



Social



Subcontents

150	Own workforce
155	– Working conditions & human rights
163	– Health & safety
172	– Training & further education
177	– Diversity, equity & inclusion
186	Workes in the value chain
188	– Working conditions & human rights
191	Social commitment



Management approach Own workforce

The people behind Greiner make us what we are – unique. They inspire us every day and constantly drive us forward as a company. This is why we focus specifically on the demands at tomorrow's workplace and are committed to continuing to create excellent conditions for our employees, thereby laying the foundation for Greiner's successful and sustainable development.

As a family business with a company tradition dating back more than 150 years, we have always remained true to our values and our culture of appreciation, trust, and reliability toward our 11,275 employees. We encourage people to act independently and use their own initiative, and we promote cross-divisional and cross-cultural collaboration. We are committed to equal opportunities at all levels and encourage everyone to work together to implement our sustainability strategy and contribute to the transformation of our company.

Our impact in the value chain:

○ upstream processes ● own processes ○ downstream processes

Actual & potential impacts

Positive

- The creation of an attractive and inclusive work environment improves our productivity, competitiveness and image
- The promotion of diversity, equity & inclusion boosts innovative strength and thus builds resilience
- A comprehensive training and continuing education program helps us retain employees and sharpens our competitive edge
- Clear policies regarding our values and principles improve working conditions and business practices along the entire value chain
- We build our corporate brand as a responsible company, securing long-term business relationships and our success as a company
- Community involvement improves our image and strengthens local relationships

Negative

- Employee dissatisfaction leads to greater employee turnover
- Failure to address diversity, equity & inclusion causes reputational risks and a competitive disadvantage
- Non-compliance with occupational health & safety standards creates health & safety risks
- Lack of preventive health measures has a negative impact on employees' physical and mental health
- Lack of innovation potential weakens our market position, hurting employees' career and success prospects due to an absence of training and further education programs
- Failure to involve business partners in social concerns leads to non-compliance with labor and human rights along the value chain
- Lack of community involvement causes reputational damage

Implemented measures & policies

- We developed a Group-wide "People & Culture" strategy
- We created the necessary structures for close, improved cooperation throughout the Group regarding People & Culture
- We implemented the Greiner SuccessFactors HR management system to standardize and improve HR processes
- We introduced the Diversity, Equity & Inclusion Policy and intensified awareness-raising efforts
- We improved Group-wide collaboration in occupational safety by defining new responsibilities and standardizing reporting and monitoring
- We expanded the training and further education program for employees

Targets

- 50% reduction in accident frequency¹ rate by 2025 (base year 2018)
- Increase number of ISO 45001 certified sites
- > 5 health-related measures per site by 2023²
- 80% of employees have annual performance reviews by 2023
- Increase in general or collective bargaining agreements by 2030
- Carry out regular employee surveys by 2030
- 40% women in leadership positions³ by 2030
- 50% women outside of production by 2025
- Average of 16 training hours per employee per year by 2025

Performance & target achievement

- See [Overview of 2023 sustainability performance](#)

¹ The accident frequency rate refers to major accidents (accidents that result in more than eight hours of lost working time) per 1 mio. hours worked

² Locations with 1–50 employees = 5 measures; 51–100 employees = 7 measures; 101–299 employees = 9 measures; > 300 employees = 11 measures

³ Women in leadership positions = persons with personnel responsibility

Our employee key figures⁴ at a glance

	2021	2022	2023
Employees by gender [in headcount]			
Women	4,813	4,639	4,481
Men	7,879	7,009	6,777
Unknown or other	–	19	17
Greiner total	12,692	11,667	11,275
Employees by age [in headcount]			
under 30 years	2,359	1,950	1,796
30–50 years old	7,294	6,890	6,433
over 50 years old	3,039	2,828	3,046
Greiner total	12,692	11,667	11,275
Employees by continent [in headcount]			
Europe	10,837	9,626	9,461
North America	848	1,021	869
Asia	638	648	582
South America	226	262	257
Africa	143	111	106
Greiner total	12,692	11,667	11,275
Employees by employment relationship [in headcount]			
Full-time	11,712	10,966	10,595
Part-time	980	701	680
Greiner total	12,692	11,667	11,275
Full-time employees by gender [in headcount]			
Women	4,205	4,168	4,009
Men	7,507	6,784	6,572
Unknown or other	–	19	14
Greiner total	11,712	10,966	10,595
Full-time employees by continent [in headcount]			
Europe	9,882	8,941	8,791
North America	846	1,011	860
Asia	615	642	581
South America	226	262	257
Africa	143	111	106
Greiner total	11,712	10,966	10,595

⁴ Deviations from the reported employee figures in the chapters "Our company" and "Our development" result in particular from the sale of business units of Greiner Performa as of 28 December 2023. Further differences result from the ongoing harmonization of the different financial and personnel reporting systems.

	2021	2022	2023
Part-time employees by gender [in headcount]			
Women	607	476	472
Men	373	225	205
Unknown or other	–	0	3
Greiner total	980	701	680
Part-time employees by continent [in headcount]			
Europe	955	685	670
North America	2	10	9
Asia	23	6	1
South America	0	0	0
Africa	0	0	0
Greiner total	980	701	680
Employees by employment contract and gender [in headcount]			
Women	4,287	4,203	4,092
Men	7,135	6,508	6,301
Unknown or other	–	19	14
Total permanent employees	11,422	10,730	10,407
Women	526	436	389
Men	744	501	476
Unknown or other	–	0	3
Total temporary employees	1,270	937	868
Greiner total	12,692	11,667	11,275
Employees by employment contract by continent [in headcount]			
Europe	9,654	8,703	8,604
North America	792	1,020	867
Asia	607	635	573
South America	226	262	257
Africa	143	111	106
Total permanent employees	11,422	10,730	10,407
Europe	1,183	923	857
North America	56	1	2
Asia	31	13	9
South America	0	0	0
Africa	0	0	0
Total temporary employees	1,270	937	868
Greiner total	12,692	11,667	11,275

	2021	2022	2023
Hiring rate by gender [in %]			
Women	23.5	20.1	20.5
Men	23.3	17.2	18.6
Unknown or other ²	–	–	–
Greiner total	23.4	18.4	19.3
Hiring rate by age [in %]			
under 30 years	47.9	39.0	51.1
30–50 years old	20.4	15.8	16.0
over 50 years old	11.6	10.5	7.6
Greiner total	23.4	18.4	19.3
Hiring rate by continent [in %]			
Europe	19.9	16.1	18.1
North America	56.8	43.9	22.0
Asia	38.4	8.6	28.5
South America	40.3	34.0	41.6
Africa	6.0	5.4	4.7
Greiner total	23.4	18.4	19.3
Turnover rate by gender [in %]			
Women	20.8	23.2	31.2
Men	19.8	22.5	28.3
Unknown or other ⁵	–	–	–
Greiner total	20.2	22.9	29.5
Turnover rate by age [in %]			
under 30 years	34.9	46.7	53.9
30–50 years old	17.0	19.0	26.0
over 50 years old	16.3	15.9	22.5
Greiner total	20.2	22.9	29.5
Turnover rate by continent [in %]			
Europe	18.6	18.6	29.1
North America	46.2	66.6	37.7
Asia	11.6	12.9	18.9
South America	32.3	38.5	47.1
Africa	2.1	12.6	8.5
Greiner total	20.2	22.9	29.5

⁵ Too little data is available for the "unknown or other" gender hiring/turnover rate to give representative averages.

Working conditions & human rights



Nothing is possible without our employees. We can only continue to attract and retain highly skilled people if we continually strive to provide the best working conditions in a fair and inclusive environment. We have set out the key elements of our corporate culture in our values and principles, Code of Conduct, and Diversity, Equity & Inclusion Policy. Compliance with social standards and human rights is a top priority for us and is ensured through a wide range of measures.

Values and principles

Our corporate values – openness, appreciation, reliability, and striving for excellence – as well as compliance with social standards and respect for human rights are the framework for our everyday work. Greiner operates in numerous countries around the world. We work with a large network of business partners and want them to see us as a responsible partner and industry role model.

We have anchored the principles and guidelines that ensure we deal with one another fairly in the corporate values, the Greiner Code of Conduct and the Greiner Code of Conduct for Suppliers and Business Partners. We make our employees aware of them through training and information events. In cooperation with our suppliers and business partners, we make sure that this takes place in accordance with the UN Guiding Principles on Business and Human Rights and the Core Labor Standards as set out by the International Labor Organization (ILO) and in strict compliance with local laws. All relevant guidelines are available to the public on our website.

We oppose child labor and forced labor without exception. We also oppose the withholding of personal documents. Greiner supports fair pay as well as freedom of assembly

and expression. Discrimination, harassment, and breaches of our company policies are not tolerated. In order to comply with these principles, we rely on education and regular training, and we offer a whistleblowing platform (tell-greiner.com).

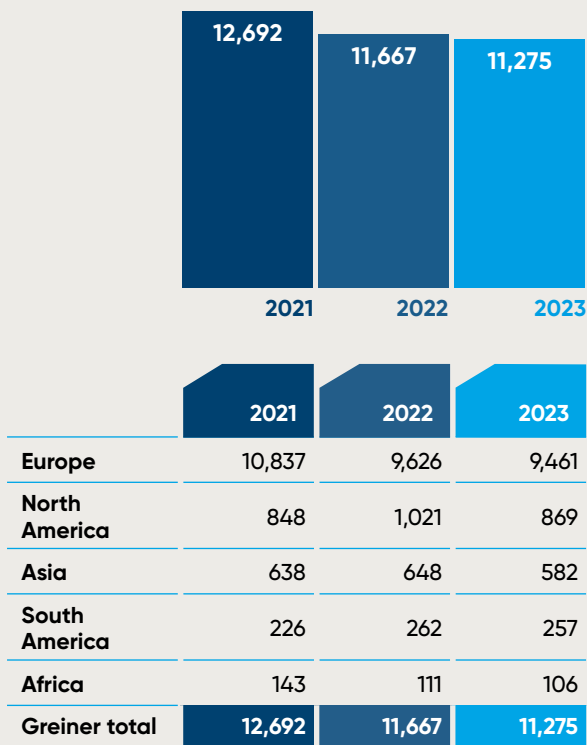
All of the above measures contribute to the fulfillment of our corporate due diligence obligations. In developing our due diligence procedures, we will continue to align with the OECD Due Diligence Guidance for Responsible Business Conduct. This also allows us to prepare for future legislation such as the Corporate Sustainability Due Diligence Directive (CS3D) planned by the EU Commission.

Due Diligence Guidance for Responsible Business Conduct

The ([OECD Due Diligence Guidance for Responsible Business Conduct](#)) consists of six steps. It plays a key role in helping us promote responsible and sustainable business practices.

- Read more under: [Our sustainability / Social / Workers in the value chain / Working conditions & human rights](#)

Employees per continent [in headcount]



Living Wage Employer certification

Our Greiner Bio-One UK business unit has been a certified Living Wage Employer since 2023. By signing the Living Wage Foundation's initiative, the company commits to pay all direct and indirect employees a fair wage based on the real cost of living, not just the national minimum wage.

All certified companies participating in this exemplary initiative can be found at livingwage.org.uk.



Freedom of association, dialogue, and employee participation

Extensive opportunities for participation and institutionalized dialogue serve to involve stakeholders and identify their needs and interests. They are essential to employee satisfaction, motivation, and long-term retention.

We make sure that information is exchanged on a variety of topics at different levels. Our regular formats include employee appraisals, regional committees, and cooperating in voluntary initiatives and interest groups. For example, Greiner has had a Group Works Council in Austria for many years. In addition, a European Works Council (EWC) for all Greiner locations in Europe was established in May 2023. The local and international aim of both employee representative bodies is to influence business planning and decision-making to reflect employees' best interests.

We obviously also meet regulatory requirements for employee representation and participation such as works council elections and freedom of assembly and association. In many companies of the Greiner Group, the interests of the employees are represented by works councils or company unions, which operate in accordance with national laws and regulations.

Fair pay and collective bargaining agreements

As a family-owned company steeped in tradition, we support fair remuneration for all employees. The wages paid are based on the standard market remuneration for a comparable position in the relevant field. This includes the application of collective bargaining agreements: In 2023, 55 percent of our employees worldwide were covered by a general and/or collective bargaining agreement (2022: 54 percent).

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

Fair pay is also a top priority at Greiner regardless of any collective bargaining agreements. In 2022, for example, we started to introduce a job grading system starting on our Austrian companies. It entails a coordinated evaluation of jobs and salary bands in various business units, thereby creating a uniform and transparent framework for staff and organizational development measures. Additional measures are in place in other business units, such as the Living Wage Employer certification at Greiner Bio-One UK.



Our strategy for tomorrow's workplace

Our Group-wide People & Culture strategy was developed and presented to the Supervisory Board in 2023. Its objectives include the creation of more attractive working conditions and greater use of synergies within the Greiner Group. Implementation started in the second half of 2023 and is scheduled to run until 2028. The People & Culture strategy is divided into three parts:

New organizational model

The introduction of a People & Culture matrix organization will lead to the formation of increasingly heterogeneous and interdisciplinary teams comprising people from various Greiner divisions and sites. The cross-divisional People & Culture competence centers established in 2023 for this purpose will help us to use resources more efficiently and create synergies in all areas of HR.

Excellence in implementation

Standardizing and digitalizing HR processes throughout the company enables us to create synergies and increase our effectiveness and efficiency. This is done by taking actions such as using an electronic database to enable evidence-based decisions and systematic goal tracking.

Factors that set us apart as an employer

As part of our joint People & Culture strategy, we will focus on the three factors that set us apart as an employer: Our unique corporate culture, development opportunities for all and attractive working conditions for everyone.



The new People & Culture strategy and our Group-wide corporate strategy process, which we completed in 2023, demonstrate the importance of people at Greiner. The priority of sustainability, which includes a focus on people, has been added to the Greiner Group's existing strategic priorities of globalization, diversification and innovation.

Responding to global labor market trends

Like all global companies, we have to deal with a variety of global crises and their impacts, including the ongoing aftermath of the coronavirus pandemic, wars and conflicts in various regions of the world, unstable global supply chains, and a generally challenging economy. This dynamic is also reflected in labor markets around the world.

The much-cited skilled labor shortage has now become a general labor shortage. Employees' needs and values are constantly evolving and change is becoming the status quo in a highly complex and dynamic world. Our new People & Culture strategy responds to nine key trends identified during the strategy development process.

Performance and approach

In 2023, we took further steps to embed targets more firmly in the company. We have also made considerable progress with the digitalization of our HR processes and the associated availability of electronic data. The Group-wide launch of our digital HR management system Greiner SuccessFactors – the implementation of SAP SuccessFactors specific to Greiner – helps us make even sounder decisions.

Target agreements with managers and employees

Our sustainability strategy comes with enormous challenges. In order to overcome these, there needs to be a lively exchange, but also clear objectives.

Greiner senior management has been measured against our sustainability performance since 2020. We have deliberately chosen a top-down approach to achieve the greatest possible leverage. In the coming years, this initiative will also be extended to other management levels. Gradually integrating sustainability criteria into the variable remuneration system creates financial incentives to ensure that the associated targets are met. We will take an important step in this direction as early as 2024. For the first time, there will be a collective health & safety target for all Greiner Group employees whose performance is assessed on the basis of individual targets.

Nine identified trends



Attracting and retaining talent

While talent recruitment was previously managed individually by each division, we began to create standardized and transparent processes across the Group in 2023 with the introduction of the recruitment module of Greiner SuccessFactors, our HR management system. The ongoing realignment of People & Culture will also promote cross-divisional careers and thus contribute to employee retention.

We try to make the job descriptions in our advertisements as detailed and transparent as possible. When interviewing candidates, we try to accommodate individual needs as much as possible. At the same time, we are transparent about our expectations and corporate culture.

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

All on board

Greiner has long provided new employees with detailed onboarding plans that can be individually modified by their manager to ensure a successful start at the company. By implementing our HR management system Greiner SuccessFactors, we are now making further strides in standardization to further professionalize the induction process.

There are also a number of initiatives that make it easier to start a new job or return to work after an extended break. For example, Greiner AG launched the #GetOnBoard buddy program where new and returning employees are partnered with a colleague – a buddy – who supports them during their first year. Other business units also have similar programs with different characteristics, such as the “welcome days” for new employees.

Dialogue and discussion with employees

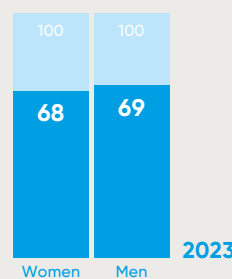
To promote the development and thus the satisfaction of our employees, we have intensified constructive dialogue and discussion with them in recent years. This includes regular performance reviews in which managers and employees give mutual feedback and, where necessary, target agreements and individual development wishes can be discussed, agreed and documented.

Good and constructive performance reviews rely on both parties being well prepared. Greiner SuccessFactors, our digital HR management system, contributes to a standardization of this process as well. Since 2023, it has been possible to perform standardized preparation, evaluation, and documentation for most employees within the system.

We strive to continuously increase the number of performance reviews across all business units and job functions. While 58 percent of employees had feedback discussions with their managers in 2022, this figure stood at 69 percent in 2023. We attribute this positive development primarily to the introduction of Greiner SuccessFactors. Our target is 80 percent.

Performance review rate^{1,2} [in %]

Share of employees with performance reviews



	2021	2021	2023
Women	67	57	68
Men	64	59	69
Greiner total	65	58	69

¹ To calculate the performance review rate, all assessments and evaluations were compared with the number of employees.

² Performance review rates broken down by field of work can be found in the overview of key figures at the end of this report.

Flexible working arrangements

We want to offer our employees a working environment with a high degree of personal responsibility in shaping their working conditions and schedules – thereby promoting flexible working arrangements. We will be taking further action in this domain as part of our “Great Workplace” initiative. It covers not only the physical workplace but also working conditions more broadly.

We already offer flexible telecommuting in many divisions where this is feasible from an organizational perspective. One example is the Home Office and Mobile Working Guideline of Greiner AG, which allows up to 80 percent of employees to work remotely from home and other locations in Germany.

Dialogue for the future – our sustainability conference

The goal of the annual sustainability conference is to educate our employees on various sustainability aspects. At the 2023 conference, themed “Everything is connected,” hundreds of employees from around the world participated in online discussions with experts on environmental, social and governance (ESG) issues. This was followed by the first-ever live discussion with the entire Executive Board team. This open approach to sharing views and ideas demonstrates the transparent dialogue we maintain regarding sustainability.

Talking to colleagues around the world about sustainability

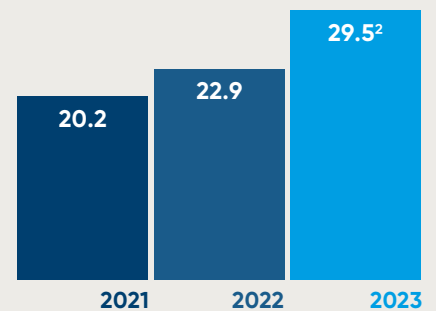


Employee turnover

The turnover rate describes how many employees left the company in relation to the total workforce over the course of the year. At the end of 2023, the Group-wide turnover rate was 30 percent (2022: 23 percent). The increase in the turnover rate is due chiefly to the sale of an entire business unit and another business unit in our foam division. Excluding these changes, the turnover rate in the reporting period was around 23 percent.

In addition to the sale of parts of our foam division, a significant share of this turnover is due to necessary cost savings and the associated downsizing. Some turnover also relates to employee resignations, voluntary departures and departures before the end of limited-term contracts. Overall, all age groups, not just Gen Z, have become more willing to change jobs. This is an additional challenge in today’s highly dynamic economic environment.

Turnover rate by gender³ [in %]

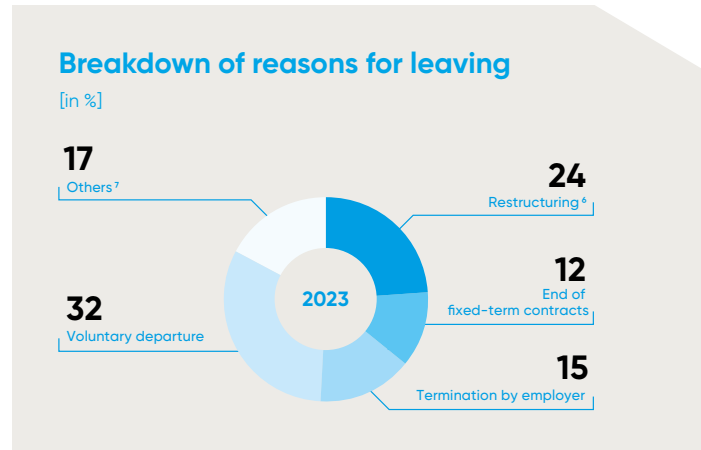


	2021	2022	2023
Women	20.8	23.2	31.2 ⁴
Men	19.8	22.5	28.3 ⁴
Unknown or other⁵	-	-	-
Greiner total	20.2	22.9	29.5⁴

³ To calculate this turnover rate, the resignations of men and women were compared with the number of male and female employees. ⁴ This turnover rate for 2023 includes the sale of an entire business unit and another business unit in our foam division. ⁵ Too little data is available for the “unknown or other” gender turnover rate to give representative averages.

Greiner SuccessFactors, our HR management system, has provided us with a much-improved database on employee turnover across all our business units since February 2023. In addition to quantitative data, we now have qualitative data that will help us develop appropriate measures to reduce the turnover rate. The breakdown of the turnover rate in the reporting period based on this data is shown in the figure adjacent.

When employees leave a business unit, we make every effort to provide them with appropriate opportunities in other units of the company wherever such opportunities are available. We also offer outplacement services on a case-by-case basis to help affected employees make the transition. In Austria we also enter into semi-retirement agreements with our employees.



- 6 Sale of business units and restructuring activities due to challenging economic environment.
- 7 The introduction of our new digital HR management system Greiner SuccessFactors means that not all reasons for leaving have yet been included for the reporting period.



We are committed to transparent and fair processes throughout the employee lifecycle.

Outlook: Working conditions & human rights

We will continue to prioritize our attractiveness as an employer, the recruitment of talent and the long-term retention of employees and expertise. This requires the best possible working conditions in a people-centric environment that offers continuous development opportunities. Our new Group-wide People & Culture strategy will provide the right framework for this over the next few years.

Going forward, the cross-divisional People & Culture competence centers established in 2023 will develop measures and initiatives that cover all areas of the employee life cycle, from recruiting new talent to exit management. We will also try harder to create and leverage synergies. The overarching goal of all these activities is to strengthen our corporate culture to meet the challenges of a dynamic work environment.

Health & safety



We hold one thing to be self-evident: Nothing beats a safe and healthy working environment. Creating and continuously improving this environment is one of our top priorities – not just to protect our workforce and ensure our competitiveness, but also to reduce absenteeism and turnover and minimize associated costs. Occupational safety is particularly challenging for companies with a high proportion of employees working in production. This is why we pay the utmost attention to this topic in our everyday work.

Managing health & safety

We work day in, day out to ensure the safety of our employees and protect their health. We are committed to ensuring that operating sites and the use of machinery, facilities and equipment are safe and that work processes are free from hazards. We provide our employees with appropriate protective clothing and equipment and offer a wide range of preventive healthcare.

There is no way to prevent accidents and illnesses 100 percent, but we do our best to prevent accidents, illnesses, and particularly personal injuries. By the end of 2023, Greiner had installed an externally audited and certified ISO 45001 management system at 15 locations (end of 2022: 10 locations). This means that 2,852 employees (27 percent reduction of the workforce) were covered by this internationally recognized management system at the end of 2023. At the end of 2022, the number of employees was 1,550, or 14 percent of the

workforce. To further improve our occupational health & safety key figures and introduce standardized processes, we plan to implement ISO 45001 on occupational health & safety at other production sites in the future.

Even at sites that are not yet ISO 45001 certified, we consistently take responsibility for the protection of our own employees and anyone else whose work or workplace is under our control. The Group-wide Health & Safety Policy in force since 2021 provides an important basis for ensuring that this is done. It contains requirements and minimum standards that help harmonize and further improve Group-wide occupational safety management, thereby reducing the number of accidents, sick days, and employee turnover at all sites.

The Health & Safety Policy applies to all persons employed by or in an employment-like relationship with Greiner and, to the extent applicable, also to external partners of Greiner. It requires the appointment of an internal health & safety officer at each Greiner site. The representatives must be able to provide proof of basic safety representative training. There are also mandatory courses for first aiders or fire safety officers. Depending on the site and business unit, health & safety officers also have access to budgets for activities and purchases to promote health & safety.

The policy also requires the creation, maintenance and ongoing development of a certifiable management system with a focus on occupational health & safety (such as ISO 45001), the introduction of a reporting system for hazardous or unsafe situations or behavior and mandatory training and education for all managers in employee and health protection.

Business units must regularly monitor compliance with our Health & Safety Policy through actions such as site inspections by safety representatives or other authorized personnel. These inspections must be documented. In addition, we take preventive action for the early detection of defects: An annual inspection is carried out in each plant with the participation of qualified employees from other Greiner plants – this gives us an outside perspective of potential hazards. Greiner AG internally audits the implementation of these control mechanisms at regular intervals.

In addition to meeting our internal requirements, we comply with local laws and regulations in every country in which we operate. We work to improve workplace health & safety by involving employees in the areas where they work. Another initiative in this regard is the Greiner whistleblowing platform (tell-greiner.com), which gives both external and internal stakeholders the opportunity to report incidents or violations in an easily accessible and anonymous manner. It covers all topics and situations and can therefore also be used for health & safety in the workplace. In addition, all employees are encouraged to work proactively on permanent improvements and to get involved.





Safety measures and exchange formats

Every incident must be reported immediately to the appropriate bodies. Also, the site of the accident or hazard must be secured, the injured person treated, and the unsafe situation flagged or corrected. An accident report must be written regarding how the accident occurred, and which documents the situation and any impacts on health that came about as a result. The findings from the report are then discussed in various committees and empirical data and corresponding measures shared in order to learn from one another and prevent similar accidents elsewhere. In addition, employees are required to report near misses as well as dangerous and unsafe situations and to discuss them with the safety representatives at their locations.

The formats for sharing and reporting vary by site and country. Meetings may take place on a daily, weekly, or monthly basis in a variety of committees. The safety-relevant status quo

figures, current to-dos, particular incidents, and measures taken or to be taken are discussed in the meetings, among other topics.

Due to the Group's organizational structure, the reporting systems and channels are different for accidents and near misses as well as hazardous and unsafe situations. Despite the different systems and reporting structures, we continually work on improving our key figures and expanding reporting. Depending on the division, reporting on and enhancing occupational health & safety is always on the agenda of various management committees. At the Group level, health & safety key figures are evaluated monthly by Greiner AG's Executive Committee and reported to the Sustainability Council. In individual business units, there are also management and employee representatives in the committees.

The mandatory safety training – which varies depending on the business unit, workplace and machinery – applies to all permanent employees and temporary workers. External visitors must also attend a safety briefing and are provided with the corresponding safety gear when they enter production sites. In all our business units, we comply with local, state, and national legal requirements, such as mandatory fire safety inspections and drills, or having trained first aiders.

All employees are required to avoid dangerous situations and hazardous areas. If there is a threat of danger, they are required to remove themselves from the area immediately. Employees do not have to fear reprisals after reporting work-related hazards or extricating themselves from dangerous work situations; on the contrary, they can be sure that their actions are in line with Greiner's expectations.

Reducing the frequency of accidents

The frequency of major accidents per one million hours worked has decreased by 41 percent since 2018, but at 7.46, it still exceeds the target set of reducing the accidents frequency rate by half by 2025 in comparison with 2018. Consequently, we put the wheels in motion in 2023 to further improve occupational safety at Greiner and ensure that our targets are met. We started recording accident figures separately for direct and indirect employees in 2022. This report provides this breakdown for the first time.

The cross-divisional Safety Working Group initiated in 2023, which consists of the central health & safety coordinators of our divisions and is moderated by Greiner AG, plays an important role in improving health & safety at Greiner. It develops Group-wide approaches to take advantage of synergies between the business units and learn from each other. An important step in this direction is the harmonization of safety indicators and related definitions across all business units. The frequency of reporting was increased in 2023. The production sites now report their accident figures to Greiner AG on a monthly basis.

Starting in 2024, all locations, including sales locations, will report their accident figures to Greiner AG on a monthly basis. In addition, we will have the entry of serious workplace injuries broken down into further subcategories to better understand the severity of the accidents. Group-wide monitoring not only creates transparency, it also enables us to develop overarching measures and simultaneously monitor their effectiveness. This also provides an opportunity to align all goals and efforts with industry standards.

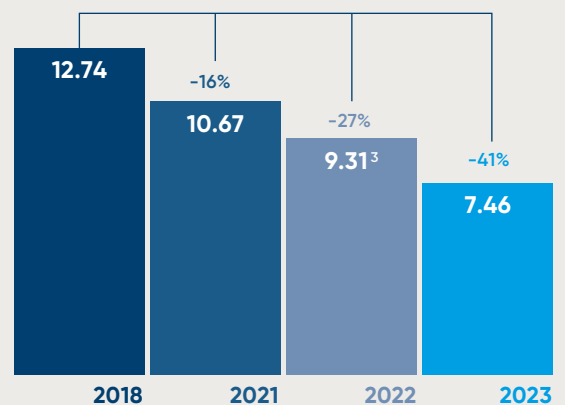
One additional significant action to reduce the frequency rate of accidents in the long term is to further implement a standardized management system for occupational health & safety. In the medium term, we want to introduce such a system at all production sites and have it certified in accordance with ISO 45001. We intend to implement ISO 45001 for occupational health & safety as soon as possible to further reduce the number of accidents. It can therefore be pushed forward in the gradual implementation of our management systems and management system certifications.

The health & safety officers at our sites and the central health & safety coordinators in our divisions play an important role in analyzing the regularly collected health & safety data. Through this analysis as well as workplace evaluations and safety inspections, we can recognize risks early on and identify measures to boost occupational safety. Workplace risks include sharp and falling objects, fall and trip hazards, collisions, burns, and mobility (on-site and commuting accidents). Personal protective equipment, such as hearing protection, safety goggles, or safety shoes, may be available or required depending on the job and business unit. Special fitness-for-duty and follow-up examinations are required for employees whose workplaces are located in designated noise areas.

We deeply regret that a fatal accident involving a forklift occurred in 2023 on the premises of a site in the Czech Republic. The victim was an employee of an outside contractor responsible for shredding waste at the site. Our immediate response was to share information on the course of the accident with all business units of Greiner AG and all relevant employees. Our medium-term response was to define a uniform minimum technical standard for forklift safety equipment. In addition, we will further expand data collection starting in 2024. For the first time, minor and major accidents involving external individuals on Greiner premises will be included in our KPI reporting.

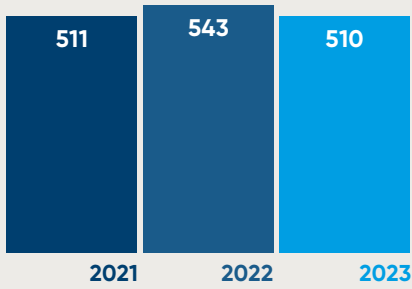
For 2024, we have also decided to introduce a compulsory collective health & safety target for the entire Greiner Group for all employees whose performance is assessed on the basis of individual targets. In addition, we have made occupational safety the first item on the agenda of every meeting of both the Group-wide Executive Committee and the Executive Committees of the divisions. This helps to highlight and prioritize the issue.

Frequency of major accidents per one million hours worked^{1,2}



¹ A total of 20,900,881 hours were worked and 156 major accidents reported in the reporting period. These figures and the frequency of accidents shown above include both direct and indirect employees.
² A breakdown of accident frequency and hours worked by direct and indirect employees can be found in the performance overview at the end of this report. We define direct employees as all individuals who have a direct employment relationship with Greiner. We define indirect employees as temporary employees who work primarily in production.
³ Data has been corrected since previous publication.

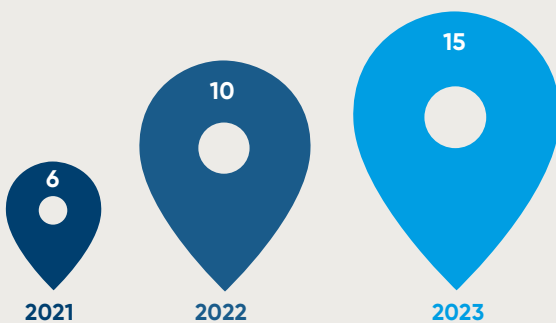
Number of accidents⁴ [in units]



	2021	2022	2023
Minor accidents ⁵	288	342	354
Major accidents ⁶	223	201 ⁸	156
Accidents on the commute to or from work ⁷	66	59	49
Greiner total	511	543⁸	510

⁴ The total number of accidents includes both minor and major accidents, but not commuting accidents. It refers to both direct and indirect employees. A breakdown of accident figures by direct and indirect employees can be found in the performance overview at the end of this report. ⁵ Minor accidents are those that result in less than eight hours of lost working time. ⁶ Major accidents are those that result in more than eight hours of lost working time. ⁷ Commuting accidents are accidents outside of the company premises on the direct commute to or from the place of work. Commuting accidents were not included in the total number. ⁸ Data has been corrected since previous publication.

Production sites with ISO 45001 certified management systems [in units]



Ergonomic assessment in production

Greiner Bio-One conducted ergonomic assessments in all operational work areas in 2022 with the support of external consulting firms. The improvement measures developed in response to these assessments have been rolled out. For example, maintenance ladders and platforms were installed on numerous injection-molding machines in 2023. This measure ensures the safe maintenance of the machines and minimizes the potential risk of accidents.



Toolbox Talks

When it comes to occupational safety, NEVEON does more than just focus on digitalizing numerous processes; it also places special emphasis on raising employee awareness of occupational safety issues. To advance this goal, a comprehensive set of guidelines for training and awareness-raising activities was developed during the reporting period. Known as “Toolbox Talks”, they highlight numerous work processes, such as the proper handling of pressurized gas cylinders in the laboratory, and will be made available to employees digitally along with fact sheets. The company-wide implementation is scheduled for 2024. NEVEON's goal is to create a sustainable safety culture through these holistic measures.



Digital accident reports

Greiner Packaging was deeply involved in the development of an internal digital solution for reporting accidents and hazardous situations in 2023. There are many benefits to moving away from separate siloed solutions and paper forms. Digitalization will make it possible to automate the process and improve efficiency. Digital systems not only streamline the reporting and analysis process but also help standardize accident reporting across multiple sites and simplify data analysis and visualization. Development and testing was completed in 2023, with a planned release date in 2024.

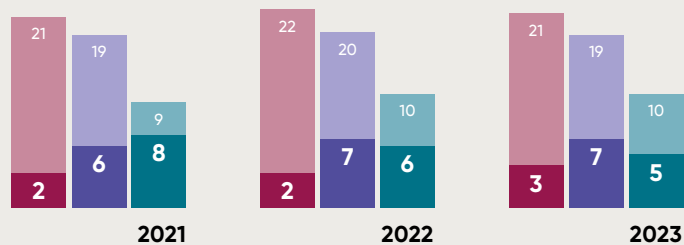
Focus on employees' health

We want to maintain the health of our employees for as long as possible and prevent illnesses from occurring in the first place. We have taken comprehensive health promotion measures to achieve this. Many business units offer external occupational medical services or company physicians in accordance with local legislation; however, we also employ a wide range of preventive health measures. They include measures relating to nutrition, sports and exercise, mental health, medical check-ups, and information campaigns on health issues.

Depending on the size of the site, the target for the number of health measures to be implemented will rise to up to eleven measures per site by the end of 2023. These measures are developed and implemented by the sites themselves in accordance with local requirements. Greiner AG helps by sharing best practices and raising awareness.

Throughout the Group as a whole, 380 health-related activities were carried out in 2023, a substantial increase of 53 percent (2022: 248 health-related activities). Nevertheless, in the current reporting period, we did not achieve our goal of having at least five health measures available to employees at each Greiner production site by the end of 2023 in all business areas. We must step up our efforts in this area. We are planning to evaluate the targets set in the coming year, and then to adopt more targeted communication with the sites and the responsible managers.

Number of production sites that met our targets for health measures



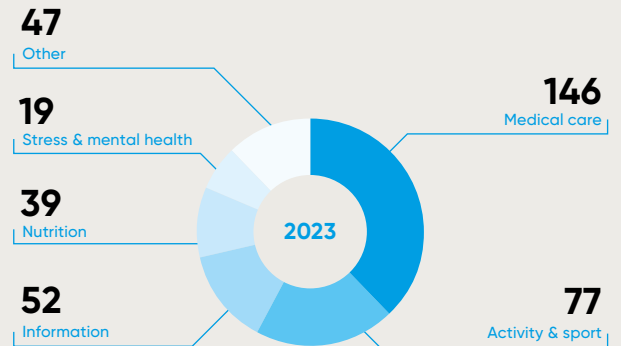
● Greiner Packaging ● NEVEON ● Greiner Bio-One

Greiner total
16/49 2021
15/52 2022
15/50 2023

Minimum health-related measures per site

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

Number of preventative health measures



	2021	2022	2023
Medical care	106	131 ⁹	146
Activity & sport	24	33	77
Information	15	27	52
Nutrition	22	23	39
Stress & mental health	6	14	19
Other	23	20	47
Greiner total	196	248⁹	380

⁹ Data has been corrected since previous publication.

Preventive healthcare in action

We care about our employees' physical and mental health. Our common goal is to prevent illnesses and improve the well-being of our employees in the workplace. Our efforts toward this goal include improving working conditions – such as reducing odors, noise, and stress – as well as encouraging active employee participation in the prevention and strengthening of personal health skills. This is demonstrated by the actions taken at Greiner sites around the world.



Health Matters in Northern Ireland

As part of a health check initiative at the Greiner Packaging site in Northern Ireland, 78 Greiner team members received free occupational health checks in 2023. Moreover, in collaboration with the Health Matters health & safety organization, we organized mental health toolbox talks where participants were able to learn ways to support and manage their own mental health. The response was overwhelming: 133 people accepted the offer. Not only did the participants benefit personally, but the entire workforce at the site became more aware of mental challenges.

Healthy leadership

Mental health is critical to how we live and cope with the challenges we face on a daily basis. This is why Greiner Bio-One has chosen to focus on the mental health aspects of leadership in Austria in 2023. Sixty-six managers took part in seven sessions in which they became aware of their responsibilities, learned about their own limits, and developed stress-management strategies that they can apply on a daily basis. Specifically, they also learned how the well-being and development of their employees depend on their own ability to act and make decisions with confidence.





Outlook: Health & safety

In the coming year, we will continue to drive the achievement of our health & safety objectives by taking actions such as strengthening Group-wide collaboration on these issues, exploiting synergies, and further developing our health & safety management systems. We will continue to work towards our goal of developing and implementing at least five health measures at each Greiner production site.

By incorporating occupational health & safety into our employees' personal target agreements in 2024, we will also significantly strengthen our safety culture – envisioning a physically and mentally healthy working environment for everyone.

Wings for Life World Run

“Run for those who can't.” This is the motto under which a total of 56 NEVEON employees took part in the “Wings for Life World Run” on May 7, 2023, which inspired thousands of runners worldwide. Proceeds from the tickets, which were financed by the company, benefited research into spinal column and spinal cord injuries. By participating, we not only contributed to the advancement of this important research but strengthened our team spirit and motivated our employees to exercise. Initiatives like this show that meaningful projects can lead to improvements on multiple levels.



Training & further education



Transformation is impossible without bright minds. We need highly trained and motivated employees to advance our sustainability strategy and increase competitiveness. To enable our employees to reach their full potential, we offer them a wide range of attractive training and education opportunities. We encourage our employees to participate in internal and external training programs in order to continuously develop their skills.

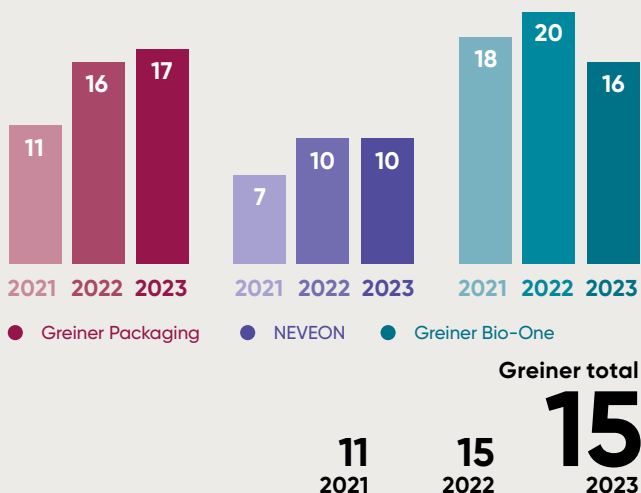
Skills and knowledge for the future

There are many advantages to a broad and future-oriented training and education program for employees. On the one hand, these advantages, are reflected in the workforce: well-trained employees and workers are productive, satisfied, motivated, and tend to remain loyal to the company. On the other hand, training also benefits the company and its positioning: Offering targeted courses can improve skills and so make the company even more innovative.

However, in times of changing workplace culture, training programs must also be rethought. We are therefore constantly evaluating our programs and adapting them to current circumstances and requirements. Training and education is an integral part of our HR system. At the divisional level, training is the responsibility of the HR managers; at Group level, it falls under the responsibility of the Vice President People & Sustainability of Greiner AG.

The average number of training and education hours per employee in 2023 remained constant year on year at 15. However, we are not concerned by this given the steep increase from 2021 to 2022. The digitalization and standardization of our learning platforms – specifically, from 2024 onwards, we will be managing learning opportunities via Greiner SuccessFactors, our Group-wide HR management system – will allow us to evaluate the use of our training and education opportunities even more precisely in the future.

Training hours per employee [in h]



Average training hours by gender and function [in h]

By function	2021	2022	2023
Administration	18	19	20
Production	8	13	12
By gender			
Men	11	16	16
Women	11	14	14
Unknown or other ¹	-	-	-
Greiner total	11	15	15

¹ Too little data on training hours is available for the "unknown or other" gender turnover rate to give representative averages.

Internal and external training programs are included in the calculations of training hours per employee, regardless of whether they are free or are fully or partially financed by us. Examples include internal training on topics such as compliance, occupational safety or sustainability, legally required training such as fire safety and first aid courses, or participation in specialist conferences such as the internal Greiner Sustainability Conference. They do not include trade fairs with a clear business purpose, visits to other companies, coaching by supervisors, or any training or education hours of apprentices.

Internal training at the Greiner Academy

From "Body language and presentation techniques", "Employment law for managers," and "Excel Advanced" to "How to effectively handle pressure and stress" – the in-house Greiner Academy offers our employees a wide range of opportunities to develop their skills in line with their needs and interests.

Established over 20 years ago, the Greiner Academy focuses its training on topics such as business and promoting creativity, innovative thinking, and personal development. The Greiner Academy's extensive training catalog offers both online and on-site training courses. Around 700 participants took advantage of the Greiner Academy's programs during the reporting period.

Using a range of training courses available across divisions and countries, we also provide our employees with insights into other worlds and workplaces. This enables us to promote inter-cultural dialogue between coworkers and support mutual learning. We also offer a variety of courses in sustainability topics in order to further strengthen awareness of sustainability and the management of skills related to these areas.

Sustainable success with apprenticeship training

Our Greiner apprenticeships enable young people to start a successful career. Approximately 100 young people were trained in seven mainly technical professions during the reporting period in Austria. We care deeply about apprenticeship training because technical specialists make particularly valuable contributions to product innovation. The modern apprentice training center at the company's headquarters in Kremsmünster opened its doors in 2019 and features state-of-the-art machinery.

An experienced team of trainers and numerous instructors and peers enthusiastically support the apprentices and their training. Training focuses on the holistic development of the apprentices. It not only covers technical knowledge and practical skills but prioritizes personal development as well. Other key points include working with digital technologies and conveying knowledge of the circular economy. Greiner offers a wide range of opportunities to find the right career path. At the end of their training, most of the apprentices are taken on as permanent employees.



There were approximately 100 apprentices learning seven different vocations at Greiner in 2023.



Our ambassadors for climate protection

Greiner launched a global project in 2022 that entered its second round in 2023: As part of the Climate Ambassador Program, we are currently training another 15 employees from different hierarchical levels, departments and backgrounds to become climate ambassadors. The participants meet virtually. In addition to basic knowledge, extensive in-depth training material allows participants to delve deep into Greiner's sustainability agenda. After completing the program, the participants will promote sustainability even more in their business units and raise internal awareness of climate protection and sustainability.

In countries without cooperative educational systems like those found in the German-speaking (DACH) world, the divisions offer various training programs for young workers. The Greiner Gold program at Greiner Packaging in Dungannon, Northern Ireland, is particularly noteworthy. For over ten years, young adults have been trained there in a four-year program that combines technical expertise with targeted vocational training. The program is run in collaboration with a number of external training institutions, such as South West College, and offers participants excellent development opportunities for their professional and personal future. Ten people took part in the program during the reporting period.

Supporting young and young-at-heart workers

As a company, we actively contribute to ensuring high-quality training and further education. We give our employees opportunities for continuous development and change in their lifelong learning journey. This also ensures that we remain competitive and ready for whatever the future may hold. We established several internal development programs, including the Greiner Professional Program (GPP), which covers various training pathways and is aimed at career starters, young professionals, and career changers.

University graduates with a business, technical, or scientific background will find highly exciting career paths in our International Business training pathway. The 18-month training program focuses on cross-divisional and international job rotation so that our trainees get to know different specialist areas across different sites. Trainees gain more than knowledge during the program. They also build up a strong network within the Group that they can draw on after graduation. Six trainees took part during the reporting period.

Technology savants will find open doors in the “Digitization & IT”, “Information Security,” and “Enterprise Resource Planning (ERP)” pathways of the Greiner Professional Program where they can grow into a sought-after expert role. These are training programs for both new and experienced employees. Seasoned staff can use the training as a starting point for an internal job change and embark on a new career path within the company. In total, 15 trainees attended IT training courses during the reporting period.



An apprenticeship at Greiner offers young people excellent career prospects.

Various business areas engage in other activities to promote young talent. For example, the recurring “Active communication” program at Greiner Bio-One in Austria is aimed at non-managerial employees. In the program, participants learn to take responsibility in challenging situations, use appropriate communication tools and help shape decision-making processes. The training concludes with a development center where participants can apply what they have learned in simulated conversations and receive direct feedback with recommendations for development.

Leadership training

Leadership training and intercultural leadership skills are key success factors for a global company like Greiner. We are convinced that well-trained managers can play a key role in employee satisfaction. We therefore support and encourage our managers on an ongoing basis. Greiner values diversity in two ways: We strive for diversity among our managers, and we want to offer our employees various ways to obtain and carry out a management position.

Greiner Packaging, for example, supports these individual paths with the LEAD International and BRIDGE International training programs. In LEAD, we give our managers the opportunity to reflect on their roles, tasks, and responsibilities as managers. The goal is to come up with standards for innovative and efficient leadership and implement them in everyday life. The BRIDGE program is aimed at experts whose expertise qualifies them to build bridges within the Group and, in this role, drive cross-locational and cross-national topics and projects. LEAD and BRIDGE have been available for various management positions in the company since 2022.

Our podcast: Greiner Talks

The Greiner Talks corporate podcast is all about sustainability and transformation. After all, if we are to overcome the major challenges of our time – be it the climate crisis, environmental pollution, or social inequality – we need to fundamentally change the way we think and act. Alexander Berth, Social Impact Manager at Greiner, talks to experts from around the world about the prospects for sustainable change. The podcast gives interested employees an opportunity to learn about the latest developments in sustainability.

Find out more about Greiner Talks at:
talks.greiner.com



Alexander Berth talks to experts from all around the world about sustainability and transformation.



Greiner Bio-One USA's Leadership Academy is another example. Our North Carolina site focused on "Bridging generational differences" and diversity, equity & inclusion in its management training in 2023. In other words, in addition to covering traditional content, the training also included topics of particular concern to us in connection with employee recruitment and retention. Similar programs were offered in the Greiner Bio-One divisions in Austria and Hungary in 2023 as well.

Outlook: Training & further education

We will continue to focus on innovative training and education. Only then can we live up to our claim of being a sustainable, responsible company. We will be focusing on two targets in particular in the coming year: We intend to increase training and education hours to an average of 16 hours per employee and year by 2025. We also want to increase the appeal of Greiner's training programs by digitizing our courses and rolling out new learning approaches, for example, by incorporating virtual reality (VR) in offerings such as the Greiner Climate Ambassador Program. Starting in 2024, there will also be an e-learning course on sustainability at Greiner that will give our employees in-depth instruction on the company's environmental and social responsibilities.

Another important step in the further development and modernization of our learning programs is the implementation of the Learning module of Greiner SuccessFactors, our digital HR management system. This means that starting in 2024, we will be offering a single Group-wide platform for modern and future-oriented learning at Greiner. Not only does this create synergies within the company, it also makes it easier to plan learning and non-learning activities and conduct evaluations. This allows us to provide learning opportunities that best meet our employees' personal and professional needs.

Diversity, equity & inclusion



As a responsible family business, one thing is clear to us: Nothing beats diversity, equity & inclusion. We want to offer equal opportunities to all employees – regardless of social and personal characteristics such as gender, age, origin, social status, sexual orientation, religion, or mental and physical abilities. We see diversity as a great asset to our corporate culture, our competitiveness, and the quality of our daily work together.

Equal opportunities for all

We believe that it is the diversity of our workforce that makes Greiner successful, innovative, and strong. Our success comes from 11,275 people with diverse skills, experiences, perspectives, and attributes. We can only realize the full potential of this diversity by creating a fair and inclusive work environment that provides equal opportunities for all.

We operate in 33 countries around the world. We know the power of diversity. A diverse environment helps companies innovate and improve the quality of the decisions they make. In addition, companies that embrace diversity, equity & inclusion are more economically successful and resilient. They have more satisfied customers, are more likely to retain existing employees and become more attractive to potential hires.

We recognize that only an inclusive society can ensure a sustainable and peaceful future. This is why we use our influence as a global company to promote diversity, equity & inclusion in and outside our organization. Providing equal opportunities is not something that happens automatically or overnight. This is something we have to work on every day, and we are doing so with a number of initiatives, measures, and targets.

Diversity, Equity & Inclusion Policy

In the year under review, we took another important step towards equal opportunities at Greiner by publishing our Group-wide Diversity, Equity & Inclusion Policy. This policy has been in force since September 2023 and applies worldwide to all companies in which Greiner AG holds a direct or indirect interest of more than 50 percent and sets out our minimum requirements for diversity, equity & inclusion. They include zero tolerance of discrimination, leadership by example, and the obligation to report any violations immediately.

The policy integrates our Diversity, Equity & Inclusion Mission Statement and defines what we expect of all employees. It forms the basis for further activities to reach the targets that we have set, such as having 40 percent of women in leadership positions by 2030. The main challenge in the next

few years will be to fill every aspect of the policy with life. The integration of diversity, equity & inclusion into all relevant HR processes is of particular importance in this respect. It is a truly cross-cutting issue that will impact all areas of our new Group-wide People & Culture strategy.

We expect our managers and leaders not only to adhere to the principles of this policy but also to create an environment where diversity, equity & inclusion are valued at all times. That is why we will be offering ongoing awareness and other training starting in 2024. In addition, decision-making bodies need to be more diverse to create a work environment that allows all employees to develop and succeed equally. We also aim to promote diversity in our supply chain by encouraging our business partners to become active in this field as well.



Inclusive Communication Guidelines

How we communicate with each other has a significant impact on our work environment and corporate culture. To strengthen respectful, appreciative, and non-discriminatory communication at Greiner, we will provide all employees with a guide to inclusive communication in 2024. People & Culture, Communications and Marketing employees will receive a more detailed version of this guide. The guide complements the Group-wide Diversity, Equity & Inclusion Policy.

Diversity, Equity & Inclusion Policy and Mission Statement

Our Group-wide Diversity, Equity & Inclusion Policy and our [Mission Statement](#) are publicly available and can be downloaded on our website in numerous languages.



Diversity, Equity & Inclusion Mission Statement

We provide equal opportunities for everyone and act as a role model for creating an inclusive organization and society. This is our vision for diversity, equity & inclusion. To make this vision a reality, we have formulated five guiding principles that guide our daily work.



Our guiding principles

Creating fair workplaces

It is our responsibility to address discrimination, structural prejudice, and unconscious biases. By educating colleagues, learning from each other, and making the topic visible, we can identify, address, and mitigate inequalities.

Designing an inclusive employee journey

We are committed to ensuring that each employee journey is filled with transparency and access to equal opportunities. From employer branding and recruiting to workforce retention, we want to be inclusive and fair.

Empowering individual life choices

We want to provide both a rewarding career and free time for a personal life. With this in mind, we seek to strike a balance between family life, education, and work at any stage of life.

Developing inclusive products and services

When developing new products or services, we strive to consider aspects of diversity and inclusion that are relevant for our customers, users, and other stakeholders.

Engaging our supply chain and partners

Diversity, equity & inclusion go far beyond our company. We actively encourage our suppliers, customers, and partners to contribute to the implementation of our vision, mission, and guiding principles to ultimately achieve an equitable society.



The Diversity, Equity & Inclusion Working Group has laid the foundation for equal opportunities at Greiner.

Diversity, Equity & Inclusion Working Group

A global working group consisting of about ten employees from all Greiner divisions and Greiner AG began its work as early as 2022. In a collaborative process, the vision, mission, and guiding principles were defined, providing the framework for establishing next steps. Based on these principles, we worked together in 2023 to develop a Group-wide diversity policy, which was successfully rolled out at the end of 2023 (see Diversity, Equity & Inclusion Policy on page 179).

In addition to working on this policy, the members of the working group were involved in a number of other issues. They identified and shared examples of best practices within the company, analyzed opportunities for Group-wide training on diversity, equity & inclusion, developed plans for employee networks, and supported internal awareness-raising activities.

Implementation of measures to promote diversity

We have already initiated many measures to strengthen diversity, equity & inclusion. They include our explicit commitment to gender equality in job advertisements, offering flexible working models, child daycare offers, job-sharing possibilities and respect for the safety and hygiene needs of our employees. We made some progress in 2023 with the rollout of our Diversity, Equity & Inclusion Policy and accompanying internal communications and awareness-raising activities.



Greiner Female Force

One of many local initiatives is Greiner Packaging's "Greiner Female Force" in Dungannon, Northern Ireland. This network was initiated by female employees to strengthen each other and promote gender equality. The program included expert presentations as well as informal meetings and networking events. To celebrate International Women's Day in 2023, the network decided to focus on building stronger relationships among female co-workers. Themed "Connect Us," the event invited women to begin networking specifically with other women in the company to support each other on their career paths at Greiner.

Lunch for all

Employees at our Greiner Bio-One site in Frickenhausen can eat lunch at the Frickenhausen cafeteria at a reduced price. What makes it special is that the cafeteria is an employer of people with disabilities and part of the private association "Behinderten-Förderung-Linsenhofen." Its mission is to promote the inclusion of people with disabilities in the workforce. In addition to providing tasty and affordable meals for our employees, this collaboration raises awareness of disability inclusion and supports the nonprofit's important mission.

At the Frickenhausen cafeteria, the inclusion of people with disabilities can be seen in action every day.



As an international company, it is important to be aware of the diversity management challenges in different countries. We rely on a participatory process that involves stakeholders from all divisions and levels in our hierarchy. It is also important for us to consider both global and local perspectives.

For these reasons, we have introduced a new target for 2023 that requires individual commitment from all sites: All sites,

regardless of size, will implement at least one diversity, equity & inclusion measure per year starting in 2025. In the interest of transparency, we will include these measures in our sustainability reporting in the future. To support the sites, we created a best practice document that presents 16 measures that have been successfully implemented in various business units.

Around 50 employees discussed female empowerment at the International Management Meeting in 2023.



Nursery in Kremsmünster

The company's own nursery is located in Kremsmünster in the immediate vicinity of our Greiner AG, Greiner Packaging, NEVEON, and Greiner Bio-One sites. It is available to children whose parents work at one of the Greiner sites. It is also available to children of other working parents. The "Drehscheibe Kind" association provides high-quality childcare with healthy meals, age-appropriate activities, and supervision by pedagogically trained staff. Year-round care is provided for children between the ages of one and three. During the summer months, there is flexible childcare for children up to their tenth birthday. We believe that parents are more relaxed and engaged in our company when they know their children are in good hands.

With programs such as the Greiner nursery, we actively champion the compatibility of work and family.



Raising awareness to prevent sexual harassment

Our Greiner Bio-One site in North Carolina, USA, offers its employees e-learning courses on preventing sexual harassment and discrimination in the workplace. The aim is for employees to learn how to recognize discrimination, identify harassment, and take action to prevent such incidents. After all, we know that creating and maintaining a positive work environment is critical to our business success and can only be achieved through proactive training and awareness-building to prevent misconduct. In 2023, 199 employees at the site completed this training.

Empowering women in the workplace

We set an example back in 2020 by supporting the UN Women's Empowerment Principles (WEPs). We are committed to the seven principles of corporate governance to empower women in the workplace, the labor market, and the community. This includes establishing an equal opportunity management culture, fair and equal treatment of all women and men, specific measures for the advancement of women and zero tolerance for discrimination and sexual harassment at the workplace. The WEPs are an initiative of UN Women and the UN Global Compact and are based on international labor and human rights standards.

As a first step within the company to implement the principles, we set ourselves the goal of increasing the proportion of women both in leadership positions and in all areas of work outside production. We want to reach a 50 percent share of women in all non-production work areas by 2025 and a 35 percent share of women in our leadership positions by 2025. We want to increase the share of women in leadership positions to 40 percent by 2030. We define women in leadership positions as all female employees with personnel responsibility, regardless of hierarchical and functional level.

In 2023, the share of women in leadership positions was approximately 28 percent. This is a slight increase of around one percent compared to the previous year. In the coming years, we will take further action to achieve our goals and thus strengthen the position of women at Greiner. The diversity of our governance bodies is described in the section on the sustainability management structure (pages 62 to 72). Other figures on the gender breakdown of our employees can be found on page 184.

Compatibility of work and family life

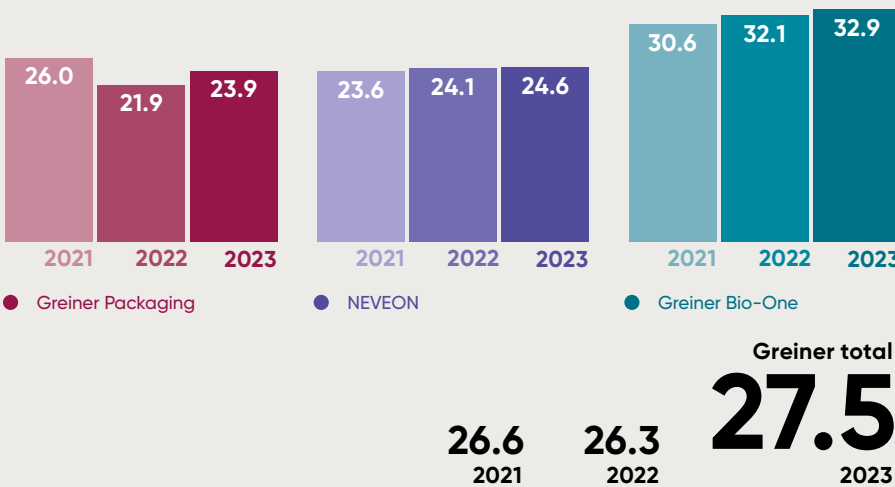
As a family-owned company, the compatibility of career and family is of particular concern to us. We want to support parents of children requiring childcare to temporarily leave their job behind and return to their work more easily without any risk of disadvantages. Depending on national laws and customs,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

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

We want to support our employees in balancing their professional and family responsibilities by offering flexible working hours and telecommuting arrangements. At some sites – for example, in Kremsmünster, Austria – we provide our employees with childcare facilities.

Our divisions employ different approaches to make the return to work easier. Greiner Packaging, for instance, gets in touch with its employees while they are still on parental leave. This makes it easier for both parties to plan and organize the return to work. Other advantages include the fact that employees are informed of material changes before the return, and the company can prepare for the employee's individual needs. This may include the need for a protected workplace for breastfeeding mothers or the need for free hygiene articles for women.

Women in leadership positions¹ [in %]



¹ Women in leadership positions = persons with personnel responsibility.

Equal pay for women and men

There are still significant gender-based pay gaps in many parts of the world. For example, according to Eurostat, the gender pay gap across the Austrian labor market was 18.4 percent in 2021, well above the EU average of 12.7 percent.

At Greiner, we have made a clear commitment to achieving fair pay for all employees by signing the UN Women’s Empowerment Principles and establishing our internal Diversity, Equity & Inclusion Policy. Important steps have been taken in recent years with the introduction of job grading structures in various business units and participation in the “100 Percent” project organized by the Austrian Federal Ministry of Labor, Family and Youth.

The main challenge for the coming year will be to analyze our database in order to then evaluate a Group-wide breakdown of gender pay ratios, which we have not yet been able to do due to the incompleteness of our data. We are well positioned for this task after the digitalization of our HR management system with Greiner SuccessFactors in 2023. Following the evaluation of the gender pay gap at Greiner in 2024, we will identify Group-wide measures to improve pay equity between men and women in the company.

Whistleblowing platform and point of contact

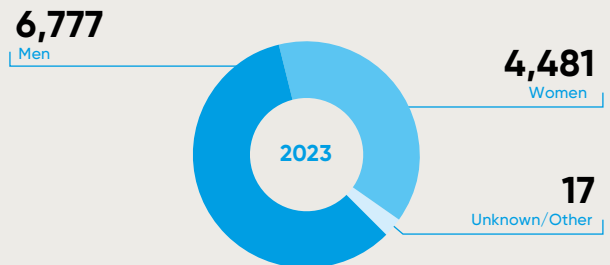
We have also established a whistleblowing platform to ensure equal opportunities as best as possible and eliminate any opportunities for discrimination, bullying, mobbing, or harassment. Incidents of any kind can be reported anonymously at tell-greiner.com by our employees, customers and business partners.

→ Read more under: [Governance / Business conduct / Corporate culture & compliance](#)

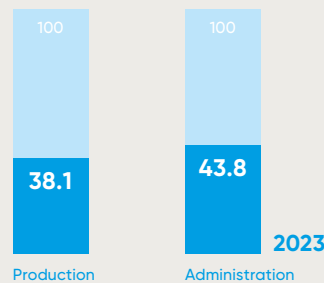


A diverse workforce makes us a strong, innovative and resilient company.

Number of employees by gender [headcount]



Share of women by function [in %]



	2021	2022	2023
Production	35.8	38.1	38.1
Administration	43.0	43.8	43.8

How to have your say

In 2023, we set up the diversity@greiner.com mailbox as an additional communications channel. It is administered by Greiner AG’s Group-wide Diversity Management team. This is where we invite employees, customers, and business partners to submit feedback, questions, and ideas to help create a diverse, equitable, and inclusive corporate culture at Greiner.

Outlook: Diversity, equity & inclusion

We decided to change the governance structure in this area in 2023 to further professionalize and strengthen our management approach to diversity, equity & inclusion. The cross-divisional and international Diversity, Equity & Inclusion Working Group, which has made a valuable contribution and laid the groundwork for providing equal opportunities at Greiner, will be replaced by an Advisory Board on Diversity, Equity & Inclusion as of 2024. This committee will be even broader, more international, and more strategic in scope. A member of Greiner's Executive Board will also be on this committee, a clear signal of the topic's priority. The newly established Advisory Board and the Diversity Management team of Greiner AG will jointly set the course for ensuring equal opportunities at Greiner.

In addition to the new governance structure, the plan for 2024 is to improve the measurability of diversity, equity & inclusion and develop new objectives. Another core element of our

diversity efforts is the implementation of a comprehensive training program designed to educate our employees on respectful interactions and inclusive leadership.

In addition, all sites will implement at least one diversity, equity & inclusion measure per year from 2025 (pages 180 to 181). This goal established in 2023 will aid in the long-term transformation of our organizational culture.

We will also establish a Group-wide diversity network and facilitate the creation of employee resource groups (ERGs). ERGs, also known as affinity groups, are groups of employees who come together on a voluntary basis or on the basis of a common interest such as the empowerment of women in the company. We want to give all interested employees the opportunity to learn more and get involved. We believe that equal opportunities and an inclusive culture can only be achieved together.





Management approach Workers in the value chain

Our employees are crucial to our success as a company. Similarly, we are aware that our social responsibility does not end at the gates to our factories, especially with regard to protecting and respecting international labor and human rights. After all, the people who work along our value chain come from a wide variety of countries, cultures, and industries. It is our responsibility to make a positive contribution to their working and living conditions wherever possible. We also honor our heritage and local roots in the regions where we do business by supporting numerous projects and initiatives. This is how we strengthen local communities.

We have established clear guidelines and policies that reflect our corporate values and apply to us and our business partners. We try to make a substantial contribution to human rights and supply chain resilience through targeted awareness-raising measures, compliance with applicable national and international standards, and our Sustainable Sourcing Policy. Our efforts in this area increasingly rely on training and internationally recognized evaluation platforms.

Our impact in the value chain:

○ upstream processes ○ own processes ● downstream processes

Actual & potential impacts

Positive

- We meet our due diligence obligations by complying with national and international standards
- We make positive contributions to labor and human rights conditions along the value chain
- We build greater awareness by modeling our values, setting clear requirements, and cultivating appropriate values
- We hone our image and position ourselves in the market as a responsible business partner
- We support local communities through targeted community involvement
- We build awareness in purchasing and sourcing

Negative

- Failure to comply with national and international standards has a negative impact on working and living conditions
- Vulnerable social groups are discriminated against and disadvantaged
- Valid policies and requirements are violated
- Disrespecting social standards damages our image and reputation and repels business partners
- Negative incidents along the value chain result in lost market share
- We lose attractiveness as an employer

Implemented measures & policies

- Greiner Code of Conduct
- Code of Conduct for Suppliers and Business Partners
- We rolled out a Group-wide Sustainable Sourcing Policy
- Sustainable Sourcing e-learning course for employees involved with purchasing
- We established the [tell-greiner.com](https://www.greiner.com/tell-greiner) whistleblowing platform
- We established the EcoVadis assessment platform for suppliers
- We achieved EcoVadis Gold status for the Greiner Group

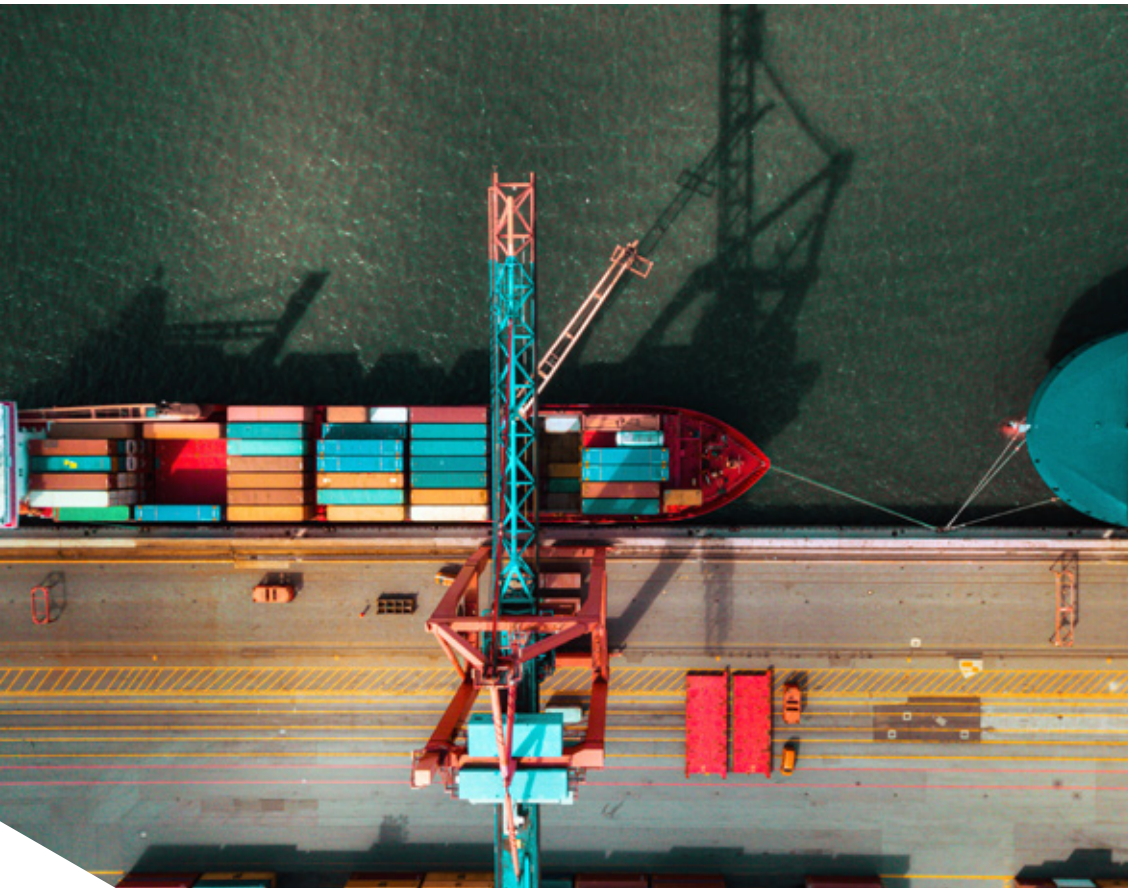
Targets

- 80% of purchasing volume covered by Greiner Code of Conduct (or equivalent)
- 99% of suppliers (> 500 thousand euros) have achieved the EcoVadis minimum score by 2030

Performance & target achievement

- See [Overview of 2023 sustainability performance](#)

Working conditions & human rights



Our responsibility begins well before the Greiner factory gates and extends all the way to the end of our products' life cycle. We speak out against child and forced labor at all phases and organizations along the entire value chain, without exception. Nothing beats upholding our high social standards and protecting human rights. This is why we have set out our principles in writing and implemented processes to ensure compliance with them.

Respect for human rights

We are committed to respecting and upholding human rights in our operations and along our value chain and reject all forms of modern slavery and human trafficking. We also work proactively to identify and manage potential risks and take appropriate countermeasures as necessary.

Our principles and standards for human rights are reflected in all relevant Greiner policies and processes – for example, in our Sustainable Sourcing Policy, our Greiner Code of Conduct, or the Code of Conduct for Suppliers and Business Partners. These documents apply to the entire Group and are regularly updated to reflect changes in legal and social requirements.

We have also committed to publicly disclosing the measures we take every year to keep our supply chains free from child labor, modern slavery, and human trafficking. This statement and all the above-mentioned documents and declarations are publicly available on our website and are updated on an ongoing basis.

Greiner operates 118 locations (including production sites) in 33 countries. Some of them are located in countries with an increased risk of human rights violations, modern slavery and human trafficking. We rely on training courses and role modeling to create transparency, generate trust, and establish social standards. We have also established processes that employees and other stakeholders can use to report any misconduct immediately. Reports can be submitted through HR, managers, and local compliance officers and on our whistleblowing platform, [tell-greiner.com](https://www.greiner.com/tell-greiner). Apart from focusing on our own organizations, we also address working conditions and human rights in our supply chain.

Responsible supplier management

Greiner has long had a stable supplier network with long-standing relationships. We have also developed an escalation matrix to handle any non-compliance with Greiner's purchasing requirements. This is part of our [Sustainable Sourcing Policy](#) and sets out how we handle incidents. If there are any violations of our values or policies, we work with our business partners to determine what improvements are needed and verify their implementation and compliance. If this is not done or the various steps are not taken, the business relationship may even be terminated.

Strategic suppliers were entered in the risk assessment platform EcoVadis IQ to address due diligence in the supply chain and progressively increase supplier commitment. In addition, we actively encourage strategic suppliers to undergo an EcoVadis assessment, which covers labor and human rights. The relevant employees in the Group were trained in this area in the reporting year. In the coming years, we want to address the issue of due diligence at both an operational and a strategic level and develop appropriate activities.

→ Read more under: [Governance/Sustainable supply chains/Responsible sourcing](#)

Our commitment

We follow the OECD Due Diligence Guidance for Responsible Business Conduct in order to meet our corporate due diligence obligations when working with our suppliers and business partners. We also ensure that our actions conform to the UN Guiding Principles on Business and Human Rights, the Core Labor Standards as set out by the International Labour Organization (ILO), and local laws.

Our due diligence activities and measures are based on the [OECD guidance](#).



The OECD Due Diligence Guidance

Communication and reporting

Creation of transparency with regard to the measures taken and their impact through various forms and channels of communication (annual Modern Slavery Act Statement, publication of a sustainability report, progress report with regard to the UNGC, internal and external communication measures on various topics, specialist events, and internal exchange, etc.).

5

1

Embedding and public obligation

Definition and embedding of the relevant principles and guidelines in company policy (for example Code of Conduct for Suppliers and Business Partners, various policies, annual Modern Slavery Act Statement, confirmation of compliance with the UNGC Principles, signing of the Diversity Charter, participation in the UN WFP, etc.) and the implementation and certification of relevant management systems.

2

Identification and assessment of potentially negative impacts

Surveying and assessing possible risks and potential adverse impacts along the value chain (risk management, whistleblowing platform, risk analysis of suppliers, etc.).

6

Take responsibility

If adverse impacts cannot be prevented, it is important to participate in targeted remedial measures in a timely manner (cooperation with appropriate organizations to address the target group as well as the issue, etc.).

4

Monitoring

Regular review of the effectiveness of measures and procedures in order to minimize potential adverse impacts (assessment by EcoVadis, conducting of audits (SEDEX, ISO certifications), development of clear targets, and corresponding KPIs, etc.).

3

Prevention and mitigation

Counteracting and mitigating potential risks and impacts by implementing appropriate measures that address the respective topic area as well as the groups affected (education and awareness, training, employee discussions, etc.).

Stricter due diligence obligations

Current regulatory developments, such as the planned Corporate Sustainability Due Diligence Directive (CS3D) of the EU, make it necessary for us to enhance our processes for fulfilling due diligence obligations in our own operations and in the supply chain. We have therefore decided to continue focusing on this task in the coming years in cross-divisional working groups in order to develop relevant activities and strategies.

→ Read more under: [Governance / Business conduct](#)

Whistleblowing platform

The tell-greiner.com whistleblowing platform enables internal and external stakeholders to report any incidents and misconduct anonymously.



Social commitment



We are a global company committed to fully living up to our social responsibilities. We are involved with numerous different charitable projects at both a global and local level. In addition to major, long-standing partnerships with charitable organizations, we also support numerous local projects around the world, make donations, and participate in sponsorship activities. After all, nothing beats social commitment for us – not even in economically challenging times.

Donations and sponsorship

Greiner supports projects all over the world, also relating to education, environmental protection, climate protection, health, and social issues! In addition to making financial contributions, we also provide in-kind donations, expertise, and even our time. In 2023, for example, we contributed to equal opportunities for socially disadvantaged students in Austria, supported earthquake victims in Turkey and Syria by donating mattresses, and personally planted trees to preserve biodiversity in the Czech Republic.

For Greiner AG's donations and sponsorships, we have drawn up guidelines that set out the three principles of transparency, independence, and sustainability. We only consider applications that have a positive social or environmental impact on society. Donations and sponsorships must be clearly and verifiably used for the intended purpose. Applications can be submitted through our website www.greiner.com.

Responsibility for donations and sponsorships made at divisional level or locally by Greiner sites lies with the respective subsidiaries. The Sustainability & Corporate Affairs team at Greiner AG is on hand to support and advise them.

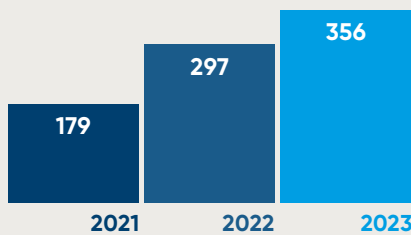


Greiner AG policy

The Greiner AG policy on sponsoring and donations can be viewed online: greiner.com/en/press/sponsoring/



Number of supported projects



	2021	2022	2023
Greiner AG	20	66	92
Greiner Packaging	93	136	140
NEVEON	15	25	31
Greiner Bio-One	51	70	93
Greiner total	179	297	356

Projects we support around the world

All supported projects – whether support comes from Group headquarters, the divisions' headquarters, or our local sites – are entered in our reporting software and then evaluated centrally. We supported a total of 356 projects worldwide in 2023 (2022: 297 projects).

Make a difference with stability

It is important to us to be a long-term partner, especially when it comes to strategic partnerships. Greiner AG and the headquarters of the three divisional organizations therefore maintain medium- to long-term partnerships with charitable organizations. For example, Greiner AG has been partnering with Teach For Austria since 2016, while Greiner Packaging has been working with Plastic Bank to combat marine pollution since 2019. Since 2021, our NEVEON foam division has been working with Viva con Agua to provide clean drinking water in Malawi. Our Greiner Bio-One division has been supporting the "Geben für Leben – Leukämiehilfe Österreich" leukemia support association since 2021. We also launched a strategic sports partnership: Greiner AG has been the leading partner of the Upper Austrian women's soccer team LASK. This commitment makes a contribution to the professionalization of women's soccer and to increasing the visibility of women in sports and society.

Partnering organizations provide us with regular reports on the effectiveness of our support. We also monitor media coverage relating to organizations we support and diligently investigate any criticism that may arise. Should one of the organizations that we support implement activities that we do not approve of, we will immediately seek an opportunity for dialogue and evaluate the cooperation.



Greiner AG is a partner to the Jane Goodall Institute Austria.

MINTality Foundation

The MINTality Foundation was founded in 2022 by a total of twelve partner organizations from the worlds of business and politics, including Greiner AG. The vision of the Austria-wide foundation is this: "Girls should finally be able to develop their potential where they can really help themselves, Austria, and the world: in STEM professions." STEM stands for science, technology, engineering, and mathematics. The demand for workers in these professions is growing enormously, but the number of qualified workers is very low – mainly because these professions are still attracting nowhere near enough women.

Foundation members cooperated directly with schools for the first time in the 2022/23 school year. Greiner spent a year working with students in a class at Losenstein Middle School to spark an interest in technology in a hands-on, non-intimidating way. Following the success of the first "Company School Year" pilot project, we gave the official go-ahead for a continuation in October 2023. Now, another class at Losenstein Middle School will be mentored by trainers and female role models from our training center for an entire school year.

Jane Goodall Institute Austria

The Jane Goodall Institute Austria is a charity that is committed to improving the lives of people, animals, and the environment. In 2023, Greiner supported the Roots & Shoots youth network, which is part of the charity. The network aims to motivate and support young people to shape their future and actively participate in world affairs. As part of the project "Wunder.Welt.Wald: Forschen im Wood.Wide.Web," children, young people, and educators were made aware of the importance of the forest as a place for living and relaxing, but also as a key factor when it comes to climate change. Additional activities were organized for our employees as part of the International Day of Forests. In addition to sharing facts and information, participants were educated about the importance of and threats to our "green lungs" and motivated to carry out their own forest conservation projects.

Greiner has also sponsored a chimpanzee infant named Themba in Uganda through the Jane Goodall Institute Austria. Our donations go directly to the project area and are used locally to feed and care for the chimpanzees and to maintain and expand species-appropriate habitats within the sanctuary.



Axel Kühner (former CEO) during a Teach for Austria lesson

Teach For Austria

We share Teach For Austria's vision that every child and young person should have the chance for a good life, regardless of the level of wealth or education of their parents. Through its Fellow Program, Teach For Austria enables highly qualified career changers to teach at challenging kindergartens, middle schools, and vocational schools for up to two years. The goal is to provide children and young people with new perspectives and opportunities, motivate them by example and, obviously, give them the skills they need to start and finish school successfully. Greiner has been supporting Teach for Austria for seven years and has been a Gold Partner since the 2019/20 school year. In 2023, our then-CEO Axel Kühner also visited a school class in Upper Austria and gave them a glimpse into the world of plastics and recycling as well as his work as CEO.

"Geben für Leben" – Austrian Leukemia Aid

As a global medical device company, Greiner Bio-One has been working with the charity "Geben für Leben" since 2021. For people with leukemia or other blood disorders, a stem cell donation is often the last hope for a cure when treatment and chemotherapy have failed. This is precisely what the mission of "Geben für Leben" is about – to find life-saving stem cell donors for people suffering from leukemia. Greiner Bio-One provides support by funding tissue typing, which refers to the

determination of the tissue type of potential stem cell donors. Any healthy person between the ages of 17 and 45 can be tested using a cheek swab or blood sample to become a potential donor worldwide. Greiner Bio-One also organizes tissue-typing drives with employees at its sites in Upper Austria, in addition to funding these typings. Since the start of the collaboration, 2,263 tissue-type tests have been funded (875 of them in 2023) to find stem cell donors for people with leukemia and other life-threatening diseases.

Plastic Bank

In the fight against plastic waste in the world's oceans, Greiner Packaging has been partnering with the Plastic Bank since 2019, thereby contributing not only to the circular economy but also to the fight against poverty. Plastic Bank is reducing plastic pollution in the oceans with the help of collection communities in places including Manila, Philippines. The initiative essentially turns plastic waste into currency: Collectors bring plastic waste to recycling stations where they can exchange it for life-enhancing benefits such as electricity, tools, everyday items, or services. All the exchange transactions are stored in a database and can be tracked and traced. The collected material is processed into Social Plastic® for reuse in products and packaging. Since the collaboration began, more than 600 tons of plastic waste has been collected, which is equivalent to more than 30.5 million plastic bottles. This means that plastic is recycled and local quality of life is improved.

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



Viva con Agua

Viva con Agua is a charity that is committed to ensuring clean drinking water worldwide. NEVEON and Viva con Agua Austria, along with implementation partner Welthungerhilfe, launched the Malawi WINS & Co (Malawi Wash In Schools & Communities) project in 2021 with the aim of permanently and sustainably securing access to clean drinking water in schools and villages in the Dedza district (central Malawi).

The first phase of the project, Malawi WINS & Co 1.0 (2021-2023), ensured the drinking water supply of 22,000 people in rural Malawi. The second project phase, Malawi WINS & Co 2.0, aims to provide access to clean drinking water to an additional 30,000 people during the two-year project period from 2023 to 2025. Around 45,000 people are now benefiting from Malawi WINS & Co 2.0 with additional financial support provided from the Austrian Development Agency over the well's average life of ten years.

Promotion of local communities

In addition to our larger and longer-term partnerships, which are typically organized by the headquarters, we also care very deeply about commitments to our local communities. This allows us to contribute, lead by example, and engage with local organizations and communities in the countries where we operate. Here is a list and description of some of our more than 200 site-specific projects that were supported in 2023.

Specialized healthcare – Macmillan Cancer Support

At the Greiner Packaging site in Dungannon, Northern Ireland, a charity committee has been actively involved in charitable causes for a number of years. In 2023, the committee decided to back Macmillan Cancer Support, one of the UK's largest charities. Macmillan Cancer Support provides specialized healthcare and financial assistance to people with cancer. The organization also addresses the social and psychological impact of cancer and advocates for better overall cancer care. To celebrate the International Day of Charity in 2023, Greiner Packaging invited a representative of Macmillan Cancer Support to meet and talk. She emphasized the great benefits of donations and gave employees a glimpse into all aspects of cancer care.

Our Greiner Packaging site in Dungannon hosted a breakfast in support of the Macmillan Cancer Support charity in 2023.



Emergency relief for earthquake victims in Turkey and Syria

We believe that it is our duty to help those who are most in need of assistance. Deeply saddened and shocked by the massive destruction and suffering caused by the earthquake in Turkey and Syria in February 2023, our divisional organization NEVEON launched a very special initiative: To provide quick support and urgently needed relief to the disaster victims, a total of more than 3,000 mattresses were donated by various NEVEON sites. In addition, Greiner AG supported the relief organization CARE Turkey with a financial donation. CARE Turkey was one of several aid organizations that supplied the people on the ground and used the donations to bring relief supplies to the disaster area.

NEVEON donated over 3,000 mattresses to the people affected by the earthquake in Syria and Turkey.



Our Czech counterparts planted many fruit trees in November 2023.

Presenting the check to the Forest Green Rovers Community



Promoting biodiversity through collaborative landscape design

For the third year in a row, the Greiner Packaging site in Slušovice, Czech Republic, has participated in the “Planting Trees” project, which supports the planting of fruit trees in the region. In November 2023, the site’s employees planted a total of 43 fruit trees in Neubuz, extending the existing tree-lined avenue to the Barborka lookout point. They had started to plant the avenue the previous year. The non-profit organization Sázíme stromy (“Let’s Plant Trees”) offers an opportunity to get involved in planting fruit trees in public places. The aim of the project is the promotion of biodiversity, landscape design and social cohesion. Trees planted include apples, pears, cherries, and plums. The trees are then maintained by the city government.

Forest Green Rovers Community – more than just a soccer club

The Forest Green Rovers Community is the charitable arm of the Forest Green Rovers sustainable football club. Working with schools, community organizations, and sports clubs in Gloucestershire and beyond, they use soccer to educate, motivate, and inspire – especially among young people from less privileged socio-economic backgrounds. Our Greiner Bio-One site in Stonehouse, UK, supported the Forest Green Rovers Community in 2023 at a time of year that is financially challenging for many families: the Christmas season. The donations helped cover the cost of the children’s Christmas gifts.

Outlook: Social commitment

We will continue supporting and promoting larger, medium- to long-term partnerships, and smaller local projects in 2024. Participating in social and environmental aid projects not only adds value to society; it also promotes good neighborly relations between Greiner and the surrounding community. Ultimately, this helps us to strengthen our employer brand and actively contribute to building a better community. In a best-practice document, we describe specific examples of community involvement to inspire other Greiner employees and sites to plan and implement similar projects.