



The **FUTURE** is up to us!

Highlights
Annual and
Sustainability
Report **2024**

greiner 



03

The future is up to us!

06

Foreword by the Executive Board

08

Company & Development

26

Sustainability

Environment

Social

Governance

The FUTURE is up to us!

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



**Our future is shaped
by the people who are
working on it today.**



Greiner Annual and Sustainability Report 2024

You can find the full Annual and Sustainability Report here:
greiner.com/report/2024/





Saori Dubourg,
Chief Executive Officer,
Hannes Moser,
Chief Financial Officer

The future is in our hands

The year 2024 was marked by major changes and challenges. Together, as the Executive Board, we laid the foundation for a sustainable future and look back on an eventful financial year.

The future holds opportunity – and it's up to us to seize it. Even though economic conditions remained challenging, we began to see the first signs of a positive shift in the past year.

Greiner's greatest strengths in the past financial year once again lay in its broad positioning as a corporate group. Our diversified portfolio and presence in different markets once more proved to be a major advantage. Thanks to this, we were able to deliver strong results even in the difficult economic year of 2024. We are convinced: A company with stable business units demonstrates greater resilience in volatile times.

Our actions are based on the values of openness, appreciation, reliability, and striving for excellence. The focus during the past financial year was on the further development of the Group's strategic direction and that of its divisions. We also continued working on the implementation of our ambitious sustainability strategy, the Blue Plan, and entered new strategic partnerships in support of the circular economy. Our 2024 achievement of Platinum status in the globally recognized EcoVadis sustainability rating is a visible reward for our efforts. It proves that Greiner is among the frontrunners in the field of sustainability.

The 2024 Annual and Sustainability Report rightly bears the motto: "The future is up to us." Especially in times like these, the future of Greiner is in our hands. As the Executive Board, we will continue to take all necessary measures to meet the great challenges of our time. In doing so, we aim to combine social responsibility, sustainability, and economic viability. As a family business, we think in terms of generations. What will matter most is the action we take today to ensure we remain successful 50 years from now. That's why we've defined future markets for ourselves and are focusing more strongly on talent development within the company. We aim not only to advance our business, but also to empower our employees to realize their full potential – because they are the key to a successful future.

Our goal is to remain sustainably successful and to drive innovation, even in economically uncertain times. We have it in our hands to actively shape the future of Greiner.



Saori Dubourg
Chief Executive Officer
Greiner AG



Hannes Moser
Chief Financial Officer
Greiner AG



Company & Development

Greiner is a long-standing family-owned company and a global player with strong growth potential. Although the past financial year was marked by numerous changes and key strategic decisions, we are consistently continuing our sustainable transformation course. We have it in our hands to shape our future.



Read the full chapter in the report:
greiner.com/report/2024/company

Highlights '24

Platinum for Greiner
in the EcoVadis
sustainability rating



Two WorldStar Awards for
Greiner Packaging



Mediscan, a
subsidiary of
Greiner Bio-One,
opens the largest
sterilization facility
in Europe



Internal global
diversity network
greiner.for.all
launches



NEVEON and BRANTNER green solutions
establish joint venture LOOP-it for
mattress recycling



Greiner Innoventures expands investment in
circular economy start-up MATR

Greiner at a glance

Portfolio

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

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

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

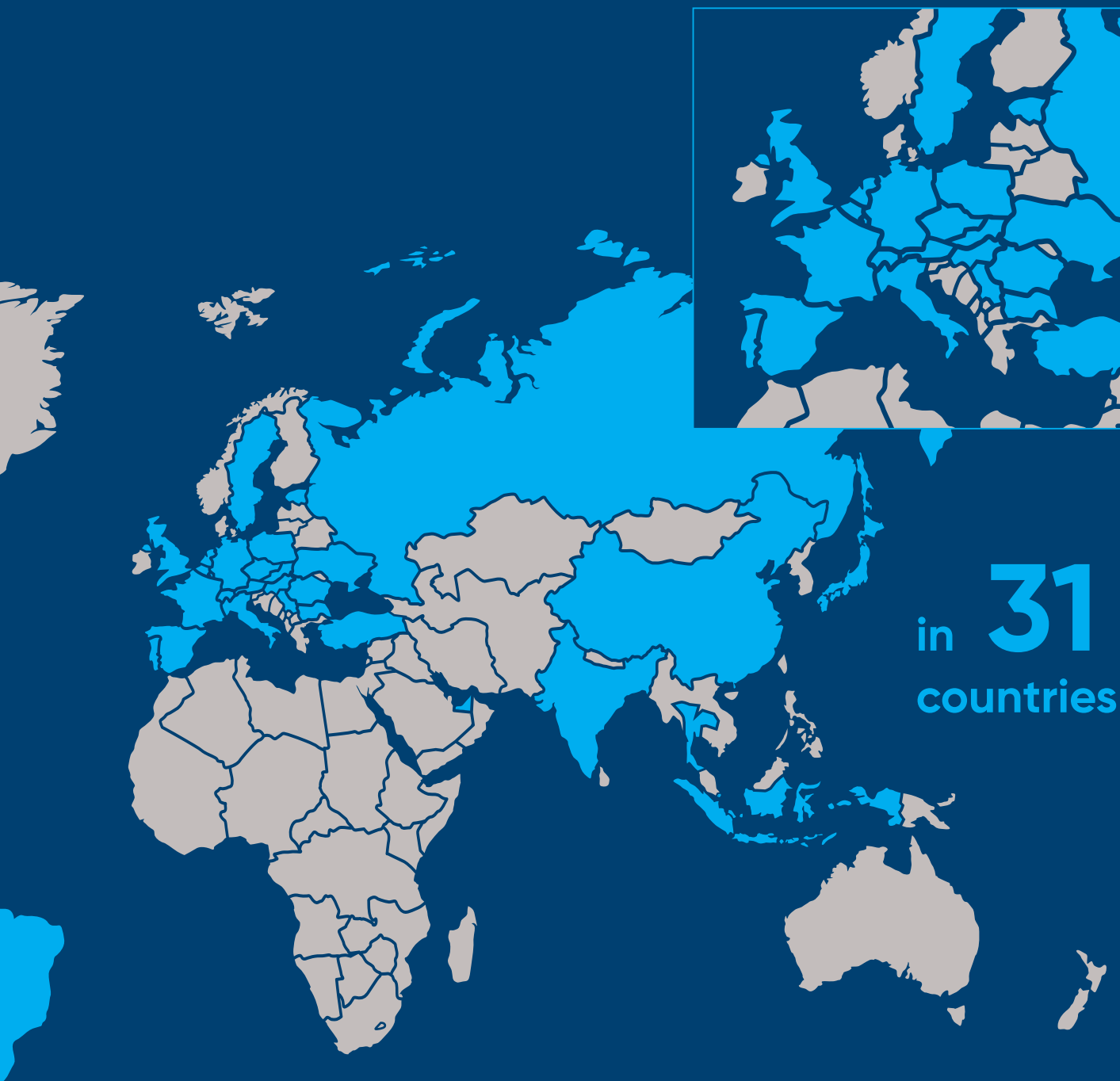


1,991
million
in sales revenue [in euros]



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





Overview of key figures

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

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

10,318
employees [headcount]

Development of the Group

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

Our financial performance

Despite the continued global economic pressures in 2024, there were encouraging signs: a first turning point was evident. Naturally, the overall conditions also had an impact on the economic performance of our divisions. Thanks to our strategic adjustments, we were able to cushion the effects of volatile demand.

As the Greiner Group, our revenue declined slightly by 0.8 percent on a like-for-like basis (excluding the sales revenue of Greiner Perfoam business units, which were divested as of December 28, 2023), reaching 1,991 million euros. A closer look at the divisions reveals that Greiner Packaging and Greiner Bio-One achieved sales growth well above overall economic growth. NEVEON, on the other hand, experienced a significant decline in sales revenue compared to the prior year.

"Once again, our broad positioning as a Group provided us with stability."

”



Hannes Moser
Chief Financial Officer, Greiner AG

Our investment volume

Innovation and new technologies are essential for us as a company, which is why we continue to invest even in challenging times. Last year, we focused primarily on investing more strategically and increasing overall efficiency. In 2024, our total investment volume amounted to 129 million euros, or 6.5 percent of our sales revenue.

Our investment priorities in 2024 focused on modernizing and expanding machinery and equipment (36.7 million euros) and on digitalization (4.9 million euros). The largest share of investments was made in Europe (84 percent), followed by South America (8 percent), North America (5 percent), and Asia (3 percent).

Navigating transformation

Although market conditions remain challenging and the year was marked by change, we are consistently staying the course.

Changes in leadership

In the course of 2024, there were fundamental changes to the Executive Board. On March 1, 2024, Saori Dubourg assumed the position of CEO of Greiner AG. Manfred Stanek, most recently a member of the Executive Board of Greiner AG, left the Greiner Group at the end of 2024 after more than eight years with the company. The Supervisory Board of Greiner AG has appointed Marcus Morawietz to the Executive Board as Chief Operating Officer (COO) effective May 15, 2025. There was also a leadership change in one of our divisions: Ilke Panzer assumed the role of division head at Greiner Bio-One on February 1, 2024.

Health and safety as a priority

We are committed to providing a safe working environment and ensuring that our workflows are free of hazards. In 2024, we further intensified our Group-wide efforts in this area. During the year, it was decided at Group level to incorporate health and safety goals into the personal target agreements of all employees. Additionally, in the spring, we conducted our first Group-wide health and safety survey, in which more than half of all employees participated. Together with a benchmark analysis, the survey forms the basis for setting our Group-wide goals through 2030.

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

”



Saori Dubourg
Chief Executive Officer Greiner AG

Focus on People & Culture

Numerous changes took place in the People & Culture area in 2024. Sigrid Heinzle assumed the newly created position of Vice President of People & Culture, underscoring the importance of this area. Our People & Culture strategy, developed in 2023, was further advanced in 2024 with a focus on talent management. After all, by creating cross-divisional competence centers and standardized processes, we can achieve more together.

Recognition for sustainability efforts

One great success was achieving platinum status from EcoVadis, the world's largest provider of comprehensive corporate responsibility ratings. This allowed us to improve from Gold status to the top score within just one year. Our 2023 Annual and Sustainability Report received the Austrian Sustainability Reporting Award (ASRA) in the category "Companies that voluntarily prepare a sustainability report."

Greiner Innoventures invests in circular economy start-ups

Supplementing the company's traditional research and development activities, and thus part of the global innovation process, the start-up hub Greiner Innoventures operates autonomously according to the principles of corporate venture capital. In 2024, Greiner increased its stake in the circular

mattress start-up MATR to support the company's continued growth. At the end of the year, Greiner also invested in the Italian start-up Movopack, which develops reusable packaging solutions for e-commerce.

UniTy!: The path to Group IT

As part of the UniTy! project, the four IT departments within the Greiner Group were merged into a single global unit. The project was launched in summer 2023. The name UniTy! was chosen for this important IT transformation project to emphasize that everyone involved is part of one large team. The new structure consolidates existing IT resources and expertise. The aim is to leverage digitalization and IT solutions synergistically across the Group.

Milestones in the digital transformation program ONE!

The transformation program ONE! was launched in 2022 with the goal of strengthening the Greiner Group's competitiveness through the transition to a shared SAP S/4HANA ERP system. The template phase began in 2024. Employees from across the business units designed the company-specific processes that will be incorporated into a unified process map. These process models, along with the corresponding descriptions of business requirements, now serve as the foundation for configuring and implementing the S/4HANA system landscape – work that is already beginning directly in our new ERP system ONE!. Other key milestones in 2024 included the definition of a rollout strategy and the development of the key user concept.

Artificial intelligence in action

At Greiner, we view artificial intelligence (AI) as an opportunity to enable our employees to realize their full potential. Our AI working group has been tasked with evaluating the best possible use of AI for Greiner and with promoting responsible use. We are already using a variety of AI-based applications and are working with external partners on the implementation of additional innovative solutions. Examples of AI at Greiner include the use of Microsoft Copilot, applications in knowledge management, AI-based analysis of incoming orders, and the automated transfer of relevant data via cloud into the ERP system of Greiner Bio-One.



Do the innovation

Greiner Packaging boasts more than 60 years of experience in developing and manufacturing stable plastic packaging and technical parts. It uses a host of production, decoration, and barrier technologies. The company serves its customers through its two business units – Packaging and Assistec.



Read the full chapter in the report:
greiner.com/report/2024/gpi

Development of the Greiner Packaging division

Our performance in 2024

In 2024, the two business units developed in different directions: Packaging grew above the market level, while Assistec was confronted with stagnating demand and structural changes.

Despite volatile demand in some markets, Packaging recorded strong momentum in the United States in particular. In Europe, price sensitivity increased, and retailers focused increasingly on private label products, especially in the dairy and coffee capsule segments. Successful products like air up® contributed to growth. The plastics market in 2024 was marked by low demand. Despite technical issues among producers, there were

“In 2024, we laid important foundations for the future through sustainable product development and active transformation.”

”



Beatrix Praeceptor
CEO Greiner Packaging
International GmbH



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

no supply shortages, and raw material prices remained stable. Assistec faced fluctuating demand in its markets, including automotive, construction, electronics, and DIY.

Despite these challenges, the international sites implemented significant projects, including for office equipment, heating systems, and fire protection systems. The organizational realignment aimed to better serve global customers. With the appointment of Jakub Oliverius as Vice President in March 2024, commercial and technical project management was further strengthened.

While Packaging secured growth opportunities through innovations and an updated recycling strategy to comply with the EU Packaging and Packaging Waste Regulation (PPWR), Assistec enhanced its competitiveness through economic and technological excellence. Both business units thus laid the foundation for long-term success despite challenging market conditions.

Multiple awards for Greiner Packaging

Greiner Packaging received several awards in 2024. The company was named a “Lean Management Leading Company®” by StEP-Up for its Operations Management Program. Additionally, Greiner Packaging won two WorldStar Awards for innovative packaging solutions: one for the K3® r100, and another for the sustainable redesign of the Olma Pierot yogurt packaging. The K3® r100 was also honored with the Packnorth Award. The Austrian State Prize for Smart Packaging recognized the home-compostable coffee capsules as an “exemplary packaging solution.” At the Hungaropack Awards, Greiner Packaging received the Sustainability Award for its smart reusable drinking cups with RFID chips. Greiner Packaging was also honored at the 2024 IMDA Awards with the Best Use of IML – Traditional Aesthetic Award for its in-mold labeling (IML) solution.

Products & highlights



Sustainable packaging solutions

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

Greiner Packaging uses an approach in which the material is fully decontaminated before processing, extruded, and thermoformed into the desired product. This process is considered safe and preserves quality because it prevents contaminant migration and is recognized by the EU as a “suitable technology.”

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

air up®: water bottle with flavor

Revolutionizing the drinking experience

air up® creates a new drinking experience by infusing water with flavor through scented air – completely free of sugar or artificial additives.

Since 2023, all Tritan™ bottles have been manufactured at Greiner Packaging in Austria. In 2024, the partnership led to the launch of the air up® Mini Sipper: a drinking bottle for children, available in four vibrant colors.

The child-friendly EasyOpen Click & Sip mechanism makes drinking easy by allowing the lid to be flipped open effortlessly – perfect for small hands.

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



Mix & Match meal box

The ultimate reusable and to-go packaging

The Mix & Match meal box is an innovative, reusable packaging solution designed for convenient meal transportation. It was specifically developed to meet the needs of the hotel, restaurant, and catering sectors.

The meal box can be customized to seamlessly align with different brand identities.

The product is made from polypropylene (PP), a material known for its durability and sustainability. It can be sealed airtight and is available in four sizes that can be combined modularly.

The meal box makes it possible to track logistics and wash cycles using an integrated RFID chip or a custom QR code, data matrix code, or barcode.



Multifunctional battery case

In close collaboration with Husqvarna, Greiner Assistec in Grodzisk, Poland, has developed an innovative, portable battery case specifically designed for storing batteries for garden and DIY tools. The case features integrated accessory holders and can be flexibly expanded to safely transport oil containers, for example. Production of the battery case combines extrusion blow molding (EBM) and injection molding.

A key focus was sustainability, with many components made from recycled polypropylene (rPP). By assembling all plastic, metal, and textile components under one roof in Grodzisk, the project optimized both the carbon footprint and production efficiency.

Greiner Assistec meets complex product requirements and develops customized, high-quality solutions for international customers.



Making a difference

Greiner Bio-One has been developing and distributing solutions and high-quality plastic products for medical technology and laboratory applications for more than 60 years. Its products are used in clinical diagnostics, life science research, drug discovery, and the sterilization of medical devices. With its broad portfolio sold in more than 100 countries worldwide, patients are provided with optimal care every day. Greiner Bio-One operates in the market through its three business units: Preanalytics, BioScience, and Mediscan.



Read the full chapter in the report:
greiner.com/report/2024/gbo

Development of the Greiner Bio-One division

Our performance in 2024

The start of the year continued to be marked by difficult market conditions. Compared to 2023, our customers' inventory levels eased over the course of 2024, resulting in a more balanced demand situation. The Preanalytics business unit recorded satisfactory demand overall, and in the BioScience segment, demand stabilized after a significant decline in the previous year and the first half of the current year.

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

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



Ilke Panzer
CEO Greiner Bio-One
International GmbH



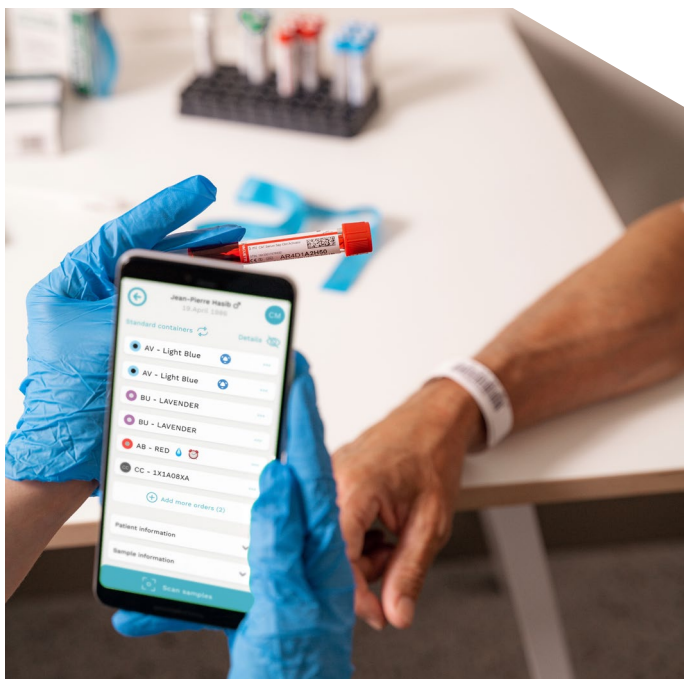
| | |
|--|---------------------------|
| Headquarters | Kremsmünster, Austria |
| Sales revenue (change compared to the previous year) | 666 million euros (+4.5%) |
| Employees | 2,624 |
| Locations | 29 |
| Countries | 22 |
| Core technologies | |
| → Highly automated assembly | technology, gamma |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

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

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

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

Products & highlights



Digital solutions for healthcare

The transition to digital solutions can significantly improve healthcare processes, such as reducing errors in blood collection due to sample mix-ups or incorrect labeling.

Pre-barcoded VACUETTE® tubes are essential for an automated workflow in preanalytics. Each tube is assigned a unique barcode during production, eliminating manual labeling and ensuring greater transparency and traceability from manufacturing to analysis. Together with Tracie software, this solution enables the seamless tracking of biological samples.

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

Opening of the largest sterilization facility in Europe

Maximum precision and quality for individual customer requirements

Adjacent to the existing facility in Kremsmünster, a new plant has been established for medical product sterilization, decontamination of food packaging, and surface treatment of plastics and semiconductors. Electrons accelerated in an electron beam accelerator are used either directly as an electron beam (E-beam) or indirectly after conversion into X-ray photons (X-ray) for sterilization and decontamination of products. The investment volume amounted to 22 million euros, covering not only the construction of the new building but also a high-performance electron accelerator and a highly automated conveyor system.

The new facility was officially opened in November 2024.



MiniCollect®

Gentle methods for collecting small sample volumes

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

MiniCollect® is also recommended for cases where venous blood collection is particularly difficult. The MiniCollect® tube features an integrated spatula, allowing easy and hygienic collection of blood droplets.

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



Sustainable product solutions

The serological pipettes from Greiner Bio-One have been certified by the non-profit organization My Green Lab with the renowned ACT Environmental Impact Factor Label for life science products.

Among serological pipette manufacturers, Greiner Bio-One ranks as the company with the lowest environmental impact factor. Greiner Bio-One also achieved an excellent rating in the categories of "reduction of production impact," "use of renewable energy," "transport impact," and "packaging content." For packaging, Greiner Bio-One uses cartons made from 99 percent recycled material.

A geothermal water cooling system for mold cooling circuits, a special regranulation unit for reprocessing unavoidable production waste into recycled raw materials, and optimized transport routes further contribute to the company's low environmental impact score.

The ACT Environmental Impact Factor Label provides transparently verified data on the environmental impact of laboratory products.



The Future of Foam

NEVEON is a leading integrated company for polyurethane, flexible, and composite foams. The core business consists of the production of around 300 different standard and specialty foams and their processing into semi-finished or finished products. NEVEON serves three strategic market segments – Living & Care, Mobility, and Specialties – through two business units (Living & Care and Mobility & Specialties).



Read the full chapter in the report:
greiner.com/report/2024/neveon

Development of the NEVEON division

Our performance in 2024

Like in 2023, 2024 was another extremely challenging year for NEVEON. In addition to strained supply chains, the difficult market situation in key customer industries – particularly in the furniture, heating, construction, and automotive sectors – led to a significant decline in demand for foam products. The situation in the construction sector – an important driver for the area of Living & Care and the boiler insulation business – worsened further in 2024. To secure future growth in this difficult environment, NEVEON decided in October 2024 to close its unprofitable production sites in Ebersbach and Burkhardtsdorf, as well as the administrative site in Wiesbaden. Additionally, the business unit optimized its production footprint through the successful sale of its South African locations.

“To counteract weakening markets, we are focusing on operational efficiency and optimizing our cash management.”

”



Jürgen Kleinrath
CEO NEVEON Holding GmbH

NEVEON

Proud Member of Greiner

| | |
|--|--|
| Headquarters | Vienna, Austria |
| Sales revenue (change compared to the previous year) | 455 million euros (-17.4 %) ¹ |
| Employees | 2,519 |
| Locations | 44 |
| Countries | 13 |

Core technologies

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

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

Living & Care experienced a downturn in the 2024 financial year. The primary reasons for this were the market saturation caused by COVID-19, the ongoing crisis in the construction industry, and high consumer savings rates in Europe. This led to reduced spending on durable consumer goods such as bedding and upholstered furniture, resulting in structural overcapacity. Despite these challenging market conditions and expectations of weak market growth in the coming years, the business unit continued investing in the development of high-quality foams (for example, bio-based foams and foams made from mass balance-based raw materials).

Mobility & Specialties saw a positive trend in the aviation sector and increased market demand in 2024. The Aviation Turnaround Case is an impressive demonstration of how NEVEON overcame the crisis in the aviation market during the COVID-19 pandemic and successfully navigated the rapid post-pandemic recovery. Outside the aviation sector, the business unit faced significant challenges due to difficult market conditions. The boiler insulation segment was particularly affected in the first half of 2024 by the weak construction industry and unclear subsidy policies, especially in Germany. From September onward, the order situation noticeably improved. The Base Materials segment faced declining sales volumes in the automotive, construction, and heating sectors, as well as challenges in the supplier market.

Products & highlights



Mattress recycling

Disposal and thermal energy recovery – i.e. incineration – of mattresses releases significant amounts of CO₂ each year and destroys valuable raw materials. NEVEON is tackling this issue in collaboration with the circular economy company BRANTNER green solutions. In June 2024, both companies signed a contract to establish a joint venture.

Following approval by the relevant competition authorities, the joint venture, named LOOP-it, was officially founded in January 2025. In its initial phase, the company will collect used mattresses in cooperation with collection points and recycling centers, dismantle them, and then mechanically recycle them. In a further step, the recovered raw materials are processed into new (composite foam) products.

Conserving natural resources and driving the shift to circular material flows: This is the goal of the LOOP-it joint venture between NEVEON and BRANTNER green solutions

foam.hybrid eNdura

Sustainable lightweight design

With approximately 70 percent lower emissions (as of December 2023, subject to change) in the production process compared to conventional HR foam cores with a comparable lifespan, foam.hybrid eNdura sets new standards.

In the production of foam.hybrid eNdura, 30 percent sustainably certified renewable raw materials are used in accordance with REDcert². Additionally, the innovative raw material mix reduces the amount of material required for the production of mattress cores to 15.4 kg – compared to 24.5 kg in the production of conventional HR foam cores.

Outstanding durability and shape retention even under intensive and prolonged use: foam.hybrid eNdura



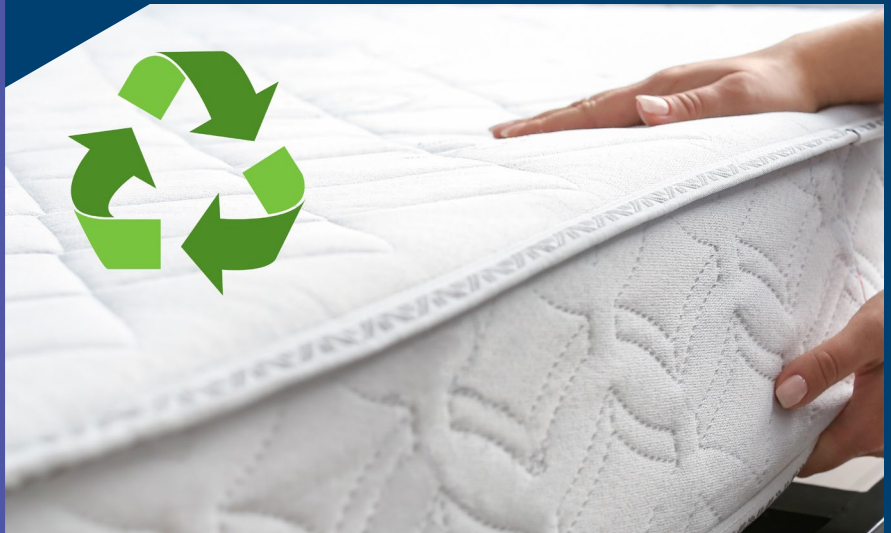
Establishment of the Austrian Mattress Alliance

An innovative solution for dealing with used mattresses

Another major step toward sustainable and resource-efficient mattress disposal was taken in October 2024 with the founding of the Austrian Mattress Alliance.

This industry association, initiated by NEVEON, MATR, Betten Eberharder, and the Climate Lab, aims to promote ecologically and economically sustainable business models in the mattress industry and to develop innovative solutions for dealing with used mattresses. In its first phase, the alliance is focusing on circular design, the introduction of a digital product passport, and the implementation of a producer responsibility fee.

The interest group aims to promote sustainable business models in the mattress sector.



CO₂ calculation tool

NEVEON has committed to the Science Based Targets initiative. Accurately quantifying the product carbon footprint is a crucial step in achieving ambitious climate goals and strategically directing research and development activities. Since 2024, NEVEON has been using a proprietary carbon footprint calculation tool to assess the environmental impact of products (foam blocks, sheets, and rolls) at selected domestic and international sites in accordance with ISO 14067.

The tool's calculation logic was validated by TÜV Austria after a successful audit in line with ISO 14067. Additionally, TÜV Austria confirmed in a verification audit that the input data and the results generated from it are accurate.

The tool is a key to reducing emissions and strengthens NEVEON's leadership in the industry.



Sustainability

As a global player in the plastics and foam industry, we take responsibility and communicate transparently where we stand in terms of our sustainability efforts. We take this seriously and remain committed to our ambitious goals. Even though the road ahead is challenging, we are determined to staying the course. After all: The future is up to us!



Read the full chapter in the report:
greiner.com/report/2024/sustainability

Sustainability Strategy Blue Plan

Flight climate change

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

Create a circular business

We want to be a fully circular business by 2030.

Empower people

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

Emissions

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

Management systems

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

Energy

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

Diversity

- 2025** 50 % women outside of production
- 2030** 40 % women in leadership positions

Training and education

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

Health and safety

- 2030** Fewer than 3.1 serious workplace accidents per 1 million working hours
- 2030** Increase number of ISO 45001 certified sites

Suppliers

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

Waste

- 2030** 0 t waste sent to landfill worldwide (0 t in Europe in 2025)
- 2030** 75 % of waste recycled (50 % in 2025)

Materials

- 2025** Greiner Packaging: 100 % of plastic packaging is reusable, recyclable or compostable
- 2025** Greiner Packaging: 10 % sustainable plastics
- 2025** 100 % FSC-certified (or equivalent) paper for secondary and tertiary packaging
- 2030** Increase in secondary materials

Overview of Sustainability Performance 2024

CLIMATE

EMISSIONS

Science-based targets

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

ENERGY

CLIMATE

Inactive target

Actual values

Target value

¹ With the 2024 reporting year, financial and sustainability information was aligned with the IFRS consolidated financial statements. This may lead to changes in the key figures from previous years as presented in prior reports. ² Electricity consumption (kWh) / quantity of finished products (kg) ³ Energy consumption (GJ) / gross profit (EUR) ⁴ Electricity and gas consumption (kWh) / plastics used (kg)

Inactive target

Actual values

Target value

| | | 2021 ¹ | 2022 ¹ | 2023 ¹ | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 |
|------------------|----------------------|---|-------------------|-------------------|-------|-------|-------|------|------|------|------|
| CIRCULAR ECONOMY | MATERIALS | Increase in secondary materials | 6 % | 11 % | 4 % | 6 % | | | | | |
| | | Greiner Packaging: 100 % of plastic packaging is reusable, recyclable, or compostable ⁵ | 9 % | 8 % | 52 % | 100 % | | | | | |
| | | Greiner Packaging: 10 % sustainable plastics ^{5,6} | 2.9 % | 3.0 % | 2.4 % | 10 % | | | | | |
| | | 100 % paper from certified forestry for secondary and tertiary packaging | | 29 % | 76 % | 48 % | 100 % | | | | |
| | WASTE | 0 t landfilled waste in Europe | 1,751 | 1,743 | 874 | 620 | 0 | | | | |
| | | 0 t landfilled waste worldwide | 3,004 | 3,317 | 2,330 | 2,481 | | | | | 0 |
| | | 75 % of waste recycled | 44 % | 42 % | 42 % | 48 % | 50 % | | | | 75 % |
| | | 99 % of suppliers (> 500 thousand euros) have achieved the EcoVadis minimum number of points | | 10 % | 36 % | 41 % | | | | | 99 % |
| | HEALTH & SAFETY | 50 % reduction in accident frequency rate (base year 2018) | -16 % | -27 % | -41 % | -53 % | -50 % | | | | |
| | | Increase in number of ISO 45001 certified sites | 5 | 9 | 14 | 13 | | | | | |
| PEOPLE | DIVERSITY | 40 % women in leadership positions | 27 % | 26 % | 28 % | 28 % | 35 % | | | | 40 % |
| | | 50 % women outside of production | 43 % | 44 % | 44 % | 45 % | 50 % | | | | |
| | TRAINING & EDUCATION | Average of 16 hours per employee per year | 11 | 15 | 16 | 15 | 16 | | | | |

⁵ Published by the Ellen MacArthur Foundation; data for 2024 was not yet available at the time of reporting ⁶ Share of sustainable plastic raw materials used (recycled or bio-based) in relation to total plastic raw materials used



Environment



Read the full chapter in the report:
greiner.com/report/2024/environment

Climate change mitigation

Mitigating climate change is only possible through the rapid decarbonization of the economy. We are rising to this challenge: Decarbonization along the value chain is a key focus of our Group-wide sustainability strategy.

Emission reduction as a goal

Our focus is on significantly and permanently reducing both direct and indirect emissions. We pursue this goal through close collaboration with stakeholders across the entire value chain. In 2024, Greiner emitted approximately 2.2 million metric tons of CO₂ equivalents (all scopes), equivalent to the average annual emissions of 292,434 European citizens. To help mitigate climate change, we are committed to drastically reducing our emissions. As a manufacturing company, we generate direct emissions from sources such as burning fossil fuels for heat generation and fuel consumption from our vehicle fleet. However, we also bear responsibility for indirect emissions, which occur upstream and downstream in our value chain and throughout the product lifecycle. Examples of these include emissions from the production of purchased goods and services and emissions generated during the disposal of our products. The vast majority of our total emissions originate from upstream activities, as the materials we process already have significant environmental impacts from extraction, processing, and transportation.

Commitment to climate action through science-based targets

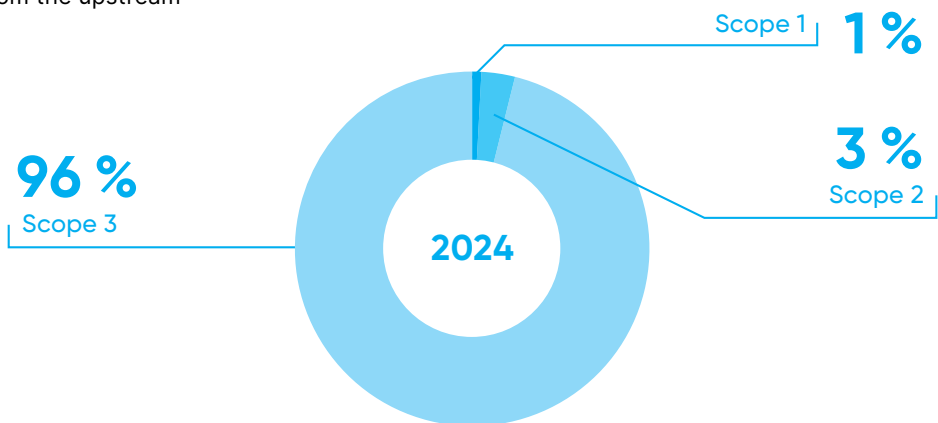
In 2023, we set ambitious climate targets, which were reviewed and approved by the Science Based Targets initiative. A key factor in the approval was the fact that our targets demonstrably contribute to meeting the Paris Agreement. Specifically, we are committed to reducing all absolute Scope 1 and Scope 2 emissions by 60 percent by 2030, using 2021 as the base year. We are also committed to reducing selected absolute Scope 3 emissions by 25 percent by 2030, based on the 2021 base year, including emissions from the upstream

Science-based targets

Greiner has science-based targets (SBTs), which are scientifically based climate goals. In doing so, we commit to climate protection and to limiting global warming.

and downstream value chain in the categories 3.3 Fuel- and energy-related activities, 3.4 Upstream transportation and distribution, 3.9 Downstream transportation and distribution, and 3.12 End-of-life treatment of sold products. In addition, 80 percent of our suppliers (measured in terms of the emissions of purchased goods and services) should have science-based targets by 2027.

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



Emissions Scope 1, 2, & 3 [in %]

Energy

An efficient use of energy and the simultaneous transition to renewable energy sources are crucial for achieving the Paris climate goals. Industrial companies play a key role and can make a significant contribution to a low-emission economy. As a plastics processing company, our processing and production processes are energy-intensive, with the majority of our energy demand (around 85 percent) coming from electricity. With our commitment to using only renewable electricity by 2030, we are making an important contribution to the energy transition and climate protection.

Electricity from renewable energy

Our share of electricity from renewable sources rose from 50 percent in 2023 to 62 percent in 2024, based on total electricity consumption. Various instruments are necessary to achieve the goal of covering 100 percent of our electricity from renewable sources by 2030. On the one hand, we are driving forward our own electricity production using photovoltaic systems. As a result, we nearly quadrupled the share of self-produced renewable electricity in total electricity consumption, increasing it from 0.19 percent in 2021 to 0.71 percent in 2024.



At our NEVEON site in Sibiu, the installation and commissioning of a 400 kW photovoltaic system was successfully completed in 2024.

"It's impressive how the NEVEON team pushed forward with the installation of the photovoltaic system during this turbulent financial year, clearly demonstrating NEVEON's and Greiner's commitment to a sustainable future."

”



Lambert Reudink
General Manager South East Europe
NEVEON

On the other hand, we continue to rely on the purchase of Energy Attribute Certificates (EACs). Since 2023, energy sourcing and thus electricity purchasing has been centralized. This change has optimized the sourcing process and allows us to leverage synergies that contribute to achieving the company's energy goals. Additionally, centralized sourcing makes it possible to purchase unbundled Energy Attribute Certificates – independent of the electricity contract.

Efficient energy management

In addition to the gradual transition to an energy supply from renewable sources, reducing energy consumption represents a key lever for achieving our climate protection targets. In 2024, our production, administration, and cutting operations implemented 47 energy-saving measures. As a result, 2,731 megawatt-hours were saved (equivalent to around 0.6 percent of total energy consumption in 2024). This represents a decrease compared to the previous year when 4,842 megawatt hours and 775 tons of CO₂ equivalents were saved.

Circular economy

The future lies in the circular economy. To make a significant contribution, we must reduce the use of primary materials, optimize our production processes, employ the latest production technologies, and increase the proportion of recyclable and renewable raw materials.

Recycled and renewable material

Using secondary materials (recycled materials) reduces the demand for primary raw materials. In 2024, the share of secondary materials in total material consumption was six percent. Our goal is to steadily increase this share.

Greiner Packaging is implementing numerous projects to advance the transition to a circular economy. With our own recycling plant in Serbia, we are actively helping to close the material loop. At Greiner Bio-One, the use of secondary materials is currently limited due to the strict requirements of the medical industry. Pilot projects are currently underway on this topic. At NEVEON, we are also actively seeking ways to increase the share of secondary materials. For example, NEVEON is collaborating with BASF on chemical recycling solutions.

In 2024, renewable materials accounted for 23 percent of our total material consumption, compared to 15 percent in 2023. Examples include paper, cardboard, natural cork, and wood. These materials are used primarily as packaging materials, but they are also found in our products – for example, as a coating for the K3® cups.

Reducing waste

The growing volume of waste worldwide is a major problem. Manufacturing companies, in particular, are called upon to contribute to its solution. We have thus set ourselves the goal of achieving zero waste to landfill in Europe by 2025 and globally by 2030. In 2024, we were able to reduce the Group's total waste volume by 17 percent to 20,555 tons. At the same time, we aim to increase the share of recycled waste in total waste volume to 50 percent by 2025 and 75 percent by 2030. In 2024, 48 percent of our waste was recycled.

Reusing materials

Regranulation at Greiner Bio-One

Our Greiner Bio-One site in Hungary initiated a project back in 2017 to develop a concept for reusing clean residues from the production of polystyrene (PS). A regranulation system has now been introduced at our sites in Rainbach, Upper Austria, and Mosonmagyaróvár, Hungary. Here, uncontaminated production waste is sorted and reused. In total, around 100 tons of clean PS production waste are collected annually at both sites.

At our Greiner Bio-One sites in Rainbach and Mosonmagyaróvár, a regranulation system is used to reuse clean polystyrene waste from production.





Social



Read the full chapter in the report:
greiner.com/report/2024/social

Employees as the key to success

As a globally active company, we are directly affected by global challenges and diverse labor market conditions. The economic environment is characterized by cyclical fluctuations and high dynamics. The expectations and values of employees are continuously evolving – change has become the status quo in a highly complex and dynamic world. We respond to this demanding environment with a future-oriented and responsible People & Culture organization.

Onboarding at the company

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

Selecting and retaining talent

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

Flexible working hours

We offer employees a work environment that allows for a high degree of personal responsibility in structuring their working hours. With flexible working models and remote work policies, we support employees in balancing their professional and private responsibilities. Where organizationally feasible, Greiner offers flexible home office regulations in many business areas. We are aware that remote work regulations primarily benefit employees in office environments. Employees in production often need to be physically present and do not benefit from such regulations. Therefore, some business units are also exploring innovative solutions for flexible working in production.

Work-life balance

The reconcilability of work and private life is a particular priority for us as a family-owned company. We support employees with caregiving responsibilities in temporarily stepping away from their professional duties without any disadvantages and strive to make their return to work as seamless as possible. Depending on national laws and customs, we enable both mothers and fathers to take parental leave. At some locations, such as in Kremsmünster, Austria, we also provide childcare services for employees.



Flexible shift planning at Greiner Packaging in Slušovice

At the Greiner Packaging site in Slušovice, Czech Republic, a digital time-tracking system has been introduced for flexible shift planning. This allows employees to independently organize their work schedules on site. It provides them with greater control over their shifts while freeing up resources otherwise needed for traditional shift planning.

Training and education

To enhance our capacity for innovation and competitiveness, we rely on highly skilled and motivated employees. At the same time, we recognize that employee satisfaction is closely linked to the training and education opportunities available to them. To ensure that employees can reach their full potential, we offer a wide range of attractive training and education programs. We encourage all employees to participate in both internal and external training programs to foster continuous growth. In 2024, the average number of training and continuing education hours per employee was 15 hours.

Greiner Academy

Our Greiner Academy offers employees a variety of opportunities for professional and personal growth, tailored to their individual needs and interests. Founded more than 20 years ago, Greiner Academy focuses on business management topics, as well as creativity, innovative thinking, and personal development.

Internal training programs

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

Apprenticeship and training

An apprenticeship at Greiner provides a starting point for young people to launch a successful career. Apprenticeship training is a high priority at Greiner, as technical specialists make valuable contributions to product development. In countries without a dual vocational training system like in Germany, Austria, and Switzerland, our divisions offer different qualification programs for young workers. An example worth noting is the Greiner Gold Program at Greiner Packaging in Northern Ireland. For over ten years, young adults have been trained in a four-year program that combines technical know-how with targeted professional training.

Leadership development

Leadership development and intercultural leadership competence are key success factors. Well-trained managers play a key role not only in ensuring employee satisfaction but also in serving as role models, particularly in their interactions with external stakeholders. With recurring continuing education programs such as LEAD International and BRIDGE International, Greiner Packaging supports these individual paths. Another example is the Leadership Academy at Greiner Bio-One USA. In 2024, the North Carolina site focused its leadership training on topics such as "Leading Transformation," "Emotional Intelligence," and "Diversity, Equity & Inclusion." These subjects are particularly relevant in the context of attracting and retaining employees.



At Greiner, the holistic development of apprentices is a top priority.

Health & safety

We take responsibility for the safety and well-being of our employees. We continuously take measures to minimize the risk of accidents and injuries and to promote employee health. We work day in and day out to ensure that our facilities, machinery, equipment, and work processes are safe and free from hazards. We provide employees with appropriate protective clothing and equipment and offer a wide range of preventive healthcare measures. While it is impossible to completely prevent accidents and illnesses, we do everything we can to best protect our employees and all individuals working with us.

Reducing the frequency of accidents

The frequency of serious accidents has decreased by 53 percent since 2018. Thus, the set goal of a 50 percent reduction by 2025 has been achieved. A major initiative in improving occupational safety at Greiner is the cross-divisional "Safety"

"At Greiner, we want to unlock our full potential in the area of health and safety. We set Group-wide goals and ensure that each employee contributes through personal safety objectives – because safety starts with each of us."

”



Benjamin Priour
Global Senior Expert Health & Safety
Greiner Packaging

- 53 %

Frequency of serious accidents since 2018

working group, established in 2023. This group consists of central health and safety coordinators from across our divisions and is moderated by Greiner AG. It develops Group-wide strategies, leverages synergies between business units, and promotes best practice sharing. In 2024, important steps were taken to harmonize safety indicators across all business units and align their associated definitions. Additionally, new Group-wide targets were developed, which will be introduced in 2025. In 2024, for the first time, a mandatory collective sustainability target was introduced for health and safety. This target is incorporated into the individual goal agreements and performance evaluations of all employees who receive performance-based remuneration.

Preventive healthcare

It is very important to us to preserve the health of our employees for as long as possible and to prevent illnesses from arising in the first place. To achieve this, we implement comprehensive health promotion initiatives. On the one hand, numerous business units provide external occupational medical care or company physicians in accordance with national legislation. On the other hand, we pursue a wide range of preventative health measures. In 2024, our sites around the world implemented over 450 initiatives related to nutrition, sports and exercise, mental health, as well as medical check-ups and health awareness campaigns.

Equal opportunities for all

The diversity of our employees is key to our success and our innovative strength. Over 10,000 people with diverse skills, experiences, and backgrounds shape our company. To fully harness this potential, we need a fair and inclusive working environment that offers equal opportunities for all.

Gender equality and equal pay for equal work

We have made it a priority to advance fair compensation for all employees. This commitment is reflected in our signing of the UN Women's Empowerment Principles (WEPs) and is embedded in our internal Diversity, Equity & Inclusion Policy. Initial steps have been taken in recent years through individual measures such as the introduction of job grading structures in various business units or participation in the "100 Percent" project by the Austrian Federal Ministry of Labour and Economy. A transparent data foundation is essential for deriving targeted strategic measures. That is why we continued to work on the necessary groundwork, such as introducing the SuccessFactors HR information system and establishing the Compensation & Benefits Competence Center. These measures will enable a first-ever Group-wide calculation of the gender pay gap, scheduled for 2025. Following the evaluation of these results, we will develop measures to further improve pay equity between men and women.

Strengthening women

As outlined in the UN Women's Empowerment Principles, we are committed to the seven principles that empower women in the workplace, in the labor market, and in society. To drive gender equality within the company, Greiner aims to increase the proportion of women both in leadership positions and across all non-production work areas. Our targets include achieving 50 percent female representation in non-production roles by 2025 and 35 percent female representation in leadership positions by 2025. The proportion of management positions held by women is to increase to 40 percent by 2030. For us, women in leadership positions include all female employees with managerial responsibilities, regardless of hierarchical and functional level. In 2024, the share of women in leadership roles stood at 28.2 percent, reflecting a slight increase of about 0.3 percentage points compared to the previous year. In the coming years, we will take further measures to ensure that we reach our targets.

Diversity, equity & inclusion

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

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

In addition, a new target was introduced in 2023 that requires active engagement from all company locations: Starting in 2025, each site – regardless of its size – must implement at least one measure per year related to diversity, equity, and inclusion. To support the locations, a best-practice document has been created, showcasing successful initiatives from different business units.



Inclusive communication guidelines

Our inclusive communication guidelines and our Group-wide Policy on Diversity, Equity & Inclusion are publicly available and can be downloaded from our website.



greiner.for.all: our diversity network

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

Advisory Board for Diversity, Equity & Inclusion

In 2024, we further integrated diversity, equity, and inclusion into our organizational structure and enhanced governance in this area. The previous cross-divisional working group on diversity, equity, and inclusion, which played a valuable role in laying the foundation for equal opportunity at Greiner, was replaced in 2024 by an international Diversity, Equity & Inclusion Advisory Board. This committee is broader, more

international, and more strategic in its composition. Additionally, the division head of Greiner Packaging International is part of this body, emphasizing the importance of this topic within the company. The newly established Advisory Board, together with Greiner AG's Diversity Management and Executive Board, sets the direction for equal opportunity efforts at Greiner.

28.2 %

Share of women in leadership positions

The Advisory Board for Diversity, Equity & Inclusion, together with Greiner AG's Diversity Management, sets the direction for equal opportunity efforts at Greiner.





Governance



Read the full chapter in the report:
greiner.com/report/2024/governance

Corporate culture & compliance

As a company with a global presence, we operate in different legal and cultural environments. We always make decisions based on legal compliance, taking into account common market practices and adhering to ethical principles.

Values as a guide

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



Foundation of corporate responsibility

As a globally operating company, we are present in numerous countries, each with its own different set of legal regulations governing areas such as anti-corruption, antitrust and competition law, data protection, labor and social rights, environmental protection, and product liability. Ensuring compliance with all local, national, and supranational laws and regulations – legal compliance – is the foundation of our corporate responsibility.



Whistleblowing platform

To underscore the seriousness and binding nature of our corporate principles, we launched the whistleblowing platform tell-greiner.com in 2017, enabling the anonymous reporting of potential legal violations, as well as corporate or personal misconduct.



Corporate policies and Code of Conduct

The Greiner Code of Conduct for employees defines the fundamental principles of our cooperation and behavior, and also includes an anti-corruption policy. Additionally, there are topic-specific policies and guidelines covering areas such as anti-corruption and anti-bribery, antitrust and competition law, data protection, military & dual-use regulations, environmental protection, health and safety, procurement, and diversity.

Awareness-raising and training

A compliance introduction is a mandatory part of the onboarding process for all employees starting work in compliance-sensitive areas. Depending on their job description, they are then assigned further training and e-learning materials on the training platform, which they must complete within a certain period of time. In addition to training, we regularly conduct awareness-raising campaigns to communicate compliance requirements and objectives to all employees.

Anti-corruption & anti-bribery

We strictly oppose corruption and bribery and ensure that all entities within the corporate group comply with applicable legal requirements. We do not tolerate any business actions, transactions, or activities that violate applicable guidelines and standards related to anti-corruption or anti-bribery and do not participate in such practices.

Sustainable supply chain management

As a globally operating company, we must carefully scrutinize our supply chains. On the one hand, because we are aware of our responsibility, and on the other hand, because new legal requirements and crises demand in-depth engagement with this topic. That's why we work closely with our suppliers, continue developing internal processes and guidelines, and make use of external evaluations.

Internal awareness and competency development

In 2023, a modular online training course was developed and introduced Group-wide to strengthen competencies in sustainable procurement at all hierarchical levels. New employees in the procurement departments also completed this e-learning program in 2024 to establish a solid knowledge base from the outset.

Establishing a clear framework

To provide a clear framework for collaboration, we have set out our requirements, expectations, and minimum standards in the Group-wide Code of Conduct for Suppliers and Business Partners. In 2024, all new and strategic suppliers and business partners were again required to sign the Greiner Code of Conduct or demonstrate compliance with an equivalent code. In 2024 this share was 74 percent. Our Sustainable Sourcing Policy provides all employees with clear guidelines for considering social and environmental sustainability criteria in sourcing while also defining expectations for our suppliers.

Supplier evaluation

To monitor compliance with our standards, we rely on both internal and external assessments, including EcoVadis and SEDEX. EcoVadis is a sustainability rating that assesses companies based on the criteria of environment, labor and human rights, ethics, and sustainable procurement. We have set a

"Our supply chains are more complex than ever, and it is becoming increasingly important to also engage with the people working within them."

”



Christian Tschany
Director Global Strategic Sourcing
Greiner Bio-One

target for 2030: 99 percent of our suppliers with a purchasing volume of over 500 thousand euros should hold a valid EcoVadis certificate. In 2024, 41 percent of evaluated suppliers held a valid EcoVadis scorecard.

Platinum from EcoVadis

In 2023, Greiner conducted a Group-wide assessment through EcoVadis for the first time. After achieving Gold status in the first year, we were able to improve our score in 2024 and reach Platinum status. This places Greiner in the top one percent of all evaluated companies.



Contact & Imprint

Responsible for the content

Greiner AG
Greinerstrasse 70
4550 Kremsmünster
Austria
T: +43 50541-60301
mediahouse@greiner.com
www.greiner.com

Commercial register court: Steyr

Commercial register number: FN 174160v

Data processing registration no.: 0597490

VAT no.: ATU 45442604

Editing:

Greiner Mediahouse
mediahouse@greiner.com

Printer:

Gutenberg-Werbering GmbH

Layout:

Michaela Kraus (Greiner Mediahouse)

Images:

Adobe Stock Images, Christian Huber FOTO-GRAFIE&Film, Getty Images Deutschland GmbH, Greiner AG, Greiner Bio-One International GmbH, Greiner Packaging International GmbH, NEVEON Holding GmbH, Roland Pelzl (Mediscan), Andreas Pohlmann (Executive Board), Lisi Specht (MATR), Michaela Kraus photography, Shutterstock Inc., Unsplash Inc.



Print product with financial
climate contribution
ClimatePartner.com/53401-2504-1010



Insights into the world of Greiner

Learn more on social media, our website, and in our podcast Greiner Talks.



The
FUTURE
is up
to us!





greiner.com/report/2024