



Our sustainability

As a company in the plastics and foam sector, we realize that sustainability must be the guiding principle of our business. To turn these words into action, we take our responsibilities seriously and are already addressing the challenges of the future. Our Blue Plan sustainability strategy is the framework for this. Our objective is to clearly show where our sustainability efforts stand at present and where there is still room for improvement. We will do our utmost to achieve our ambitious goals. After all, one thing is clear: **Nothing beats sustainability.**



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As a global company in the plastics and foam sector, we operate in an industry that is confronted with many challenges due to its environmental impact and is viewed critically by the public. We are aware of our responsibility and face up to the tasks that we face in the ESG (Environmental, Social and Governance) context. Nothing beats ambition: We will tap new market potential using key figure-based and targeted sustainability management and collaboration with stakeholders.

Entrenching sustainability in the organization

Systematic sustainability management that is key figure driven and given sufficient resources is essential for updating existing processes so that they comply with legal or market-specific ESG requirements and for creating a basis for strategic decision-making. Ultimately, these processes will ensure the sustainability of the business model in the long term. We have an extensive sustainability management system that encompasses all areas of the company. It aims to incorporate sustainability not only as an integral part of the company's structures and processes but particularly in the thoughts and actions of internal and external stakeholders.

Key elements of our sustainability governance include the various management and decision-making bodies that jointly drive the sustainability agendas based on internal and external requirements, ongoing activities, and the corresponding management indicators. They do this on the basis of the Blue Plan (see pages 85–87) sustainability strategy and the overarching corporate strategy that firmly enshrines sustainability as one of four pillars (innovation, globalization, diversification, and sustainability). Sustainability was incorporated in 2023 when the corporate strategy was revised and now reflects the growing importance of this topic for both the environment and the company's long-term success.

As part of the four-pillar corporate strategy, we also defined three key priorities for the 2023–2028 period: financial performance, people, and circular economy. Aside from the strategic pillars, these priorities form substantive and temporal framework for giving projects a focus and making decisions.

For example, circular economy can be promoted in a variety of ways and thus contributes to several strategic pillars. At the same time, this ensures that there is a clear designation of the issues that must be promptly addressed and that the various agendas and topics can be prioritized accordingly across the company. Based on this focus and, more importantly, for the selected priorities, we then develop and establish goals so that we can actually measure the various activities and efforts.

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

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

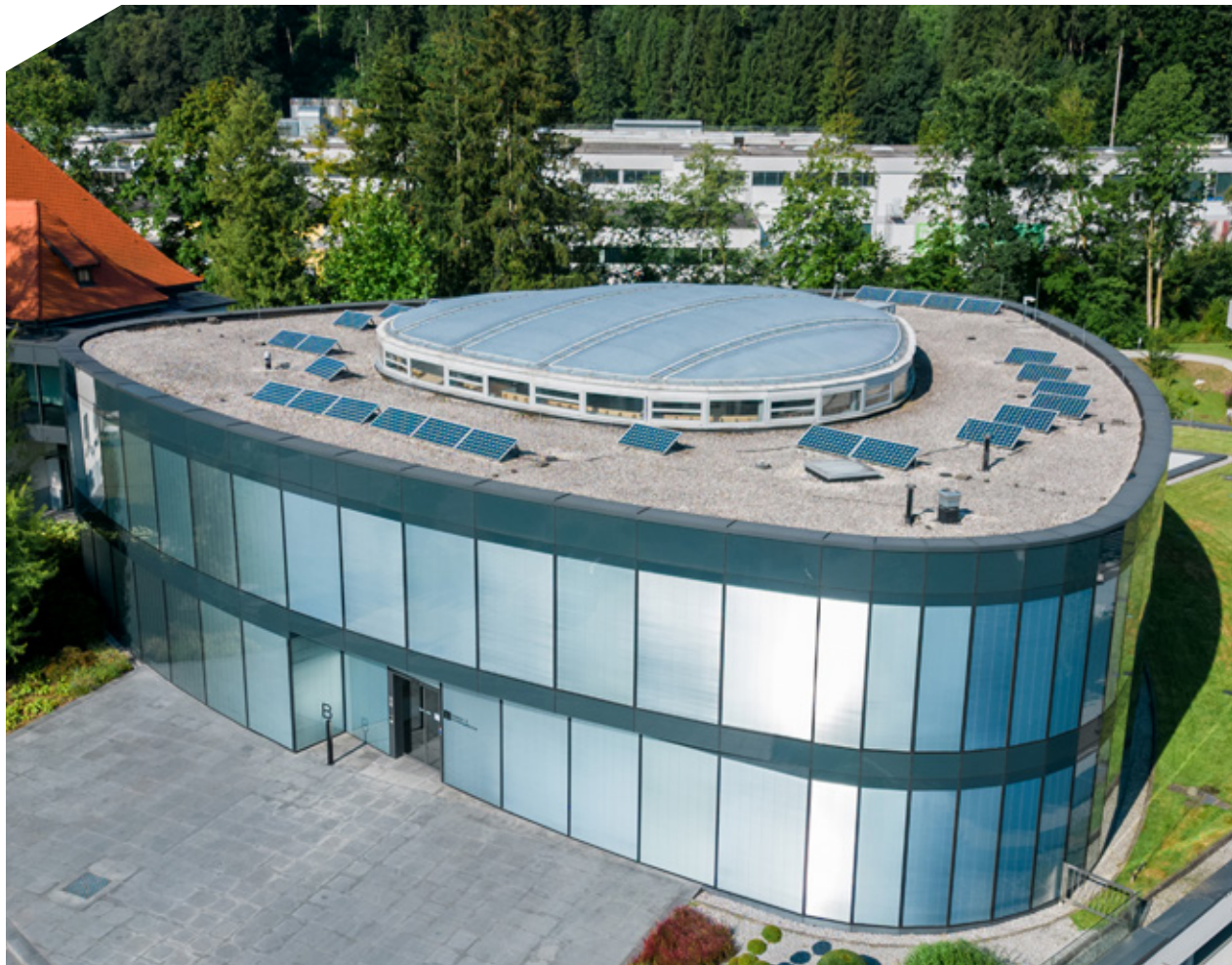
The Executive Board reports to the Supervisory Board at least four times a year to inform it of the most important current developments. The Supervisory Board oversees all significant strategic projects. In addition to monitoring and governance functions, it serves in an advisory capacity and takes on a portion of the company's responsibility. The Audit Committee, which consists of members of the Supervisory Board, also deals with the annual and consolidated financial statements, the implementation of risk management, the internal audit reports, and the IT audit, among other things. Furthermore, a decision was made in the 2023 reporting year that the Audit Committee will also handle the ESG risks and the annual and sustainability report starting in the coming financial year. The Personnel Committee, which deals with Executive Board contracts and Executive Board remuneration, was established in 2012 in addition to the Supervisory Board and Audit Committee. The Personnel Committee is made up of four shareholder representatives of the Supervisory Board (see Greiner AG Supervisory Board table, page 65).

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

Composition of the Executive Board, Supervisory Board and relevant committees

Greiner AG Executive Board

Name	Year of birth	Initial appointment	Term of office	Function in the Executive Board
Saori Dubourg	1971	March 1, 2024	February 28, 2027	Chief Executive Officer of Greiner AG (CEO)
Axel Kühner	1970	April 1, 2009	December 31, 2023	Chief Executive Officer of Greiner AG (CEO)
Hannes Moser	1968	August 1, 2011	December 31, 2026	Chief Financial Officer of Greiner AG (CFO)
Manfred Stanek	1969	January 1, 2023	December 31, 2025	Chief Operating Officer of Greiner AG (COO)



Supervisory Board of Greiner AG

Name	Year of birth	Initial appointment	Term of office	Supervisory Board functions in other committees
Dominik Greiner	1981	June 22, 2020	Annual General Meeting 2025	Supervisory Board (Chair) Audit Committee Personnel Committee
Dr. Andreas Ludwig	1959	June 22, 2015	Annual General Meeting 2025	Supervisory Board (Deputy) Audit Committee Personnel Committee
Christoph Greiner	1969	June 22, 2015	Annual General Meeting 2025	Supervisory Board Chair of the Audit Committee Personnel Committee
Dr. Nico Hansen	1968	June 22, 2020	Annual General Meeting 2025	Supervisory Board
Margret Suckale, MBA	1956	September 26, 2023	Annual General Meeting 2025	Supervisory Board Personnel Committee
Dr. Regine Hagen-Eck	1962	December 13, 2016	Annual General Meeting 2025	Supervisory Board
Jakob A. Mosser	1961	June 22, 2020	Annual General Meeting 2025	Supervisory Board
Gerald Schinagl	1963	June 25, 2012	Annual General Meeting 2025	Supervisory Board Audit Committee
Markus Rohrauer	1984	2017	–	Supervisory Board (Employee Representatives at Greiner AG), Audit Committee
Georg Kofler	1970	2015	–	Supervisory Board (Employee Representatives at Greiner Bio-One International GmbH)
Ernst Zimmermann	1987	2016	–	Supervisory Board (Employee Representatives at Greiner Packaging International GmbH)
Florian Huemer	1984	2021	March 5, 2024	Supervisory Board (Employee Representatives at NEVEON Holding GmbH), Audit Committee
Mario Nussbaumer	1975	2024	–	Supervisory Board (Employee Representatives at NEVEON Holding GmbH), Audit Committee

Independence and nomination process of board members

Dominik Greiner has been Chair of the Supervisory Board since June 2023. He is a member of the family that owns Greiner AG and was not a member of the Executive Board or a senior employee of the company or a subsidiary in the five years prior to his appointment to the Supervisory Board. Margret Suckale has been on the Supervisory Board and Personnel Committee of Greiner AG since June 2023. She succeeded Erich Gebhardt, who stepped down from the Supervisory Board due to his age. The Supervisory Board is made up of four employee representatives and eight shareholder representatives.

The Supervisory Board is appointed by the shareholders at the Annual General Meeting for a selected period. The owners manage the selection process for a new Supervisory Board

member. Key criteria for being selected for the Supervisory Board are the sought-after professional expertise and the necessary experience. The Greiner AG Supervisory Board boasts a very broad spectrum of expertise. The members of the Supervisory Board have professional profiles and international experience that complement each other. All members are under the age of 75. This age was defined as the maximum limit for serving on the Supervisory Board of Greiner AG. The Supervisory Board is composed of Austrian and German citizens. There are currently two women on the Supervisory Board of Greiner AG (this corresponds to 25 percent of shareholder representatives and 17 percent of Supervisory Board members).

The Supervisory Board of Greiner AG is, by its own assessment, diverse and competent. This is illustrated by the competence matrix below:

	Dominik Greiner	Dr. Andreas Ludwig	Christoph Greiner	Dr. Nico Hansen	Margret Suckale, MBA	Dr. Regine Hagen-Eck	Jakob A. Moser	Gerald Schinagl
Corporate governance and strategy development			x		x	x	x	x
Customer-specific perspectives		x	x	x				
Technology and product development		x		x	x			x
International markets		x	x				x	x
Finance			x	x	x			x
Corporate and capital market law					x	x	x	x
Human resources					x	x		x
Employee-specific perspectives		x		x			x	
Digitalization		x	x	x				
Sustainability and regulatory requirements		x		x		x	x	x
International experience and background			x		x	x	x	x

Competence matrix for the Supervisory Board of Greiner AG

The members of the Greiner Group's Executive Board are recruited by the Supervisory Board.

The Supervisory Board has adopted the guidelines for independence in accordance with Annex 1 of the Austrian Code of Corporate Governance. All members of the Supervisory Board have thus declared that they are independent of the company and its Executive Board.

Structure of the Sustainability Department

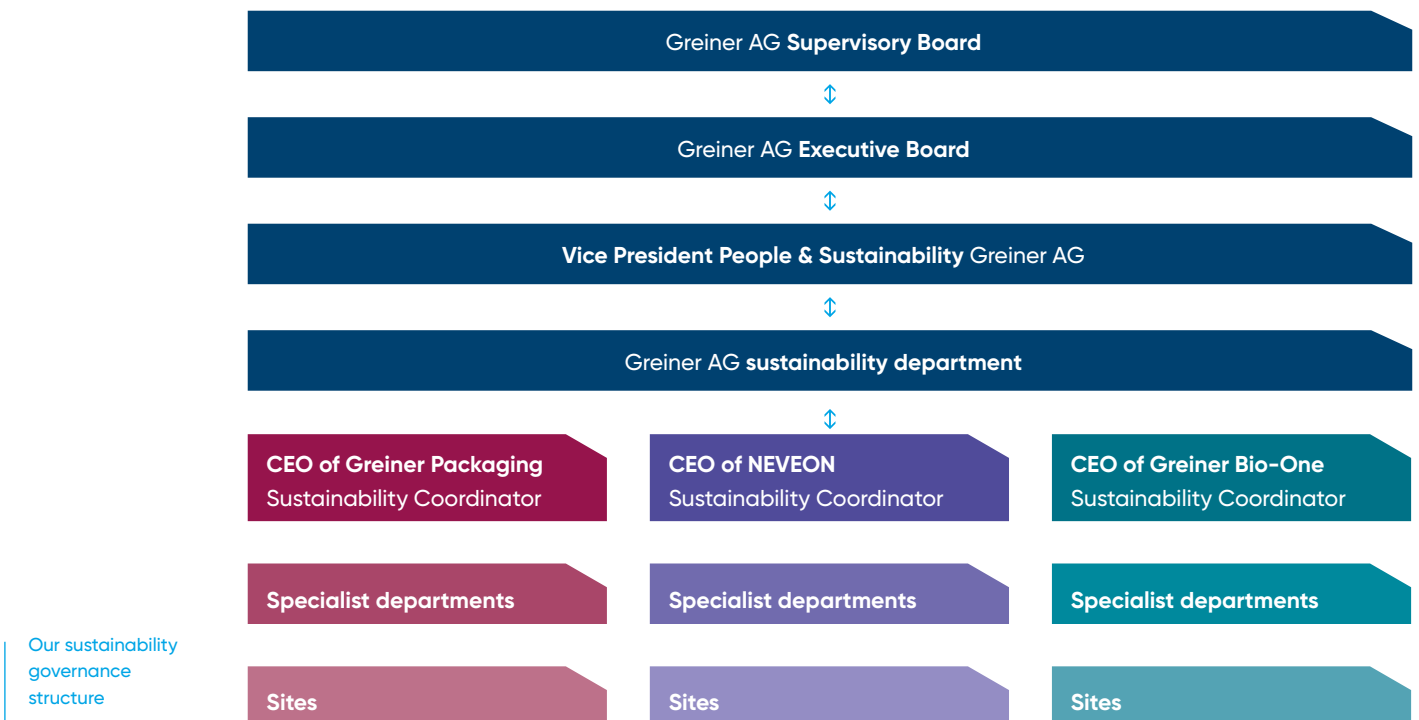
Established in 2017, the Greiner AG Sustainability Department coordinates all Group-wide sustainability efforts and the associated internal and external communication and representation. This department at Group headquarters also steers the collection of key figures, ESG risk management, materiality analysis, sustainability reporting, and the implementation and adjustment of the sustainability strategy. As part of the sustainability strategy, it is important to set appropriate targets and adjust existing ones – in line with internal and external requirements – and continuously monitor and communicate the degree to which targets have been achieved. The collection of key figures is particularly important here because the data collected through the Greiner Group is crucial for evaluating ongoing activities and identifying appropriate measures where necessary. It is virtually impossible to manage sustainability agendas without the right data landscape and robust data quality.

Since November 2022, the leadership of the Sustainability Department has been shared by two Co-Heads of Sustainability who, thanks to their education and training and their many years of professional experience in sustainability management and reporting, boast a high level of professional expertise and suitability for this management task. They act as an interface between the decision-makers in the Group's divisions, units, and companies. With regard to the specialist areas, the

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

Divisional-level sustainability coordinators are designated to maintain close contact with the divisional heads, the specialist departments and the Group-wide Sustainability Department. The task of the coordinators is to break down the Group-wide sustainability targets at a divisional level. At the site level, they work with the managing directors and the local departments and experts to develop operational targets and measures that are intended to help achieve the Group and divisional targets.

For strategically important topics such as the circular economy, we have specialist departments that build up specific expertise and know-how and make it available to the entire Group. These specialist departments work closely with the 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.



Our sustainability governance structure

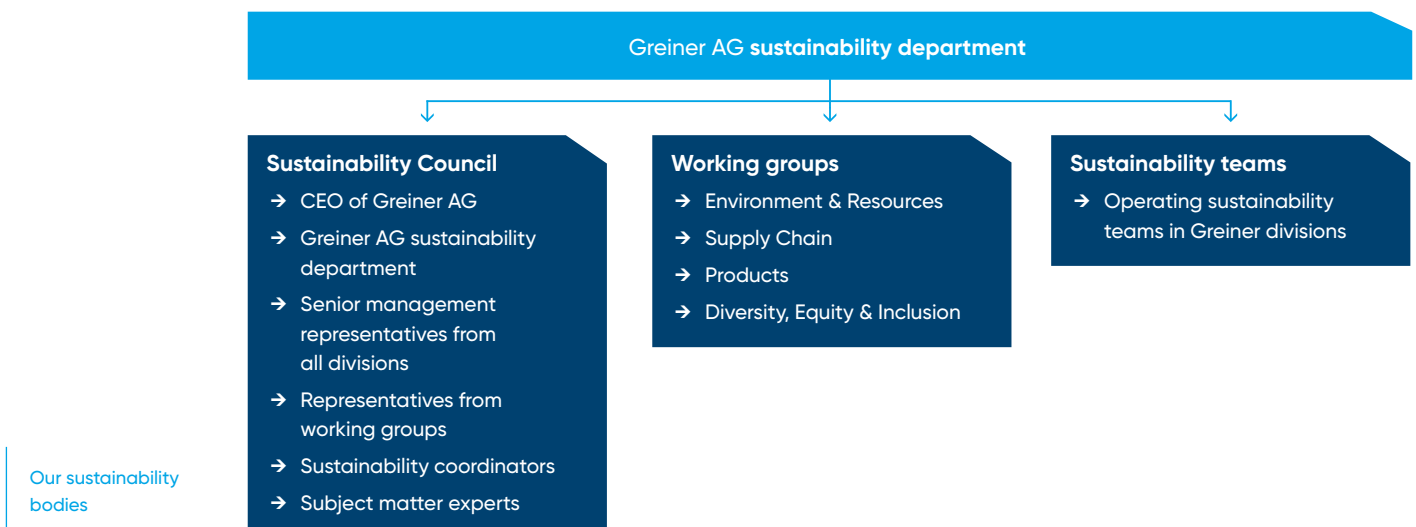
Sustainability working committees and decision-making bodies

The Sustainability Council is the chief information and decision-making body for managing ESG-related impacts, risks, and opportunities. It meets quarterly under the CEO's leadership. The meetings are attended by the divisional heads, the sustainability coordinators, the spokespeople of the working groups (Environment & Resources; Supply Chain; Products; Diversity, Equity & Inclusion), and the heads and members of the Sustainability Department. Depending on the agenda, subject-matter experts can also be called in as needed. The Sustainability Council provides cross-functional and cross-divisional information and coordination on the various aspects of sustainability. It ensures that the decisions made at the meetings are implemented in business processes across the Group and in the upstream and downstream areas of our value chain. The Board defines our strategic framework and Group-wide goals based on the sustainability strategy and ensures that processes and structures are put in place to provide a firm foundation for sustainability initiatives around the world. Women made up around 50 percent of the Sustainability Council in 2023.

In addition to the Sustainability Council, there are four cross-divisional working groups dedicated to Environment & Resources, Supply Chain, Products, and Diversity, Equity & Inclusion. Experts from Greiner AG as well as sustainability coordinators and specialists from the divisions work in these groups to continue developing the sustainability agendas in the individual areas. They develop cross-divisional measures that are implemented by sustainability coordinators in the divisions and at the sites. In addition, the working groups develop recommendations which the working group spokesperson or other participants submit to the Sustainability Council for a decision.

In the 2023 reporting year, sustainability activities focused on the redesign and implementation of the materiality analysis (see page 80), the gradual expansion and improvement of data management and sustainability reporting, among other things. This was done in light of the fact that Greiner will fall under the scope of the Corporate Sustainability Reporting Directive (CSRD) from 2025 onwards and will therefore have to prepare reports in accordance with the European Sustainability Reporting Standards (ESRS). The CEO was briefed on all developments, including at meetings of the Sustainability Council, and was involved in all key decisions. For example, the CEO was involved in the materiality analysis process and ultimately reviewed and approved the organization's material topics. That means the Sustainability Council is also responsible for reviewing and approving the sustainability report. This is where current developments, changes and other reporting topics are presented and discussed and then appropriate decisions made if necessary.

In preparation for further regulations, the sustainability committees addressed the requirements of the EU Taxonomy Regulation and, with regard to the Corporate Sustainability Due Diligence Directive (CS3D), the complex issue of ensuring due diligence in supply chains. Other priorities were the continued implementation of the sustainability strategy and the associated targets as well as the implementation of the science-based targets (SBTs) adopted in spring 2023. There were also in-depth discussions in the various committees about the changing market requirements, which are reflected in customers' growing interest in product sustainability and the Group's sustainability performance.



Our sustainability bodies

Skills portfolio of the management bodies

It takes a management team with diverse skills and expertise to successfully manage and drive sustainability in the plastics and foam sector in an international environment. This is especially true for the Executive Board, whose members should cover as broad a spectrum of skills and abilities as possible. They need to understand the interactions and interdependencies in connection with material sustainability topics such as decarbonization, the circular economy, health & safety and sustainability in supply chains. The members of Greiner AG's Executive Board are qualified to manage these impacts and thus advance the company's sustainable alignment by virtue of their educational and professional backgrounds, their previous experience in the corporate environment and their careers to date at Greiner. The Board members' active involvement in the various activities and topics leads to a continuous expansion of knowledge and expertise, particularly in sustainability. This is done partly through the strategy and the objectives and measures embedded in it, and partly through the ongoing collection of key figures and reporting. The Executive Board of the Greiner Group is also deeply involved in various committees and initiatives and attends numerous professional events that invariably address sustainability issues. We should emphasize that the CEO of the Greiner Group, Axel Kühner, has long been particularly active in initiatives and efforts related to plastics and the circular economy. He has actively promoted the topic through his network. Thanks to the numerous ways in which the members of the Executive Board are involved and participate in various sustainability committees within the company, they are very familiar with current developments and the impacts on and by Greiner and are thus able to expand their expertise step by step.

CEO Axel Kühner was responsible for the direction and further development of the Group-wide corporate strategy and the sustainability strategy in the 2023 reporting year. This is done in close collaboration with the entire Executive Board and in coordination with the Supervisory Board and the various specialist departments and management levels. The circular economy is at the forefront of business considerations for the plastics and foam processing business model. Developing and driving circular business models is critical to successfully leading the company into a sustainable future. Pushing ahead with Group-wide decarbonization measures is another important point in this context. The transition to alternative energy supply systems is an important factor that has primarily been supported in recent years by Axel Kühner's previous experience in the automotive industry and the implementation of energy optimization programs.



These efforts are assisted by Executive Board member Manfred Stanek (COO), who can contribute his experience in synergy and efficiency. The decarbonization and circular economy activities in product sustainability are based on the extensive experience, commitment, and comprehensive market knowledge held not only by the CEO but also by the COO, who headed the Greiner Packaging division until May 2023 and has gained deep insights into the industry and market requirements over the years.

The Executive Board members' sustainability work focuses on corporate culture and human resources management in addition to environmental issues. Diversity and people development are key areas of responsibility for the CEO and are driven in collaboration with the members of the Executive Board based on their expertise. Health & safety is one of the COO's main domains. In his role, he and his team were dedicated to the development and implementation of Group-wide health & safety policies. He also makes decisions regarding responsible sourcing and brings relevant knowledge in sustainable supply chain management to the table.

Chief Financial Officer (CFO) Hannes Moser is responsible for the development of sustainability reporting and the implementation of the relevant regulations in his capacity as CFO and based on his previous knowledge and experience. In view of the increasing integration of sustainability management and finance, he is in charge of sustainable finance and was therefore also responsible for the sustainable ESG promissory note loan that was signed in 2022.

The sustainable development of an international group of companies is a complex management task that requires not only experience and qualifications but also lifelong learning. Greiner

AG's Executive Board members are in close contact and close coordination with the Sustainability Committees as well as managers and experts from a wide range of areas. The result is a transfer of knowledge within the company and a learning process across hierarchical levels and specialist areas that enables us to meet current and future challenges. Saori Dubourg took over from Axel Kühner as CEO in March 2024.

The Executive Board of Greiner AG is, by its own assessment, diverse and competent. This is illustrated by the competence matrix below:

Manfred Stanek (COO)
Hannes Moser (CFO)
Axel Kühner (CEO until December 31, 2023)
Saori Dubourg (CEO since March 1, 2024)

	Saori Dubourg (CEO since March 1, 2024)	Axel Kühner (CEO until December 31, 2023)	Hannes Moser (CFO)	Manfred Stanek (COO)
Corporate governance and strategy development	x	x	x	x
Customer-specific perspectives	x	x	x	x
Technology and product development	x			x
International markets	x	x	x	x
Finance	x		x	
Corporate and capital market law				x
Human resources	x	x		x
Employee-specific perspectives	x	x	x	x
Digitalization	x	x	x	x
Sustainability and regulatory requirements	x	x	x	x
International experience and background	x	x	x	x

Competence matrix for Greiner AG Executive Board members



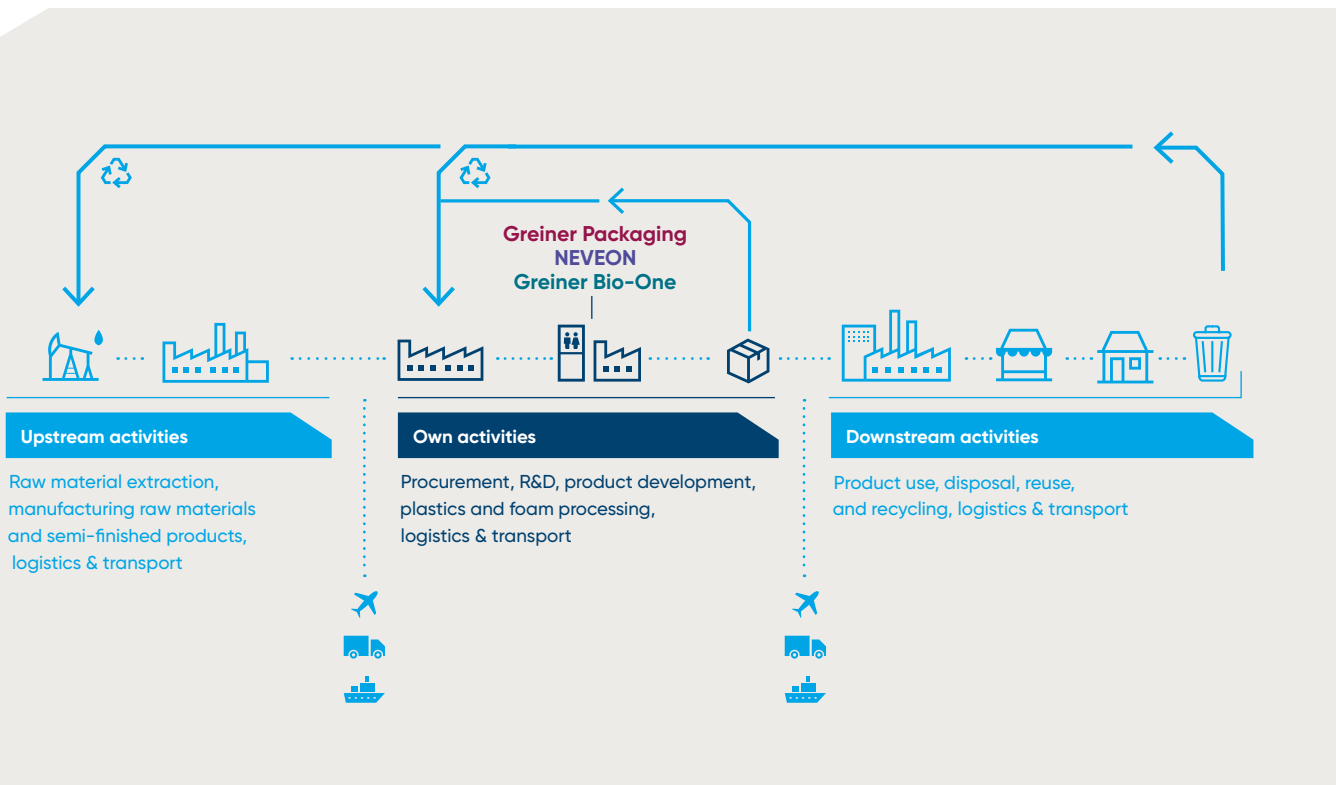
Pay incentives for management bodies

The successful implementation of sustainability agendas can be effectively incentivized by integrating sustainability factors into remuneration mechanisms. We have implemented these aspects for the members of the Executive Board and selected managers such as the divisional heads. Depending on the manager's area of expertise, specific targets and their weighting are agreed upon each year on the basis of the sustainability strategy. This means that the remuneration of the Executive Board and other managers is linked not only to financial performance criteria but also to non-financial sustainability criteria (ESG) that promote the achievement of sustainability targets. The combination of financial targets, such as earnings and profitability targets with non-financial targets is in the interest of the owners and serves the sustainable, successful long-term performance of the Group. The managers' individual sustainability performance is measured on the basis of annual non-financial key figures and activities, which are validated by external bodies. For example, in the 2023 financial year, performance-based pay components were linked to the following sustainability targets: conducting Group-wide sustainability assessments, implementing sustainable supply chain management processes, and increasing the share of women in leadership positions.

Greiner does not yet have a uniform Group-wide remuneration policy. The remuneration mechanisms are the responsibility of the individual divisions, Greiner AG and, in some cases, the local organizations. However, the aim is to develop and implement a Group-wide remuneration policy in the coming financial year. Our plan for 2024 is to extend variable remuneration to a larger number of employees – not only to create broad awareness but also to provide incentives for sustainable development across the Group. We already set the course for the implementation of sustainability criteria in individual performance appraisals during the reporting period. For example, we developed and analyzed various concepts aimed at both employees with a variable remuneration component and those who have not yet received any performance-related variable remuneration. With this in mind, we decided in 2023 to introduce a compulsory collective sustainability target in occupational health & safety for the entire Greiner Group for all employees whose performance is assessed on the basis of individual targets. We expect that we will be adding other sustainability goals, such as the reduction of greenhouse gas (GHG) emissions, in the coming years.

Greiner value chain

Many stakeholders are involved in manufacturing our products and there are numerous steps to the process: upstream, in our own operations, and downstream. Our value chain shows our products' journey from start to end, from extracting and manufacturing raw materials to research and development, plastics and foam processing, all the way through to product use and disposal or, ideally, reuse and recycling. One thing is clear: **Nothing beats successful collaboration.**



Our value chain

We create value for our stakeholders. As an employer, we provide jobs in 33 countries at our more than 118 production and sales locations. We pay our employees fair wages and salaries and contribute to the funding of state, regional, and local governments by paying taxes and levies. We work closely with local and international business partners along the entire value chain, indirectly creating jobs and adding value. At the same

time, we acknowledge our responsibility to avoid possible negative effects related to our own activities – including upstream and downstream activities that we can influence through our business relationships. There were no material changes in the industries in which we operate or in our upstream and downstream activities compared to the previous reporting period.

Greiner Packaging is a global company that produces plastic packaging for the food, non-food, and multi-use industries. Its best-known products are yogurt cups and drinking bottles, but it also produces technical plastic parts for household appliances and gardening tools. The products in this portfolio are made using plastic granules made from polypropylene (PP), polystyrene (PS), polyethylene (PE), or polyethylene terephthalate (PET), for example. Almost all of these granulates are delivered by truck from large petrochemical companies. The various types of packaging are mostly manufactured using thermoforming or injection-molding processes at over 20 production sites worldwide. Upstream transportation is similar to downstream transportation, which also largely takes place by truck. After being filled at a dairy or elsewhere, the packaging products are distributed to end customers by wholesalers and retailers. After the usage phase, the packaging is either incinerated, sent to a landfill, or recycled back into the production cycle. The disposal method is heavily dependent on the disposal infrastructure available in the respective market.



NEVEON is an integrated foam group whose product range includes mattresses, upholstery, aircraft seats, 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 its products. Foams are made from polyurethanes (PU). To optimize the properties of its products for specific applications, NEVEON also uses a large number of additives such as vegetable oils, activators, catalysts, fillers, adhesives, dyes, flame retardants, and antibacterial agents. It also 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. At the end of their long service life, the products are usually either incinerated or sent to a 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.



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. They are made from polyethylene terephthalate (PET), a thermal plastic, and other materials, such as polystyrene (PS), and are processed by Greiner Bio-One. Our manufacturing sites in the USA, Brazil, Thailand, Austria, Germany, and Hungary source products from petrochemical companies worldwide. Intercontinental shipments are transported by container ship. We use trucks to transport 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 used in medicine and research and so are legally required to be incinerated after use.





Stakeholders

We aim to generate positive added value for all our stakeholders. We respect our stakeholders' diverse perspectives, attitudes, and expectations and strive to achieve a fair balance of interests. We hold one thing to be self-evident: Nothing beats staying in continuous communication with the various stakeholders. This is why we provide them with transparent information about our business and strategic plans on a regular basis. The choice of topics, the selected dialogue formats, and the frequency of communication vary depending on the stakeholders.

We revised our materiality analysis in 2023 to obtain an accurate picture of our stakeholders' requirements and included both internal and external interest groups. The feedback we received was an important step in determining the main topics

and refining our sustainability strategy. The following table provides an overview of the most important stakeholder groups identified during the materiality analysis and the formats we use to communicate with them.

Stakeholders and dialogue formats

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

Memberships & initiatives



As we face complex challenges, such as the fight against the climate crisis and the establishment of a circular economy, we need to come up with joint solutions that span all countries, industries, and stages of the value chain. This is why we have joined various organizations and support initiatives in which a wide range of companies, non-governmental organizations, and financial institutions are working to make our economy more sustainable. Because nothing beats working together as a strong team.

Dialogue and networking

We are involved in numerous cross-industry associations, organizations, and initiatives. Our strategically most important memberships in sustainability are the Ellen MacArthur Foundation, the Business Coalition for a Global Plastics Treaty, the Platform Packaging with a Future, and the Alliance to End Plastic Waste. Greiner Packaging is part of Forum Rezyklat, a recycling alliance that develops practical, consumer-oriented solutions for recyclable packaging. We are also a member of the respACT business platform, the Federation of Austrian Industries, and regional networks such as Business Upper Austria. Other initiatives and projects that we support include the UK Plastics Pact, the Circular Plastics Alliance, the LIT Factory, HolyGrail2.0, PRE Plastics Recyclers Europe, SCS Styrenics Circular Solutions, PET2PACK, and REC2PACK. Our memberships, partnerships and sponsorships must conform to our donation and sponsorship policies. No funding is available for political parties or their activist organizations or for alternative religious movements or institutions.

Common challenge – the circular economy

Establishing a circular economy is a complex challenge that requires numerous stakeholders to collaborate across sectors. Greiner belongs to organizations that are tackling this challenge and working on solutions for the future.

Ellen MacArthur Foundation & New Plastics Economy

The Ellen MacArthur Foundation aims to establish a circular economy for plastics where plastic never can become waste and harm the environment. In addition to our membership, we have signed the New Plastics Economy Global Commitment, as have more than 500 other organizations worldwide. It includes a commitment to eliminate problematic and unnecessary plastic packaging by the end of 2025. By signing the agreement, we have also committed ourselves to driving innovation. Our goal at Greiner Packaging is to make 100 percent of our packaging reusable, recyclable, or compostable and use ten percent recycled plastics. Greiner documents the extent to which we achieve this goal each year and the Ellen MacArthur Foundation reviews it in a progress report.

Business Coalition for a Global Plastics Treaty

We have been advocating for a global agreement against plastic waste pollution since 2020. In 2022, we joined the newly founded Business Coalition For A Global Plastics Treaty, which was initiated by the Ellen MacArthur Foundation and the WWF. Joined by more than 150 members along the plastics value chain, financial institutions, and NGO partners, we are calling for an ambitious, global UN agreement.

Alliance to End Plastic Waste

The Alliance to End Plastic Waste is fighting the plastic waste problem with over 90 member companies, supporters, and alliance partners along the entire plastics value chain. The Alliance supports projects such as the installation of garbage barriers in rivers in Indonesia to prevent plastic waste from entering the sea. We joined the Alliance in 2020.

Platform Packaging with a Future

Platform Packaging with a Future was launched in 2019 with Greiner as a founding member. The platform is an association of companies along the value chain that play a key role in the packaging and recycling industry. All members work together to analyze existing solutions for challenges in the packaging sector and translate them into holistic and widely applicable solutions.



Our contribution to the Ten Principles of the UN Global Compact

As a business partner and employer, we have been contributing to sustainable development in a variety of ways for more than 150 years. Our focus is on observing human and labor rights as well as protecting the environment and complying with ethics standards. To underscore these efforts, we decided in 2020 to join the UN Global Compact (UNGC), the world's largest and most significant initiative for responsible corporate governance. The goal of the worldwide movement spanning business, politics and civil society is to make globalization more pro-social and eco-friendly and thus contribute to an inclusive and sustainable global economy.

Greiner is committed to the ten universal principles of the UNGC in human rights, labor standards, the environment, and anti-corruption, which are based on various key United Nations (UN) conventions. We actively contribute to promoting and complying with these principles and to implementing the UN's 2030 Agenda with its 17 Sustainable Development Goals (SDGs). This report provides insights into the measures and activities that we have implemented in the individual areas of the UNGC to fulfill the SDGs during the reporting period.

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.

Environmental protection

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.

Combating corruption

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

Sustainable Development Goals (SDGs)

The 2030 Agenda for Sustainable Development was adopted at a United Nations (UN) summit in 2015. All 193 member states of the United Nations committed to implementing the 2030 Agenda with its 17 Sustainable Development Goals (SDGs) at a national, regional, and international level by 2030. The 17 SDGs and their 169 sub-goals shape the responsibilities of governments, businesses, cities, and civil societies and define the economic, social, and environmental dimensions of sustainable development.

SDG 3 Good health and well-being



We are a responsible company and make a significant contribution to the health and occupational safety of our employees. We contribute to everyone's well-being by offering a wide range of training courses and conducting numerous preventive measures and routine activities. Our focus is on providing access to a comprehensive range of health services and avoiding negative health effects from actions such as the use and processing of chemicals and hazardous substances or the contamination of air, water, and soil. Last but not least, much of our product portfolio is used in the medical sector, which enables us to make a positive contribution to health promotion and research.

SDG 5 Gender equality



We are committed to diversity and equal opportunities and recognize that these are important components of a respectful corporate culture and an inclusive and positive work environment. Diversity and respect are our top priorities. We constantly work to offer current and future employees equal opportunities through appropriate awareness-raising activities, specific targets such as increasing the proportion of women in leadership positions, and numerous measures to prevent discrimination.

We support the implementation of the SDGs and pursue various sustainability activities to make a significant contribution to achieving the goals. When we conducted the materiality analysis again in 2023, we looked at the SDGs that we affect the most with our business model and core business. Our efforts focus on SDGs 3, 5, 8, 12, and 13 along the entire value chain. In addition, we address Greiner's direct and indirect impact on the other SDGs and we do our part to achieve these goals.

SDG 8 Decent work and economic growth



We have been striving for sustainable corporate growth that helps build regional value and generates societal benefits ever since our company was founded. As a responsible employer, we create decent jobs and offer all employees the opportunity to participate equally in economic life. We also promote respect for and compliance with human rights in our supply chains.

SDG 12 Responsible consumption and production



We are committed to fostering sustainable consumption patterns that conserve resources, and we contribute to this goal through targeted product and technology innovations. Our efforts focus on the efficient use of resources, clean production, and waste avoidance. At the same time, we lay the groundwork for our products to be reused several times and recycled at the end of their useful life. This enables us to actively contribute to a comprehensive circular economy and sustainable consumption and production patterns.

SDG 13 Climate action



Climate protection is one of the three pillars of our Blue Plan sustainability strategy, which makes it the number-one priority in our sustainability agenda. With the help of numerous measures, such as gradually increasing the proportion of renewable energy and promoting energy efficiency in production, we want to help reduce global greenhouse gas emissions and achieve our Group-wide climate targets, which were approved in 2023 by the Science Based Targets initiative. The targets cover direct and indirect emissions from all areas of the company.

Material topics

During the reporting period, we conducted a new materiality analysis based on the double materiality principle and in line with current and future sustainability reporting requirements. Materiality analysis is a key process for keeping an organization focused on its most important issues, considering the expectations of all stakeholders, minimizing risks and thus ensuring the long-term success of the company. Nothing beats an understanding of the material topics.



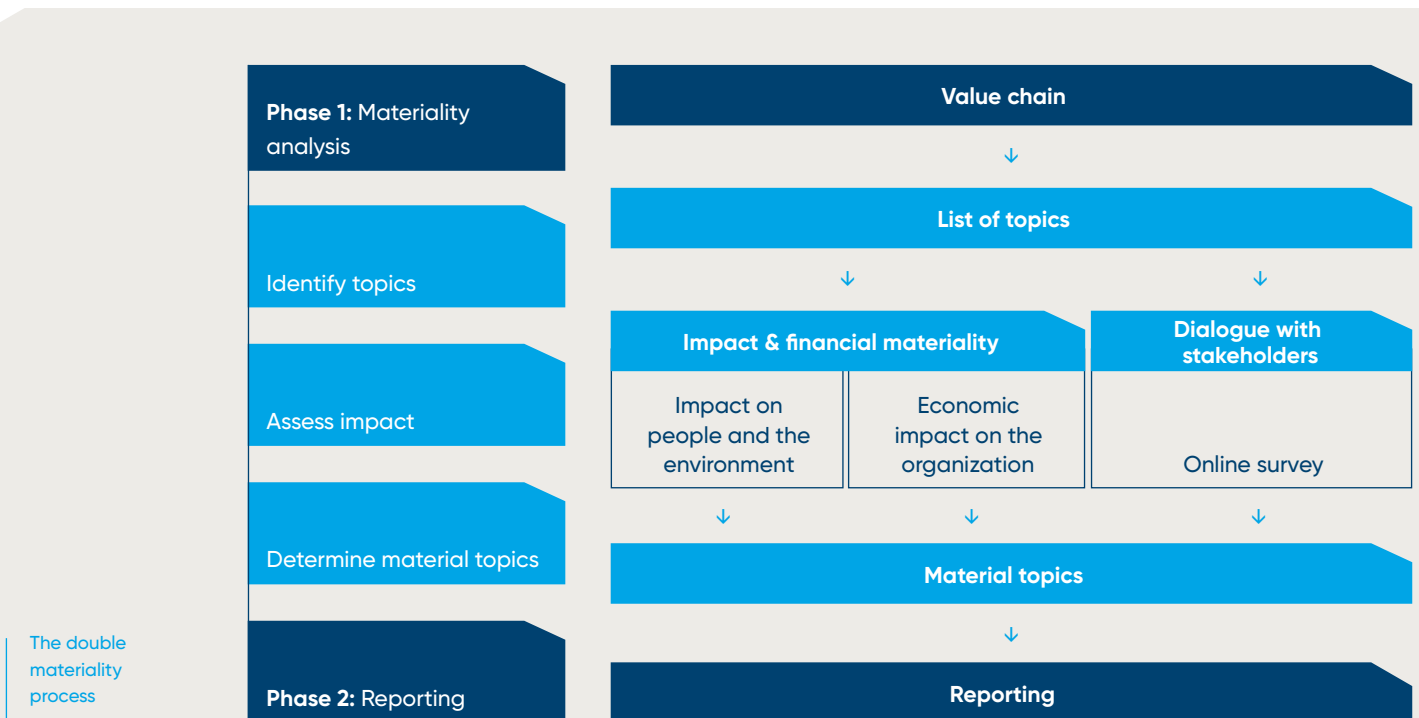
Our materiality analysis in 2023

Identifying and regularly updating material topics is the basis for results-driven sustainability management at any company. We carried out the materiality analysis for the first time in 2015 before revising and updating it in 2020 in accordance with the GRI standards. Due to the introduction of the new sustainability reporting regulations, which will also be mandatory for us starting with the financial year of 2025, we repeated the materiality analysis in 2023 with the support of an external consulting firm. The chosen approach complies with both the requirements of the GRI standards underlying this report and the future requirements of the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS). The materiality analysis was carried out for the first time based on the double materiality principle. We therefore not only, evaluated the impact of our business activities on people and the environment (inside-out perspective; impact materiality) but also analyzed and assessed the dependencies on natural, human, and social resources and the associated risks and opportunities for Greiner's financial performance (outside-in perspective; financial materiality). We took into account the demands and expectations of our key stakeholder groups by involving them in the process of determining the material topics.

The following description outlines the materiality analysis process, which is coordinated and carried out by Greiner AG's Sustainability Department. The identified topics and their assessed impacts are reviewed annually to ensure that they are complete and up to date. The entire materiality analysis process, including the stakeholder survey, is completed every three years.

Value chain and allocation of sustainability topics

The new materiality analysis was prepared under the lead coordination of the Greiner sustainability team, with support from an external consulting firm. The project team began by identifying and listing all potentially material environmental, social, and governance topics along Greiner's value chain. This longlist was based on the sustainability aspects listed in the ESRS as topics, subtopics, and sub-subtopics. In addition, the longlist takes account of the results of the last materiality analysis in 2020, current and future regulatory requirements, industry-specific trends, and other topics important to Greiner. All potentially material sustainability aspects of this longlist were grouped by topic in much the same way as the topic-related ESRS.



All of the topics on the longlist were then assigned to the individual divisions' value chains in a joint workshop between the external consulting firm and the Greiner sustainability team. Each potentially material topic was assessed in the workshop as relevant or not relevant to the direct or indirect impact on people or the environment that could or does occur along the value chain. Topics were only removed from the list if they were classified as not relevant to all stages of the three divisions' value chains. This process yielded a consolidated list of twelve potentially material topics to which we assigned almost 100 subtopics and sub-subtopics.

Impact materiality

To assess impact materiality, the actual and potential positive and negative impacts of activities, products, and business relationships on people and the environment were compiled for the twelve potentially material topics and subjected to an initial preliminary assessment. This was done by the Greiner project team in close collaboration with the external consulting firm. The potential positive and negative impacts were considered over short, medium, and long-term horizons (up to 2030) and subjected to a joint assessment. For example, the experts from the external consulting firm incorporated relevant CO₂ data to determine and assess the environmental impact as well as internationally recognized social impact indicators (such as the Corruption Perception Index, Global Rights Index). The impact was assessed by scoring the criteria of scale, scope,

and irreversibility on a scale of one to six. The probability of occurrence was also determined for each impact.

The Greiner project team and the external experts then jointly analyzed the effects and preliminary assessments of the twelve potentially material topics in greater depth in a workshop. This also involved evaluating the numerous subtopics and sub-subtopics. The assessments were also carried out in line with the aforementioned methodology (scale, scope, irreversibility, probability of occurrence) and were included in the overall assessment of the potentially material topics. The mean of the three evaluation criteria (scale, scope, and irreversibility) and the inclusion of the probability of occurrence ultimately resulted in the sustainability impact materiality of the individual topics.

Dialogue with stakeholders

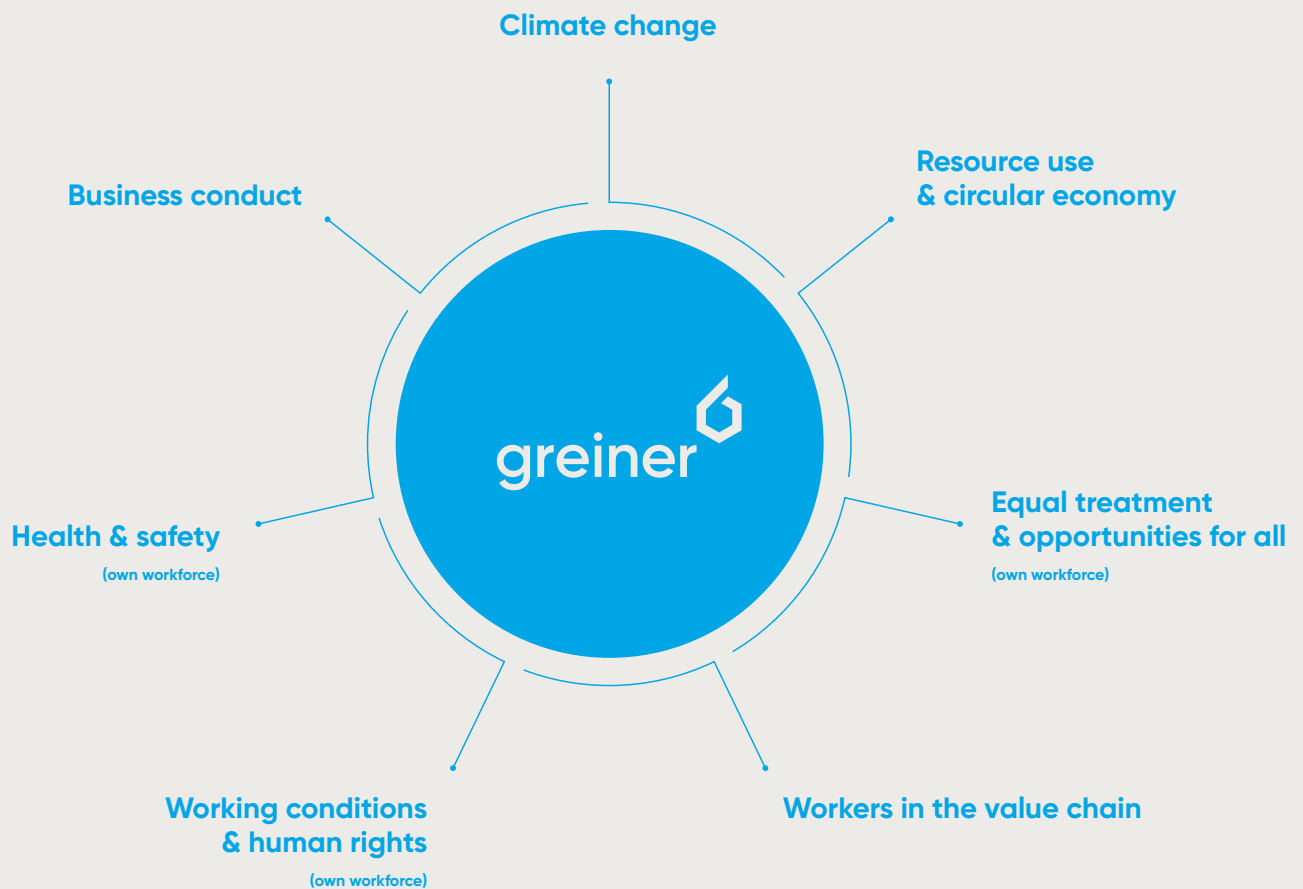
In the course of conducting the materiality analysis, Greiner invited representatives of key internal and external stakeholder groups to complete a survey so that they could participate in prioritizing future sustainability topics. In total, online survey invitations were sent to more than 4,000 people from various stakeholder groups – employees, customers, suppliers and business partners, owners, the capital market, local communities, associations and platforms, NGOs, science and research, the press, elected and unelected government officials.

The survey was based on the twelve potentially material topics previously identified as part of the impact materiality assessment. Two of the twelve topics (water and marine resources as well as business conduct and supply chain management) were split to provide a more specific picture by allowing stakeholders to rate them separately. In the first part of the online survey, stakeholders rated each of these 14 potentially material topics on a scale from one to six. Next, the top five topics had to be selected from the overall list.

In total, over 700 stakeholders took part in the survey. All stakeholder groups were given equal weighting in the evaluation. The number of mentions for the top five topics was converted proportionally to a scale from one to six. This value was then combined with the results of the topic evaluations in a 50:50 weighting.



Our material topics



Financial materiality

To assess financial materiality, the project team first drew up an inventory of opportunities and risks. This process also involved the experts responsible for the Group-wide risk management process at Greiner. The inventory identified potential and actual environmental, social, and regulatory risks and opportunities that could have a financial impact on the company's development and financial position in the short, medium, and long term (up to 2030), broken down by ESRS topic, subtopic, and sub-subtopic. It also included actual and potential risks and opportunities identified in the ESG risk analysis.

All opportunities and risks were assessed in a workshop held by the Greiner project team, the risk management specialists, and the experts from the external consulting firm. Each opportunity and risk was scored on a scale from one to five in terms

of its potential financial impact and probability of occurrence. Opportunities and risks were assessed on a gross basis – that is, without taking into account planned or implemented measures. Finally, individual ratings were aggregated by topic. The mean of the two evaluation criteria (scale and probability of occurrence) resulted in the financial materiality of the individual topics.

Our material topics

The quantitative assessment of impact materiality and financial materiality essentially determined which of the potentially material topics made it onto the list of actual material topics. The project team determined that a topic must have a score of at least 3.6 (60 percent of the maximum score of six points) for either impact materiality or financial materiality.

As a multinational company with a global supplier and customer network, we want to ensure and continue to disclose that we and our business partners comply with all applicable laws, regulations, and other requirements. We will therefore also report on business conduct even though its scores fell below the quantitative threshold of 3.6. The following topics were thus defined as material:

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

Subject area	Material topic	Strategic pillar	GRI	ESRS	Reference
Environment	Climate change	Climate	201, 302, 305	E1	Page 94
	Resource use & circular economy	Circular economy	301, 303, 306	E5	Page 122
Social	Working conditions & human rights (own workforce)	People	401, 404	S1	Page 150
	Health & safety (own workforce)		403	S1	Page 163
	Equal treatment & opportunities for all (own workforce)		405, 406	S1	Page 177
	Working conditions & human rights in the value chain		408	S2	Page 188
Governance	Business conduct	Circular economy, people	205, 206, 308, 406, 414	G1	Page 202

Assignment of material topics

The Greiner Sustainability Council is the information and decision-making body for the management of ESG impacts, opportunities, and risks, and is therefore also responsible for reviewing and approving the reported information, including the organization’s material topics. The materiality analysis process and the material topics identified in it were presented at the last Sustainability Council meeting in 2023. The presented results were jointly discussed and approved.

Changes in our material topics

The list of material topics has changed and is shorter than in the 2020 materiality analysis. “Climate change & greenhouse gas emissions” was renamed “Climate change”, “Circular economy” was renamed “Resource use & circular economy”,

“Diversity, equal opportunity & non-discrimination” was renamed “Equal treatment & opportunities for all (own workforce),” and “Occupational health & safety” was renamed “Health & safety (own workforce)”. “Attraction & retention of talent” and “Training and further education” were combined into “Working conditions & human rights (own workforce)” and “Responsible procurement along the value chain” and “Ethics & compliance” were combined into “Business conduct”. “Workers & human rights in the value chain” is a new topic. “Water use”, “Environmental compliance & biodiversity”, “Local community”, “Research & development”, “Customer satisfaction” and “Product quality, health & safety” were removed from the list of material topics due to the low impact associated with them.



The Blue Plan – our contribution to a better future

The Blue Plan has been Greiner's overarching Group-wide sustainability strategy since 2020. It provides the strategic framework for our activities and is centered around three material pillars: climate, circular economy, and people. Blue Plan and our divisions' strategies complement and reinforce each other. After all, nothing beats having a joint-foundation basis for the company's sustainable development.

Sustainable action is becoming a categorical imperative amid the growing climate crisis and increasing social injustice. Companies have a responsibility to make effective contributions to sustainable development. The realization that individual selective measures are not enough to turn the tide is rooted in scientific studies and is gradually gaining ground in politics and business. It is therefore incumbent on companies to develop strategies that yield effective, vigorous action and produce sustainable impacts. The Greiner sustainability strategy addresses global challenges in areas such as environmental and climate protection. It helps to steer our wide-ranging activities for developing sustainable solutions and concepts in the right direction. Sustainability has always been an essential part of our business, and we are aware that this topic will continue to increase in strategic importance.

Our sustainability strategy launched in 2020 is based on the material sustainability issues and takes current megatrends and market developments into account. It consists of the three pillars of climate, circular economy, and people and encompasses all areas of the company as well as the entire upstream and downstream value chain. These strategic pillars are closely interconnected and cannot be viewed in isolation from one another: Without a circular economy, there can be no climate protection, and without motivated and properly trained employees, we as a company will not be able to achieve the

necessary transformation. The Blue Plan aims to successively optimize existing processes, products, and services in order to largely avoid or at least minimize negative environmental and social impacts. However, the Blue Plan also sets out a general direction based on the Group-wide corporate strategy and the fourth strategic "sustainability" pillar encapsulated in it. It shows which areas we should focus on and where we need to develop new concepts and tap into new markets in the future. In the short term, the sustainability strategy should produce optimizations in the existing business and lay the groundwork for the company's long-term sustainable trajectory.

The Blue Plan is regularly reviewed and updated if necessary. We evaluate target achievement during this process and define new measures if necessary. However, the evaluation may also prompt us to integrate new material topics and associated goals into the strategy. After all, we as a company and organization are characterized by increasingly rapid change that is dynamically changing our market and political environment and placing new demands on the business model. To keep up with these developments, it is essential that we constantly review our sustainability strategy to ensure that it is effective and current. Any changes and additions are introduced through sustainability governance and decided by the Sustainability Council under the auspices of the CEO of Greiner AG.

The three pillars of the Blue Plan



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

We want to slash our absolute emissions. Our climate targets have been verified by the Science Based Targets initiative. We have set ourselves the goal of reducing our absolute Scope 1 and 2 carbon emissions by 60 percent by 2030 (base year 2021). We are also committed to reducing absolute Scope 3 GHG carbon emissions from fuel- and energy-related activities, upstream and downstream transportation and distribution, as well as the end-of-life treatment of sold products by 25 percent by 2030. In addition, we want 80 percent of our suppliers to also have science-based targets (SBTs) by 2027, as measured by the emissions from the goods and services we purchase from them.



We want to be a fully circular business by 2030.

We want to close loops. This is especially true for our products, which we want to design and produce in such a way that they can be managed in loops. However, our vision of a comprehensive circular economy also applies to our overall use of resources. By tracking and actively improving the environmental footprint of our products, we ensure that we will only be manufacturing circular products in the long term. We have set ourselves the goal of making 100 percent of our packaging (Greiner Packaging) reusable, recyclable or compostable by 2025. We also strive to replace primary materials with secondary materials. We also aim to recycle 75 percent of our waste by 2030, send zero waste to landfills, and significantly reduce our water consumption. We have also committed to working only with suppliers who have a proven track record of sustainability and an EcoVadis score of at least 50 points. We aim to achieve this by 2030.



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

We are committed to developing and nurturing our employees' talents and skills. That is why we have put training and education at the heart of what we do. As a company with a unique corporate culture, we also place a great deal of emphasis on our employees' physical and mental health. A workplace at Greiner should be characterized by respect, openness, trust, and reliability. We want to support employees who have the ambition to hone their talents and skills. We have therefore set ourselves the goal of increasing the number of training hours per employee to an average of 16 hours by 2025. Because health is paramount, we are committed to bringing down the accident frequency rate by 50 percent by 2025 and offering more health & safety measures. In addition, we want women to account for 50 percent of non-production personnel by 2025 and 40 percent of leadership positions by 2030.

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)

2027 80% of Scope 3.1 emissions (purchased goods and services) are covered by suppliers with science-based targets

2024 CDP climate: A rating

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

2030 100% renewable electricity

2030 2.5% self-produced renewable electricity

2030 Greiner Packaging:
7.5% improvement in energy intensity (base year 2021)

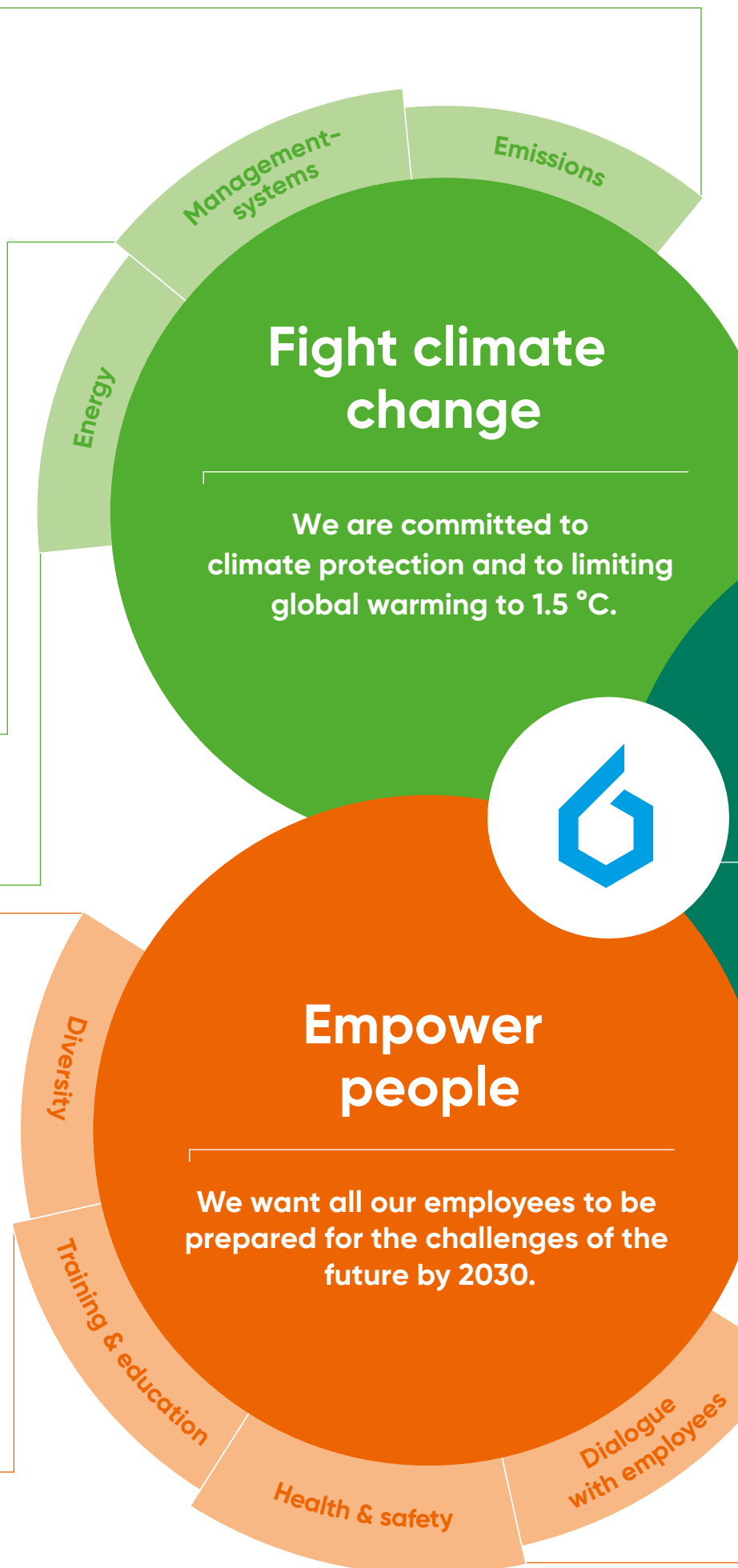
2030 NEVEON:
15% improvement in energy intensity (base year 2021)

2030 Greiner Bio-One:
10% improvement in energy intensity (base year 2018)

2030 40% women in leadership positions

2025 50% women outside of production

2025 Average of 16 training hours per employee per year



The Greiner Blue Plan

Create a circular business

We want to be a fully circular business by 2030.

Suppliers

Waste

Materials

80% of purchasing volume covered by Greiner Code of Conduct (or equivalent)

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

2030 0t waste sent to landfill worldwide

2025 0t waste sent to landfill in Europe

2030 75% of waste recycled

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

Increase in secondary materials

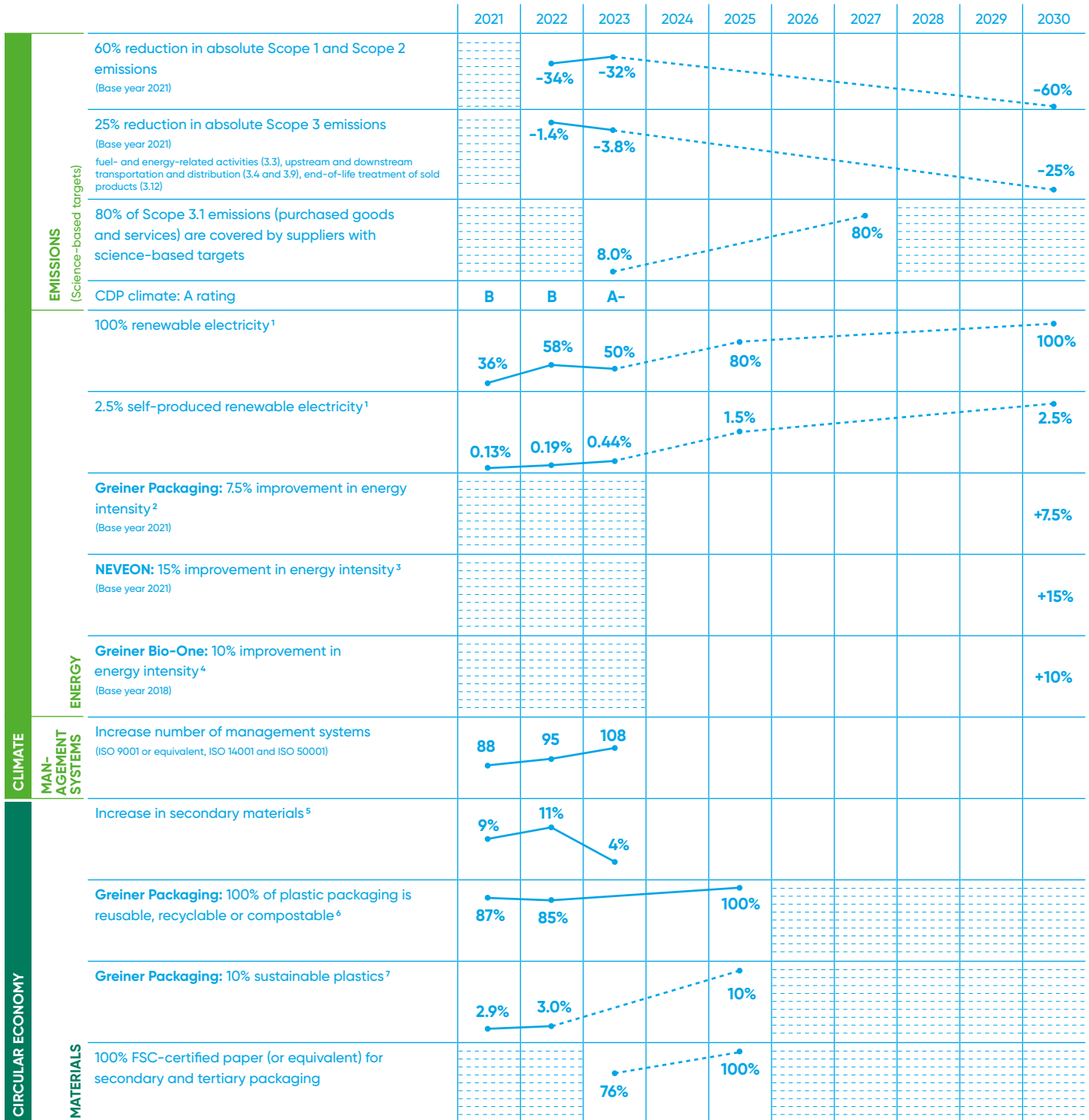
2030 Increase in general or collective bargaining agreements

2030 Carry out regular employee surveys

2025 50% reduction in accident frequency of major accidents (base year 2018)

Increase number of ISO 45001 certified sites

Overview of 2023 sustainability performance



1 Based on total electricity consumption (purchased and self-produced) 2 Electricity consumption (kWh) / amount of finished products (kg) 3 energy consumption (whole year) / gross margin (EUR) 4 Electricity and gas consumption (kWh) / plastics used (kg) 5 Share of secondary materials (raw materials, consumables, supplies and packaging) used in total material consumption 6 85% of our plastic packaging is "designed for recycling" according to the definition of the Ellen MacArthur Foundation's Global Commitment. 7 Proportion of sustainable plastic raw materials used (recycled or bio based) in all plastic raw materials used

		2021	2022	2023	2024	2025	2026	2027	2028	2029	2030		
CIRCULAR ECONOMY	WASTE	0 t waste sent to landfill in Europe	1,751t	1,743t	867t		0t						
		0 t waste sent to landfill worldwide	3,004t	3,339t	2,345t							0t	
		75% of waste recycled	44%	43%	42%		50%					75%	
	WATER	Develop a Water Policy for all Greiner sites	✘	✘	✘								
		Record water savings potential in water-stressed areas		67%	75%								
		80% of purchasing volume covered by Greiner Code of Conduct (or equivalent)	63%	77%	77%								
	SUPPLIERS	99% of suppliers (> 500 thousand euros) have achieved the EcoVadis minimum number of points		>10%	>36%							99%	
		100% of employees involved with purchasing attended training			100%								
		HEALTH & SAFETY	50% reduction in accident frequency rate (per 1 mio. hours worked) ⁸ (Base year 2018)	-16%	-27%	-41%		-50%					
			Increase number of ISO 45001 certified sites	6	10	15							
>5 health-related measures per site ⁹	33%		29%	30%									
DIALOGUE WITH EMPLOYEES	80% of employees have annual performance reviews	65%	58%	69%									
	Increase in general or collective bargaining agreements	50%	54%	55%									
	Carry out regular employee surveys	✔	✘	✘									
DIVERSITY	40% women in leadership positions ¹⁰	26.6%	26.3%	27.5%		35%					40%		
	50% women outside of production	43.0%	43.8%	43.8%		50%							
	TRAINING & FURTHER EDUCATION	Average of 16 hours per employee per year	11h	15h	15h		16h						

⁸ The accident frequency rate refers to major accidents per 1 mio. hours worked ⁹ Locations with 1–50 employees = 5 measures; 51–100 employees = 7 measures; 101–299 employees = 9 measures; > 300 employees = 11 measures ¹⁰ Managers = people who have responsibility for staff