables traceable collection, secures revenue and verifies reporting. The collected material is processed into Social Plastic® for reuse in products and packaging. Since the collaboration began, a total of 331.5 tons of plastic waste has been collected, which is roughly equivalent to 16.5 million plastic bottles.

## NEVEON: Viva con Agua

Viva con Agua is a charity and international network that is committed to ensuring clean drinking water worldwide. NEVEON and Viva con Agua Austria, along with the implementation partner Welthungerhilfe Germany, have been working together to implement the MALAWI WINS & CO (MALAWI Wash IN Schools & Communities) project since 2021. The aim of the first project phase, from 2021 through 2023, is to secure the drinking water supply for 25,000 people in rural Malawi. In the second project phase from 2023 through 2025, an additional 30,000 to 45,000 people are expected to gain access to clean water. To achieve this, after a comprehensive needs assessment, defective wells in the project area were renovated and new ones drilled. At the same time, the renovated and new wells are equipped with smart sensors and connected to a virtual, decentralized real-time monitoring system. This allows any problems to be identified at an early stage and reduces malfunctions, downtime and water supply bottlenecks. In order to make the project successful in the long term, MALAWI WINS & CO trains

Water Point Committees. Together with the village community, these committees are tasked with ensuring the maintenance and care of the wells and having these serviced regularly by a local area mechanic. By aiming for the project to create value that is as local as possible, regional companies can also benefit from the project. Schools in the project area are also equipped with teaching materials on water, sanitation and hygiene.

### Thinking globally, acting locally – projects supported at a local level

In addition to our larger and strategic partnerships, it is particularly important to us that we also support various social and ecological aid projects locally and at a site level. We want to make a contribution at local level and lead by example.

#### Support for people in Ukraine

We stepped into action right at the start of the war in Ukraine, donating mattresses to emergency shelters and vital Greiner Bio-One products to hospitals, in addition to financial support. NEVEON donated 12,000 mattresses for Red Cross sleeping locations in Ukraine itself and around the borders with Poland and Romania. We are in close contact with the Red Cross to constantly evaluate which other products from the company's portfolio can provide valuable support. Greiner Bio-One donated products through a distributor based in Ukraine, supporting hospitals with VACUETTE® tubes, for example. Greiner AG also donated to the emergency and disaster relief efforts of CARE Austria, which brings aid supplies to the affected areas together with its partner organization People in Need. The donation is being used in a variety of ways, including for food, water, hygiene products, money to cover daily needs and psychological support. It is not just us as a company – our employees are also showing solidarity and getting involved where they can. As a company, we also encourage this. For instance, in Czechia, a dedicated donation account was opened where donations from employees are collected and forwarded to the Red Cross for emergency aid.

#### Training first aiders in Northern Ireland

Each year at our Greiner Packaging site in Dungannon, all employees are asked whether they volunteer for local charities. All employees at the site can then vote to choose which of these charities they would like to support in the coming year. In 2022, the decision was made to raise money for Community 1st Responders. The organization's goal is to train first aiders to be able to take the correct actions in the critical minutes when they are waiting for paramedics to arrive.

#### Support for families in Gloucestershire (UK)

Four years ago, the employees of Greiner Bio-One in Stonehouse made the joint decision to support The Family Haven, an organization that provides help and support to disadvantaged and vulnerable families with pre-school age children living in the county of Gloucestershire. In addition to money, children's clothing and hygiene products were donated. The employees at our Stonehouse site also support the organization by giving their time to provide graphics services and give training in the area of social media, for example.

#### Palliative care for people with life-threatening illnesses in South Africa

In South Africa, our NEVEON site in Isithebe supports the organization Beacon of Care, which provides palliative care to people diagnosed with life-threatening illnesses. All of the care (physicians, nurses, physical therapists, dieticians, social workers) is provided in the patient's home so they can be cared for in the family setting rather than in a hospital. In addition to Beacon of Care, the site has also been making donations to Bloom Special Needs School for a number of years.

## Outlook: Social Commitment

In 2023, we will continue to boost our social commitment. The focus is primarily on the more strategic orientation of social commitment at Greiner. We want to provide all sites with guidance on being engaged in charitable activities, and make an even clearer distinction between donations and sponsorships. That's why, for example, we are working on a best-practice document for social commitment that will show how our sites can support organizations and projects at a local level. In this way, we will create an opportunity for all sites to benefit from the experience of other colleagues. We want to keep supporting and promoting large international projects as well as smaller local projects.



# PRODUCTION & Operations

Often, less is more – and can do us all a lot of good.

As a family company, we believe that financial success at the expense of people and nature will sooner or later throw a company off balance. That is why we keep a close eye on all dimensions in our value chain – including the use of our resources. We use energy and water conscientiously, and minimize emissions and waste as much as possible. Balance and biodiversity are now under threat more than ever before. That is why we feel obliged to act: Now more than ever.



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# Production & Operations

## Energy & Emissions

As an industrial company, we are able to make a contribution to the energy transition by using energy responsibly. We use various sources of energy in our everyday work and thus cause emissions. Due to the urgency of protecting our climate, we are striving to reduce emissions in the coming years. In line with our motto "Now more than ever," we implemented a number of measures last year to reduce our energy consumption and thus the associated emissions.

## Our goal: We want to be a climate neutral company by 2030.

### Our targets

We will increase the share of renewable electricity to 80 percent by 2025 and 100 percent by 2030.<sup>1</sup>

We will increase the share of renewable electricity that we generate in our total energy consumption to 1.5 percent by 2025 and 2.5 percent by 2030.

We will improve energy efficiency in our company by 10 percent by 2025 and 20 percent by 2030 (base year 2018).<sup>2</sup>

We will reduce our specific emissions (Scopes 1 and 2) by 38 percent by 2025 and by 53 percent by 2030 (base year 2018).<sup>3</sup>

<sup>1</sup> By taking out a promissory note loan linked to sustainability performance, we have changed our target for the share of renewable electricity worldwide from 90 percent to a more ambitious 100 percent by 2030.

<sup>2</sup> In the course of monitoring this target, we noticed that a key performance indicator defined across all three divisions and based on sales revenue is not useful or meaningful. This KPI is too strongly influenced by the sales revenue achieved and less by the energy efficiency measures actually implemented. This is why we will define appropriate energy targets for each division in 2023.

<sup>3</sup> We will adapt this target once our science-based targets are approved in 2023.

### Unsere Performance

In 2022, the proportion of renewable electricity was 57.9 percent (2021: 35.7 percent).

We generate 0.19 percent of our electricity consumption ourselves from renewable sources (2021: 0.13 percent).

Our energy efficiency has improved by 32 percent against 2018.

Specific emissions have fallen by 65 percent since 2018.

## Risks of climate change

The climate crisis is a threat to our environment and people. The increasing occurrence of extreme weather phenomena such as storms, heavy rains, droughts and heatwaves clearly show how direct a threat climate change poses. The consequences for the economy are also potentially severe: Financial institutes and investors consider climate change one of the greatest risks for their investments: the unexpected occurrence of negative environmental incidents poses a risk to business processes, leads to material damage and makes corporate development more difficult.

For companies that cannot manage the risks associated with the climate crisis, accessing the capital markets will become increasingly difficult. For this reason, too, the topic of climate risks is very important in our company. Today we identify and evaluate potential risks using proven methods and derive appropriate measures to counter the risks. (See information chapter TCFD).

Taking a structured approach to climate risks also produces opportunities: Taking a critical look at the threat refocuses our attention, directs action and financial flows to new fields and in the end leads to innovations that not only make the companies more resilient, but also more successful in their business activities.

In the field of energy, too, companies are gradually heading down new paths. This always starts with analysis: Questions are being asked as to the sources from which electricity is obtained and where exactly the biggest drivers of emissions are to be found. Using this as a foundation, targets are set, measures planned and then implemented.

## Renewable energies

With the Group-wide guideline for renewable electricity, we have set out clear requirements regarding how we will procure electricity in future. This guideline has been in force since February 2022 and provides an overview of the different options for procuring renewable electricity and the prerequisites for certified renewable electricity according to EU directives and international standards for proof of origin.

Depending on availability, we prioritize the purchase of guarantees of origin together with an electricity product (bundled certificates) and, in countries where this is not possible, we purchase guarantees of origin independently of the electricity product (unbundled certificates). Guarantees of origin will primarily be a solution until we have harmonized our European electricity purchasing within Greiner and aligned it with renewable electricity.

Our three large drivers in achieving our renewable electricity targets are long-term supply agreement (Power Purchase Agreements or PPAs) directly with developers of renewable energy projects, procuring pooled proofs of origin and the installation of photovoltaic equipment. Expanding our photovoltaic equipment reduces dependencies on electric markets and reduces the average cost of electricity over the long term. Where possible therefore we will increase our investment in generating our own electricity in future.

In Austria, all sites have been purchasing 100-percent renewable electricity since July 2019. Since 2020, the number of European sites using certified renewable electricity has continually risen, and at Greiner Packaging in particular. In order to reach our green electricity goals across the Group, we must advance the use of renewable electricity in other countries.

## ISO management systems

Management systems help us to identify our potential for improvement and to manage change processes more efficiently. In 2022, 38 of our global production sites were certified in accordance with ISO 14001 and 14 production sites were certified pursuant to ISO 50001. In 2022, 47 sites had a quality management system in place that forms the foundation for further management system certification.

Since the publication of our first sustainability report in 2019, we have been working on the expansion of our management systems. We will initially be implementing ISO 9001 at all Greiner production sites as a foundation for the introduction of further management systems. Once this is complete, an environmental management system according to ISO 14001, an energy management system according to ISO 50001 and an occupational health and safety management system in accordance with ISO 45001 will gradually be introduced.

In the last reporting period, we examined the suitability and practicality of this approach. The result: we will continue to push ahead with the expansion of our management systems, but will offer divisions and sites more flexibility. This is necessary in particular due to the rising customer demands and the industry features. We have made the following specific adjustments:

The quality management system to be introduced is also suitable for quality management system certification that is at least equal to ISO 9001 (e.g. IATF 16949, EN 9100, ISO 13485). Due to market, customer and sector specific requirements, hierarchies can also be set individually by the sites upon introduction of the management systems in future. This is obligatory for

all production sites with more than 60 employees. Corresponding evaluations must be performed for all smaller production sites and the required management systems introduced based on this evaluation.

## Number of production sites with certified management systems

	2021	2022
<b>Greiner Bio-One</b>		
Environmental according to ISO 14001	3	4
Energy according to ISO 50001	1	1
Quality according to ISO 9001	7	9
<b>Greiner Packaging</b>		
Environmental according to ISO 14001	18	19
Energy according to ISO 50001	4	7
Quality according to ISO 9001	21	22
<b>NEVEON</b>		
Environmental according to ISO 14001	18	15
Energy according to ISO 50001	6	6
Quality according to ISO 9001	14	16

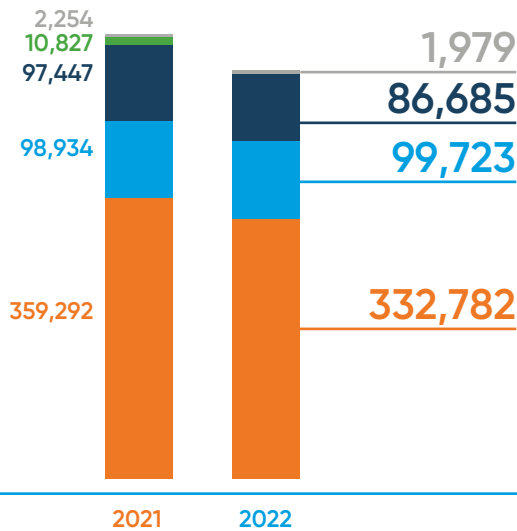
## Energy consumption

### Total energy consumption

Our total energy consumption in 2022 was 521,170 MWh and in 2021 was 568,754 MWh.<sup>4</sup>

The Greiner Group's total energy consumption decreased by 8.4 percent in 2022 compared to the previous year. The decrease is largely attributable to one Greiner Packaging site that generated electricity from natural gas until 2021. The reduction of gas consumption at this production site, the sale of Greiner Extrusion at the end of 2021 and the decreased use of natural gas at one Austrian NEVEON site due to a switch to district heating explain the reduced total energy demand.

Total energy consumption (in MWh)



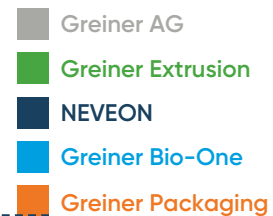
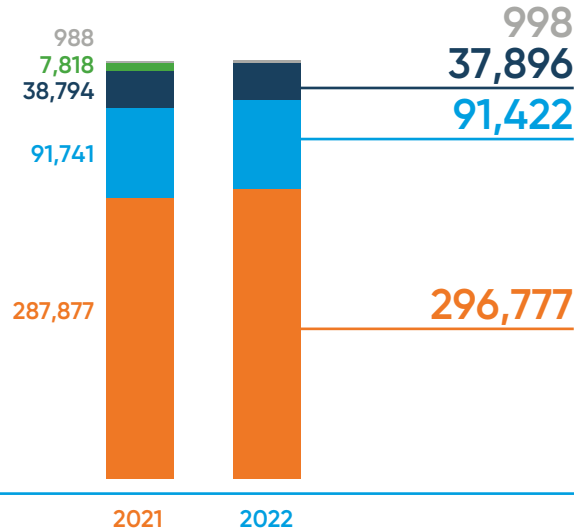
Greiner total

**521,170**  
(2021: 568,754)

### Total electricity consumption

Compared to the previous year, total electricity consumption was down slightly in 2022 from 427,218 MWh to 427,093 MWh. This is largely due to the fact that the Greiner Extrusion Group is no longer part of Greiner.

Total electricity consumption (in MWh)



Greiner total

**427,093**  
(2021: 427,218)

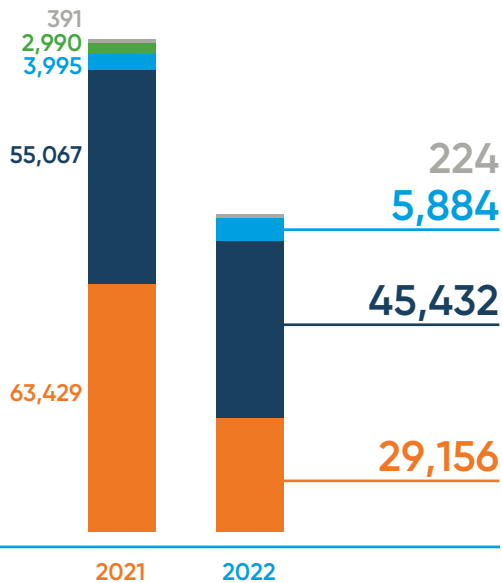
<sup>4</sup> Our energy consumption within the organization was calculated using the formula set out under GRI Disclosure 302-1.



### Total fuel consumption

Fuel consumption decreased by 36 percent from 2021 to 2022. This is due primarily to a change in the electricity generation at Greiner Packaging's Istanbul site. Before the decision was made in December 2021 to source electricity from the local grid, the site generated electricity from natural gas.

#### Fuel consumption (in MWh)



- Greiner AG
- Greiner Extrusion
- NEVEON
- Greiner Bio-One
- Greiner Packaging

Greiner total

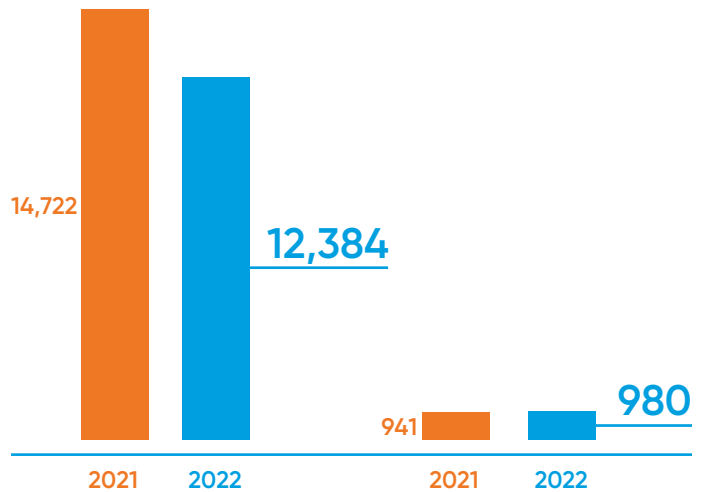
**80,696**  
(2021: 125,872)

### Heating energy consumption, cooling energy consumption and steam consumption

16.5 MWh of steam energy was procured for the first time in 2022 as a new production site uses this type of energy (included in data for the first time in 2022). The decrease in heating energy is explained partly by the mild temperatures in winter and the improvement in data quality (in the past, there were difficulties in differentiating heating energy and the consumption of fuels used for heating). Heating, cooling and steam energy are procured entirely for own use.

#### Heating energy (in MWh)

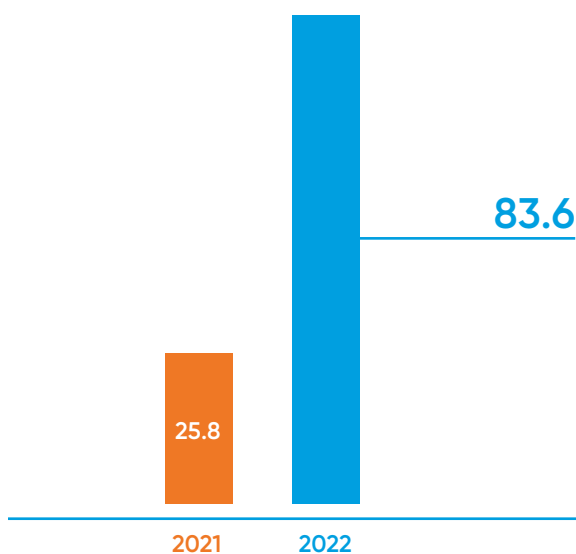
#### Cooling energy (in MWh)



### Electricity sold

In 2022, we began installing photovoltaic equipment at eight Greiner sites in Austria. By the end of the year, the first plants were already fully operational and supplying our sites with self-generated, renewable electricity. We use the electricity generated ourselves to the fullest extent possible. Excess energy is fed into the public grid. The electricity sold increased in 2022 due to the expansion of our photovoltaic equipment.

### Electricity sold (in MWh)



### Efficient energy management

#### Energy efficiency

(kWh per thousand EUR sales revenue)

	2018	2021	2022
<b>Greiner</b>	329	250 (-24%)	<b>224 (-32%)</b>
<b>Greiner Bio-One</b>	169	142 (-16%)	<b>144 (-15%)</b>
<b>Greiner Packaging</b>	497	465 (-6%)	<b>366 (-26%)</b>
<b>NEVEON</b>	203	133 (-35%)	<b>118 (-42%)</b>

In terms of energy consumption, we aim to become 10 percent more efficient by 2025 and 20 percent more efficient by 2030. In 2022, we improved by 32 percent compared to the base year 2018. Our energy efficiency relates to our production sites; since 2021, our sales offices have also been included. Fuel, electricity, heating, cooling and steam were included in the calculation of the energy key figure.

In order to measure our energy efficiency and the associated progress, we use the energy efficiency key figure (kWh per EUR 1,000 sales revenue). During the ongoing monitoring of our energy efficiency targets, we determined that a key figure based on sales revenue covering all three divisions has severe limitations. This KPI is too strongly influenced by the sales revenue achieved and less by the activities actually implemented to lower energy consumption. We will therefore replace this target with division-specific energy targets in 2023.

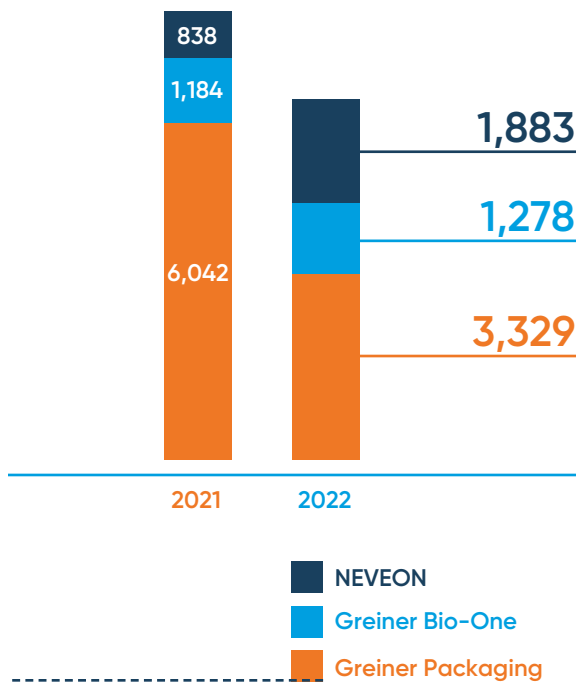
## Energy savings

In 2022, we were able to save 1,025 tons of CO<sub>2</sub>e or 6,555 MWh of energy, in 2021 this figure was 1,117 tCO<sub>2</sub>e or 8,064 MWh. Around 75 percent of the energy-saving measures implemented related to electricity. As 68 percent of these sites already used renewable electricity, these measures led to a reduction in the energy consumed but did not reduce emissions. The remaining 25 percent of energy efficiency measures related to savings in the energy sources of gas, diesel, heating oil and heating energy. Product-, supplier- and location-based emissions factors were used to calculate the CO<sub>2</sub> savings in the field of electricity and heating energy. Standard values from the Ecoinvent database were used for all other energy sources (gas, diesel, heating oil).

The numerous energy-saving measures were performed at our production and administration sites and our cutting units. This enabled both the consumption of the energy sources used, such as electricity, gas and oil, to be reduced as well as the associated emissions.

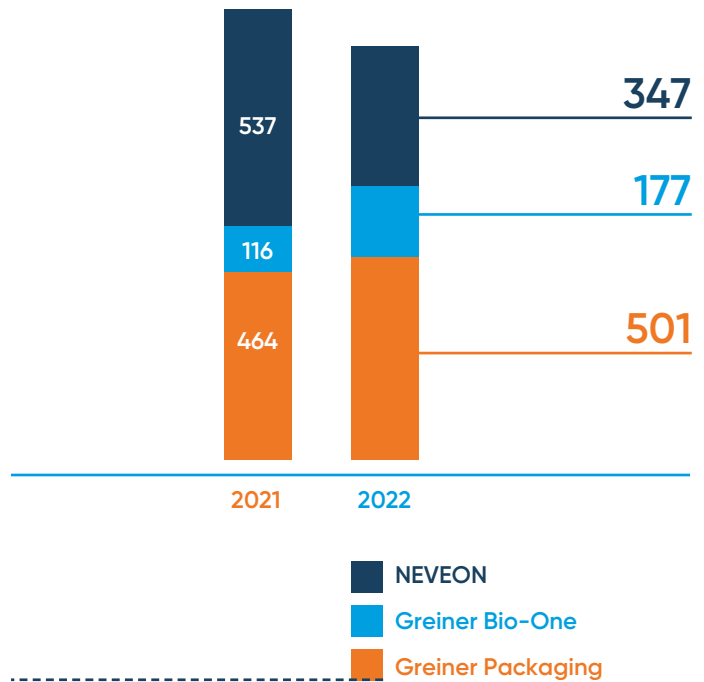
As a manufacturing company, the partially very steep increases in energy prices hit us hard last year. They led us to make a greater effort to exploit savings potential. Our efforts proved successful: The number of energy efficiency measures implemented doubled to 108 in comparison with 2021. The measures were varied and were implemented in the fields of buildings and building infrastructure and production processes in particular.

Energy savings\* (in MWh)



Greiner total  
**6,555**

Energy savings\* (in t CO<sub>2</sub>e)



Greiner total  
**1,025**

\* The difference between the total and the total of the three divisions is due to Greiner AG not being reported separately in the two images.

Significant action in the field of buildings and building infrastructure:

- Renovating/optimizing buildings to improve thermal insulation, for instance by refurbishing roofs, changing windows and sealing gaps to the exterior
- Optimizing heat supply systems by replacing outdated systems, installing free-cooling systems, renewing cooling systems and switching to gas-free heating production among other things
- Optimizing and replacing of lighting systems
- Installing photovoltaic equipment
- Reducing the consumption of compressed air by lowering the compressed-air network and optimizing compressed-air compressors
- Lowering pre-heating temperatures
- General reduction in room temperatures

Significant action in the field of production processes:

- Replacing outdated production machines
- Increased use of automated shut-down processes
- Introducing measuring systems to monitor energy consumption
- Optimizing the use of product machines' waste heat
- Reducing machinery baseloads
- Improving leak management

We also carried out a lot of education work in order to raise employee awareness of unnecessary energy consumption and to improve prerequisites for identifying further energy saving potential.

The majority of the measures led to savings in the energy sources of electricity, heating energy and gas. In total, we were able to save around 6,500 MWh of energy with the savings measures.

### Cross-divisional evaluation of energy management

Energy management is a highly relevant topic at the production sites of all of our divisions. We therefore launched a Group project in 2022 with the aim of evaluating potential for improvement in our energy management and to exploit this potential across the Group. At the start of the project, a project team consisting of colleagues from Greiner Packaging, Greiner Bio-One, NEVEON and Greiner AG was formed and a cooperation partner for expert support was selected using a comprehensive catalog of criteria. The project is currently being implemented. A lot of energy data is already available. In future, this will be supplemented with further relevant data – always with the aim of deriving measures from the detailed analyses that will lower the energy consumption at our sites.

## Renewable electricity

The majority of our Scope 1 and Scope 2 emissions (68 percent) can be attributed to our electricity consumption. This is why switching to renewable electricity is an essential measure for reducing our emissions further. To achieve this, we are focusing especially on measures like the expansion of photovoltaic systems and Power Purchase Agreements. Only these will allow us to secure renewable electricity in the long term and meet our goal of increasing the share of renewable electricity to 80 percent by 2025 and to 100 percent by 2030.

We will increase the share of self-produced renewable electricity to 1.5 percent by 2025 and 2.5 percent by 2030 through the gradual construction of photovoltaic systems. We therefore began evaluating the potential for photovoltaic equipment at all Austrian locations in 2021. This led to eight specific PV projects. It is also the reason why the proportion of self-generated renewable electricity climbed from 0.13 percent in 2021 to 0.19 percent in 2022. Despite the installation of new photovoltaic systems, our high electricity consumption means we still have a long way to go to reach our goal for 2025, and the only way to achieve it is to consistently expand our photovoltaic systems.

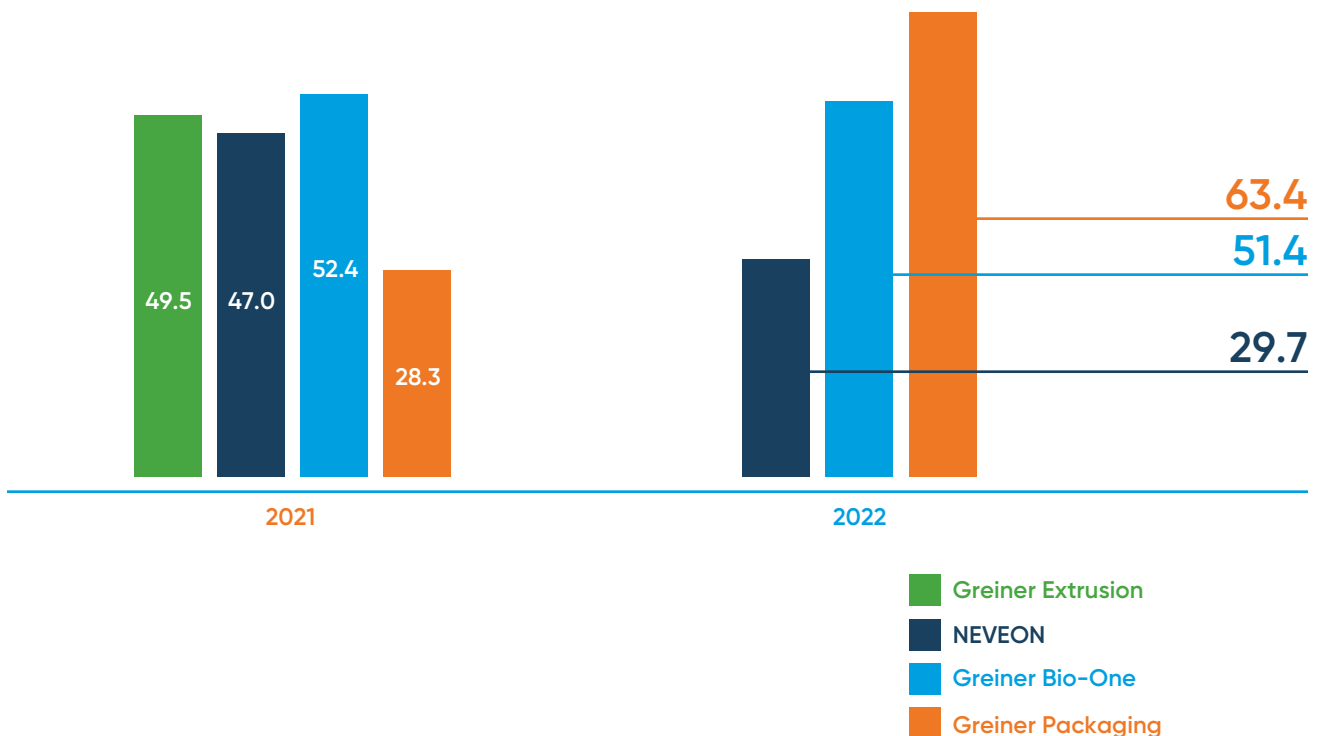
### Power Purchase Agreements

In addition to the switch to renewable electricity tariffs and deliberations on physical PPAs, we have, for some time, also been dealing with the topic of long-term power supply contracts in the form of a Virtual Power Purchase Agreement (vPPA). With these agreements, we support producers of photovoltaic or

wind farm systems with the expansion of renewable energy at strategically favorable locations for electricity generation.

Our aim is to actively support the expansion of renewable energy generation and secure long-term access to renewable electricity. With energy prices currently at high levels, all the effects on Greiner that arise in the course of a usually ten-year electricity contract must be weighed up and analyzed carefully. We plan to sign a European vPPA in the next one to two years, which will further reduce our emissions.

## Proportion of renewable electricity in total electricity consumption (in %)



Greiner total

**57.8**  
 (2021: 35.7)



## Expansion of photovoltaic equipment



Photovoltaic equipment on roof of Greiner Campus car park in Kremsmünster

In order to achieve our renewable energy goals, we are pushing ahead with the expansion of photovoltaic systems. In order to increase our share of self-produced electricity, working together with Greiner Packaging, Greiner Bio-One and NEVEON, we started installing photovoltaic systems at eight locations in Austria in August 2022. As part of the project, a total surface area spanning 15,000 m<sup>2</sup>, or 9,500 solar panels, will be installed on roofs. These panels generate around 2.7 GWh of electricity per year, which means that the new photovoltaic systems can cover around 4 percent of Greiner's electricity consumption across Austria. Installation of the photovoltaic systems in Austria started at the beginning of August 2022, with completion of all eight sites scheduled over the course of 2023. The first systems are already connected to the grid.

We have now also installed a photovoltaic system on a roof at Greiner Bio-One in Frickenhausen (Germany). This system generates approximately 130,000 kWh per year. We plan to continue implementing similar projects in the coming years, in Austria and beyond.

## Electric mobility – use of electric cars



Electric cars in front of the Greiner Campus in Kremsmünster

We have developed an electric vehicle leasing model for the employees of Greiner AG through which the cars can be used privately. More than a quarter of Greiner AG employees have taken advantage of the pilot project and have been driving on electricity since 2022. The BMW and Cupra vehicles can be charged at the workplace in a climate-friendly way.

## Emissions reduction

In order to make our contribution to limiting climate change, we must reduce our emissions drastically. As a manufacturing company, we generate emissions through our business activities and through the use and disposal of our products. In 2022, our emissions totaled 2.8 million tons of CO<sub>2</sub>e (all scopes), which roughly equates to the average annual emissions of 339,087 Europeans. In our Environmental Policy, we commit ourselves to reducing our energy consumption and emissions.

At Greiner, we have set ourselves the goal of reducing our Scope 1 and Scope 2 emissions by 2030 to such an extent that our manufacturing operations as a company are climate neutral. To achieve this, we are focusing on three areas:

- Preventing emissions and improving our energy efficiency
- Using renewable, low-emission energies
- Offsetting remaining greenhouse gas emissions

In terms of emissions, it is important to consider the entire value chain, from the emissions generated by our suppliers and those generated over the course of our business activities to those generated by the end-of-life of our products.

The majority of our emissions are generated during upstream activities, first and foremost in the procurement of materials: The materials we process at Greiner cause emissions when they are produced or extracted, processed and transported. That is why this area in particular is a focal point for us. In 2021 and 2022, we performed a full inventory of our Scope 3 emissions. We now cover all emissions sources in our collection of emissions. In order to be able to continue reducing our Scope 3 emissions in future, we must include our suppliers in our efforts to reduce emissions.

In the future, we will focus on absolute reduction targets that are based on science (science-based targets). At the same time, we will be keeping our standard high, in line with our sustainability motto, "Now more than ever." This means that even if we grow, our emissions must fall massively. We are one of more than 4,000 companies worldwide implementing climate protection measures as part of the Science Based Targets initiative (SBTi). We submitted our climate targets to the SBTi in November 2022 and we expect these to be approved in the third quarter of 2023. In addition to targets for Scope 1 and Scope 2 emissions, we also submitted a Scope 3 emissions target to the SBTi.

We believe that compensating for emissions is only an aid on the way to an emissions-neutral economy. We are therefore focused on the reduction of our emissions. CO<sub>2</sub> emissions caused by energy consumption in our own operations can only be reduced by:

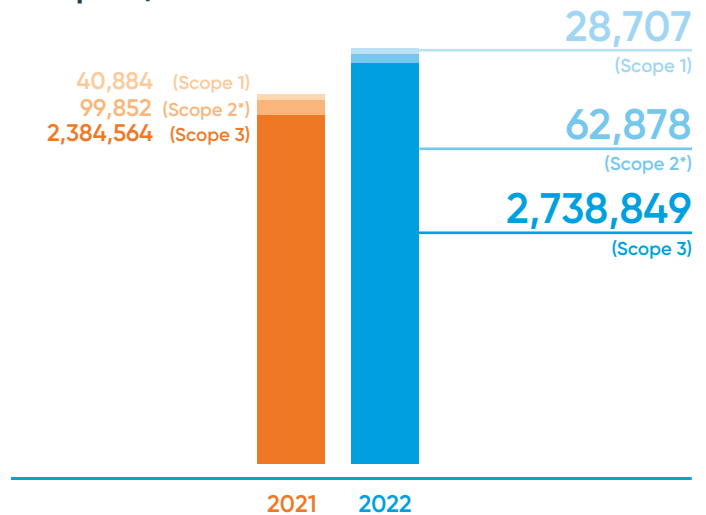
- Lowering energy consumption
- Switching from fossil fuels to renewable energies

## Our corporate carbon footprint

The regular calculation of our corporate carbon footprint tells us where we stand in terms of implementing our sustainability strategy when it comes to carbon emissions. In 2018, we started our carbon accounting and calculated our Scope 1 and Scope 2 emissions. We have been gradually adding Scope 3 emissions categories to our carbon accounting since 2020.

In 2021 and 2022, we undertook a full inventory of Scope 3 emissions, meaning that we now cover all our emission sources. For this reason, 2021 is used as the base year for our Scope 3 emissions. Scope 3 emissions accounted for 97 percent of our total emissions in 2022 and have been the subject of much more focus since the last report.

### Scope 1, 2 & 3 emissions (in t CO<sub>2</sub>e)



### Greiner total

**2,830,434**  
 (2021: 2,525,301)  
 (2018: 157,729\*\*)

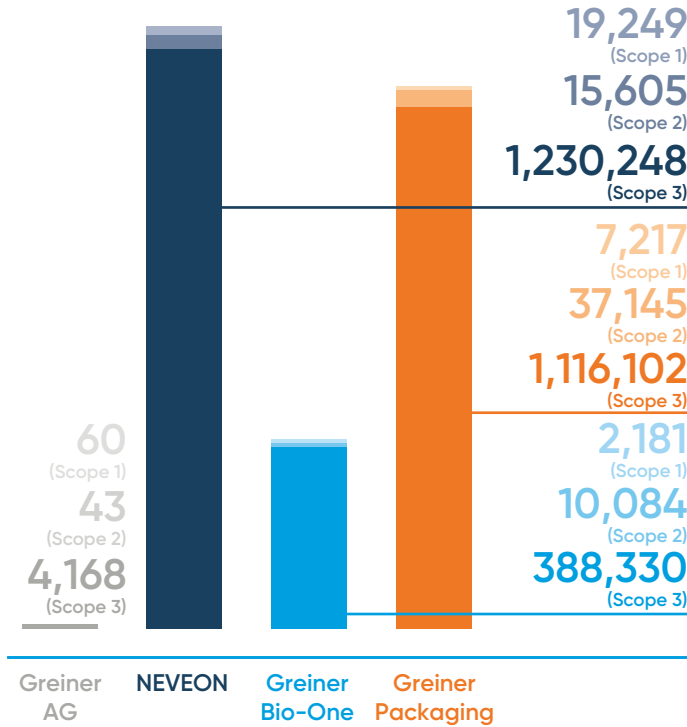
\* Scope 2 location-based emissions amount to 200,373 t CO<sub>2</sub>e in 2022 (208,906 t CO<sub>2</sub>e in 2021).

\*\* Base year 2018, only Scope 1 and Scope 2 emissions

# OUR SUSTAINABILITY\_Impact

In comparison with 2021, our Scope 1 and Scope 2 emissions have decreased by 49,151 tCO<sub>2</sub>e or 35 percent. Our Scope 3 emissions climbed by 15 percent, which is due to an increase in material purchasing and improvements in data quality.

## Scope 1, 2 & 3 emissions (in t CO<sub>2</sub>e)



We calculate our carbon footprint together with external experts in accordance with the guidelines of the **Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol)**. Analyzing our carbon footprint enables us to identify reduction potential and stimuli, develop appropriate measures and define emission reduction targets. Our corporate carbon footprint here reports all emissions as CO<sub>2</sub> equivalents. CO<sub>2</sub> emissions are calculated using consumption data and emission factors for conversion into CO<sub>2</sub> equivalents. Both primary and secondary data from scientific databases are used for this purpose. In addition to CO<sub>2</sub>, the six other greenhouse gases covered by the Kyoto Protocol are included: methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), sulfur hexafluoride (SF<sub>6</sub>), hydrofluorocarbons (FC and H-FC) and nitrogen trifluoride (NF<sub>3</sub>). These are converted into the greenhouse potential of CO<sub>2</sub> and consequently form CO<sub>2</sub> equivalents (CO<sub>2</sub>e).

The only exception is the emission values provided by electricity bills for determining the market-based Scope 2 calculation. In most cases, electricity suppliers only report these values in CO<sub>2</sub> emissions. However, due to the fact that they account for the majority of emissions related to power, this does not distort the corporate carbon footprint in a meaningful way.

The base year for our Scope 1 and 2 emissions is 2018. There have been a number of structural changes since then: In 2021, sales and processing sites were included in the reporting and one of our divisions, Greiner Extrusion, was sold. The impact of these changes in terms of our emissions was less than 5 percent. No re-calculation of the base year was necessary, based on our base year recalculation policy. A detailed description of how we calculate our carbon emissions can be found in the ["About this report"](#) chapter.

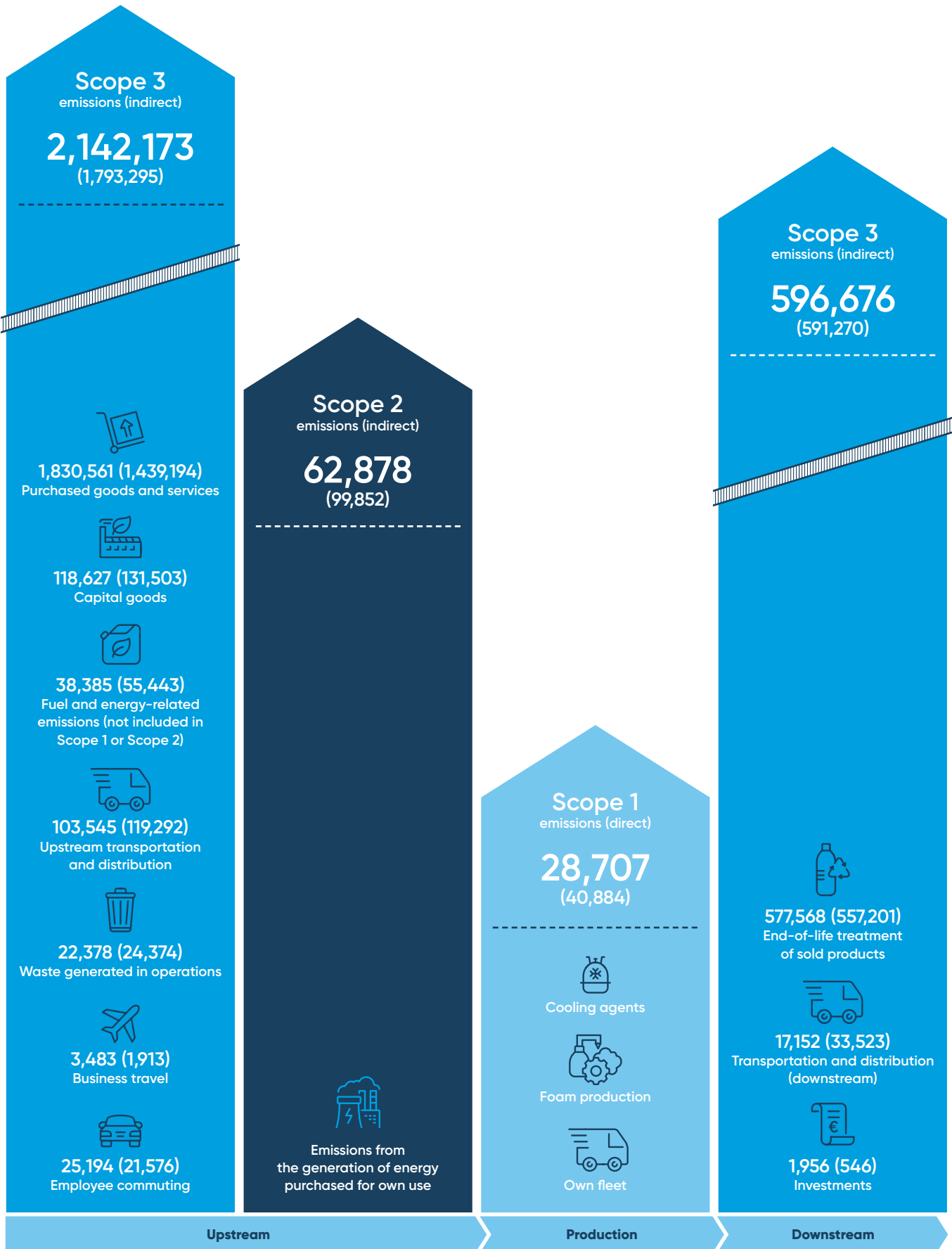
The base year for our Scope 3 emissions is 2021. As this was the first year in which we calculated Scope 3 emissions of all relevant categories, we were able to significantly improve our data quality in 2022. We will perform an impact analysis and new calculations for the Scope 3 emissions base year over the course of 2023 and report on it in 2024.

## Our emission categories

In analyzing our Scope 3 emissions, we refer to the fifteen Scope 3 categories as set out in the GHG Protocol. In this graphic, we would like to show which categories are significant for us, that is, where we have an impact.

The following image provides an overview of all categories that must be taken into consideration for the calculation of all Scope 1–3 emissions.

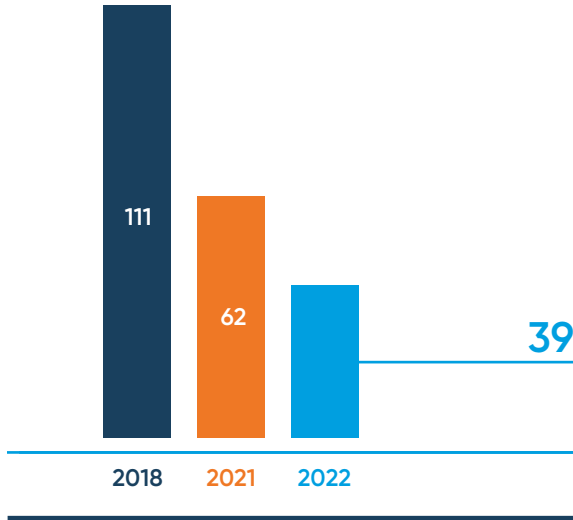
Our CO<sub>2</sub> emissions in 2022\* (in t CO<sub>2</sub>e)



\* Numbers in brackets are data for 2021

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

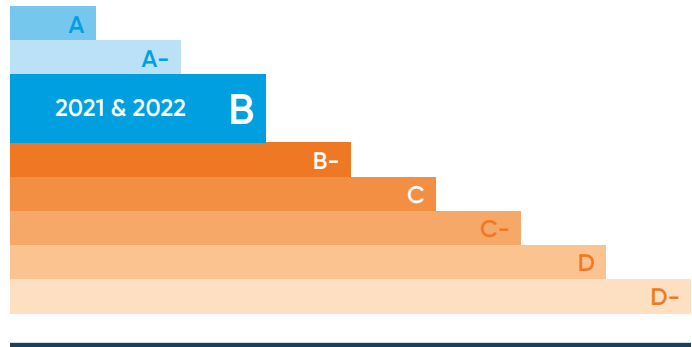
(in kg CO<sub>2</sub>e per thousand EUR in sales revenue)



#### Reduction of specific CO<sub>2</sub> emissions

Until our science-based targets are approved by the Science Based Targets initiative, our former carbon targets will apply. In 2018, we set ourselves the target of reducing our specific carbon emissions (Scopes 1 and 2) by 38 percent by 2025 and by 53 percent by 2030. In 2018, they amounted to 111 kg per thousand EUR sales revenue, in 2022 the figure was 39 kg CO<sub>2</sub> per thousand EUR sales revenue. This corresponds to a reduction of 65 percent, which means we have already achieved our target for 2030. The reduction in specific emissions was the result of both a decrease in Scope 1 and Scope 2 emissions and an increase in our total sales revenue.

### Our CDP climate score



#### Reporting emissions transparently

At Greiner, we place great emphasis on transparency – including when it comes to our emissions. We therefore report our data to CDP every year. We have also been publishing our data on the CDP platform since 2022. We currently have a B score for climate from CDP and intend to achieve an A score by 2024. Doing so will primarily require further integration of climate-related risks and opportunities into our strategy and our management processes, as well as an analysis of climate-related scenarios.



### Toward science-based targets

In 2021 and 2022, Greiner was part of the "Pathways to the 1.5 Degree Economy" project organized by the WWF Austria and denkstatt. The project was funded by the Austrian Climate and Energy Fund. In total, 15 companies from different industries took part. The aim of the project was to develop pathways for an innovative climate strategy to effectively implement and scale drastic greenhouse gas emission reductions in line with the Paris Agreement and scientific climate-related work at an organization level. More specifically, this paved the way for climate-specific science-based targets. Through our commitment to the SBTs, we are showing that we are not just talking about climate protection, but are actually implementing concrete measures.

## Outlook: Energy & Emissions

In the future, we will continue to focus on renewable and self-produced energy, taking an important step toward a more sustainable supply of energy. The installation of eight new photovoltaic systems in Austria will be completed in 2023. We are also continually evaluating which renewable energy projects can be implemented. With regard to emissions, we intend to have a roadmap for offsetting remaining emissions developed by the end of 2023. We will also be looking at the development of an internal carbon price in 2023. A highlight in 2023 will be the endorsement of our science-based targets by the Science Based Targets initiative. These targets will replace our former specific carbon emissions targets. We will also develop roadmaps in the coming reporting period in order to actually achieve these ambitious targets. We will motivate our suppliers to join the SBTi in the future. After all, it is only by working together that we can achieve our sustainability goals.

### Permanently capturing CO<sub>2</sub> – in exchange with Carbony

As mentioned above, our main focus is on reducing and preventing emissions. For the remaining emissions that we cannot avoid making, we look for partners with whom we can jointly capture emissions in the long term. Since 2022, we have been in communication with the start-up Carbony, which specializes in carbon removal and is working with an Austrian university on carbon removal technology. The basic operating principle is as follows: Mineral materials are worked into the soil, which react with CO<sub>2</sub> from the atmosphere and capture it permanently. Trees are also planted in selected areas to compare which areas can capture and store more carbon. The technology will be tested in 2023 as part of a pilot project on two reforestation sites in Austria.

# Production & Operations

## Waste

**A closed cycle** enables waste to become a valuable resource from which new products can be created. We still have a challenging road ahead of us before we can fully close this cycle. We want to raise awareness among our employees for this topic. In our Environmental Policy, we commit ourselves to reducing waste and declare our understanding that environmental protection does not end at our company gates.

## Our goal: We want to be a fully circular business by 2030.

### Our targets

None of our waste in Europe will be sent to landfills by 2025 – and by 2030 this will apply globally.

Increase the share of recycled waste to 50 percent by 2025 and 75 percent by 2030.

### Our performance

1,744 tons of our total waste went to landfills in Europe in 2022 (2021: 1,747 tons).

3,340 tons of our total waste went to landfills worldwide (2021: 2,986 tons).

56.9 percent of our total waste was recycled in 2022 (2021: 43.2 percent).

## Closing material loops

Waste is an important resource for us that we want to keep in a closed loop. We have therefore set ourselves the clear goal of becoming a circular company by 2030. In order to achieve this, our products must be designed in such a way that resource efficiency is increased and that the reuse or recyclability of our products is already considered during design. Only in this way can we use raw materials more efficiently and minimize waste both internally and along the value chain.

We are aware of the responsibility that the production of plastics and foams entails and we are mindful of the challenges of disposal at the end of products' useful lives. No garbage of any kind has a place in the environment. At the same time, we are aware that creating circular economies for single-use items is particularly challenging. It is not a problem that Greiner can solve alone. We therefore maintain numerous cooperations along our value chain.

### [See Social Commitment and Products](#)

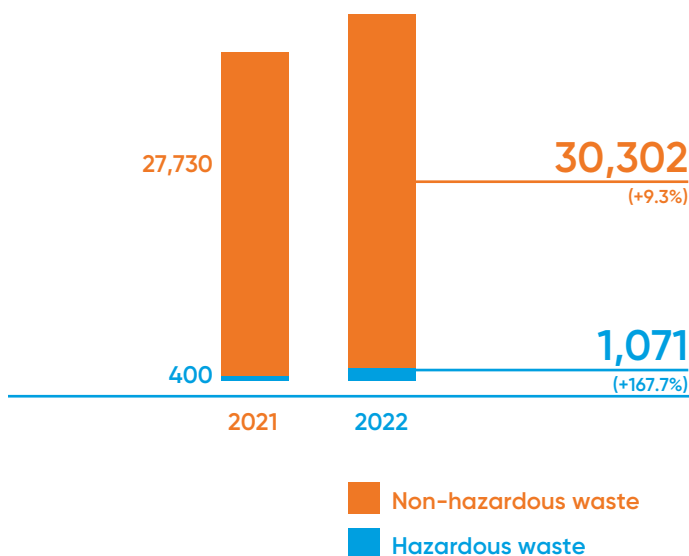
For a company that is active internationally, circular waste management is a very challenging task. Different waste management laws and collection systems, for instance, make taking a uniform approach very difficult. Items that can be collected and

reused in one country are still sent to landfills in another. Unfortunately there are still many waste management areas, from the definition of waste to collection systems, where there are no uniform rules, neither in Europe nor globally. But these are important prerequisites for closing material loops. Nevertheless, we are committed to taking on this task. The impact of our waste on the environment and society varies from one Greiner division to the next. Local differences in the definition of waste must also be taken into account.

Our waste management is guided by the five-stage waste hierarchy of the EU Waste Framework Directive. It lays out in which order waste should be dealt with. The five stages are: prevention, reuse, recycling, recovery and disposal. By adhering to this hierarchy, we can reduce our environmental impact.

### [See section on data collection](#)

Total waste by type (in t)



Greiner total

**31,373\***  
(2021: 28,130)

\* Greiner AG is included in the total waste figure, but is not shown separately in the image.

Analyzing our waste data

Production waste is generated in the process of manufacturing our products. Clean rejects and production-related plastic waste can often be directly recycled using internal recycling processes and fed back into the production process. If this is not possible, our production waste is collected by type to the fullest extent possible and recycled by external specialist disposal companies.

Many of our production sites have a waste management concept and can therefore make improvements from a structured foundation. In the corresponding measures, the Group follows the legal requirements applicable in the country in question. Environmental management systems help us to organize the collection and disposal of waste at each site. 38 production sites are ISO 14001 certified; this is a standard that also takes waste-relevant aspects into consideration.

Our total waste in 2022 amounted to 31,373 tons. This is an increase in the volume of waste of 11.5 percent compared to the previous year. The increase is due to a more detailed breakdown of waste categories from 2022 and that waste classified as a by-product in some countries is now included in data collection.

Total waste by type (in t)

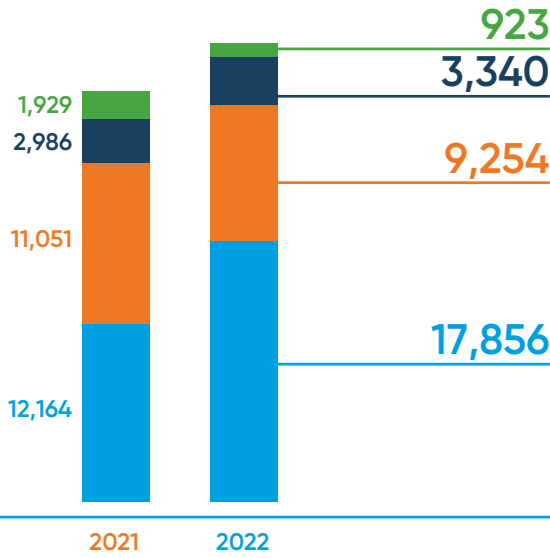
	2021	2022
<b>Greiner Bio-One</b>	5,093	6,320
Hazardous waste	18	455
Non-hazardous waste	5,075	5,865
<b>Greiner Packaging</b>	9,783	10,171
Hazardous waste	122	270
Non-hazardous waste	9,661	9,901
<b>NEVEON</b>	12,086	14,877
Hazardous waste	260	346
Non-hazardous waste	11,826	14,531
<b>Greiner Extrusion</b>	12,086	-
Hazardous waste	0	-
Non-hazardous waste	1,158	-

This can be seen clearly in the amount of PU foam, which rose sharply in 2022.

Virtually all of the waste we generate (97 percent) is non-hazardous waste. In addition to plastics, PU foam and residual waste, this includes wood, metal, paper & cardboard and PE foam. Hazardous waste includes waste containing oil or laboratory waste from the production of additives and is recycled by certified waste management companies.

In recent years, we have been able to reduce the amount of unknown non-hazardous waste (reported as "Other" waste). In 2022, we reduced this figure by 5 percentage points. In absolute figures this was 2,231 tons in 2022, which is a share of 7 percent. At 10,815 tons, or 34 percent, plastics accounted for the largest share of our non-hazardous waste in 2022.

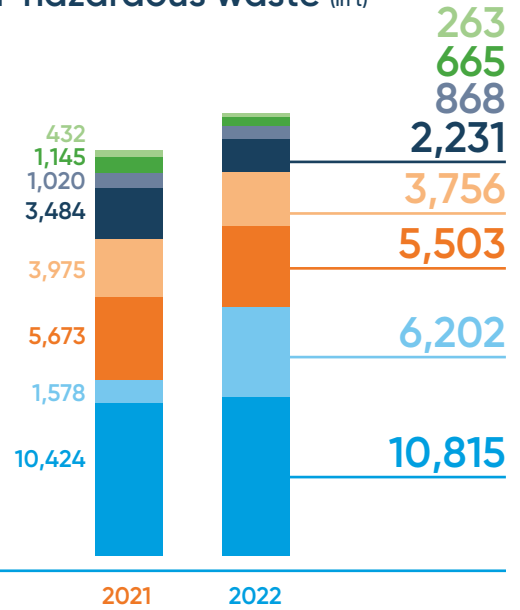
**Total waste by disposal method\*** (in t)



- Unknown\*\*
- Landfill
- Thermal recycling
- Recycling and other recovery

\* Waste disposal was determined by the sites themselves in three ways. The sites either dispose of the waste themselves, they obtain information from the waste management service provider regarding waste treatment, or the standard organizational methods of the waste management service providers are known.  
 \*\* Where no information was or could be provided for its disposal method, waste was reported under "disposal method unknown."

**Breakdown of non-hazardous waste** (in t)



- PE foam
- Metal
- Wood
- Miscellaneous
- Paper & cardboard
- Residual waste
- PU foam
- Plastic

**Waste disposal**

It is a central concern for us that we know what happens with the residual materials from our processes. The most common disposal methods differ from one division to another; this is also due to the regulatory framework and technical possibilities. Waste disposal is the responsibility of the individual production sites and complies with local legal requirements.<sup>1</sup>

In total, 31,373 tons of waste were disposed of in 2022. 56.9 percent of our waste is recycled, 29.5 percent undergoes thermal treatment and 10.6 percent is sent to landfill. We want to stop sending waste to landfills in the coming years, first in Europe and then at all sites worldwide.

The exact recording of waste data was new in 2022. We now actually differentiate between real waste and waste that should be classed as a by-product. This differentiation should provide us with new insights on the type of waste in our Group and has led to waste volumes being transparently reported in a further waste category in data collection.

The volume of waste for which the disposal method is unknown has fallen in recent years thanks to more precise recording. The constant improvements in the quality of our data also helps us to achieve more transparency in this area. The "Unknown" disposal method includes waste disposal where no information was or could be provided because, for example, no detailed information (e.g. weights) was provided by those disposing of the waste. We are currently working on a uniform strategy for labeling waste in our processes in order to improve the traceability of our waste.

<sup>1</sup> Waste is disposed of either directly or in the standardized way applicable for the location or by commissioning special waste disposal contractors.



Waste by disposal method (in t)

	2021	2022
<b>Greiner</b>	15,966	13,517
<b>Hazardous waste</b>	307	523
Thermal recycling	109	329
Landfill	0	45
Unknown	197	148
<b>Non-hazardous waste</b>	15,660	12,994
Thermal recycling	10,942	8,924
Landfill	2,986	3,295
Unknown	1,732	775
<b>Greiner Bio-One</b>	2,602	3,228
<b>Hazardous waste</b>	18	64
Thermal recycling	0	19
Landfill	0	38
Unknown	18	8
<b>Non-hazardous waste</b>	2,585	3,163
Thermal recycling	1,296	1541
Landfill	1,089	1,448
Unknown	200	175
<b>Greiner Packaging</b>	2,458	2,056
<b>Hazardous waste</b>	50	159
Thermal recycling	13	41
Landfill	0	6
Unknown	37	112
<b>Non-hazardous waste</b>	2,408	1,897
Thermal recycling	607	841
Landfill	1,078	1,038
Unknown	723	17
<b>NEVEON</b>	1,0643	8,227
<b>Hazardous waste</b>	238	299
Thermal recycling	96	270
Landfill	0	1
Unknown	142	28
<b>Non-hazardous waste</b>	10,405	7,928
Thermal recycling	8,894	6,542
Landfill	734	808
Unknown	777	578
<b>Greiner Extrusion</b>	255	-
<b>Hazardous waste</b>	0	-
Thermal recycling	0	-
Landfill	0	-
Unknown	0	-
<b>Non-hazardous waste</b>	255	-
Thermal recycling	146	-
Landfill	85	-
Unknown	24	-

Waste by recovery operation (in t)

	2021	2022
<b>Greiner</b>	12,164	17,856
<b>Hazardous waste</b>	93	548
Recycling	93	548
<b>Non-hazardous waste</b>	12,070	17,308
Recycling	12,070	9,500
Other recovery operation	-	7,807
<b>Greiner Bio-One</b>	2,491	3,092
<b>Hazardous waste</b>	0	390
Recycling	0	390
<b>Non-hazardous waste</b>	2,491	2,702
Recycling	2,491	2,119
Other recovery operation	-	583
<b>Greiner Packaging</b>	7,325	8,115
<b>Hazardous waste</b>	72	111
Recycling	72	111
<b>Non-hazardous waste</b>	7,253	8,004
Recycling	7,253	5,375
Other recovery operation	-	2,629
<b>NEVEON</b>	1,443	6,649
<b>Hazardous waste</b>	21	47
Recycling	21	47
<b>Non-hazardous waste</b>	1,422	6,602
Recycling	1,422	2,007
Other recovery operation	-	4,595
<b>Greiner Extrusion</b>	903	-
<b>Hazardous waste</b>	0	-
Recycling	0	-
<b>Non-hazardous waste</b>	903	-
Recycling	903	-
Other recovery operation	-	-

Our hazardous waste is professionally recycled by the corresponding disposal firms. There are currently no hazardous waste flows that are not passed on to disposal firms. Our waste is exclusively handled by external recyclers as we do not have the necessary waste recycling concessions or infrastructure in place.

## Waste emissions

Emissions from our operational waste totaled 22,378 metric tons CO<sub>2</sub>e in 2022. Emissions decreased by 8 percent in comparison with 2021.

We calculate our waste emissions using the “cut-off by classification” method. This allocates all emissions generated by the recycling of waste to the downstream value chain.

If no information is provided on the disposal method, we apply the conservative approach and assume the most emission-intensive scenario for the respective waste type. Two examples to illustrate this: If the disposal method is unknown for plastic waste, the disposal method is assumed to be thermal recycling. If the disposal method is unknown for paper and wood waste, the corresponding volume of waste is allocated to the landfill disposal method.



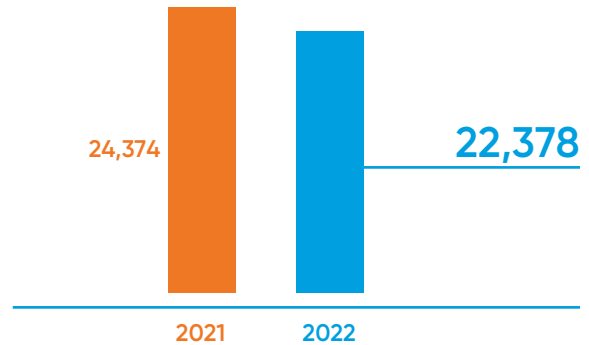
Together with the non-profit company AfB, we are extending the useful life of our IT hardware.

### Cooperation with AfB Austria

What actually happens to company laptops and smartphones when they are no longer needed? To ensure that our discarded electronic equipment does not end up in the trash, we started a partnership with AfB Austria. AfB stands for “Arbeit für Menschen mit Behinderung” (work for people with disabilities) and is a non-profit limited liability company; half of the company’s workforce are people with impairments. We take our used IT hardware that we no longer need and pass it on to AfB Austria, where this is repaired and refurbished, with data deleted in a certified manner. The laptops, PCs, tablets and smartphones are then offered for sale in the AfB online store and Greiner employees receive a discount on their “own” devices. This prolongs the life of the equipment. If hardware cannot be repaired, as many of its parts are salvaged as possible. Parts that cannot be salvaged are given to European companies for recycling and not shipped.

For the respective disposal scenarios, we used Eco-invent emission factors and Eurostat data on disposal data.

### Waste emissions (in t CO<sub>2</sub>e)



### Data collection best-practice survey

In order to investigate the data quality of the non-financial key figures, we performed spot checks at ten selected Greiner sites worldwide in 2022. Together with the data collectors on site, we traced the collection process for waste data in detail for this purpose. The aim of the project was to identify best-practices using a comparison of approaches and to derive recommendations from these. In addition to the recommendations – both general and for the specific sites investigated – the project also resulted in important findings for improving reporting. We intend to keep improving the quality of our data through similar projects in the future.

## Outlook: Waste

Due to different national and international regulations and definitions, creating a uniform and strategic approach to Group-wide waste management is a challenge. We will boost our efforts in 2023 and continue to work on improving the quality of our data.

# Production & Operations

## Water

**How important water is** can be seen when there is a shortage. This is something we are currently experiencing worldwide. For us as a company, too, water is an important resource that we are focusing intently on. We have recently examined our previous methodological approach and our targets. We found that we will have to adjust our methodology for classifying our sites and also refine the definitions of our targets.

## Our goal: We want to be a fully circular business by 2030.

### Our targets

Reduce water consumption in water-risk areas by 2030 (base year 2018)<sup>1</sup>

Identify water savings potential in water-stressed areas by 2023.

Developing a Water Policy for all Greiner sites by 2023<sup>2</sup>

- <sup>1</sup> This target is being reviewed. The future differentiation between sites in water-stressed and water-risk areas will result in a corresponding adjustment of the methodology to be applied for site classification. For this reason, this target will undergo a precise evaluation in the next reporting period.
- <sup>2</sup> Developing a Water Policy is no longer restricted to water-risk sites but will be extended to all Greiner sites.

### Our performance

Revision of target definition

Water savings potential was identified at four of six sites in water-stressed areas in 2022.

We will develop a Water Policy in 2023.

## Managing water risks

Water is the foundation of life – both for us humans and for nature. For us as a company, the use of water is just as important – even if we use and consume little water compared to companies in other industries. We primarily use water in production in closed circuits for cooling purposes. In addition to the use of water for our production cycles, it is also used in the operation of sanitary facilities.

The use of water is largely subject to strict regulatory rules and requirements at national, regional and local levels. It goes without saying that we adhere to all requirements by which we are bound. By closely collaborating with the responsible authorities and agencies and by applying standardized processes and systems such as the continuous review of threshold values, we ensure that no environmental violations occur. In this way, we can minimize risks and possible adverse impacts in the longer term and, in doing so, contribute to the protection of the environment.

Regardless of this, we are also subject to physical, regulatory and reputational risks in the area of water: In order to keep the regulatory risks as low as possible, we adhere to and document all regulatory requirements that affect us, such as the mandatory monitoring of threshold values at some sites before used water is returned.

We also face physical risks as we have sites in water-risk and water-stressed areas. Thanks to our environmental management systems, we are able to quickly implement corresponding activities and initiatives that allow us to protect our company and our environment to the best of our ability and prevent damage.

The careful and responsible handling of the physical and regulatory risks we face are the basis for keeping reputational risks as low as possible.

Torrential rain at two sites led to water entering the production sites. In order to counter this risk in future, appropriate construction measures have been implemented.

## Evaluation of the current approach

As part of our water management activities and with a view to future regulatory requirements (such as CSRD), we once again closely analyzed the previous use of the WWF's Water Risk Filter in the past reporting period. Previously, we did not distinguish between sites with water risks and water stress. Sites were categorized as (not) being in a water-risk area using the Basin Risk method. To be able to perform a detailed

and more specific assessment, we also trialed the operational risk assessment methodology for selected sites. This resulted in a much more comprehensive picture of the overall water risks at the specific sites. In addition to our in-depth analysis of the Water Risk Filter, we also evaluated the Aqueduct Water Risk Atlas from the World Resource Institute (WRI), which is also an internationally recognized water stress tool. We came to the conclusion that we would use the WWF Water Risk Filter more extensively. In addition to determining the water risk, it also determines the water stress.

## Adjustments to water management

During this comprehensive evaluation process and in light of the future regulatory requirements, necessary and comprehensive water management adjustments have emerged:

- Therefore, starting with this report, we will identify sites both in water-stressed areas<sup>3</sup> and in water-risk areas.<sup>4</sup>
- If Greiner sites are classified as water-stressed or as water-risk according to the Basin Risk method, an operational risk classification must also be performed in future. This provides us with a much more specific picture, which will help us to derive the right local measures.
- The Water Policy planned for 2023 will not be restricted to sites in water-stressed areas. As part of the Greiner Water Policy, both the newly defined approach to classifying our sites and all requirements from the upcoming CSRD with its standard E3 water and marine resources will be taken into consideration.
- We will revisit our target to reduce water consumption in water-risk areas by 2030. This is due to the fact that we will differentiate between sites in water-risk and water-stressed areas in future and have adjusted the methodology used for categorizing sites.

<sup>3</sup> In order to classify a site as being located in a water-stressed area or not, a threshold value of factor 3 or higher will be used, but only for the subcategory water scarcity.

<sup>4</sup> In order to determine water risk, we will stick with the previous methodology: sites with an overall risk factor of 3 or more count as water-risk sites.



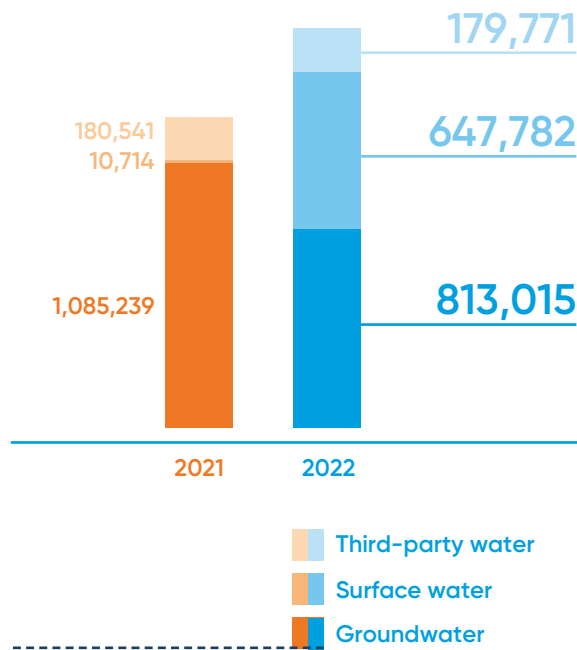
## Water as a resource

The top priority is complying with all valid obligations everywhere that water is used. Due to regulatory requirements, national laws and specifications from local authorities, the monitoring of returned water and measurement for certain thresholds/substances is legally required at individual production sites. Ten production sites have currently defined their own water policies.

We calculate our water data at a site level based on water meter readings, invoices and also estimates. They are then recorded by our production sites in our software for recording all non-financial key figures and aggregated at a Group level.

At 50 percent, the majority of our extracted water comes from groundwater and is subsequently almost exclusively returned to it as well. Around 39 percent of the water we use comes from surface water. At around 11 percent, only a small proportion of our water withdrawal is attributable to third-party water. The total amount of withdrawn but also returned surface water rose sharply in the past year. This is due to the fact that we have been able to measure the water volume withdrawn for cooling and returned to a river at one site since 2022.

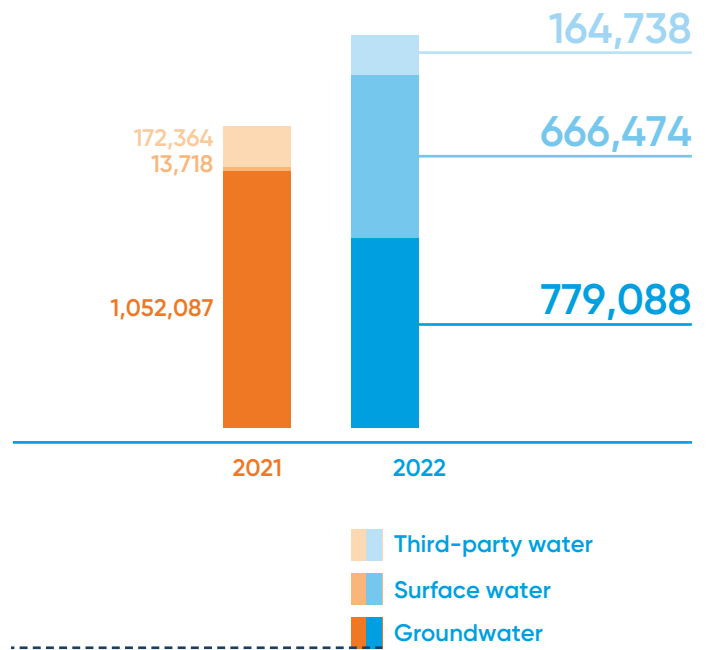
### Water withdrawal\* (in m³)



### Greiner total

**1,640,579**  
(2021: 1,276,495)

### Water discharge (in m³)



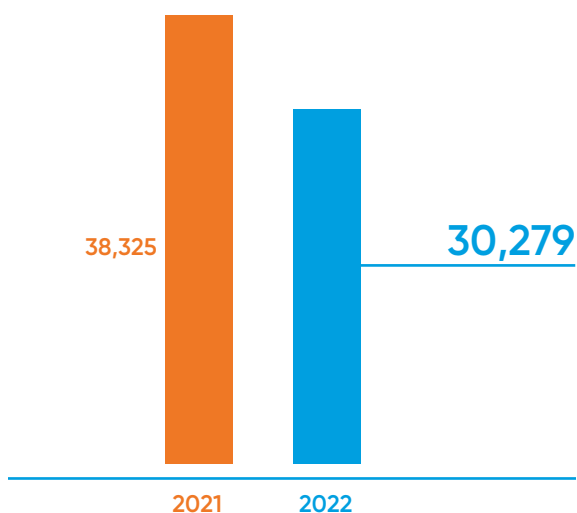
### Greiner total

**1,610,300**  
(2021: 1,238,169)

\* The difference of 11 m³ in water withdrawal to total individual water withdrawal sources is due to produced water, which is not listed separately.

Our total water consumption (the difference between water withdrawal and discharge) was 30,279 m<sup>3</sup> in 2022. This equates to a 21-percent reduction in comparison with the previous year's figure and is primarily due to the continual improvement in data quality.

## Total water consumption (in m<sup>3</sup>)



In 2022, 19 sites were located in water-risk areas and six production sites were located in water-stressed areas.<sup>5</sup> Although water consumption increased in the water-stressed areas, both the water withdrawal and the water discharge of sites in water-stressed areas decreased between 2021 and 2022.

<sup>5</sup> The sites are located in water-stressed areas if their water scarcity is factor 3 or higher according to the WWF Water Risk Filter 2022.

## Water withdrawals from water-stressed areas (in m<sup>3</sup>)

	2021	2022
Surface water	0	516
Groundwater	396	541
Third-party water	23,292	20,563
<b>Total</b>	<b>23,688</b>	<b>21,631</b>

## Water discharge in water-stressed areas (in m<sup>3</sup>)

	2021	2022
Surface water	0	0
Groundwater	83	135
Third-party water	23,191	20,495
<b>Total</b>	<b>23,274</b>	<b>20,630</b>

In order to handle water carefully and efficiently and manage the associated site-specific risks, a total of eleven production sites performed local risk assessments in 2022.

## Water efficiency measures and water monitoring

We examine how we can use water more efficiently or lower water consumption on an annual basis. In 2021, we implemented a total of four water efficiency measures. In 2022, this figure doubled to eight. Process optimization and production technology, for instance, provided the starting points for this. For example, thanks to the installation of a reverse osmosis system at one site, water can be fed through the system and then used again. Other projects included the replacement of an old

cooling machine, the modernization of the main water supply and the replacement of sanitation facilities. Smaller measures, e.g. replacing manual water taps with photocell-controlled fixtures and fixing leaks, also contributed to reducing consumption.

In addition to the numerous technical measures, water monitoring was also improved. The introduction of regular inspections of sanitation facilities and the regular review of water consumption help to identify leaks and higher than usual water consumption at an early stage and corresponding countermeasures to be initiated.

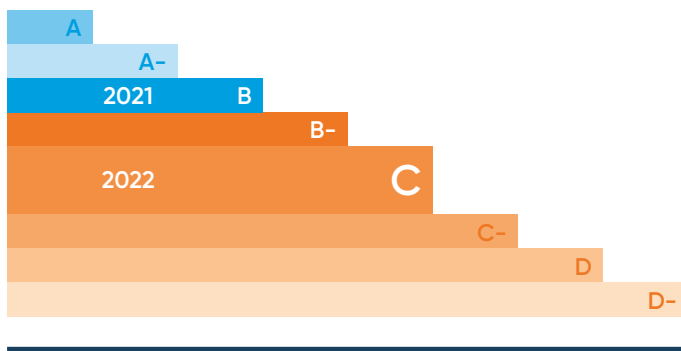
### Our CDP water security score

In order to further improve our performance with regard to water, but also to better compare ourselves with our competitors, we have been reporting to CDP in the water security category since 2018. Due to the ever-increasing requirements and continuous developments in the area of external certifications and assessments, such as CDP, our water security score unfortunately changed from a B- in 2021 to a C in 2022. To counteract this effect and to determine where there is still potential or starting points for further measures and activities, we want to focus more on the topic of water in the coming year. Through the approach described above, we have already set the course for significantly improving our performance in the future. In the interest of even greater transparency, in 2022 we decided to publish our score on the CDP disclosure platform.

## Outlook: Water

We will be maintaining our intense focus on water in 2023. We will continue to use WWF's Water Risk Filter for this purpose, and we will use it more extensively. As already mentioned, in the future, alongside Basin Risk, we will also apply operational risk in the form of a cascade of measures. Based on the findings from our evaluation process described above, as well as future regulatory requirements, we will also develop a Water Policy in 2023 that will apply to all Greiner sites. The Water Policy will set out an approach that will particularly help sites in areas with water risks, but also those in water-stressed areas, to manage their water risks in the best possible way. The Water Policy will also be harmonized with the requirements of the CSRD and the associated standards. Therefore, we will also have to review our target to reduce water consumption in water-risk areas by 2030 as a result of the changes in the calculation methodology.

### Our CDP water security score





# Production & Operations

## Biodiversity

The protection of biodiversity is a necessity of life for all of us, so this is a material topic that we deal with as a company. We are already making a valuable contribution through our partnerships with environmental protection organizations and our efforts toward a circular economy. Our goal is to address biodiversity in a more structured way in the future and to develop a strategic approach.



## Our goal: We want to be a fully circular business by 2030.

### Our target

By 2025, we aim to purchase paper for our secondary and tertiary packaging exclusively from FSC or equivalent certified paper sources.

### Our performance

Data collection being established

## Protecting biodiversity

Natural ecosystems are the foundation for all plant, animal and human organisms. In order to best protect our ecosystems and biodiversity, we must avoid air, water and ground pollution. It goes without saying for Greiner that all national and international agricultural, forestry and water regulations and laws must be adhered to and that this is a decisive factor in keeping the negative impacts on the natural environment to a minimum. The rainforests and oceans are needed so that the emissions caused can be converted again. Plant biomass can convert climate-damaging CO<sub>2</sub> into organic carbon compounds and store them. The forestry risks that result from deforestation and logging are therefore closely related to climate change. If our products end up in the natural environment as a result of littering or

mindless disposal rather than organized collection flows, there is a negative impact on biodiversity: polluting bodies of water or forests is a threat to animal and plant species, which in turn has a negative impact on biodiversity. With a circular economy for plastics, materials and products are reused, refurbished, repaired and recycled for as long as possible. We have therefore set ourselves the ambitious target of becoming a fully circular company by 2030.



With the Corporate Sustainability Reporting Directive (CSRD), we as a company will face several new biodiversity regulations. The European Sustainability Reporting Standards (ESRS) define the content of the CSRD requirements precisely. In terms of the environment, there will be the "Biodiversity and ecosystems" standard, which will serve as a guideline for the systematic and sustainable handling of this issue.

Therefore, going forward, we will devote more attention to the topic of biodiversity. We have nevertheless already taken important steps. Many of the areas we are working on as part of our sustainability strategy have a positive impact on biodiversity. For example, reducing our CO<sub>2</sub> emissions and the amount of waste we send to landfill and using water more sustainably constitute an important contribution to preserving biodiversity. In our Greiner Environmental Policy, we acknowledge our responsibility to stop the overexploitation of the Earth's natural resources, maintain biological diversity and protect biodiversity and the climate as best we can from further negative impacts.

## The WWF Water Risk Filter and biodiversity

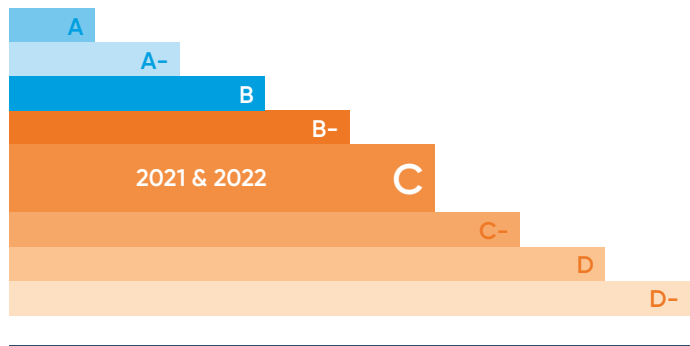
As previously described in the chapter on water, we have been using the WWF Water Risk Filter for a number of years. The Water Risk Filter is fundamentally composed of three main risk categories: physical, regulatory and reputational, and also contains the fundamental subcategory of biodiversity. In order to make reliable statements about the biodiversity classification of our sites in future, we will analyze the biodiversity classification in the water risk filter and the newly developed WWF biodiversity filter in the next reporting period to evaluate its appropriateness and suitability.

Paper has a direct impact on the biodiversity of forests: we have therefore decided to only use paper from FSC or equally certified paper sources for secondary and tertiary packaging by 2025. We need to analyze which suppliers we can quickly switch to certified packaging and where more effort will be required. We are currently working on gaining an overview of the current status quo and are confident that we will be able to present a first interim overview in the next report.

## Our CDP forests score

Our annual CDP disclosure also covers the Forests program. In 2022, we received a C score, as in the previous year. We primarily process plastics from the petrochemical industry at Greiner. We do not process soy, natural rubber or seeds. We only process minor amounts of rubber, leather and textiles. That is why topics such as dispossession and evictions are of minor relevance for Greiner. In the interest of greater transparency, our score has been publicly available for customers and suppliers on the CDP disclosure platform since 2022.

## Our CDP forests score



## Protection through partnerships

We also contribute to the protection of biodiversity through partnerships. Examples of this include our collaboration with the Jane Goodall Institute Austria, the collaboration with the Plastic Bank and the joint project Alliance to End Plastic Waste. The Jane Goodall Institute Austria's Roots & Shoots project "Wunder. Welt.Wald: Forschen im Wood.Wide.Web" is primarily about raising awareness. Children, young people and educators are made aware of the importance of the forest as a place for living and relaxing, but also as a key factor when it comes to climate change.

The collaboration is centered around collecting plastic waste in coastal areas. Plastic Bank is a company that sets up ethical recycling ecosystems in coastal communities and prepares the materials for reentry into global production supply chains. The collected material is recycled to become "social plastic," by using it to manufacture new products and packaging. This reduces the flood of plastic waste, promotes recycling and circular economies, and creates an income for plastic collectors. They receive a bonus for the plastic collected which they can use to cover basic family needs such as food, fuel, school money or health insurance.

The Alliance to End Plastic Waste aims to find a solution that will end the increasing litter from plastics. Since 2019, we have collected around 90 member companies, project partners, allies and supporters around this initiative, who are as committed as we are to ending plastic litter in the environment. Together we have created a diverse network of resources and knowledge. The initiative comprises technical managers, engineers, scientists and practitioners working together to create and spread innovative solutions around the world.

[See Social Commitment chapter](#)

## Biodiversity – outlook

As a company, we are aware of just how important it is to protect biodiversity. That is why we will develop a strategic approach to the topic in 2023. First and foremost, we will analyze the upcoming regulatory conditions precisely and incorporate the requirements in our future direction. The WWF has created a new tool, the Biodiversity Risk Filter, which helps us determine the biodiversity risks for each region in which we operate. In a similar manner to last year's approach with regard to the Water Risk Filter in terms of water management, we will also closely analyze the WWF's Biodiversity Risk Filter in the course of the current reporting period with regard to its suitability at Greiner. It is important for us to use the analysis of the regulatory requirements and the evaluation of the WWF Biodiversity Risk Filter to derive KPIs and define appropriate targets.

# USE PHASE & End-of-life

**The world is a place of diversity and alternatives.**

In contrast, there is no alternative to creating a circular economy. Because we all know: natural resources are finite and therefore infinitely precious. Consumers are aware of this, too. They have clear expectations of companies. At the same time, clear guidelines are being set by politicians so that everyone in society remains focused on the tasks ahead. We have the ideal prerequisites to transition from our previously linear economy to a circular economy. We will be putting everything we have into achieving this: Now more than ever.



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# Use Phase & End-of-life

## Use phase of products

Through innovation and further developments, we are rethinking our products and their use. Together, we are pursuing the goal of keeping our products in the cycle. We are turning to research & development and bringing new solutions focused on sustainability to the market. Only through innovation and the further development of our products can we achieve our goal and become a circular business by 2030.



## Our goal: We want to be a fully circular business by 2030.

### Highest product quality

We all come across Greiner products in our everyday lives – the yogurt pot when grocery shopping, the blood collection tube when visiting the doctor, or even the mattress you fall onto after a hard day. There's a great variety of Greiner products and each of our divisions faces its own challenges. But there is one major goal we are all working toward: we want to make our products as sustainable as possible – using few resources, by recycling, by making sure our products can be recycled and by using secondary materials. Creating a circular economy prevents the adverse impacts that our products can have should they enter the environment.

Regardless of the business areas in which we operate, there are numerous product quality and safety requirements that we must fulfill. Especially in the medical and food sector, there are strict legal regulations to ensure that products can be used by consumers without giving it a second thought. We comply with these regulatory requirements as a matter of course. Our customers and the consumers of our products trust that our products are safe.

Meeting all economic, environmental and social requirements is something we expect of ourselves. 47 of our production sites have ISO 9001 or comparable certification, which means we have defined product development processes that are appropriate for each site. We are constantly working on the safety of our products; and this work prevents our products from having negative consequences for consumers when they are used.

### CUSTOMER SATISFACTION

As diverse as our customers' expectations are in detail, there is one thing they all have in common: they demand high quality. With our knowledge, experience, processes and structures, we can ensure that we always meet this demand. We have set out in our corporate values that we will always try to fulfill our customers' wishes to the best of our ability and that we will work hard to meet the needs of every customer. Our customers' satisfaction is decisive to our long-term corporate success. If we deliver convincing products, it does not just have a positive impact on our sales revenue, but also on our customers' business. They sell their products to their customers – either consumers or companies – or use them themselves. In contrast, any potential dissatisfaction on behalf of our customers has a negative impact on our sales revenue. Our customers, too, are increasingly focusing on sustainability, and it is thus becoming a decisive factor. Through our efforts in the setting up a circular economy, we are able to offer more sustainable products and through responsible procurement, we ensure that the supply chain meets both their and our standards. Only by working together can we have a positive impact on the environment and society. We therefore work together to find sustainable and innovative solutions. In-depth exchanges with our customers are particularly important when it comes to developing new products. We therefore also work together to develop customized solutions. Through close coordination we are able to avoid not fulfilling the demands of our customers. Our customers are supported by key account managers, who act as their direct contact partners. With our platform [tell-greiner.com](https://www.tell-greiner.com) we offer our customers the opportunity to make anonymous reports of all kinds. In the many years that we have been operating, we have discovered that active partnerships based on trust are the key to sustainable and reliable processes.

In the food and packaging sector, in addition to a comprehensive ISO 9001 certification, the BRC Global Food Safety Standard is essential for us. This is the leading global standard for food safety. It was developed to specify the safety, quality and operational criteria that food manufacturers must meet in order to comply with all regulatory and consumer protection requirements. Since we produce food packaging, this standard is also mandatory for us and it serves as our guideline for the manufacture of safe products.

In the medical technology sector, in addition to ISO 9001, ISO 13485 certification in particular forms the basis for manufacturing products that meet the highest standards of quality and safety. The core requirement of ISO 13485 is product safety and the standard contains detailed conditions relating to product design, manufacture and bringing-to-market. In addition, there are additional product and customer safety requirements for products prescribed by the FDA (the US Food and Drug Administration) and for products that must comply with EU MDR (European Union Medical Device Regulation) or IVDR (In Vitro Diagnostic Regulation). The product risk assessments for medical devices to be carried out as part of these strict regulatory requirements are completed in accordance with ISO 14971.

In the foam sector, too, ISO 9001 forms the basis for the manufacture of safe and compliant products. Similar to the packaging sector, compliance with the REACH Regulation, which regulates the registration, evaluation, authorization and restriction of chemicals, is a basic prerequisite for the creation of safe, high-quality products. Regardless of the particular industry in the foam sector, compliance with a wide variety of norms and standards is a must, from the IATF 16949 standard (in the automotive industry) to the EN 9100 standard (for organizations in the aerospace industry). In addition, the other product and management

system certifications such as CertiPur (a testing, analysis and certification program for the environmental, health and safety properties of polyurethane foam), OEKO-TEX® STANDARD 100 (label for textiles tested for harmful substances) or OEKO-TEX® STeP are proof that product quality and customer safety are our top priorities.

The breadth of management system certifications in the Group helps us ensure product quality and safety. The management systems that we apply are constantly being developed further as a result of regular mandatory internal and external audits. The requirements related to product quality are evaluated at regular intervals. If any deviations are discovered, corresponding shut-down measures and activities are introduced. And these, too, are monitored for efficacy.

We also work with upstream stakeholders by using KPIs to monitor the performance of our suppliers and service providers and discussing these KPIs with them. It goes without saying that we comply with product-specific specifications in our production processes, as the use of compliant products is the basic prerequisite for us to be able to meet the diverse quality criteria by which we are bound. We are also in regular contact with the authorities and external certification organizations that strictly monitor compliance with applicable regulations and standards. Here, too, we are committed to transparently presenting and continuously improving our processes for ensuring product safety and quality.

### Closing the loop

We are striving to move away from a wasteful linear economy and toward a sustainable circular economy. In a linear system, a product is produced, used and then thrown away. To become a circular company, we need to think of our products in a cyclical way. In addition to recycling and reusing products, extending the service life of these or switching from single-use to reusable products are ways to achieve this circularity.

In comparison, many of our products are used only briefly and only once – the yogurt pot until the yogurt is eaten, the VACUETTE® tube until its contents are analyzed in the laboratory. Soundproofing products, on the other hand, are usually in use for several years, so have a longer lifespan. To find ways of rethinking our products, our colleagues at Greiner Innoventures are always on the lookout for start-ups that have an impressive sustainability and innovative spirit.

In addition to considering the lifespan of our own products, our food packaging products also have a major impact on the shelf life of the products they

contain; they protect the contents and ensure that they stay fresh for longer. Barrier technologies are a key factor in getting the highest quality product from the filling line to the consumer. Greiner Packaging offers a wide range of different barrier technologies, so is able to respond to the exact requirements of customers and products.

Below are some projects and innovations that show how we contribute to increasing the sustainability of the use phase of our products.

## RESEARCH AND DEVELOPMENT

Knowledge is a vital resource for any company. The resulting innovations are key to our long-term success. Research and development (R&D) is therefore an essential aspect of our corporate strategy at Greiner and forms the foundation for creating internal growth and maintaining our competitiveness over the long term. Training and educating our employees, internal innovation networks in the form of cross-division exchanges, and external research cooperation partnerships with universities and technology clusters are the tools we employ. Greiner's research and development activities focus on bringing products and technologies to the market that are environmentally friendly, minimize the energy and resources used and extend the life cycles of machinery and equipment. The carbon footprints of numerous products have been calculated in recent years. They tell us how much

carbon dioxide is emitted in the production of our products. In future, we not only want to determine the carbon emitted by our products but also prepare life cycle assessments. With the help of these assessments, we can analyze a number of potential environmental impacts that our products have over their entire life cycle. The production, use phase and disposal all count as part of the life cycle as well as all associated up and downstream processes (e.g. manufacture of the raw materials, supplies and operating materials). By considering the entire service life, we avoid shifting potentially adverse impacts into other phases. We intend to successively expand these analyses and make them more thorough, and implement the findings in our product development processes. Another aim is to use the production materials better in future and thus produce less waste. The following individual projects from the business areas represent a part of the varied research and development spectrum in the past fiscal year.

## Projects and innovations

### Greiner Bio-One: Newly designed pipette tips with lower material usage

In September 2021, Greiner Bio-One launched a new generation of Sapphire pipette tips. The new product design saves 20 percent in material compared to the previous version. The tips are available not only in racks, but also in low-packaging variants in bags or as refill units. The refill rack inserts come in cardboard packaging, which saves significant amounts of plastic, space and transport emissions compared to full racks. The inserts themselves also consist of up to approximately 70 percent recycled material.



Greiner Bio-One's new Sapphire pipette tips are also available as refills.



Greiner Packaging's Kavodrink drinking bottle saves valuable raw materials compared to single-use products.

### Greiner Packaging: Reusable drinking bottle for use anywhere

Reusable instead of disposable: The new Kavodrink drinking bottle from Greiner Packaging is designed to be used again and again. With the premium 800-ml Kavodrink bottle made of Tritan™, consumers are actively helping to reduce waste. Refilling the bottle and its longer life both save valuable raw materials compared to single-use products. The new bottle complements the existing Kavodrink range, available as 0.5-liter, 0.75-liter and 1-liter bottles. All Kavodrink bottles are produced in Austria, are BPA free, dishwasher safe and shatterproof.

### Greiner Packaging: Yeo Valley Organic with reusable lid

Since the beginning of the year, British food company Yeo Valley Organic has sold its 350-gram and 450-gram yogurt pots with reusable lids instead of disposable plastic ones, reducing the amount of plastic used by 145 tons. Customers can exchange the lids for "yeokens" in the company's online loyalty program. Yeo Valley Organic now offers most of its organic yogurts (350 grams and 450 grams) in K3® cardboard plastic cups from Greiner Packaging, which are 100 percent recyclable.



Yeo Valley Organic sells its yogurt pots with reusable lids instead of disposable plastic ones.

## NEVEON: Graphite molded foam with improved environmental accounting properties

The new NEVEON graphite foams combine maximum comfort with the highest level of flame retardancy, while having a lasting positive impact on the environmental footprint. The innovation lies in the properties of natural, expanding exfoliated graphite. Until now, halogen-containing flame retardants or melamine had to be added to the products in order to meet the high fire protection requirements of the aerospace and railroad industries. NEVEON relies on natural graphite as a highly innovative, reliable mineral-based flame retardant. This means that we can completely forgo outdated flame additives containing halogens, such as chlorine, fluoride or bromine and melamine. This makes the products lighter and it is this that has a lasting positive effect on the environmental accounting of day-to-day railroad traffic, for example.



The new NEVEON graphite foams are lighter, which has a positive impact on the environmental accounting in rail transport, for instance.

NEVEON's siro.tank.TI.N thermal insulation increases the energy efficiency of hot water tanks.



## NEVEON: Innovative thermal insulation for hot water tanks

It is not just in times of high energy prices that it is important for the heat from hot water storage tanks to stay in the tank as far as possible and not escape unused into the room. Our innovative NEVEON siro.tank.TI.N thermal insulation results in 30 percent less heat loss from the equipment. This is achieved by heat radiation-reflecting graphite nanoparticles in the polystyrene foam. The patented combination of individual material layers ensures significantly reduced heat loss compared to other insulation, increasing the energy efficiency of hot water tanks enormously. This helps to save energy, reduce costs and sustainably improve the carbon footprint of heating systems. Over its 15-year service life, the NEVEON siro.tank.TI.N saves up to 1,400 kg CO<sub>2</sub>e compared to conventional insulation.

## Outlook: Use phase of products

In 2023, our products working group will focus on two topics: calculating the product carbon footprint, and product design. For the product carbon footprint, processes, tools and databases will be coordinated and harmonized across the Group. With regard to product design, the working group will evaluate what opportunities there are for Greiner to improve further.

[Find out more about our product innovations in the "Our performance" chapter](#)



# Use Phase & End-of-life

## End-of-life of products

**The end-of-life** (when the life cycle of products that we produce and sell comes to an end) has an impact on our environment. We take our responsibilities seriously and aim to keep our ecological impact as low as possible. Due to the fact that a lot of our products are single-use products, this is quite a task. At their end-of-life, our products are mostly put through thermal treatment but, unfortunately, are still sent to landfill in some countries. This makes it all the more important that we achieve our goal of becoming a circular company.

## Our goal: We want to be a fully circular business by 2030.

### Our target

The packaging used at Greiner Packaging will be 100 percent reusable, recyclable or compostable by 2025.

### Our performance

According to the definition of the Ellen MacArthur Foundation, 87 percent of our plastic packaging is already designed for recycling. Currently 9.2 percent of our plastic packaging is actually recyclable.<sup>1</sup>

<sup>1</sup> The figures for 2022 were not yet available at the editorial deadline. The calculation method used was changed in 2020. Up until that point, we had been using a local approach (i.e. calculating on a country-by-country basis). Since 2020, we have been using a global approach, where all of our packaging is measured using the threshold values for a recycling rate of 30 percent per 400 million people. Based on this methodology, there is no sufficient recycling infrastructure available for PP rigids, PS rigids and PET non-bottles in Europe. In comparison with 2020 therefore, the logic behind the calculation has changed (34 percent).

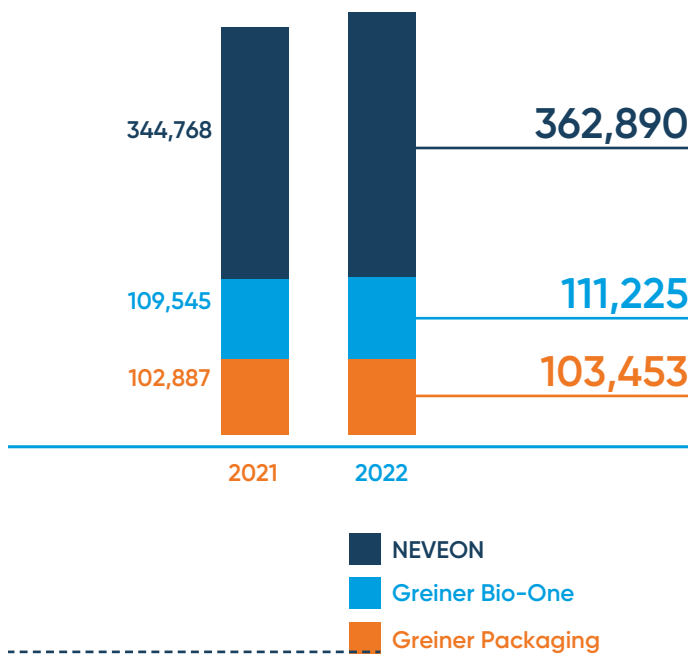
## Closing the loop

The end of a product's life cycle must be considered in even greater detail. We are therefore endeavoring to close the loop and will examine the possibilities of starting new projects. As consumer goods for everyday use, our products are disposed of via conventional waste collection and disposal channels. We do not take back any products ourselves, except as part of pilot projects. In this chapter, we provide an overview of the emissions caused by the end-of-life of our products and present projects and other measures related to the end-of-life of our products.

## End-of-life emissions

The importance of the end-of-life of our products is easily explained: the emissions caused at the end-of-life of our sold products amounted to 577,568 tons of CO<sub>2</sub>e in 2022. This amounts to 20 percent of all of our emissions and represents the second-largest source of Scope 3 emissions after purchased materials and services. A comparison of the divisions shows that the majority of end-of-life emissions were attributable to our foam division NEVEON in 2022. During our optimization of the data quality, we discovered that there were duplications in 2021 at sites where the goods were offset internally. This was corrected in the data for 2022. The emissions for 2021 will be recalculated in 2023 and published in the next report.

End-of-life emissions (in t CO<sub>2</sub>e)



Greiner total

**577,568**  
(2021: 557,201)

Projects and measures

Digital watermarks for more recyclability

Invisible to the human eye yet containing a great deal of information, digital watermarks will play an essential role in the packaging market and in Europe's sorting facilities in the years to come, especially when it comes to recyclability. Greiner Packaging is one of 160 companies to be a member of the HolyGrail 2.0 digital watermarks initiative. Driven by AIM – European Brands Association, powered by the Alliance to End Plastic Waste.

The second phase of the initiative involved semi-industrial sampling and testing. For this purpose, Greiner Packaging sent different types of packaging to the test sorting facility in Copenhagen. For K3<sup>®</sup>, the result showed that cardboard packaging is lost during pretreatment, as are the digital watermarks. The digital watermarks can also be embossed directly into the plastic, which solves this problem. The field test (phase three) will begin in 2023. Whereas in phase two the products with digital watermarks were still placed by hand into the waste system, they are now on supermarket shelves. Products marked in this way are placed in warehouses around selected sorting equipment and then measurements are conducted to see how many of the items can be detected and correctly sorted using digital watermarks.

Hospicycle – Cycle for plastic hospital waste

How can plastic hospital waste be recycled and turned back into a product? This is precisely the question posed by the since-completed Hospicycle project, in which Greiner Packaging was also involved. Other project partners were Oberösterreichische Gesundheitsholding and Altstoff Recycling Austria (ARA). The project was conducted across three hospitals. The aim was to collect plastic waste, assess its recyclability and develop a logistics concept. Packaging of consumables, such as salt solutions or liquid foodstuffs or even laboratory supplies in hospitals, are suitable as input materials for recycled materials as they have only a small variation in the materials used (mostly PP/PE or PET). Moreover, they are always white or transparent, minimally decorated and suitable for use with food. Based on the promising results of the pilot project, assessments are now underway as to the next steps in terms of expanding the project.

## GPOil – Chemical recycling of substitute fuels

Non-recyclable plastic waste is currently thermally treated as substitute fuel, although it could be used as a raw material. Greiner Packaging's GPOil research project aims to develop process handling instructions for the chemical recycling of these low-grade but high-calorific substitute fuels. The main challenges in recycling such fuels via chemical recycling are the inhomogeneity of the composition, the degree of moisture, which is sometimes too high for the current system and the presence of interfering substances such as chlorine. This project analyzes different substitute fuel streams and tests corresponding treatment steps. Furthermore, these streams are oiled in a specially designed laboratory batch reactor and the resulting oil is characterized. The results so far have shown the potential of the technology. An accompanying life cycle assessment also sheds light on the ecological meaningfulness of the technology.

## Rack Back – Recycling of pipette tip racks

In March 2022, Greiner Bio-One's Mosonmagyaróvár site in Hungary launched a Rack Back initiative for reusing and recycling pipette tip racks. In laboratories, racks are often used only once and, out of habit, disposed of together with hazardous waste, resulting in the loss of valuable polypropylene. With the new initiative, Greiner Bio-One Hungary is taking back empty, clean racks and rack inserts. The racks are collected when the regular deliveries are made to customers. Greiner Bio-One makes the collected racks available to customers for reuse free of charge and while supplies last. When racks are recycled, an external partner recycles the materials. The income generated in this way goes to charitable causes and local waste collection campaigns.



Greiner Packaging's capsules are made of a compostable polymer.



NEVEON and BASF are working together to advance the recycling of mattresses.

## Chemical recycling of mattresses

BASF and NEVEON are working together to advance the recycling of mattresses. The aim is to establish a closed product cycle for mattresses. Currently, discarded mattresses are mainly put through thermal treatment or are disposed of in landfills. BASF and NEVEON want to change this and return mattress foams to the product life cycle. BASF is developing a wet-chemical recycling process for used mattresses made of flexible polyurethane. Initial small-scale trials were very promising. The original polyols can be recovered from the used mattress foams and reused to produce high-quality flexible foam blocks. The quality of these flexible foam blocks made from recycled polyurethane is comparable to that of blocks produced from fossil fuel-based raw materials, meaning that high-quality new mattresses can be produced from alternative polyurethane.

## Compostable capsules

Capsules made of aluminum or plastic are used for coffee or tea and have become an essential item in many households. In order to improve their ecological footprint, Greiner Packaging has developed a capsule that consists of a polymer that can be composted at home. This means the capsules can simply be thrown into the compost heap in domestic gardens.





With the innovative K3® r100, cardboard wrapping and plastic packaging separate from each other independently during the waste disposal process.

### K3 – A yogurt pot full of innovation

#### K3r100® as a self-separating packaging innovation

With the innovative K3® r100, cardboard wrapping and plastic packaging separate from each other during the waste disposal process without human intervention. As a result, excellent recyclability is not dependent on correct separation by end consumers, as with all previous K3® packaging. Rather, it happens completely independently during the waste disposal process – specifically through the mechanical stresses already in place, such as shear forces of collection, transport or handling before the near-infrared detection of the sorting systems. K3® r100 with a standard aluminum lid has a recyclability of more than 90 percent (in Germany and France). By using a PP lid, recyclability can even be increased to up to 98 percent.

For K3® r100, Greiner Packaging was among the finalists at the Plastics Recycling Awards Europe, the award that recognizes achievements throughout the European plastics recycling industry.

#### 100-percent r-PET – Sustainable cup packaging for Harvest Moon

Harvest Moon's new cardboard-plastic cups use 100 percent r-PET. No virgin material is used in production, which significantly reduces CO<sub>2</sub> emissions. Considered a sustainable plastic, recycled polyethylene terephthalate (r-PET) is lightweight, unbreakable and contains no plasticizers. Since the cups are made of 100 percent recycled, unprinted r-PET mono-material, they can be entirely reprocessed into food-grade cups over and over again, provided the appropriate collection streams are followed. Recycling the cups requires less energy than using virgin material. And less waste is generated. Harvest Moon yogurts have been available in stores in the new cup since January 2022.

[Find out more about our product innovations in the "Our performance" chapter](#)



Harvest Moon's new cardboard-plastic cups are made of 100-percent r-PET.



## Investments in circular economy start-ups

### Hempstatic – Soundproofing from industrial hemp

In 2022, our innovation hub, Greiner Innoventures, invested in Hempstatic, a start-up that produces soundproofing systems from residues of industrial hemp. The start-up's first products are recyclable soundproofing elements for indoor use. They improve room acoustics in echoey premises and stand out thanks to their decorative appearance. The investment will result in an example of best-practice in the sector. It shows how start-ups and established companies can work together to accelerate the necessary transition to circular-focused and low-emission production.

### MATR – Circular economy design combats mattress waste

In 2022, Greiner Innoventures invested in the circular economy start-up MATR, which offers the first all-in-one mattress solution for hotels based on the principles of circular economy. In Europe alone, 30 million mattresses are disposed of every year. MATR's circular economy design can extend the product life cycle of mattresses and reduce their carbon footprint. The material used in the mattresses is recycled and reused and it is also possible to maintain the mattresses and even replace various components. And for the ultimate supply chain circularity and transparency, all materials used can also be tracked via a product passport.



Hempstatic's noise-insulating panels are made of industrial hemp residue.



MATR steel and polyester mattresses can be efficiently recycled at the end of their useful lives.

## Outlook: End-of-life

The end-of-life of our products will continue to be an area of focus into the future. Products will be developed further, projects will be continued and Greiner Innoventures will continue to search for circular economy start-ups. In the case of digital watermarks, for instance, the third phase of the project – the field test – is about to begin. This will provide new insights into the sorting of waste and the recyclability of products. Through our innovative spirit and expertise, together with strong partners, we will continue along the path to becoming a circular company.

# FURTHER Information

Greenwashing has no place in our approach. This is the time for absolute transparency. We recognize the importance of having accurate data at our disposal when making informed decisions on our journey to a sustainable future. This won't happen overnight. But we are working on it. Month by month, we are making progress. GRI and TCFD standards provide us with valuable guidance and help us to prepare our data. We are also proactively examining the future requirements of the European Financial Reporting Advisory Group (EFRAG). We want to know where we stand: **Now more than ever.**



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# About this report

**This 2022 annual and sustainability report** represents the first time that we have combined our financial reporting with our sustainability reporting. The content relates to Greiner's three operating divisions. The key figures stated for the Group include the key figures of the Greiner AG headquarters in all cases.

## Use of frameworks, content and reporting period

This integrated report was prepared in accordance with the GRI Standards applicable as of January 1, 2023. The reporting period for the financial report – published on an annual basis until now – comprises the 2022 calendar year. All non-financial key figures – published every two years until now – comprise the 2021 and 2022 calendar years. The base year is 2018 and applies to all our key figures and targets, unless otherwise stated in the report.

In some cases, not all of the indicators required by GRI could be listed directly in the respective chapters. If this is the case, the GRI Index overview at the end of the report provides a complete picture of all the indicators required by GRI. Omissions can also be found in the GRI Index.

The topics identified as material for Greiner are the core of our Blue Plan sustainability strategy and form the basis for the content of the sustainability information. Compared with the Greiner Sustainability Report 2020, there were no changes in the material topics or their differentiation. However, there was a shift to the new GRI Standards. In the "Material topics" chapter, all material topics are listed and assigned to the pillars from the Blue Plan, the GRI, the SDGs and UNGC. The table also shows where in the report each topic is addressed and at which stage of the value chain it has an impact.

## Data collection and reporting boundaries

The consolidated financial statements comprise the Greiner headquarters and the three Greiner divisions, including all production sites and sales offices. The key financial figures are consolidated and include all joint ventures on a proportionate basis. Commercial rounding may result in minor calculation differences. The actual development of forward-looking statements may differ from the expectations presented.



The sustainability information covers all sites included in the basis of consolidation for the consolidated financial statements, i.e. all production facilities, sales offices, cutting shops and administrative offices. Joint ventures are factored in proportionally.

After more than 35 years under the Greiner umbrella, Greiner Extrusion was sold at the end of 2021 to the Dutch-German investment company Nimbus, and is therefore no longer included in our reporting from January 1, 2022 onwards.

Our reporting and the assessments of our performance focus on the changes in our key indicators up until December 31, 2022. Because Greiner Extrusion was sold on December 31, 2021, it is always included in the figures for 2021 when absolute figures are involved and these figures are pertinent to the total shown. In cases involving average values, the Greiner Extrusion Group is omitted as a separate entity, as it has no relevance on how the figures are calculated.

There are some minor discrepancies between the employee counts in the non-financial key performance indicator (KPI) reporting in the ["Our Sustainability"](#) section and those in the financial KPI reporting in the ["Our Company"](#) and ["Our Performance"](#) sections, attributed to differences in calculation methods and the number of sites included in different reporting systems.

## Changes and improvements to non-financial reporting

While only production sites and administrative head offices were included in the base year of 2018, sales locations and cutting operations were included in the data collection for the first time in 2021. As a result, the system boundaries have been extended by seven sales locations, 16 cutting shops and four administrative offices, including the two new offices of Greiner AG and NEVEON Holding in Vienna (consolidated locations). In 2022, a further eleven sales locations, two newly established production sites and four additional sites (admin, cutting shops, Greiner Recycling) were added. Due to closures in 2021 (production sites in St. Gallen, Austria and Pettenbach, Austria) and the sale of Greiner Extrusion at the end of 2021, the relevant sites were not included in the data collection. In total, three partially consolidated sites and 94 fully consolidated sites were included in the data collection for 2022.

In 2022, in order to further improve the data quality of our sustainability reporting, we introduced new software for recording our non-financial key figures across the Group. As part of the rollout, we also reviewed all content; all key figures and definitions were also honed to improve the quality of our data. Validation rules integrated within the system can be used directly during data entry to ensure that major deviations from the previous year must be justified and that no key figures of material importance are omitted. There are also further selection options for determining the quality and sources of data even more precisely, particularly with regard to environmental indicators (energy, water, waste). Furthermore, we developed a dashboard that clearly presents all Greiner sustainability targets and their current levels of achievement across Group, division and site level. This dashboard is also available to all those responsible for controlling and monitoring their sustainability-related measures across the divisions and sites. As part of the transition of the sustainability software, the governance for data collection, validation and approval was also reviewed. Both the roles and the areas of responsibility of the respective people responsible were revised and refined in the process. We are continuously working on developing data management processes in this regard.

## Calculation of greenhouse gas emissions

As in the base year of 2018, a total of 64 sites were included in the 2020 emissions reporting process, encompassing all of Greiner's production and major administrative locations. Until 2020, the carbon figures included in our reports solely comprised Scope 1 and Scope 2 emissions. In 2020, certain Scope 3 categories were included in the reporting process, specifically "Purchased goods and services" (key raw materials only), "Waste resulting from the business activities of the reporting company," "Fuel and energy-related emissions (not included in Scope 1 or 2)" and "Transport and distribution (upstream)." At that point, total Scope 3 emissions equaled 1,314,589 t CO<sub>2</sub>e, while Scope 1 and Scope 2 emissions amounted to 162,016 t CO<sub>2</sub>e. We realized that our Scope 3 emissions had a far greater impact than those from our own operations, even though not all emission categories were included in the 2020 calculations. We identified the need to establish a science-based target for reducing our Scope 3 emissions.

To align our calculations with Science Based Targets criteria, we initially screened all of our emissions, encompassing all scopes and operations, and included sites which had previously been omitted from reports between 2018 and 2020. To perform the screening (or estimate), we gathered emissions-related data from a representative sample of sites selected based on their operations and location. The values were extrapolated based



## FURTHER INFORMATION\_About this report

on employee numbers, site turnover, and the size of the sites for which data was available. Even though the screening process revealed that Scope 1 and Scope 2 emissions from previously excluded sites constituted less than 5 percent of Greiner's total emissions, we opted to incorporate them into our emissions reporting process. This will allow us to detect any changes promptly and capture all Scope 3 emissions.

During the screening process in 2021, we reviewed the remaining Scope 3 categories, including the remainder of the purchases in the "Purchased goods and services" category, as well as "Capital goods," "Business travel," "Employee commuting," "Downstream transportation and distribution," and "End-of-life treatment of sold products." We evaluated the remaining categories of "Upstream leased assets," "Processing of sold products," "Use of sold products," "Downstream leased assets," "Franchises" and "Investments," and concluded that these categories are not relevant to our business.

In 2021, 98 sites (59 production sites, 7 administrative sites, 26 cutting shops and 6 sales offices) submitted their non-financial data to our data collection software. This data was used to calculate our carbon footprint. Sales offices with fewer than 20 employees (13 in total at Greiner Bio-One and Greiner Packaging) have yet to report their data through our data collection platform. As a result, their emissions were extrapolated based on employee numbers and site turnover to ensure that all of our sites are covered. The emissions figures in the 2021 Annual Report cover all of our sites and all relevant Scope 3 categories. Some errors were uncovered in 2021 related to data quality, emission factors, and site coverage following the publication of the 2021 Annual Report. For example, the SBTi guidelines stipulate that Scope 3 category 15 "Investments" applies to companies with joint ventures as well as financial institutions. This means that a proportion of our joint ventures' Scope 1 and Scope 2 emissions must be allocated to our Scope 3 Category 15 emissions (based on the share of capital). The emissions for 2021 reported in the Annual Report and Sustainability Report for 2022 differ from those published in the 2021 Annual Report due to the aforementioned reasons. The table below provides an overview of the adjustments made to our 2021 emissions figures after publication. No adjustments were made to the emissions reported for 2020.

We always work with external experts to calculate our CO<sub>2</sub> emissions.

Publication	Scope 1 (in t CO <sub>2</sub> e)	Scope 2 (market-based, in t CO <sub>2</sub> e)	Scope 2 (site-based, in t CO <sub>2</sub> e)	Scope 3 (in t CO <sub>2</sub> e)
2021 Annual Report (2021 emissions)	39,889	99,870	207,976	2,343,253
2022 Annual Report and Sustainability Report (2021 emissions)	40,884	99,852	208,906	2,384,564

The electricity product emission factor or supplier emission factor was collected from the electricity supplier and used for the market-based Scope 2 calculation. In the event that the product emission factor or supplier emission factors were not available, the respective residual mix was used, where available. This calculation methodology follows the guidelines of the Greenhouse Gas (GHG) Protocol for market-based Scope 2 calculations.

For the calculation of our greenhouse gas emissions, all sites were included in the calculation analogously to the system boundaries listed above. All emissions shown in our corporate carbon footprint are reported as CO<sub>2</sub> equivalents in metric tons. For the calculation of CO<sub>2</sub> equivalents, six other greenhouse gases regulated by the Kyoto Protocol are included in addition to CO<sub>2</sub>: methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), sulfur hexafluoride (SF<sub>6</sub>), hydrofluorocarbons (HFCs) and nitrogen trifluoride (NF<sub>3</sub>). The exception is the emission values provided by electricity bills for determining the market-based Scope 2 calculation. In most cases, electricity suppliers only report these values with CO<sub>2</sub> emissions. The other gases defined in the GHG Protocol are not considered relevant when considering electricity consumption.

In accordance with the recommendations of the GHG Protocol, direct emissions from electricity consumption are reported twice using the market-based method and the location-based method, otherwise known as dual reporting.

The emission factors used to calculate the impact on the climate are taken from recognized life cycle assessment databases. Taking into account the geographic, temporal and technological references, conversion factors from ecoinvent are preferably used for the calculation. In particular, the GEMIS 4.95 database was used to evaluate our energy consumption. Data from ecoinvent was also used to calculate electricity-related emissions. IPCC values were used to determine emissions from refrigerant losses. Where no suitable factors were available in this regard, emission factors from scientific studies or derived emission factors were used. Product or supplier-specific factors were only included in the calculation for electricity emissions and some district heating emissions.

We take all the other data we need for the CO<sub>2</sub> calculations from our sustainability software, which we use to collect our key non-financial figures.

The expansion of Scope 3 emissions to include additional categories and the additional collection of data from 27 sales and processing sites in 2021 enabled us to greatly improve the quality of the data. Scope 3 emissions account for 97 percent of our total CO<sub>2</sub> emissions.

### External audit

The non-financial reporting on pages 52 to 215 of this Annual Report and Sustainability Report prepared by Greiner has been audited. The CEO of Greiner AG commissioned KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Porzellangasse 51, 1090 Vienna, Austria to review this report in terms of compliance with the international standards for sustainability reporting published by the Global Reporting Initiative (GRI).

### Additional information

Any discrepancies in the totals shown are due to rounding differences. In some cases, the total across the three divisions does not equal the total shown. This is due to the fact that the Greiner AG headquarters was not allocated to the divisions and was not shown separately.

Due to the ongoing development of data management, it is possible that values given in this report may differ from values in previous reports.

Greiner's 2022 annual report and sustainability report, which covers the fiscal years 2021 and 2022, will be published on May 8, 2023. Greiner's previous sustainability report covered the fiscal years 2019 and 2020 and was published in June 2021. The next key non-financial figures will be published in the 2023 integrated report in spring 2024.

This report is published in German and English and is also available at <http://reports.greiner.com/2022/en>.

To  
the Board of Directors and Supervisory Board  
Greiner AG,  
Kremsmünster

*This English language independent assurance report is a translation provided for information purposes only. The original German text shall prevail in the event of any discrepancies between the English translation and the German original. We do not accept any liability for the use of, or reliance on, the English translation nor for any errors or misunderstandings that may derive from the translation.*

## Independent Assurance Report on the Non-financial Reporting

We have performed an independent limited assurance engagement on the consolidated non-financial report ("NFI report") for the financial year 2022, which has been published as Annual and Sustainability Report (pgs. 52 - 215) of

**Greiner AG,  
Kremsmünster**

(referred to as "Greiner" or "the Company").

### Conclusion

Based on the procedures performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the NFI report of the Company is not in accordance with the sustainability reporting guidelines of the Global Reporting Initiative (GRI Standards) Option "in accordance with" in all material respects.

### Management's Responsibility

The Company's management is responsible for the proper preparation of the NFI report in accordance with the reporting criteria. The Company the sustainability reporting guidelines of the Global Reporting Initiative (GRI Standards) Option "accordance with" as reporting criteria.

The Company's management is responsible for the selection and application of appropriate methods for non-financial reporting (especially the selection of significant matters) as well as the use of appropriate assumptions and estimates for individual non-financial disclosures, given the circumstances. Furthermore, their responsibilities include the design, implementation and maintenance of systems, processes and internal controls that are relevant for the preparation of the sustainability report in a way that is free of material misstatements – whether due to fraud or error.

### Auditors' Responsibility

Our responsibility is to state whether, based on our procedures performed and the evidence we have obtained, anything has come to our attention that causes us to believe that the Company's NFI report is not in accordance with the sustainability reporting guidelines of the Global Reporting Initiative (GRI Standards) Option "in accordance with" in all material respects.

Our engagement was conducted in conformity with the International Standard on Assurance Engagements (ISAE 3000) applicable to such engagements. These standards require us to comply with our professional requirements including independence requirements, and to plan and perform the engagement to enable us to express a conclusion with limited assurance, taking into account materiality.

An independent assurance engagement with the purpose of expressing a conclusion with limited assurance ("limited assurance engagement") is substantially less in scope than an independent assurance engagement with the purpose of expressing a conclusion with reasonable assurance ("reasonable assurance engagement"), thus providing reduced assurance. Despite diligent engagement planning and execution, it cannot be ruled out that material misstatements, illegal acts or irregularities within the non-financial report will remain undetected.

The procedures selected depend on the auditor's judgment and included the following procedures in particular:

- Inquiries of personnel at the group level, who are responsible for the materiality analysis, in order to gain an understanding of the processes for determining material sustainability topics and respective reporting thresholds of the Company;
- A risk assessment, including a media analysis, on relevant information on the Company's sustainability performance in the reporting period;
- Evaluation of the design and implementation of the systems and processes for the collection, processing and monitoring of disclosures on environmental, social and employees matters, respect for human rights, anti-corruption as well as bribery and also includes the consolidation of data;
- Inquiries of personnel at the group level, who are responsible for providing, consolidating and implementing internal control procedures relating to the disclosure of concepts, risks, due diligence processes, results and performance indicators;
- Inspection of selected internal and external documents, in order to determine whether qualitative and quantitative information is supported by sufficient evidence and presented in an accurate and balanced manner;
- Assessment of the processes for local data collection, validation and reporting, as well as the reliability of the reported data through a (remotely conducted) survey performed on a sample basis at a site;
- Analytical evaluation of the data and trend of quantitative disclosures regarding the GRI Standards listed in the GRI-Index, submitted by all locations for consolidation at the group level;
- Evaluation of the consistency of the GRI Standards, Option "in accordance with" to disclosures and indicators of the NFI report, which apply to the Company;
- Evaluation of the overall presentation of the disclosures by critically reading the NFI report.



The procedures that we performed do not constitute an audit or a review. Our engagement did not focus on revealing and clarifying of illegal acts (such as fraud), nor did it focus on assessing the efficiency of management. Furthermore, it is not part of our engagement to audit future-related disclosures, prior year figures, statements from external sources of information, expert opinions or references to more extensive external reporting formats of the Company.

### **Restriction on use**

Because our report will be prepared solely on behalf of and for the benefit of the principal, its contents may not be relied upon by any third party, and consequently, we shall not be liable for any third party claims. We agree to the publication of our assurance certificate and NFI report. However, publication may only be performed in its entirety and as a version has been certified by us.

### **General Conditions of Contract**

Our responsibility and liability towards the Company and any third party is subject to paragraph 7 of the General Conditions of Contract for the Public Accounting Professions.

Vienna, 11 April 2023

KPMG Austria GmbH  
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

signed by:  
Peter Ertl  
Wirtschaftsprüfer  
(Austrian Chartered Accountant)

# TCFD-relevant information

## Information according to the Task Force on Climate-Related Financial Disclosures (TCFD)

In addition to the introduction of ambitious climate and environment targets and the continuous improvement of Group-wide data management, the reporting system must also be expanded further. With this in mind, in this reporting year, Greiner is publishing climate-related information in accordance with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) for the first time. Risks and opportunities were documented on the basis of the reports received from specialist areas, but not assessed from a financial perspective. In future, these risks and opportunities will be documented on a structured basis as part of company-wide risk management.

This information is divided into the four main areas of governance, strategy, risk management and metrics and targets. The table below presents where the relevant information on the key points as set out by the TCFD can be found in the report. As of the period under review, we have not yet been able to implement the scenario analyses recommended by the TCFD across the Group and in line with the standards.

Area	Detailed TCFD-relevant Information	Reference
<b>Responsibilities and governance</b>	Governance of climate-related risks and opportunities	Page 80, 199
	Management role in the assessment and governance of climate-related risks and opportunities	Page 80, 199
<b>Strategy</b>	Climate-related risks and opportunities (short, medium and long term)	Page 82
	Impact of climate-related risks and opportunities on business, strategy and financial planning	Page 200
	Resilience of the corporate strategy considering different climate-related scenarios, including a scenario featuring a temperature increase of 2°C or below	Greiner does not currently have a comprehensive scenario analysis that covers all criteria set out by the TCFD
<b>Climate-related risk management</b>	Process description for identifying and assessing climate-related risks	Page 201
	Management of climate-related risks	Page 201
	Linking the collection, assessment and management of climate-related risks with classic business risk management	Page 80
<b>Targets and indicators</b>	Metrics used to assess climate-related risks and opportunities	Page 203
	Scope 1, Scope 2 and (where applicable) Scope 3 greenhouse gas (GHG) emissions and the associated risks	Page 152, 203
	Metrics used to measure the impact of climate-related risks and opportunities in relation to the associated targets	Page 203

## Responsibilities and governance

Responsibility for climate-related issues lies primarily with the Chief Executive Officer (CEO) of Greiner AG. Together with the entire Executive Board, the CEO is responsible for sustainability matters and thus for all decisions relating to the main topic of the climate. Depending on the requirements and urgency, relevant matters and related potential risks and opportunities are discussed and further steps established. This means that sustainability aspects can be managed in a target-oriented manner and taken into account in future-looking decisions. The Executive Board subsequently reports to the Supervisory Board, which is kept informed of the most important current developments. The Audit Committee is also informed, depending on the matter at hand and the requirements.

On the product side, responsibility lies with the respective divisions, the relevant departments and the associated Research and Innovation department, which drives new and further developments at a product level. Working closely with customers, partners, suppliers and research institutions is crucial for being able to develop and offer innovative products and solutions while responding to market needs and new requirements in the field of plastics and foam processing. The heterogeneous product portfolio means that this is often done at a divisional level, but the individual divisions are also in regular contact so that they can exploit synergies and jointly address overarching issues.

The Greiner AG Sustainability Department coordinates all Group-wide sustainability efforts and the associated internal and external communication and representation. Since November 2022, the leadership of the Sustainability Department has been shared by two Co-Heads of Sustainability, who divide their responsibilities for the area by topic. They act as an interface between the decision-makers in the divisions and other relevant high-level areas, such as Risk and Compliance. With regard to the specialist areas, the respective area managers bear responsibility and drive forward specific matters according to their skills. The Co-Heads of Sustainability report to the Vice President People & Sustainability, who in turn reports directly to the Greiner CEO. This structure makes it possible for the Executive Board to obtain targeted information from the area at any time and for the divisions and the respective specialist department to be provided with the best possible support for jointly pursuing Group-wide goals and requirements. At the divisional level, the sustainability coordinators have overall responsibility for sustainability matters and, therefore, for climate issues. The coordinators maintain close contact with the divisional heads, the specialist departments and the Group-wide Sustainability Department. The underlying information and decision-making

body is the Sustainability Council, which meets on a quarterly basis under the leadership of the CEOs. These meetings are attended by the divisional heads, the sustainability coordinators, the spokespeople of the relevant working groups and the Sustainability Department itself. Depending on the focus and topics of a meeting, subject matter experts can also be called in as needed.

With regard to relevant climate aspects, Greiner's focus is currently on energy, with a spotlight on the Group's overarching renewable electricity target (100 percent by 2030), as well as the further expansion of photovoltaic systems in order to be able to gradually increase the share of self-produced renewable electricity (2.5 percent by 2030). Other areas of focus are in the area of circular economy and efficiency and include topics such as energy efficiency, targeted waste avoidance and disposal, the efficient use of materials, the selection of materials with a focus on bio-based plastics and even the processing of secondary raw materials. All these issues have an impact on Greiner's emissions. We have also been placing great importance on this area for a number of years now. Using targets within Scope 1 and Scope 2 (climate neutrality by 2030), we were also able to submit Group-wide targets for all three emissions areas to the Science Based Targets initiative in the year under review. In doing so, Greiner set another milestone in the reduction of emissions. This is crucial in that the majority of emissions fall within Scope 3 and, therefore, are closely linked to the materials processed and the selection of suppliers. Other categories that this area focuses on are upstream and downstream logistics activities and the disposal of our products after their use phase.

### [You can find out more in the Materials & Logistics section](#)

In order to drive forward these matters and targets and to establish a far-reaching commitment, it is important that all stakeholders be involved. At the top of the list here are the respective divisional heads, who are responsible for the strategic orientation and management of the respective efforts and report directly to the entire Greiner AG Executive Board. The division-wide specialist departments usually report directly to the divisional head.

## FURTHER INFORMATION\_TCFD-relevant information

At a site level, the issues are the responsibility of the respective managing directors and local departments and experts. They are responsible for supporting and implementing Group-wide targets at a local level through targeted measures.

Depending on the main topic in question, there are also high-level departments that are dedicated to the topic of circular economy, among others and specifically build up competence and expertise for the entire Group.

### Strategy

In order for a company to plan the right steps for combating climate change and adapting to the associated consequences, it is necessary to be aware of the associated risks and opportunities. Potential climate-related risks could include:

- Energy and emissions: The risk that, on the one hand, energy from fossil fuels will no longer be available or will only be available to a very limited extent and that the energy supply infrastructure will have to be modified accordingly. Climate change also involves the risk of more energy being required in future for heating and cooling in winter and summer, which could result in our CO<sub>2</sub> emissions increasing. On the other hand, there is also the risk that the use of fossil fuels will become enormously more expensive due to possible emission-related pricing systems.
- Materials: The risk that the use of fossil raw materials will become increasingly limited or expensive and that timely access to alternative raw materials made from renewable sources, to recycled input materials, or to secondary raw materials must be secured. This is also directly related to regulatory requirements, which are increasing and in some cases becoming more stringent – particularly in packaging, and plastics and foam processing – and to market-specific requirements that vary from customer to customer or country to country. Here, it is important for a company to position itself as a pioneer and innovative partner at an early stage.
- Future viability (transformation): The risk of suffering a loss of image due to a failure to implement the targets set and, on the other hand, the risk of not addressing applicable regulatory and market-specific measures in good time or not aligning the business model to global trends in good time, which can lead to a loss of economic influence.

- Physical risks: The risk of production losses at various sites because they are located in areas affected by flooding (due to increasing heavy rainfall events or a gradual rise in sea level), extreme drought, or population migration due to excessively high temperatures, drought, etc.

Greiner launched its first sustainability strategy back in 2017. At the heart of the strategy are three pillars dedicated to climate change, circular economy and people. These pillars are made up of different focus areas, most of which have been backed by quantitative targets. The Blue Plan sustainability strategy is reviewed on an ongoing basis to ensure that it remains up to date and, if necessary, is adapted or expanded.

The reporting year 2022 also saw an ESG-based promissory note loan signed, the objectives of which further advance the targets of the Blue Plan sustainability strategy and make them even more ambitious. In addition, we were able to submit specific emissions targets in all three emissions areas to the Science Based Targets initiative (SBTi). We hope to have these targets approved by SBTi in the second half of 2023.

These developments and targets are essential steps that Greiner has been proactively taking for environmental protection and climate protection for a number of years and they form the basis for further activities. The topics covered by the sustainability strategy and the associated targets are also taken into account in the Group Strategy, as well as in the strategic alignment of the individual divisions and specialist departments, such as Research and Innovation, Purchasing and Human Resources. This includes, for example, integrating sustainability aspects into Research & Development processes during product development, optimizing various production processes, focusing on a targeted and climate-friendly energy mix in order to minimize climate-related risks in the longer term, considering sustainability aspects in the assessment of potential future markets and aligning the Greiner business model accordingly.

## Current and future areas of action

- a. Energy and emissions** Increasing self-produced renewable electricity; achieving the Group-wide target of 100 percent renewable electricity by 2030; optimizing energy efficiency; reducing Scope 1 and Scope 2 emissions to achieve climate neutrality by 2030; continuously expanding the collection of Scope 3 emissions and developing measures to reduce these in a targeted manner; gaining SBTi recognition of emissions targets.
- b. Aspects of the circular economy** Selecting raw materials in accordance with regulatory and market-specific requirements; ensuring efficiency in the use of materials; increasing use of secondary raw materials; conducting a potential analysis in relation to recycling or the use of alternative materials, such as bio-based materials. Developing products to optimize the recyclability of products after the use phase; gradually improving waste management with a clear focus on the method of disposal; ensuring efficient use and low consumption of water, and closing loops in order to become a fully circular company.
- c. Alignment of the business model:** Anchoring sustainability aspects in the corporate strategy as an essential higher-level tool in order to successfully drive change, address global trends and requirements and ensure the continued success of the business model and therefore of the company.

## Climate-related risk management

Greiner does not currently have a structured Group-wide ESG risk assessment process. That being said, the designing and introduction of such a process is planned for the next two years and will be carried out under the direction of the Group-wide Risk department. However, this does not mean that Greiner does not identify any ESG risks at all. Under the current risk process, risks and opportunities that relate to sustainability are also collected, evaluated and discussed.

[More about this can be found in the sustainable corporate governance section](#)

Developments in recent years have shown that climate-related risks and opportunities in particular are becoming increasingly important, but that these have an impact at different levels and therefore on different areas of the company. Furthermore, although climate-related risks and the associated opportunities are often already known, from a business perspective and based on current knowledge, these will only have an impact in the medium and long term. This, in turn, means that it is necessary to recognize at an early stage which factors and parameters will be of importance in the future; doing so will make it possible to align all activities and strategic decisions accordingly.

## Physical risks

Physical risks are the direct effects of climate change. They are usually referred to as short-term risks as they may already be noticeable, depending on the region. A distinction is made between:

- Direct physical risks: acute events (storms and heavy rain events) and chronic changes (sea level rise). The consequences for the economy here range from storm damage to buildings and the temporary disruption of global supply chains through to the loss of coastal locations.
- Indirect physical risks: these may include losses in production due to a shortage of water in water-stressed areas, but also as a result of prolonged dry periods or heatwaves. Other risks may also include increasing investment costs in building management due to the various requirements resulting from rising temperatures (cooling buildings).

As it stands, only a few Greiner sites are currently affected by physical risks resulting from climate change. With the help of an external partner, Greiner carried out an initial evaluation of physical risks at a site level back in 2021. This analysis was updated in 2022 and expanded to include all of Greiner's sites across the world. The majority of production sites are located in regions where physical risks, such as water shortages or extreme weather events, currently play a minor role. However, as this may change in the coming years, physical risks are continuously monitored in terms of their probability of occurrence and potential impact. In this context, we plan to continue conducting appropriate climate risk surveys at a site level into the future in order to define key steps. In the next few years, we also intend to conduct the climate scenario analysis required by the TCFD.



## FURTHER INFORMATION\_TCFD-relevant information

### Transition risks (transformation risks)

The physical risks are contrasted with climate-related transition risks, which, from a business perspective, could have an increased impact on business activities in the short to medium term. Transition risks arise primarily as a result of regulatory and political requirements, such as the introduction of a carbon tax or the expansion and tightening of emissions trading, but also as a result of market-specific and socially motivated developments in the areas of decarbonization and circular economy. This leads to rising costs on the company side and to changed demands on the customer side. In terms of plastics and foam, this primarily relates to national and European legislation and the requirements of this, where the focus is usually on the use of secondary raw materials and the recyclability of products.

Transition risks can affect the business model of entire sectors, products or even the use of certain technologies. Changes in customer behavior and new regulatory requirements also

belong in this risk category. Adjusting to these effects may entail extensive investments or may also have an impact on corporate strategy and, depending on the circumstances, on future Mergers & Acquisitions activities. Related to this is the increasing orientation of the financial market toward sustainability, which must be taken into account. In acquiring a recycling plant in Serbia and signing a sustainable promissory note loan in 2022, Greiner has already set the right course for the future.

The following table lists the transition risks identified in the course of the ESG risk assessment.

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

Risk	Possible consequences	Possible opportunities
<b>Little consideration of sustainability aspects in the company's long-term direction</b>	Weakening of brand positioning and loss of market share; lack of attractiveness for customers	Competitive advantage; image enhancement; employee loyalty
<b>Greenhouse gas-intensive production</b>	Rising costs; loss of reputation	Environmental protection and climate protection; cost advantage; employee loyalty; competitive advantage; image enhancement
<b>Exacerbation of climate risks due to aspects relevant to the circular economy not being addressed</b>	Loss of market share; loss of image; weakening of brand positioning; cost disadvantage	Competitive advantage; expansion of the product range; opening up of new markets or segments; attractiveness for the financial market
<b>Climate-related external effects, such as new regulations and changing market requirements in connection with combating climate change</b>	Rising costs; loss of markets and customers; loss of image	Environmental protection and climate protection; cost advantage; employee retention; opening up of new markets

## Targets and indicators

Defining and surveying climate-related risks and opportunities alone is not enough to bring about change and create a positive impact in the longer term. In addition to simply surveying the situation, we also require a clear vision of what we, at Greiner, want to achieve and how we also want to be perceived as a company, both internally and externally. It is important to have an overview of the material risks, reduce possible impacts as far as is feasible and implement appropriate countermeasures. In addition to identifying opportunities, it is important to create a framework for addressing them and to put corresponding targets in place to ensure success. The measures and targets set in this context can be used in relation to the adaptation to climatic changes already prevalent (climate change adaptation) or to the longer-term avoidance of climate-related consequences through the reduction or neutralization of greenhouse gas emissions (climate protection).

### Overview of Greiner's climate focus areas:

#### - 100-percent renewable electricity by 2030

Our major climate goal is to source all of the electricity we purchase from sustainable sources by 2030. In order to achieve this, but also to enable us to evaluate the steps we have taken so far, Greiner has defined an annual target roadmap that shows whether we are on the right track. At a Group level, there are numerous measures that contribute to this goal. With the help of the Group-wide data collection software, each year we gather information on the status of our sites and can use this to evaluate target achievement and plan further steps accordingly.

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

Greiner has set itself the goal of continuously increasing its proportion of self-produced renewable electricity and, where technically feasible, installing the corresponding systems. This also means that feasibility studies are needed to show where there is potential and to make the corresponding capital available for procurement activities. At the same time, we are working to optimize energy consumption itself and the corresponding energy mix as far as possible.

#### - Scope 1 and Scope 2 climate neutrality by 2030

By gradually expanding the proportion of purchased and self-produced renewable electricity, we are moving closer to our goal of being climate neutral by 2030, one step at a time. However, these measures alone will not quite get us to our goal, so we also need to evaluate and, where appropriate, implement potentially supplementary activities such as PPAs (Power Purchase Agreements), internal CO<sub>2</sub> pricing, the conversion of the vehicle fleet and making changes to mobility.

#### - Circular economy and optimization of Scope 3 emissions

In addition to the ongoing accounting of greenhouse gas emissions and the gradually more in-depth surveying of Scope 3 emissions, the focus of our efforts is primarily on material-specific measures and activities in terms of recycling, reusability and even the use of secondary raw materials. In relation to materials in particular, there are many different approaches that need to be evaluated promptly in the coming years with regard to technical and economic possibilities, such as the mechanical or chemical recycling of materials and the effect of this on the climate. The use of bio-based input materials is also a major focus in this area. In addition to the use of materials, Greiner also addresses upstream and downstream logistics services in connection with Scope 3 and, subsequently, the processing, recycling or disposal of products after the use phase. There are various objectives and corresponding activities here that we drive forward as a Group. In this context, we also participate in relevant committees and institutions, where we collaborate on issues with other stakeholders. On the customer and market side, the aim is to identify future trends and areas for potential and to drive innovation through close collaboration with customers.

# GRI index

The Annual Report and Sustainability Report of Greiner AG was prepared in accordance with the GRI Standards which were in effect from January 1, 2023, onwards. The reporting period for the financial report comprises the 2022 calendar year (Jan. 1, 2022 – Dec. 31, 2022). All non-financial key figures comprise the 2021 and 2022 calendar years (Jan. 1, 2021 – Dec. 31, 2022).

GRI Standard	Disclosure	Information	Reasons for omission
<b>Foundation</b>			
GRI 1: Foundation 2021	Statement of use	Greiner AG has reported in accordance with the GRI Standards for the period 1.1.2021 – 31.12.2022	
	GRI 1 used	GRI 1: Foundation 2021	
	Applicable GRI sector standard		
<b>General Disclosures</b>			
GRI 2: General Disclosures 2021	2-1 Organizational details	p.22	
	2-2 Entities included in the organization's sustainability reporting	p.190, p.197	
	2-3 Reporting period, frequency and contact point	p.197	
	2-4 Restatements of information	p.191	
	2-5 External assurance	p.194	
	2-6 Activities, value chain and other business relationships	p.65, p.216	
	2-7 Employees	p.22, p.104, p.106 – 107, p.111, p.123	2-7 b.ii - iv: Information unavailable: No detailed information on employment contracts and employment relationships is currently available at Group level.
	2-8 Workers who are not employees		Information unavailable: No more detailed information on employment contracts and employment relationships is currently available for non-employees at Group level.

GRI Standard	Disclosure	Information	Reasons for omission
	2-9 Governance structure and composition	p.19, p.74 – 75	2-9 c. ii-vii: Information unavailable: Greiner AG is an unlisted stock corporation and therefore does not record this data.
	2-10 Nomination and selection of the highest governance body		Information incomplete: The Supervisory Board is generally appointed by the shareholders as part of a resolution passed at the Annual General Meeting. No further data is collected on the appointment.
	2-11 Chair of the highest governance body	p.19	2-11 b.: Information incomplete: Violations of any kind can be reported via our whistleblowing platform <a href="https://www.tell.greiner.com">tell.greiner.com</a> . Beyond this, we do not record conflicts of interest at Group level.
	2-12 Role of the highest governance body in overseeing the management of impacts	p.74	
	2-13 Delegation of responsibility for managing impacts	p.74	
	2-14 Role of the highest governance body in sustainability reporting	p.199	2-14 b: Not applicable: Overall responsibility lies with the CEO of Greiner AG. The CEO subsequently reports to the Supervisory Board.
	2-15 Conflicts of interest		Information incomplete: Violations of any kind can be reported via our whistleblowing platform <a href="https://www.tell.greiner.com">tell.greiner.com</a> . Beyond this, we do not record conflicts of interest at Group level.
	2-16 Communication of critical concerns	p.78	
	2-17 Collective knowledge of the highest governance body	p.199	
	2-18 Evaluation of the performance of the highest governance body		Information incomplete: This information is not recorded in the non-financial data collection.
	2-19 Remuneration policies		Information incomplete: There are strong local differences in the legal conditions and subsequently also in the remuneration policies. These vary considerably from country to country and from occupational group to occupational group. We do not collect this data at group level.
	2-20 Process to determine remuneration		Information incomplete: There are strong local differences in the legal conditions and subsequently also in the remuneration policies. These vary considerably from country to country and from occupational group to occupational group. We do not collect this data at group level.
	2-21 Annual total compensation ratio		Confidentiality constraints: According to § Section 242 UGB (Austrian Commercial Code), Omission of Disclosures and Section 239 (1) (3) and (4), Greiner is not legally required to publish this information.

## FURTHER INFORMATION\_GRI index

GRI Standard	Disclosure	Information	Reasons for omission
	2-22 Statement on sustainable development strategy	p.16	
	2-23 Policy commitments	p.60, p.76	
	2-24 Embedding policy commitments	p.60, p.74	
	2-25 Processes to remediate negative impacts	p.67, p.104, p.122	2-25 d: Information incomplete: Currently, we are only in contact with some of the stakeholders and do not collect all the data on stakeholder involvement. We want to integrate this over the next two years.
	2-26 Mechanisms for seeking advice and raising concerns	p.76	
	2-27 Compliance with laws and regulations	p.76, p.78	
	2-28 Membership associations	p.70 The associations and interest groups listed provide a rough overview and do not claim to be complete.	
	2-29 Approach to stakeholder engagement	p.63, p.68	
	2-30 Collective bargaining agreements	p.106	
<b>Material Topics</b>			
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	p.62	
	3-2 List of material topics	p.63	
<b>Economic Performance</b>			
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	p.22 – 23	
	201-2 Financial implications and other risks and opportunities due to climate change	p. 200 – 203	201-2 iii/v: Information unavailable: We have not yet been able to carry out the scenario analyses throughout the Group. These are not planned until 2023 and 2024.
<b>Procurement Practices</b>			
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	p.86	



GRI Standard	Disclosure	Information	Reasons for omission
<b>Anti-corruption</b>			
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	p.77	
	205-2 Communication and training about anti-corruption policies and procedures		Information incomplete: We cannot provide a precise breakdown by region, as this is not categorized in the training program.
	205-3 Confirmed incidents of corruption and actions taken	p.77	
<b>Anti-competitive Behavior</b>			
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p.78	
<b>Materials</b>			
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	p.92	
	301-2 Recycled input materials used	p.84	
<b>Energy</b>			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	p.146 – 157, p.190	
	302-3 Energy intensity	p.146 – 147	
	302-4 Reduction of energy consumption	p.147 – 149	
<b>Water and Effluents</b>			
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	p.165 – 169	
	303-2 Management of water discharge-related impacts	p.165 – 169	303-2 ii: Not applicable: We comply with all laws and regulations. There are no sector-specific standards.
	303-3 Water withdrawal	p.166 – 167	303-3 c.: Information unavailable: At the moment, we cannot make a distinction between drinking water and other water. For this purpose, the measurements have to be adjusted more precisely.
	303-4 Water discharge	p.168	303-4 b.: Information unavailable: At the moment, we cannot make a distinction between drinking water and other water. For this purpose, the measurements have to be adjusted more precisely.
	303-5 Water consumption	P.168	303-5 c.: Not applicable: Water storage does not represent a significant water-related impact in our area.

GRI Standard	Disclosure	Information	Reasons for omission
<b>Biodiversity</b>			
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Information unavailable: This data is not yet collected. We are not aware that our sites are located in protected areas. We are evaluating the use of the WWF Biodiversity Filter for the next reporting period.
	304-2 Significant impacts of activities, products and services on biodiversity		Information unavailable: Over the next two years, we will be taking a close look at the direct and indirect effects of our activities and operations on biodiversity and formulating a strategic approach.
	304-3 Habitats protected or restored		Information unavailable: This data is not yet collected. We have not restored any habitats. However, we are working on being able to provide information in future reporting periods.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		Information unavailable: This data is not yet collected. We have not restored any habitats. However, we are working on being able to provide information in future reporting periods.
<b>Emissions</b>			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	p.152 – 157	305-1 c.: Not applicable: No biogenic CO <sub>2</sub> emissions are caused.
	305-2 Energy indirect (Scope 2) GHG emissions	p.154	
	305-3 Other indirect (Scope 3) GHG emissions	p.152 – 157	305-3 c.: Not applicable: No biogenic CO <sub>2</sub> emissions are caused.
	305-4 GHG emissions intensity	p.152 – 157	
	305-5 Reduction of GHG emissions	p.152 – 157	
	305-6 Emissions of ozone-depleting substances (ODS)		Information unavailable: A limited number of our production sites produce minor ozone-depleting substances that are immediately destroyed by approved technologies. Since the impact is rather small, we have focused our resources on other emission sources in recent years. However, we plan to thoroughly measure ODS emissions over the next two years.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Information unavailable: The data is not available throughout the Group. We plan to investigate further over the next two years whether Greiner produces such emissions.

GRI Standard	Disclosure	Information	Reasons for omission
<b>Waste</b>			
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	p.160	
	306-2 Management of significant waste-related impacts	p.159 – 161	
	306-3 Waste generated	pP.160 – 161	
	306-4 Waste diverted from disposal	p.162	306-4 b. i/iii: Information unavailable: We do not collect this data at the moment.  306-4 c.i: Information unavailable: We do not collect this data at the moment.
	306-5 Waste directed to disposal	p.160 – 163	306-5 b.ii/ 306-5 c.ii: Not applicable: We do not have this kind of waste disposal.
<b>Supplier Environmental Assessment</b>			
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria		Information unavailable: Information is not available at Group level. We are establishing a consistent approach that applies to all Greiner divisions and are planning comprehensive reporting within the next two years.
	308-2 Negative environmental impacts in the supply chain and actions taken	p.56, p.65, p.80, p.86 – 89	Information incomplete: We are currently only evaluating part of our supplier database, so the information is incomplete. We estimate that the first reporting will not be possible until 2024.
<b>Employment</b>			
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	p.111	
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees		Information incomplete: The majority of the data will be available in the SuccessFactors module "Compensation" by the end of 2023. Individual benefits, such as those in countries without a statutory insurance system, will only be monitorable in the next three years.
	401-3 Parental leave		Information unavailable: Data has not yet been integrated globally into the system. We will only be able to implement this in the next reporting years.

GRI Standard	Disclosure	Information	Reasons for omission
<b>Occupational Health and Safety 2018</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	p.114 – 119	
	403-2 Hazard identification, risk assessment, and incident investigation	p.116 – 119	
	403-3 Occupational health services	p.116	
	403-4 Worker participation, consultation, and communication on occupational health and safety	p.116 – 119	
	403-5 Worker training on occupational health and safety	p.118	
	403-6 Promotion of worker health	p.118 – 119	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p.119	
	403-8 Workers covered by an occupational health and safety management system		Information unavailable: This data has not yet been collected. However, we are working on being able to provide information in future reporting periods.
	403-9 Work-related injuries	p.117	<p>403-9 b. i-iv: Information unavailable: Data is currently not available in greater detail as there is no separate recording for employees and not-employees categories. This will only be introduced with the 2023 data analysis.</p> <p>403-9 c. ii: Information unavailable: We do not collect this data at Group level at the moment. We intend to integrate this in the next reporting years.</p> <p>403-9 f.: Information unavailable: We are not aware of any individual groups of employees being excluded.</p> <p>403-9 g.: Information unavailable: No relevant information available.</p>
	403-10 Work-related ill health		Information unavailable: At the moment, this data cannot be provided due to different national circumstances and lack of collection systems. We are striving to greatly expand the data basis for health risks in the next reporting periods.

GRI Standard	Disclosure	Information	Reasons for omission
<b>Training and Education</b>			
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	p.126 – 129	
	404-2 Programs for upgrading employee skills and transition assistance programs	p.128	
	404-3 Percentage of employees receiving regular performance and career development reviews	p.109	
<b>Diversity and Equal Opportunity</b>			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	p.102 – 113	405-1 b. ii-iii: Information incomplete: We have a list of the diversity of all employees at Greiner, but no group-wide record of membership of governance bodies and therefore no separate breakdown of this.
	405-2 Ratio of basic salary and remuneration of women to men		Information unavailable: The query for this data will be gradually introduced with the introduction of Greiner SuccessFactors with the "Compensation" module starting in 2023.
<b>Non-discrimination</b>			
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	p.122	
<b>Freedom of Association and Collective Bargaining</b>			
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Information unavailable: We currently assess only part of our supplier:inside database. The proportion of risks related to the right to freedom of association and collective bargaining on the supplier side can only be estimated for a number of risk countries. We assume that the first reporting will be possible in 2024.
<b>Child Labor</b>			
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	p.78	408-1 a. ii: Information incomplete: We conduct internal audits at regular intervals. There is also an anonymous whistle-blowing reporting system. No cases of child labor were identified during the internal audits or reported via the whistle-blowing reporting system. Greiner currently only audits part of its supplier:internal database externally. The proportion of risks related to child labor on the supplier:inside side can only be estimated on the basis of a number of risk countries.



GRI Standard	Disclosure	Information	Reasons for omission
<b>Rights of Indigenous Peoples</b>			
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples		Information incomplete: We are not aware of any incidents of violations of indigenous people's rights, either among our own employees or in connection with local communities. According to the ICCA Registry Database, none of our Greiner sites are located in indigenous people's territories ( <a href="https://www.iccaregistry.org/en/explore">https://www.iccaregistry.org/en/explore</a> ). However, we do not collect this data through our non-financial KPI system.
<b>Local Communities</b>			
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs		Information unavailable: No detailed data is available on local development programs because these are not currently recorded. We will work on improving our data situation in the area of social engagement.
<b>Supplier Social Assessment</b>			
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria		Information unavailable: We do not currently screen our suppliers separately on the basis of social criteria. However, we require suppliers and business partners to sign the Greiner Code of Conduct for Suppliers and Business Partners.
	414-2 Negative social impacts in the supply chain and actions taken		Information unavailable: We currently evaluate only part of our supplier database, at least not with regard to social criteria. An internal system for tracking supplier performance is currently being developed. We estimate that the first reporting will not be possible until 2024.
<b>Customer Health and Safety</b>			
<b>GRI 416: Customer Health and Safety 2016</b>	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		Information unavailable: We do not currently collect this data at Group level.

GRI Standard	Disclosure	Information	Reasons for omission
<b>Material Topic: Circular economy</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.55, p.66, p.86, p.91 – 95, p.159 – 161, p.176 – 177, p.183 – 184	
<b>Material Topic: Water use</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.165 – 169	
<b>Material Topic: Product quality, health &amp; safety</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.91, p.177 – 181	
<b>Material Topic: Climate change &amp; greenhouse gas emissions</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.87, p.93, p.143 – 146, p.150 – 152	
<b>Material Topic: Environmental compliance &amp; biodiversity</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.170 – 173	
<b>Material Topic: Attraction &amp; retention of talent</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.102 – 113	
<b>Material Topic: Occupational health &amp; safety</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.114 – 119	
<b>Material Topic: Training &amp; further education</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.126 – 131	
<b>Material Topic: Diversity, equal opportunity &amp; non-discrimination</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.120 – 125	
<b>Material Topic: Local community</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.134 – 139	
<b>Material Topic: Responsible procurement along the value chain</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.84 – 95	
<b>Material Topic: Ethics &amp; compliance</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.74 – 77, p.88	3-3 e.iv.: Information unavailable: We do not evaluate at Group level at present.
<b>Material Topic: Research &amp; development</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.179 – 180	
<b>Material Topic: Customer satisfaction</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	p.177	

# Group structure & organizational chart

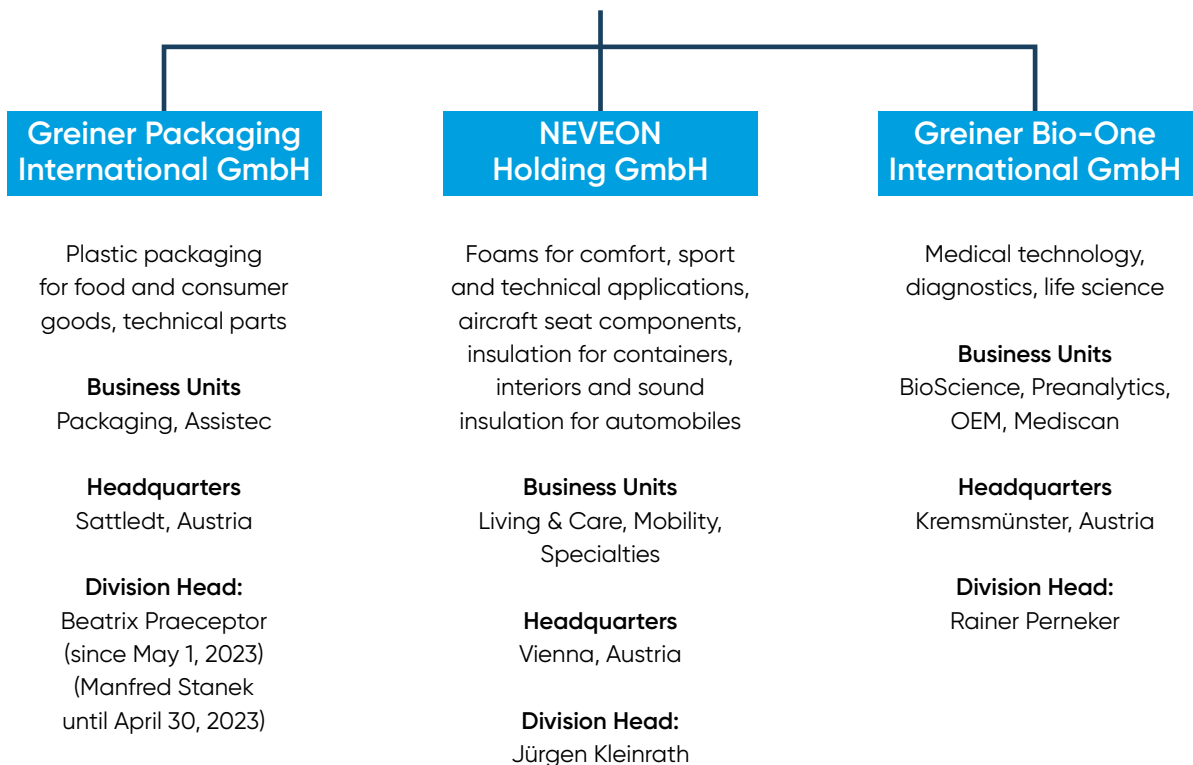




# Greiner AG

**Headquarters:**  
Kremsmünster, Austria

**Executive Board:**  
Axel Kühner,  
Hannes Moser,  
Manfred Stanek (since Jan. 1, 2023)



# FURTHER INFORMATION\_Group structure and organizational chart

As of 12/31/2022

## Greiner AG <sup>(AT)</sup>

Greiner Packaging International GmbH <sup>(AT)</sup>		100%
Greiner Packaging GmbH (AT)	100%	
greiner packaging slusovice s.r.o. (CZ)	100%	
greiner packaging s.r.o. (CZ)	40.09%	59.91%
GREINER PACKAGING Sp. z o.o. (PL)	37.7%	62.3%
Greiner Packaging Limited (GB)	100%	
Greiner Packaging Kft. (HU)	56.05%	43.95%
Greiner Packaging S.R.L. (RO)	> 99.99%	< 0.01%
< 0.01%		
Greiner Assistec S.R.L. (RO)	> 99.99%	
THRACE GREINER PACKAGING S.R.L. (RO)	50%	
AS Greiner Packaging (EE)	100%	
OOO "Greiner Packaging System" (RU)	99.99%	0.01%
OOO Greiner Packaging (RU)	51%	
TOV Greiner Packaging (UA)	100%	
TOV Greiner Real Estate (UA)	100%	
Greiner Real Estate Vermietung St. Gallen GmbH (AT)	0.8%	
GREINER PACKAGING CORP. (US)	100%	
Greiner Packaging Vertriebs GmbH (DE)	100%	
Cardbox Greiner Packaging GmbH (AT)	49%	
Cardbox Packaging s.r.o. (CZ)	100%	
Cardbox Packaging Inc. (US)	100%	
greiner packaging holding ag (CH)	100%	
greiner packaging ag (CH)	100%	
Greiner Packaging B.V. (NL)	100%	
Greiner Packaging Distribution SARL (FR)	100%	
Greiner Packaging GmbH (DE)	100%	
Greiner Ambalaj San. ve Ticaret A.S. (TR)	100%	
Greiner Packaging India Private Limited (IN)	>99.99%	< 0.01%
Greiner Recycling d.o.o. Nova Gajdobra (RS)	100%	
Greiner Packaging d.o.o. (SI)	100%	
Greiner i JP Packaging d.o.o. (RS)	51%	
Greiner Packaging d.o.o. (RS)	100%	
Greiner Assistec GmbH (AT) [in liquidation]	100%	
greiner assistec s.r.o. (CZ)	10%	90%
Greiner Assistec, S.A. de C.V. (MX)	99.88%	0.12%

NEVEON Holding GmbH <sup>(AT)</sup>		100%
NEVEON Austria GmbH (AT)	100%	
NEVEON Germany GmbH (DE)	100%	
EUROFOAM Bohemia s.r.o. (CZ)	100%	
NEVEON Poland Sp. z o.o. (PL)	100%	
Caria Sp. z o.o. (PL)	51%	
PPHiU „Kerko” Sp. z o.o. (PL)	51.72%	
NEVEON Kaliningrad LLC (RU)	100%	
NEVEON Romania S.R.L. (RO)	100%	
NEVEON Hungary Kft. (HU)	100%	
LIMITED LIABILITY COMPANY "NEVEON UKRAINE" (UA)	95%	
NEVEON Foam d.o.o. (RS)	100%	
NEVEON Slovakia s. r. o (SK)	100%	
BPP spol.s.r.o. (CZ)	51.37%	
SINFO, spol s.r.o. (CZ)	51%	
EUROFOAM TP spol. s.r.o. (CZ)	80%	
NEVEON Czech Republic spol. s.r.o. (CZ)	100%	
NEVEON aerospace Czech Republic spol. s.r.o. (CZ)	100%	
Greiner MULTifoam SP. z.o.o. (PL)	100%	
NEVEON Bulgaria EOOD (BG)	100%	
Greiner Perfoam GmbH (AT)	100%	
Greiner Perfoam s.r.o. (CZ)	100%	
Greiner Perfoam GmbH (Wangen, DE)	100%	
Greiner Perfoam GmbH (DE) [in liquidation]	100%	
SA-Greiner Perfoam Automotive Comp., S. de R.L de C.V. (MX)	99.99%	0.01%
Shenyang Greiner Automotive Components Co., Ltd. (CN)	49%	
Tianjin Greiner Automotive Components Co., Ltd. (CN)	49%	
NEVEON Holding South Africa (Pty) Ltd. (SA)	100%	
NEVEON South Africa (Pty) Ltd. (SA)	100%	
NEVEON Singapore Pte. Ltd. (SGP)	100%	
NEVEON Nürtigen GmbH (DE)	100%	
NEVEON USA Inc. (US)	100%	
NEVEON foam (Shanghai) Co., Ltd. (CN)	100%	
Greiner aerospace GmbH [in liquidation] (DE)	100%	
NEVEON Bosnia d.o.o. (BA)	100%	



## Greiner Bio-One International GmbH (AT) 100%

Greiner Bio-One GmbH (AT)	100%
Greiner Bio-One Hungary Kft. (HU)	100%
Greiner Bio-One North America, Inc. (US)	100%
Greiner Bio-One North America Sales Corp. (US)	100%
Greiner Bio-One France S.A.S. (FR)	100%
Greiner Bio-One Brasil Produtos Medicos Hospitalares Ltda. (BR)	99.99%
99.99%	
Greiner Bio-One Brasil Service Tech Sistemas, Produtos E Servicos para saude Ltda. (BR)	< 0.01%
Greiner Bio-One VACUETTE Schweiz GmbH (CH)	100%
Greiner Bio-One (Thailand) Ltd. (TH)	100%
Greiner Bio-One Suns Co., Ltd. (CN)	100%
Beijing GBO Suns Medical Devices Co., Ltd. (CN)	100%
Greiner Bio-One Shanghai, Co.Ltd. (CN)	100%
Greiner Bio-One India Private Limited (IN)	99.99%
Greiner Bio-One Turkey Laboratuvar Ürünleri Limited Sirketi (TR)	100%
Greiner Bio-One Italia S.R.L. (IT)	100%
GREINER BIO-ONE ESPANA S.A. (ES)	100%
VACUETTE PORTUGAL Importacao e Exportacao de Material Hospitalar S.A. (PT)	100%
Vigmed AB (SE)	100%
Vigmed Asia Ltd. (HK)	70%
Greiner Bio-One Singapore Pte. Ltd. (SGP)	100%
Tracie Healthcare Solutions GmbH (DE)	81.9%
Greiner Bio-One MEA FZ-LLC (AE)	100%
Greiner Bio-One GmbH (DE)	100%
Greiner Bio-One Ltd. (UK)	100%
Greiner Bio-One Co. Ltd. (JP)	100%
Greiner Bio-One GmbH (NL)	100%
Greiner Bio-One nv/sa (BE)	100%
Mediscan GmbH (AT)	100%
Mediscan GmbH & Co. KG (AT)	100%

Greiner Innoventures GmbH (AT)	100%
Greiner Renewable Energy GmbH (AT)	100%
Greiner Zeroplast GmbH (AT)	100%
Liquibot GmbH (AT)	100%
temprify GmbH (AT)	15%
Circularful GmbH (AT)	12%
Hempstatic GmbH (AT)	14.4%

1%	Greiner Real Estate s.r.o. (CZ)	99%
	Greiner Real Estate Sp. z o.o. (PL)	100%
	Greiner Real Estate Vermietung St. Gallen GmbH (AT)	99.2%
-0.8%	OOO Greiner Real Estate (RU)	100%
	Greiner GmbH (DE)	100%
	Greiner Group Services s.r.o. (CZ)	100%

# Glossary

**CSRD:** Corporate Sustainability Reporting Directive – new EU requirement for non-financial reporting by companies.

**ESG:** Environmental–Social–Governance, abbreviation for the three pillars of sustainability. The term is increasingly used instead of corporate responsibility (CR) for sustainable business.

**GRI:** Global Reporting Initiative – international reporting standards according to which the presentation of non-financial reporting is structured.

**General EHS (Environmental, Health and Safety) Guidelines:** The Environmental, Health and Safety Guidelines are a technical reference document of the World Bank's International Finance Corporation (IFC) that provides general and industry-specific examples of good international industry practice.

**IPCC:** Intergovernmental Panel on Climate Change. Its main task is to analyze the scientific basis and the state of global research on the effects of global warming and its risks, as well as mitigation and adaptation strategies, and to evaluate them from a scientific perspective.

**SDG (Sustainable Development Goals):** 17 Sustainable Development Goals with 169 sub-goals, which are part of the United Nations 2030 Agenda. All countries of the United Nations have committed to achieve those goals by 2023. Therefore, those goals are used as a framework for nations, governments, as well as businesses.

**TCFD (Task Force on Climate-related Financial Disclosures):** TCFD is an independent, voluntary coalition of the Financial Stability Board (Michael R. Bloomberg) and the Bank of England (Mark Carney). The aim of the initiative is to set standards for assessing the opportunities and risks arising from global warming for companies' business models.

**GHG (greenhouse gases):** Greenhouse gases are gases that contribute to the Earth's greenhouse effect and can be of both natural and human origin. These lead to an increase in the Earth's average mean temperature due to their increased concentration in the Earth's atmosphere. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, and sulfur hexafluorides.

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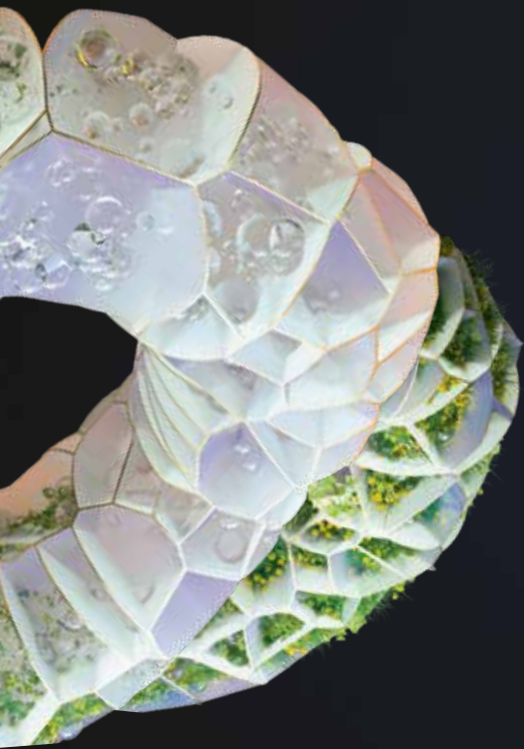


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