

Edelmann Group

SUSTAINABILITY 2022 REPORT



High Q Packaging

www.edelmann-group.com

MAKE A SUSTAINABLE CHOICE –
PAPER-BASED PACKAGING SOLUTIONS
THAT NOT ONLY PROTECT YOUR PRODUCTS
BUT ALSO SHOW YOUR LOVE FOR OUR
PLANET. JOIN THE MOVEMENT TOWARDS
A GREENER FUTURE TODAY.

ARE YOU WITH US?

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WE CHOOSE TO STAY TRANSPARENT AND
SHARE OUR PROGRESS THROUGH THE
ANNUAL SUSTAINABILITY REPORT.

ABOUT THIS REPORT

The Edelmann Group Sustainability Report 2022 discloses our ambitions, impact and progress for a range of material topics. The scope of this report is global, therefore all statements and key performance indicators mentioned in the report refer to all Edelmann sites unless stated otherwise.

The target readers of this report are our stakeholders, including employees, customers, suppliers, business partners as well as local communities. Research institutions and industry players are also encouraged to learn more about sustainability at Edelmann Group by the means of this report.

The report was prepared in accordance with the revised GRI (Global Reporting Initiative) Universal Standards 2021. Edelmann Group reports on its sustainability performance annually based on a calendar year. Therefore, the report covers the time period of January 1st, 2022 – December 31st, 2022. The preceding report for the year 2021 is available on our website.

STATEMENT FROM OUR CEO

Dear Stakeholders,

The global polycrisis in 2022 brought numerous business and societal challenges, nevertheless we managed to maintain a strong vector on our journey towards a cleaner, healthier and inclusive tomorrow. Our lighthouse remains the Group Sustainability Roadmap which guides our key actions and measures our progress.

When we look at the sustainability milestones achieved in 2022, we can conclude with confidence that it has been an exceptional year despite the turbulent times. Our decarbonisation path was strongly followed through validating science-based targets as well as advancing on renewable electricity sourcing with a significant increase from 43% to 65% globally. Along with that, our Customer Sustainability Program supported numerous clients to get closer to achieving packaging carbon footprint targets. We also strongly delivered on the social pillar with a few highlights: the share of minorities and vulnerable groups doubled, employee training programs and engagement were enhanced through targeted initiatives,

and the global "Joy of Giving" program allowed to support more than 18 communities in need globally.

New packaging development was recognized by numerous sustainability awards for the selected products. Additionally, the gold EcoVadis rating was awarded for the third consecutive year which reaffirms our course of action.

We thank our dedicated employees, valued customers, suppliers and business partners for supporting the transformation towards sustainable future. Our ambitions remain strong, commitments transparent and execution well on track.

On behalf of the Edelmann team, I wish you an interesting and inspiring read.

Sincerely,

Dr. Frank Hornung
Chief Executive Officer, Edelmann Group



EDELMANN GROUP AT A GLANCE

Edelmann Group is an international family business, operating in the paper-based packaging sector, delivering solutions with sustainable value to their customers in healthcare, beauty care and consumer brands markets. The packaging solutions offered by Edelmann are mainly folding boxes and leaflets.

The company was founded in 1913 in Heidenheim, Germany, where it is still headquartered. Edelmann Group is represented by 13 sites in 7 different countries, spread over 4 continents. 3,000 employees guarantee that Edelmann's strong international network is supporting its global presence.

Edelmann Group is a leader in innovation, working with the newest technologies to provide reliable and safe packaging solutions and cutting-edge structural and graphic design. Our products follow rigorous "High Q Packaging" guidelines which promise comparable standards across all plants.

2022

EDELMANN GROUP HAS DELIVERED SUSTAINABLE VALUE TO THEIR CUSTOMERS IN HEALTHCARE, BEAUTY CARE AND CONSUMER BRANDS FOR OVER 100 YEARS.

**€334 MILLION
IN SALES**

**>4.3 BILLION FOLDING CARTONS
AND >1.1 BILLION LEAFLETS**

**13 PRODUCTION SITES IN
7 COUNTRIES**

3,000 EMPLOYEES

OUR GLOBAL PRESENCE

We are a global player. Today's world is increasingly digital and globalized. Vast distances, different time zones and cultural diversity are part of our everyday working lives at Edelmann.

WHEREVER OUR CUSTOMERS NEED US, THAT'S WHERE WE ARE.
GLOBALLY.



GLOBAL NETWORK.
LOCAL ROOTS.

OUR PRODUCT PORTFOLIO & CORE MARKETS



LEAFLETS

Inserts and outserts, folding & assembling capabilities, booklets

BEAUTY CARE

We take the challenge to provide solutions which stand out not only with their high-quality embellishment and complex designs, but also minimized environmental footprint. Our product portfolio within beauty care includes cosmetics, skincare, perfumes and hair coloration.



FOLDING CARTONS

Individual packaging solutions
Individual finishings
Coding systems
Security features



RIGID BOXES

Sharp edges
Foldable rigid boxes



WET LABELS, VIAL CARDS,
SYSTEM PACKAGING
& CO-PACKING

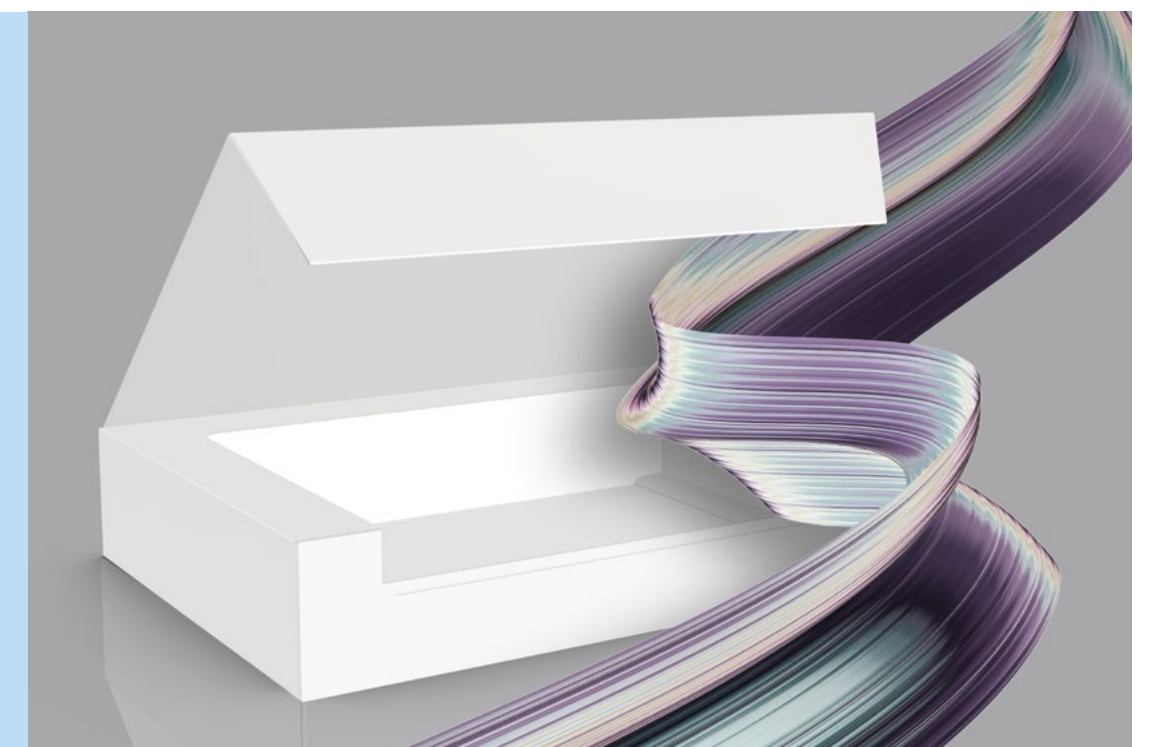
HEALTH CARE

We realize the importance of quality, safety and anti-counterfeiting features in the development of pharmaceutical packaging and information leaflets. We supply packaging for medications, over-the-counter products, dental medicine, generics and food supplements.



CONSUMER BRANDS

We are fully prepared to serve the needs of the mass market as well as premium brands with their highly refined products. Personal care, food and drink, household items, toiletries and multimedia are just a few examples of our capabilities within the segment of consumer brands.



OUR VALUE CHAIN



OUR PACKAGING SOLUTIONS CONTRIBUTE TO THE CIRCULAR ECONOMY

SUSTAINABILITY AWARDS AND RANKINGS



We have confirmed the **"Gold" Ranking on EcoVadis** for the third consecutive year with 30+ new strengths and improvements.



The ampoule packaging **"PopArt"** by Dr. Grandel was awarded by the **European Carton Excellence Award** for a sustainable packaging concept.



Innovative and sustainable packaging concept for the Nivea **"Eco Refill"** awarded by **ADF Innovations Award**.



"A-" Leadership rating on CDP Forests as a first-time responder and **"B" rating on CDP Climate Change**.



HUNGAROPACK "Sustainability" category winner for developing and producing carton-based packaging replacing a preceding plastic solution.



IFCA Star Award recognized one of the developments of Edelmann India in the category **"Recyclable Innovation"**.

SUSTAINABILITY HIGHLIGHTS 2022

WE VALIDATED SCIENCE-BASED TARGETS

-7% in Scope 3 GHG emissions
(vs 2021)*

**EXTERNAL VERIFICATION OF
EMISSIONS BALANCE: ISAE 3000 (SCOPE 1, 2 AND 3),
GHG PROTOCOL (SCOPE 1, 2 AND 3)**

-15% in Scope 1 & 2 GHG emissions (vs 2021)

*per million manufactured units



**UPDATED CODE OF ETHICS AND CONDUCT
& HUMAN RIGHTS POLICY**

7% of our workforce comes from
minorities and vulnerable groups
(vs 3.5% in 2021)

12 customers participated in our
Customer Sustainability Program



>18 communities in need were supported
through "Joy of Giving" along with
10 targeted community initiatives

WE ENABLE:

- Reduction of packaging carbon footprint
- Full recyclability of packaging solutions
- Plastic replacement

WE CONTRIBUTE TO:

- Ambitious climate action
- Social inclusion
- Sustainable supply chain

WE FOSTER:

- Employee development and engagement
- High ethical standards
- Social and environmental competence

MISSION

We provide our customers with superior and innovative board packaging solutions and leaflets promoting their products perfectly towards customers and protecting their products in an environmentally friendly way.

VISION

We aim to become the global point of reference for packaging solutions, delivering sustainable value to end consumers, customers, employees and shareholders. We will be recognized as preferred supplier due to our superior performance in terms of quality, delivery reliability and sustainability.

VALUES

INTEGRITY AND HONESTY: We say what we think, even when it's uncomfortable and do the right thing, even if nobody is watching.

TRANSPARENCY: We have nothing to hide and share openly where things are not going right and where we need help.

AMBITION: We thrive for superior performance and quality and do not want to settle for less. We provide room for personal growth and accountability and actively encourage personal initiative.

RESPECT: We treat others the way we want to be treated by them.

JOY: Like what you do and who you are doing it with. There is always room for a laugh.

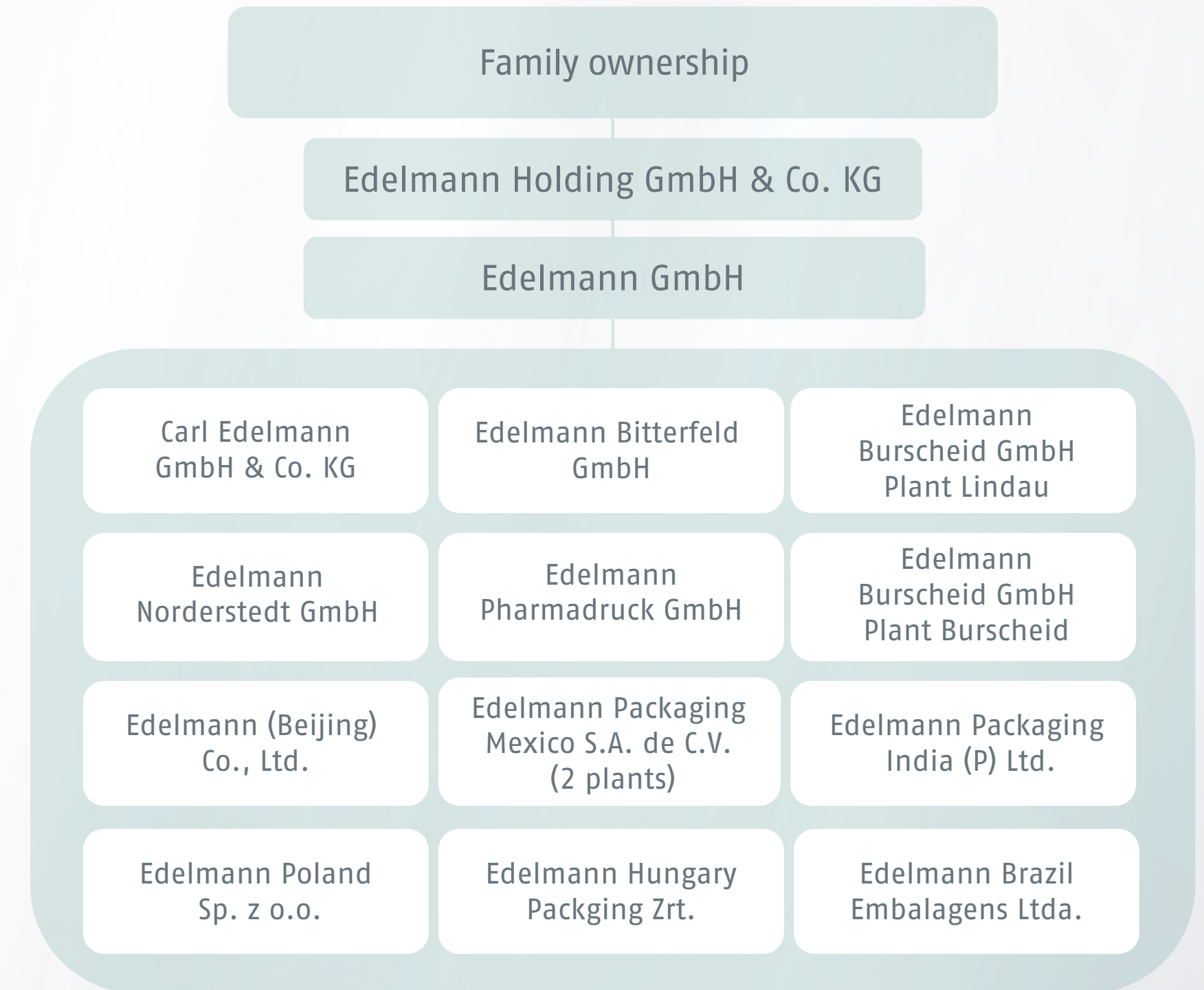
MISSION, VISION, VALUES

ORGANIZATIONAL AND GOVERNANCE STRUCTURE

Edelmann GmbH is a family-owned business and belongs to the Edelmann Holding GmbH & Co. KG. The company is led by the Chief Executive Officer Dr. Frank Hornung and the Chief Operating Officer Christian Schumacher, further supported by the Advisory Board.

In 2022, our plants in Leverkusen and Wuppertal were merged into a newly established location Edelmann Burscheid. Additionally, our operations in France and USA were consolidated into Germany, Poland and respectively Mexico in 2022. With these changes, the report includes the figures for the new location Burscheid, former locations in Leverkusen and Wuppertal for the time period when they were still operating, while the figures for France and USA are excluded. Applicable reductions due to the plant closures are explained for all relevant KPIs.

ORGANIZATIONAL STRUCTURE



GOVERNANCE STRUCTURE



*the leaders of the highlighted functions are members of the Global Executive Board (GEB) which is the highest governance body of the Edelmann Group.

GOVERNANCE

The highest governance body of the Edelmann Group is the Global Executive Board (GEB). The GEB is led by the Chief Executive Officer and consists of executive leaders who represent the key global functions. The selection of the members is initiated by the Chair and needs to be approved by the Advisory Board. As a family-owned business, the presence of the Advisory Board is a voluntary supervision structure and is not required by the law.

The existing composition of the GEB is designed to allow visibility, transparency and fair representation of key decision makers who contribute to the long-term development of the company, including management of impacts. The GEB is updated quarterly by the sustainability function through a quarterly review meeting.

The role of the GEB in the management of social and environmental impacts is to guide, review and support the strategic development, set performance objectives and track their implementation, review and approve annual budgets, including sustainability-related investments as well as incorporate impact management in individual functions. Examples of the GEB team's engagement are participation in a materiality assessment through a dedicated workshop as well as review and approval of the Group Sustainability Roadmap with the respective strategic focus areas, targets and action plans. In 2022, GEB also participated in the review and approval of science-based targets. Therefore, the GEB members are actively involved in shaping and leading the sustainability journey of the Group.



Dr. Frank Hornung, CEO
Chair
Edelmann tenure: 5 years
20 years of leadership experience, 10 years in packaging



Christian Schumacher, COO
Member
Edelmann tenure: 1 year
20 years of leadership experience, 10 years in packaging



Ayfer Durmaz, Business Performance, People & Culture Member
Member
Edelmann tenure: 5 years
14 years of leadership experience, 10 years in packaging



Meino Adam, Sales Director
Member
Edelmann tenure: 32 years
19 years of leadership experience, 32 years in packaging

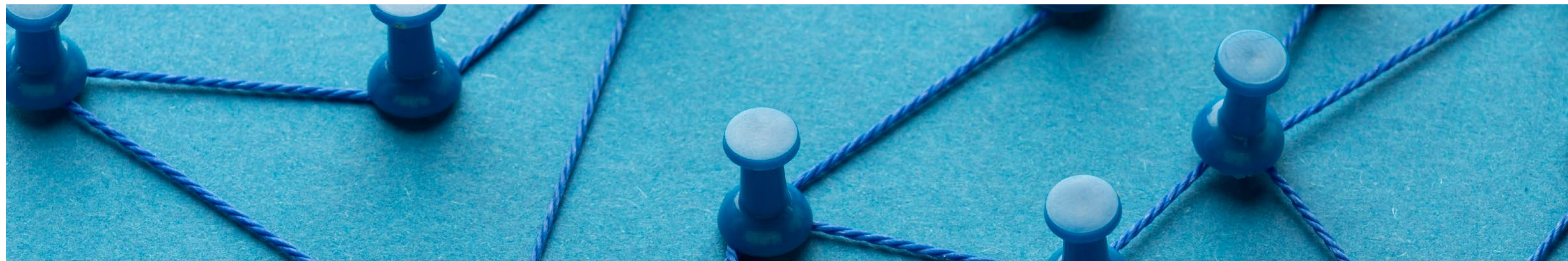


Stefan de Paz, Finance, Digitalization & Processes Member
Member
Edelmann tenure: 5 years
25 years of leadership experience, 12 years in packaging

STAKEHOLDERS

Understanding the views and interests of our stakeholders ensures long-term success of our operations, therefore we strive for continuous dialogue and open exchange. The key stakeholder groups and our engagement with them are described below, particularly in relation to our sustainability commitments and material topics.

OUR COMMITTED EMPLOYEES ARE AMONG THE MOST VALUABLE RESOURCES THAT ALLOW GROWTH AND DEVELOPMENT OF THE EDELMANN GROUP.



INTRODUCED IN 2020, THE CUSTOMER SUSTAINABILITY PROGRAM CONTINUES TO ENABLE A NEW LEVEL OF ENGAGEMENT WITH OUR CLIENTS TO MINIMIZE THE FOOTPRINT OF PACKAGING.

EMPLOYEES AND MANAGEMENT

Our committed employees are among the most valuable resources that allow growth and development of the Edelmann Group. We engage through career development discussions, annual Employee Satisfaction Survey, trainings, internal newsletters, regular communication from the Global Executive Board (GEB), location-specific townhall meetings, company events along with cross-functional as well as global initiatives. Our employees also have access to an anonymous whistleblowing channel that can be used for reporting complaints and misconduct.

SUPPLIERS

Our valued suppliers are our key strategic partners who support us in enhancing our sustainability performance throughout the entire supply chain. We demand our suppliers to follow our CSR principles based on their commitment to the Supplier Code of Conduct. We engage through operational work, regular meetings, workshops, site visits, business reviews and joint development projects. At least quarterly frequency of contact is maintained with key suppliers. Supplier engagement events are used to drive implementation of projects that improve carbon footprint of raw materials, production processes, shipping materials and machinery.

CUSTOMERS

Sustainability is among the key priorities of our customers. Therefore, our engagement is crucial to meet the targets of our customers and support them to decrease the carbon footprint of their packaging. Continuous dialogue is enabled through annual business reviews, topic-specific workshops, joint product developments and new launches, audits, regular site visits and customer events. The average frequency is at least quarterly. Introduced in 2020, the Customer Sustainability Program continues to enable a new level of engagement with our clients to minimize the footprint of packaging.

LOCAL COMMUNITIES & SOCIETY

Local communities and society benefit from the positive impact that Edelmann Group is creating, including financial, such as monetary support of sports clubs and orphanages and/or volunteering, such as charity runs and blood donations. Our efforts vary within different plants, but they are united under one common purpose of contribution to the well-being and prosperity of local communities. In 2022, all sites of the Edelmann Group joined the "Joy of Giving" where we supported more than 18 associations in need. In addition, our social inclusion projects provide employment opportunities to minorities and vulnerable groups.

CSR TIMELINE

Sustainable development has always been at the core of our strategy since the early days of our history. Discover some of the highlights below with our improvements and some of the key milestones since 1975.

1975-1981 Surface finishing switches from solvent-based to water-based varnishes. Reduction of pollutants in production.

1977 A system for transporting cartonboard waste from the punching and waste stripping sections to the bailing press is commissioned.

1983 Calculation bases for determining ink quantities using spectrophotometers, specimen printing equipment and analytical balances are developed.

1987 In areas with little natural light, fluorescent lights with electronic ballasts are installed. Ventilation and heating systems are controlled by PC-based management system.

1988 Dies for punching machines are dressed in water-based adhesives, replacing spray-type adhesives with propellants.

1989 The lightning systems in the production areas are equipped with daylight detection control. Three additional press containers are installed for even more effective selection of leftover card waste. A waste and recyclable material collection system is introduced. Process water is heated by means of heat recovery from the compressed air generation process system is introduced.

1991 All the cooling systems become closed systems. A system of leftover ink utilization is commissioned.

1991 Computer programs calculate the precise amount of ink required for each job. Disposable pallets are returned to cartonboard suppliers for reuse. A new mixing plant for gravure inks reduces the amount of leftover ink produced. Fire protection insulators from asbestos are removed and disposed of.

1992 A desilverisation system for fixing baths used in film development is commissioned. The exhaust air purification system in the gravure printing section is commissioned. Additional warehouse for storing flammable liquids is built. Offset ink is delivered in 200-litre drums, from which it is pumped pneumatically to the ink-mixing department.

1993 1800 m² corrugated eternity roof containing asbestos fibers is removed and disposed of.

The TÜV environmental seal is introduced. Calendar varnishes are switched to dispersion basis without solvents (CE-Gloss).

1994 A control system switches off demand-dependent electric power consumers to avoid power surges. Hall heating is fed by heat recovery from compressed air generation.

1996 Disposal channels and options are highlighted in a Disposal Manual. The building heating is switched to gas. The burners are controlled by oxygen. A filtration system for leftover inks is commissioned. Hydraulic lifts are powered by biodegradable hydraulic oils. The first environmental report is published.

1999 Processes to produce pharmaceutical packaging are introduced to the OB section.

2000 A fully automated ink-mixing system for offset inks is introduced.

2001 Plates are exposed almost entirely using CTP-systems.

2003 The automatic transport system FTS is introduced.

2004 Logistics and transport workflows are optimized by setting up a central warehouse. The entire roof area in the Weilheim factory is insulated.

2005 The Disposal Manual is introduced.



2006 Natural gas vehicles are introduced for in-plant transport and city journeys. All processes and workflows are risk-assessed.

2008 The ESC office and technology building is built based on the latest ecological consideration. The noise level on the pharmaceuticals production hall is reduced by installing noise-absorbent mats. Edelmann France, Heidenheim and Weilheim are FSC®-certified.

2009 New acquisition of latest indoor concerning ventilation and air conditioning mechanism.

2010 Heat recovery in compressed-air system is optimized.

2013 Installation of photovoltaics on the roof of the factory in Heidenheim.

2014 Installation of a combined heat and power plant. Successful testimonial of an alternative energy management system.

Combined heat and power plant is implemented. Installation of the LED lightning in the gluing department. New air compressor with installed heat recovery.

2015 The new more energy-efficient factory on the site in Hungary was built. Realization of the Energy Audit DIN EN 16247-1 in all German sites.

2016 Introduction of the Code of Conduct. Implementation of Corporate Social Responsibility.

2017 Receiving silver status on the rating platform EcoVadis. Replacement of the old heating pumps through a more efficient version. Human Rights Policy is introduced.

2018 German Packaging Sustainability Award. Replacement of heating pumps in Weilheim. Switching to LED lighting in the USA. GHG Balance is introduced globally.

2019 Updated Supplier Code of Conduct. Development of alternative PET lamination solutions. "A-" Rating on CDP Climate Change. 2 Environmental Awards.

2020 First GHG emissions audit; CPI Best Sustainable Packaging Solutions Award; Global "Joy of Giving Week"; LED lighting in Heidenheim; Plastic replacement projects; Expansion of social inclusion projects; Supplier Contest on sustainability.

2021 First GHG emissions audit; CPI Best Sustainable Packaging Solutions Award; Global "Joy of Giving Week"; LED lighting in Heidenheim; Plastic replacement projects; Expansion of social inclusion projects; Supplier Contest on sustainability.

2022 Emission reduction targets were validated by SBTi (Science Based Target initiative). Numerous sustainability awards. Joy of Giving 2022 across all sites. First-time submission of CDP Forests, resulting in a leadership ranking "A-".

MATERIALITY ASSESSMENT

Materiality assessment is the identification of sustainability topics and their prioritization by relevance and impact based on the voices of internal and external stakeholders. The latest update of the materiality assessment was completed in 2021.



SOCIAL

- 1. Employee training and development
- 2. Diversity
- 3. Labour and Human Rights
- 4. Social dialogue
- 5. Occupational Health and Safety
- 6. Support of local communities

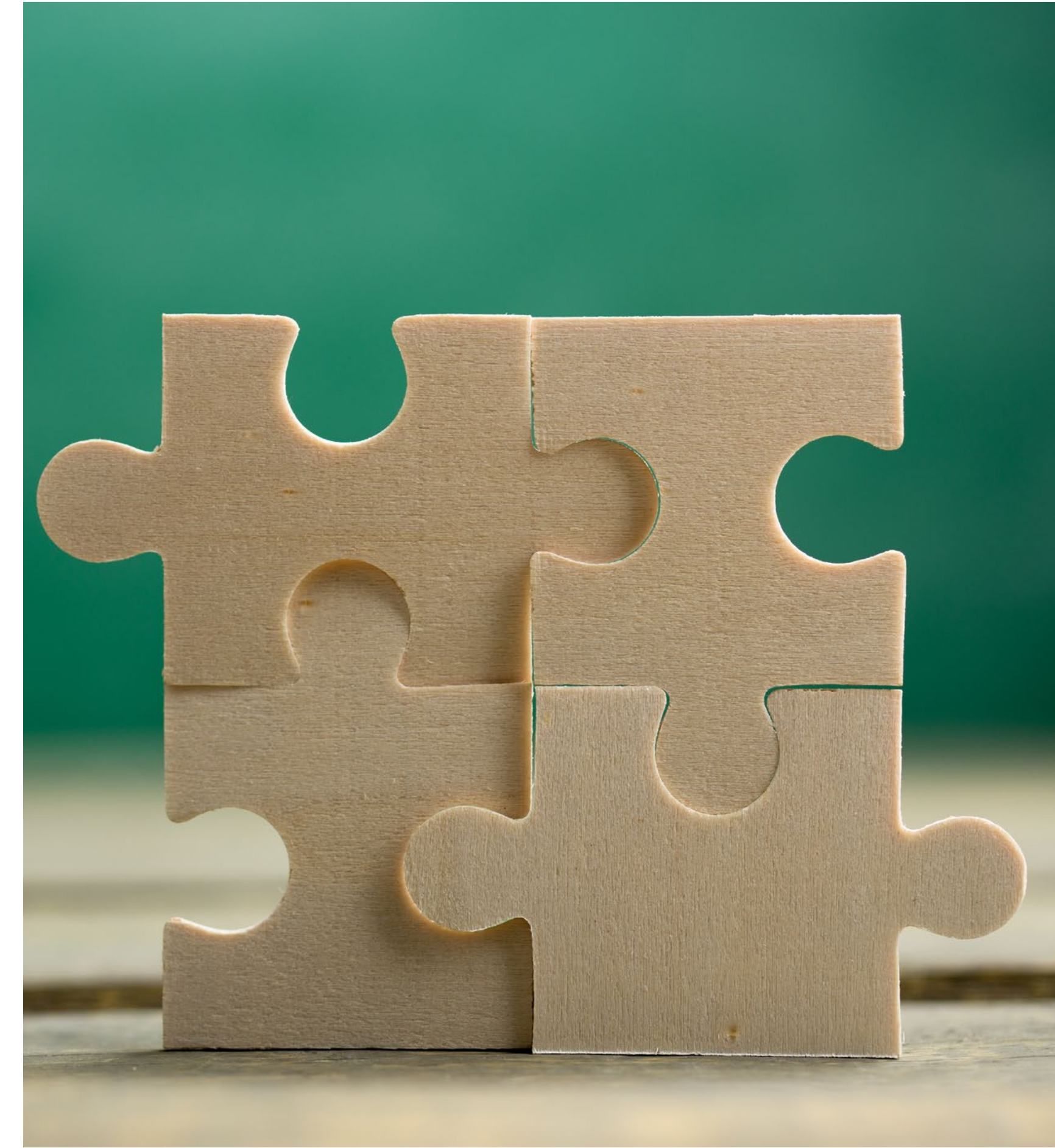
ENVIRONMENTAL

- 7. Energy and GHG emissions
- 8. Water
- 9. Raw materials
- 10. Waste management
- 11. Product end of life

BUSINESS ETHICS & OTHERS

- 12. Anti-corruption and Bribery
- 13. Fair competition
- 14. Responsible information management
- 15. Supplier management

*the topics marked in brown have been excluded from the assessment, as they correspond to the legal requirements and assigned high relevance by default.



EXTERNAL STAKEHOLDERS

23 key customers through a survey and interviews

15 key raw material suppliers through a survey and interviews

1 industry report

INTERNAL STAKEHOLDERS

6 GEB (Global Executive Board) members through an internal workshop

72 employees of all levels globally through a survey

OUR SUSTAINABILITY ROADMAP

	ENERGY AND EMISSIONS	RAW MATERIALS AND SOURCING	DIVERSITY AND INCLUSION	EMPLOYEE DEVELOPMENT & ENGAGEMENT
OUR AMBITION	<p>REDUCE our carbon footprint and support our customers to achieve their emission reduction targets for packaging</p>	<p>ACHIEVE sustainable supply chain from transparency to full recyclability of our packaging solutions</p>	<p>BECOME an inclusive employer fostering diversity, equity and social inclusion</p>	<p>SUPPORT our workforce to encourage and strengthen environmental, social and business ethics competence</p>
5-YEAR TARGETS (2027) EXCEPT 2030 TARGETS	<p>Our validated science-based targets (SBT):</p> <ul style="list-style-type: none"> Reduce absolute Scope 1 and Scope 2 GHG emissions 42% by 2030 from a 2021 base year Reduce Scope 3 GHG emissions 52% per million manufactured units by 2030 from a 2021 base year Increase annual sourcing of renewable electricity from 43% in 2021 to 100% by 2030 Decrease our energy consumption in line with SBT Support at least 15 key customers to decrease carbon footprint of their packaging by at least 25% 	<ul style="list-style-type: none"> Assess and support to improve sustainability performance of 100% of Tier 1 suppliers Support plastic replacement with paper-based solutions 95% of our production volumes will be fully recyclable Engage our supply chain partners to drive sustainable improvements 100% of investments and new suppliers are assessed against environmental and social impact 	<ul style="list-style-type: none"> Triple the share of our workforce coming from minorities/ vulnerable groups Become an inclusive employer fostering diversity, equity and social inclusion 	<ul style="list-style-type: none"> Make sure all our employees are environmentally and socially conscious Increase employee engagement in sustainability (at least 50% of involved workforce) Foster ethical behaviour across the Group

AMBITIOUS CLIMATE ACTION

Under the 2015 Paris Agreement, governments committed to keeping global temperature rise to well-below 2°C above pre-industrial levels, at the same time enhancing efforts to limit global warming to 1.5°C. In 2018, the Intergovernmental Panel on Climate Change announced that global warming must not exceed 1.5°C to avoid serious impacts of climate change.

The SBTi (Science Based Targets initiative) drives ambitious climate action by developing standards and validating emission reduction targets in line with climate scenarios dictated by science.

We are proud to be among companies taking action and committing to the targets which help to limit the global warming to 1.5°C. We went through the validation process in 2022, resulting in the following science-based targets:

Reduce absolute Scope 1 and Scope 2 GHG emissions 42% by 2030 from a 2021 base year

Reduce Scope 3 GHG emissions 52% per million manufactured units by 2030 from a 2021 base year

Increase annual sourcing of renewable electricity from 43% in 2021 to 100% by 2030





12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Focus targets: 12.2, 12.5, 12.6

Relevant themes (SDG Compass):

- Resource efficiency
- Sustainable sourcing
- Material recycling
- Product environmental information

8 DECENT WORK AND ECONOMIC GROWTH

Focus targets: 8.5, 8.8

Relevant themes (SDG Compass):

- Employment & Economic inclusion
- Non-discrimination
- Health & Safety
- Employee development

13 CLIMATE ACTION

Focus target: 13.2

Relevant themes (SDG Compass):

- Energy efficiency
- GHG emissions
- Green investments
- Risks and opportunities related to climate change

SUSTAINABLE DEVELOPMENT GOALS

Sustainable development goals (SDGs) represent a call for action by the governments, corporations and individuals to protect the planet, reduce inequalities and ensure peace and prosperity around the world. The seventeen goals address the 2030 Agenda for Sustainable Development, unanimously adopted by all UN Member States in 2015 during the UN Summit. Companies are expected to contribute with their input, and so does the Edelmann Group. While all SDGs contribute to a better tomorrow, we choose to focus on the three goals to address the 2030 Agenda.

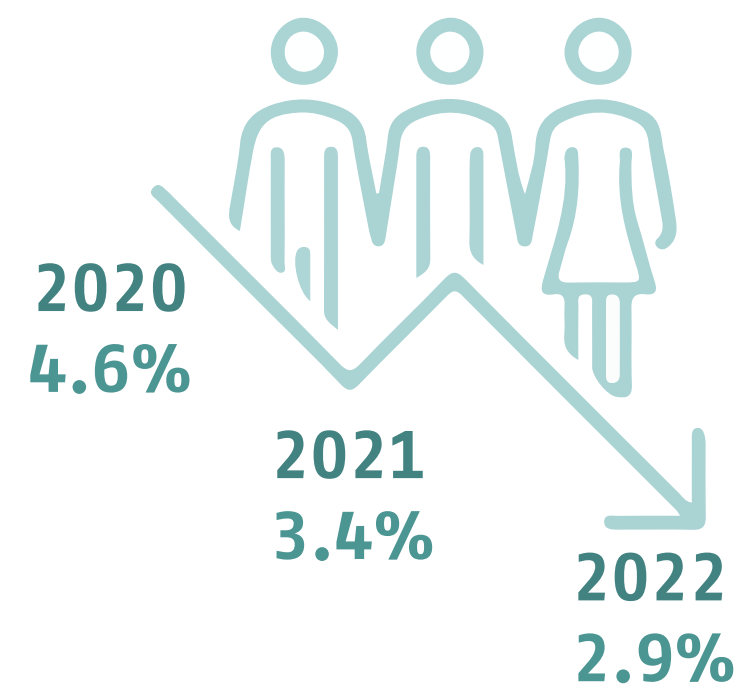
SOCIAL RESPONSIBILITY



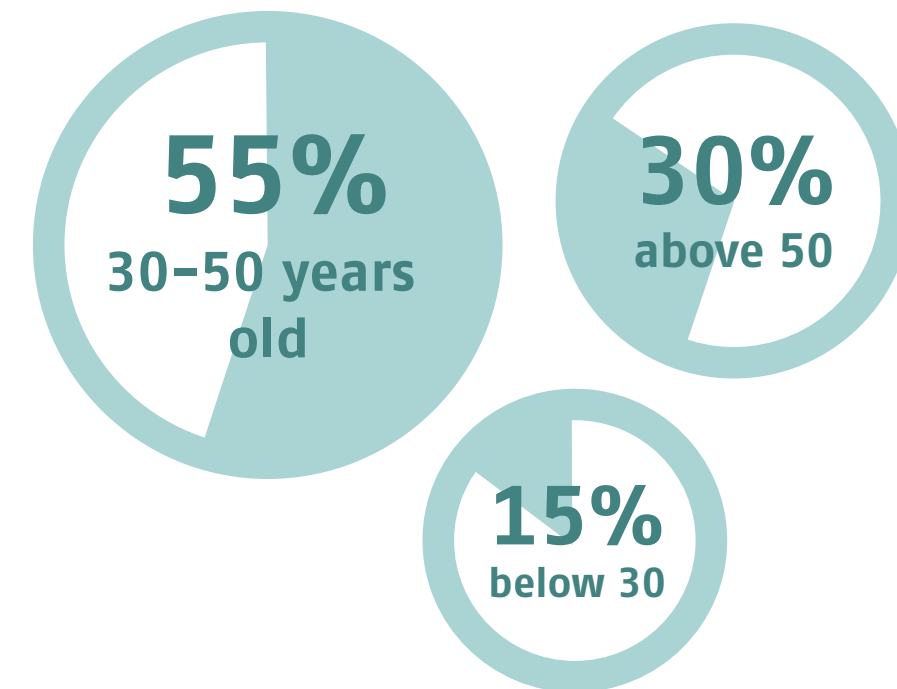
OUR EMPLOYEES

Driven by the core Edelmann values, our employees are the major contributor to the success and growth of the Group. To support our workforce, we foster talent development, equal opportunities, well-being, diversity and fair compensation. Our employees across all functions continuously drive development of sustainable solutions to enable decarbonization of the packaging market.

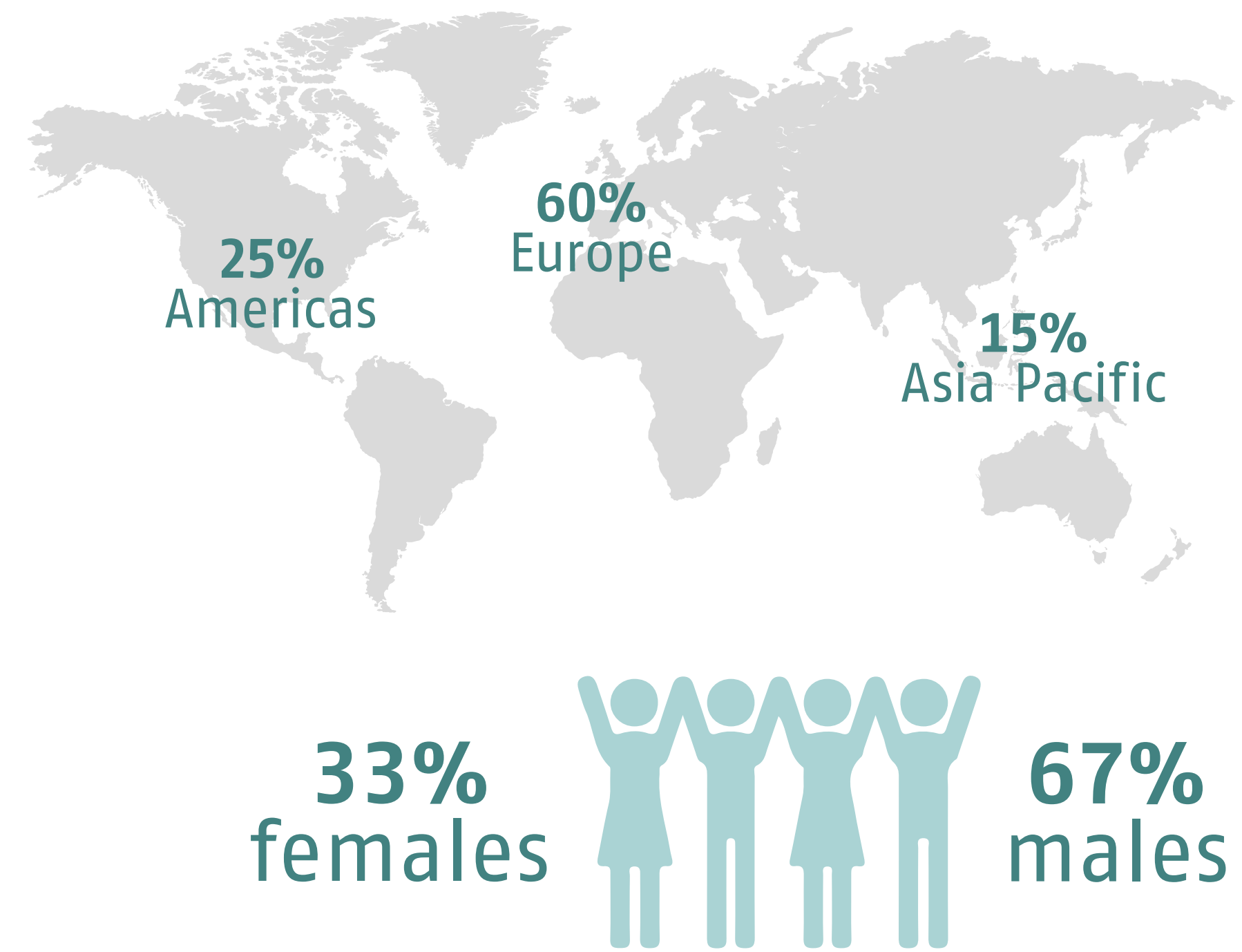
GLOBAL EMPLOYEE TURNOVER RATE



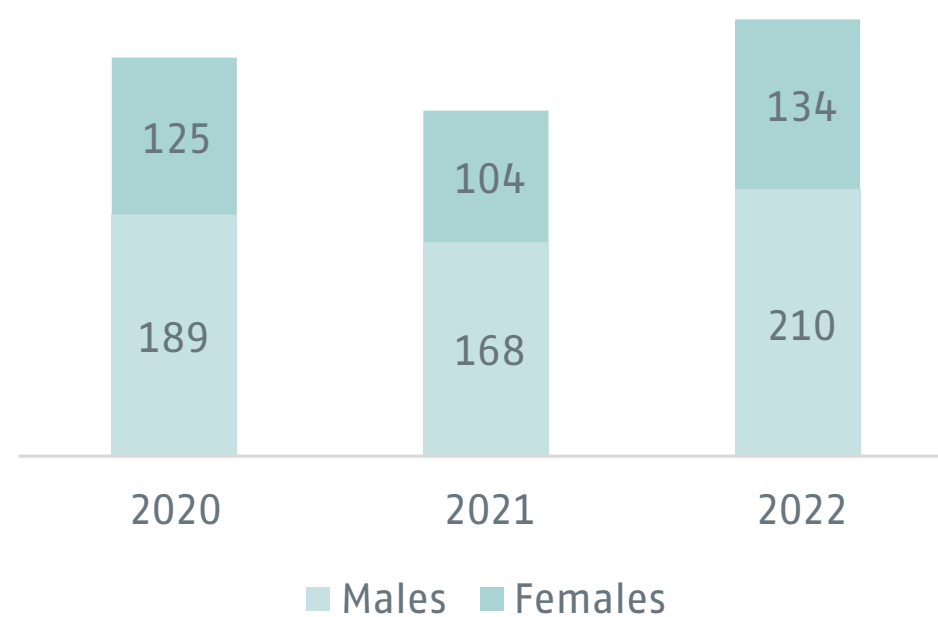
AGE DISTRIBUTION



EMPLOYEES BY REGION



NEW EMPLOYEE HIRES



The figures are compiled based on the end-year status and include our full-time permanent employees. Additionally, 230 temporary employees were employed in various locations to support manual production tasks.

WE ARE 3 000 MINDS AND 3 000 HEARTS ON OUR JOURNEY TO DELIVER SUSTAINABLE VALUE.

SOCIAL INCLUSION

Diversity and inclusion are among the core pillars of our sustainability agenda. Therefore, we implement a range of social inclusion projects in line with our commitments. This program is aimed at embracing minorities and vulnerable groups through their employment and development.

EMPLOYEES WITH DISABILITIES

Employment of people with disabilities is often regulated nationally. We strive for providing diverse opportunities and supporting vulnerable groups who have disability background across numerous Edelmann locations.

EMPLOYEES FROM VULNERABLE AREAS

Edelmann Mexico provides opportunities to people coming from economically vulnerable areas, measured by the national INEGI index. It allows people to gain access to the labour market and ensure good quality of life through employment.

IMMIGRANT EMPLOYEES

Our site in Poland employs 20 immigrant employees, supporting their onboarding, development and inclusion.

WOMEN EMPOWERMENT

We enable women empowerment through giving opportunities in senior management as well as supporting women in vulnerable life situations, such as single mothers in Mexico or migrant women with minimum to no education in India. With that, our plant in India established a female section to provide employment opportunities to migrant women and allow female presence in the manufacturing environment.

Additionally, our Polish plant continues to support women in senior management, where the current gender split is almost 50/50, significantly exceeding the Group level and national average. The managerial roles of female colleagues vary from production preparation, quality management to accounting and purchasing. Globally, the average representation of women in senior management is 24%. Senior management refers to managerial and coordinating positions.



7% of our workforce comes from minorities and vulnerable groups (vs 3.5% in 2021)

OUR APPRENTICES AND INTERNS

APPRENTICESHIP

Apprenticeship is an excellent way to attract the best talents at an early stage of their career and nurture the young professionals with knowledge and experience. Apprenticeship refers to the long-term employment that lasts on average for 3 years and combines on-the-job training and accompanying studies. For some of the students, we work in collaboration with academic institutions, such as the Cooperative State University Baden-Württemberg. Every year students spend the working part of their dual studies with us, while they are learning the academic side at the university. Some students are later resumed as full-time employees. The roles our apprentices are taking vary by major: business management, media designer, printing technologist, packaging technologist and machine operator.

INTERNSHIP

Additionally, we provide flexible opportunities to trainees who spend 3 to 12 months at Edelmann either as part of their studies or as an additional professional experience. This approach is more common among our international locations, while German sites focus on apprenticeship opportunities.

 **73**
apprentices and
trainees globally



EMPLOYEE TRAINING AND TALENT DEVELOPMENT

Our employees are the core driver of our business success, promotion of corporate values and contribution to ambitious climate action. Therefore, we choose to invest in continuous training and development of our employees. The topic is led by our Human Resources teams together with functional leaders.

EDELMANN ACADEMY

Edelmann Academy was designed to provide a global learning platform, where employees can choose to participate in a range of training programs. Communication and presentation skills training as well as the online Sustainability Module are examples of offered possibilities. Edelmann Academy will be further developed and enhanced with diverse topics, allowing each employee to share their expertise through one shared platform and learn from each other.

SKILL-SPECIFIC TRAINING PROGRAMS

We acknowledge that each employee requires a certain set of skills to grow professionally and develop their knowledge. In 2022, extensive skill-specific trainings were completed in numerous locations. Topics included:

- Leadership
- Communication and presentation
- Negotiation
- Process management
- IT skills
- Job-specific technical skills
- Various focused seminars and workshops

We estimate that 25% of our workforce received at least one skill-specific training in 2022.

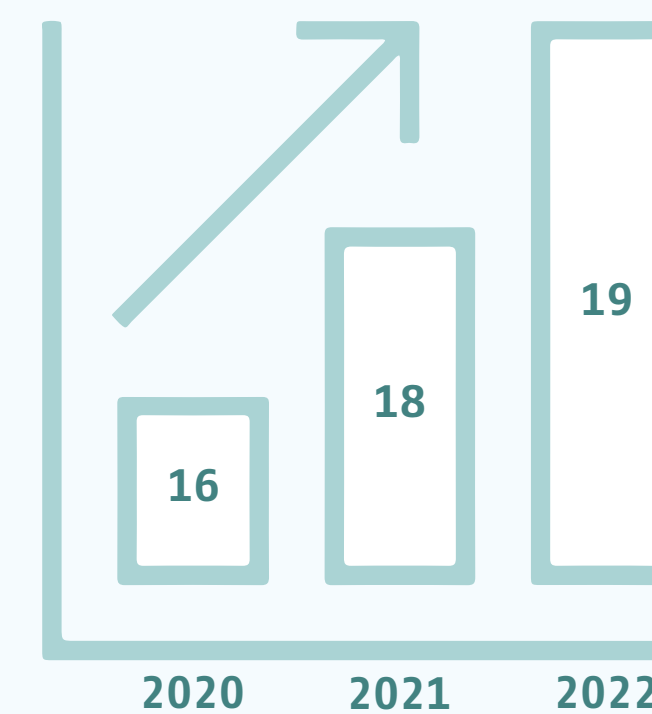
PREVENTION OF DISCRIMINATION AND HARRASSMENT

In 2022, our sites in Poland, India and Mexico completed training on prevention of discrimination and harassment both for production and administrative employees to raise awareness and foster equality of treatment.

ENVIRONMENTAL AWARENESS

Following the updated environmental awareness training in 2021, we repeated the training in selected locations. The purpose was to outline key environmental topics, responsible daily practices, improvement potential and ways of communication locally. The training was fully delivered in China, Poland and Mexico.

AVERAGE TRAINING HOURS PER EMPLOYEE



42% of our workforce received formal performance reviews

33% of our workforce received environmental awareness training

39% of our workforce were trained on prevention of discrimination

SOCIAL DIALOGUE

Hearing voices of our employees and making sure that we have sufficient channels for dialogue is crucial to our efforts on employee satisfaction, communication and engagement. In 2022, we continued developing programs and tools aimed at strengthening social dialogue.



FEEDBACK

through employee surveys, focus groups and suggestion programs



TRANSPARENT COMMUNICATION

through townhall meetings, newsletters and other channels



STRUCTURED ENGAGEMENT

through the work of local employee councils

ENHANCED COMMUNICATION

All Edelmann sites continued working on improving internal communication during 2022. Local monthly newsletters are further supported by the quarterly global management updates as well as local townhall meetings, wherever possible, or virtual gatherings. Additionally, informal opportunities, such as tea/coffee with one of the management team members, were also offered to our employees.

EMPLOYEE SATISFACTION SURVEY AND FOCUS GROUPS

In early 2021, a global employee satisfaction survey was completed to hear all voices and seek improvement potential regarding employee development, communication, facilities, remuneration and engagement. The participation rate of 75% globally ensured a fair representation of opinions. The results were measured in Net Promoter Score (NPS). Consequently, action plans were established through focus groups in each location to work on the key improvements and make sure that representative employees were directly involved in the process. Focus group work actively continued in 2022 and already led to numerous improvements, such as availability of further training opportunities.

EMPLOYEE SUGGESTION PROGRAM

Our sites in Mexico, Brazil, India and China run an employee feedback program through a suggestion box installed in the plants. Employees use it to communicate their wishes and suggestions regarding their working places, various arrangements, canteen facilities and other work-related matters through a central channel. Suggestions are carefully reviewed and followed up.

EMPLOYEE COUNCIL

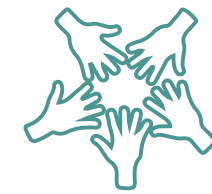
71% of our workforce are covered by site-specific Employee Councils, which are formally elected and ensure a fair representation of local colleagues. While it is required by law in some locations, the rest are involved voluntarily. The Committee speaks for the employees' rights and interests and negotiates open subjects with the management team.

HEARING VOICES OF OUR EMPLOYEES AND MAKING SURE THAT WE HAVE SUFFICIENT CHANNELS FOR A DIALOGUE IS CRUCIAL TO OUR EFFORTS ON EMPLOYEE SATISFACTION, COMMUNICATION AND ENGAGEMENT.

HUMAN RIGHTS

Our commitments on human rights are formalized through the Human Rights Policy, further supported by the Code of Ethics and Conduct. In order to extend our ambition, we require our suppliers to commit to the principles of the Supplier Code of Conduct, where one chapter is dedicated to human rights. The impact management related to human rights is mainly led by the HR department with the support of other relevant functions depending on the location.

We are committed to the principles of the Universal Declaration of Human Rights, including the International Bill of Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.



EQUALITY OF TREATMENT

DEI (Diversity, Equity and Inclusion) is among the core priorities of our sustainability roadmap. Therefore, equality of treatment and non-discrimination are crucial to our practices for recruitment, talent development and engagement. Our social inclusion projects contribute to the practical implementation of our DEI ambitions. We do not tolerate any discrimination practices on the grounds of race, nationality, colour, sex, disability, religion, political opinion, social origin, or age.



FAIR LABOUR PRACTICES

70% of our employees are covered by collective agreements on working conditions, including remuneration, working hours, vacation days and notice period. For countries where collective bargaining is not available, market and national standards are used to regulate conditions. Following that, employment relationship is formalized in a written contract, specifying all location-specific conditions. All contracts of employment comply with applicable national laws. Therefore, we ensure adequate working hours and fair compensation implemented through fixed salary scales or national regulations. The ratio of standard entry level wage compared to local minimum wage is 135% for admin and 136% for production employees.



FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

All Edelmann employees are free to join unions of their choice as well as appoint their representatives who would communicate their interests in the most efficient way. The right of freedom of association and collective bargaining is clearly stated in Edelmann's Human Rights Policy. We work with employees' representatives in a spirit of trust and open dialogue.



CHILD AND FORCED LABOUR

We refer to child labor as a subject to ILO Conventions. According to the latest ILO Report on child labor, 160 million were in child labour with half of them being exposed to hazardous conditions. We strictly prohibit any form of child and/or forced labour, formalized in the Human Rights Policy. Practically, the age of the applicants is checked as part of the screening and recruitment processes. In addition, SMETA audits are performed for multiple locations to obtain independent verification.

UPDATED HUMAN RIGHTS POLICY

In 2022, our Group Human Rights Policy was renewed and rolled out. It was translated into all Edelmann languages with the start of a global training campaign at the end of 2022 with the goal to train 100% of our workforce. It will help us to raise awareness as well as support our employees in recognition and diligent reporting of any human rights violations in our value chain. The policy is applicable to all Edelmann entities.

BUSINESS ETHICS

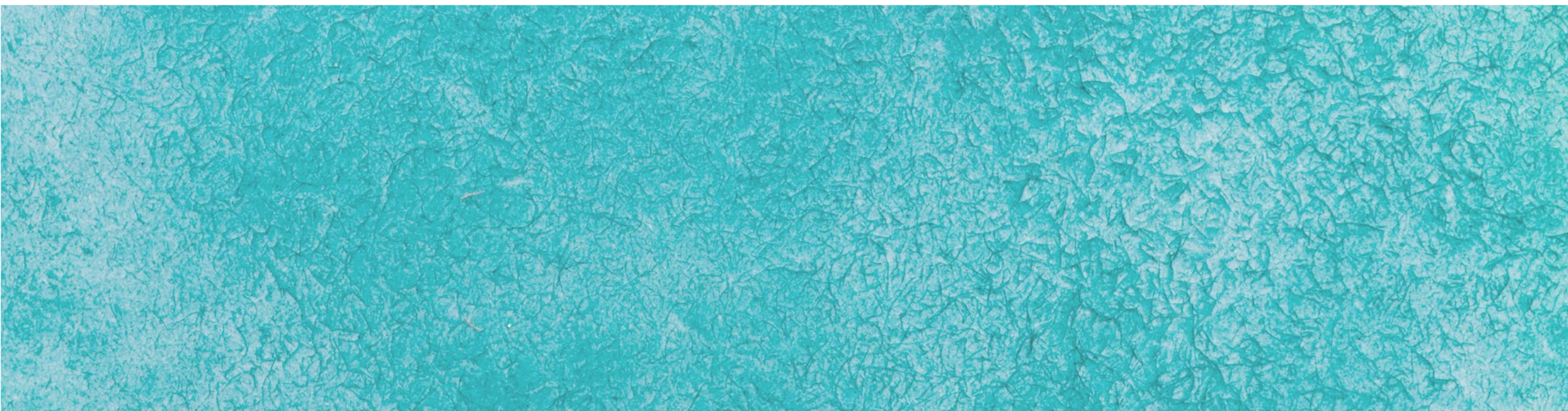
All associates of Edelmann are expected to adhere to high ethical standards. We encourage our employees and external partners to use and promote good business practices, communicated in the Code of Ethics and Conduct, Human Rights Policy and Supplier Code of Conduct.

RESPONSIBLE CONDUCT

In addition to the human rights commitments, good business practices include anti-bribery and anti-corruption, fair competition, data protection and interest alignment. All topics are addressed through control mechanisms and tools, such as four-eye principle, approval matrix per spend category and external audits (e.g. SMETA).

UPDATED CODE OF ETHICS AND CONDUCT

Our Group Code of Ethics and Conduct was updated in 2022. It sets guiding principles related to ethical standards for all our employees. The scope of the policy includes legal compliance, discrimination and harassment, confidentiality and data protection, anti-bribery and anti-corruption, conflict of interest, environment, health and safety, antitrust, documents and reporting as well as quality. A global training campaign was started at the end of 2022 with the goal to train 100% of our workforce. The Code of Conduct is applicable to all Edelmann entities.



WHISTLEBLOWING

In 2021, we introduced a formal whistleblowing program that allows employees to anonymously report misconduct through an independent third-party channel. The program is available in all Edelmann languages to facilitate global implementation. Alternatively, employees can choose to report through internal channels such as Employee Council or direct supervisor. The whistleblowing procedure was formalized with a Whistleblowing Policy, Investigation Protocol and adherence to all national requirements, particularly in relation to the EU Whistleblowing Directive.

Our whistleblowing program covers all topics of misconduct: bribery, corruption, conflict of interest, improper payments, improper gifts and hospitality, financial irregularity, confidentiality breach, competitor interaction, fraud, discrimination, harassment, health and safety, human rights.

WHISTLEBLOWING REPORTS 2022

Subject	Number of reports	Outcome
Fraud	1	Investigation completed. Substantiated. Corrective actions were taken.
Conflict of interest	1	Investigation completed. Unsubstantiated.
Discrimination and harassment	1	Investigation completed. Substantiated. Corrective actions were taken.
Other	1	Investigation not necessary. Query was answered.

WELL-BEING OF OUR EMPLOYEES

Healthy employees – healthy business. We firmly believe that supporting our employees' health contributes to their well-being, performance and overall satisfaction.

HEALTHCARE BENEFITS

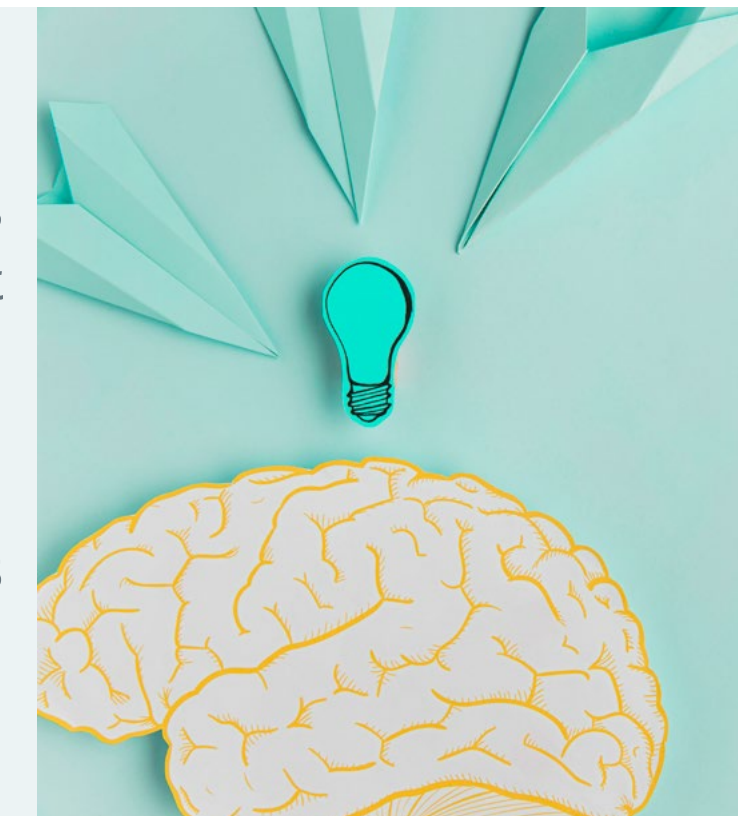
The benefits given to our employees vary by plant based on national regulations. Most commonly, healthcare, disability and retirement provision are offered. We continuously work to improve our offers.

For example, awareness sessions on nutrition and common health issues as well as on-site gymnastics were offered in Mexico.

MENTAL HEALTH

Increasing importance of mental health draws more attention to our actions and doing our best to go beyond conventional care. Psychological support and mental health awareness are examples of our engagement in selected plants.

For example, our Mexican site offered external psychologists to our employees who lost their family members during the pandemic.



CHARITY RUN FOR A GOOD CAUSE

The Premature Babies' Foundation organizes a charity running competition to raise money for supporting premature babies in Hungary. Our Hungarian team participates annually, and 2022 was not an exception.



EMPLOYEE HEALTH CHECK-UPS

To ensure the well-being of our employees, regular health checks and examinations are carried out by an external medical officer. Although there are country-specific differences, the common practice is – for employees under the age of 45, a health check is done every 4 years and for employees older than 45 years, a health check is completed every 3 years. Before new employees start working at Edelmann Group, they also undergo examination by the doctor to ensure a healthy start and implement any supportive and/or preventive measures in relation to their eyesight, hearing, posture or any special working conditions required.

FAMILY BUSINESS – FAMILY VALUES

PARENTAL LEAVE

We value the importance of family and offer different possibilities of parental leave for both parents. A total of 106 employees took parental leave in 2022. The duration of parental leave and other conditions are set based on local regulations and employees' personal circumstances.

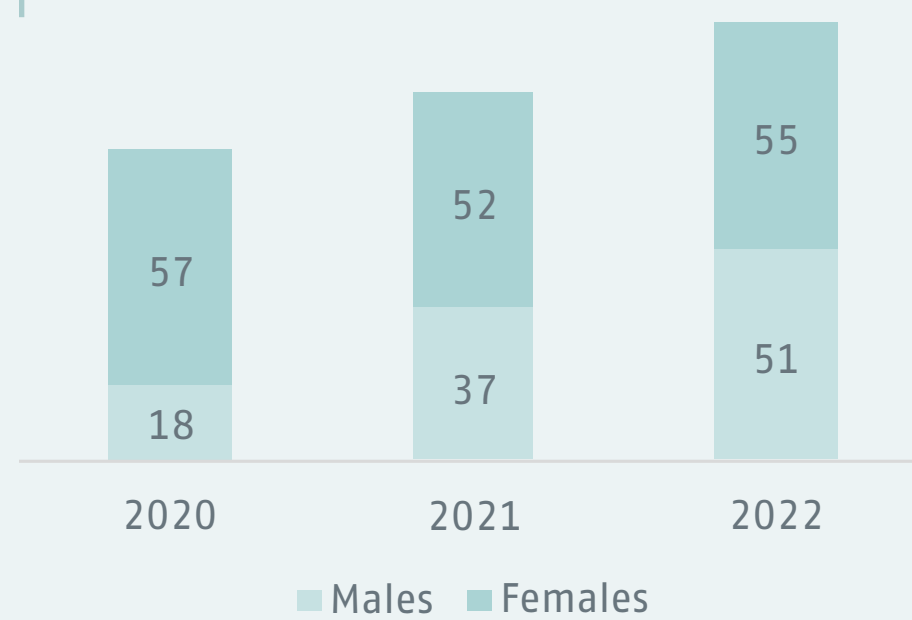
FAMILY DAY IN HUNGARY

In September 2022, our Hungarian plant had their annual Family Day that brought together a total of 260 participants, including Edelmann employees, their family members and children. The day was filled with activities, such as face painting, cabaret, bubble show, air castles and many more. The event was highly appreciated and bonded the families of our employees in Hungary.

EMPLOYEE EVENTS

There is always room for a laugh and joy, that's why we don't miss an opportunity to organize fun events to bring our employees together, such as outdoor barbeques in several German locations in 2022.

PARENTAL LEAVE



GLOBAL "JOY OF GIVING"

Our global "Joy of Giving" initiative is dedicated to the shared purpose to support communities in need and experience the joy of giving. Within our global Edelmann network, we supported more than 18 local communities and organizations in need in 2022: schools, orphanages, hospitals, local villages and more.

BURSCHEID, GERMANY

Donations to a local animal shelter, charity shop and support of local kindergartens with materials



MEXICO

Donation of 104 boxes of necessary supplies to the association supporting children with cancer



LINDAU, GERMANY

Support of local kindergartens with cartonboard and painting materials



BRAZIL

Toy donation for a local association supporting children in need



INDIA

Donations of necessary supplies to a local school and nearby villages in need



HUNGARY

Donations to a local foundation for people with autism



POLAND

Donations for homeless people and support of a local children's home for kids with disabilities



FRANCE

Christmas gifts for a local hospital in Paris for children and teenagers with long-term diseases



CHINA

Donations of necessary supplies to a local charity shop



BITTERFELD, GERMANY

Tree planting in the region



WEILHEIM, GERMANY

Donations to a local organization taking care of children with cancer



NORDERSTEDT, GERMANY

Support of local kindergartens and schools with painting materials and books



HEIDENHEIM, GERMANY

Donations to a charity shop and support of a local children's foundation

DONATIONS BEYOND THE JOY OF GIVING

Apart from our global initiatives such as the "Joy of Giving" which is aimed at supporting communities in need, our individual plants continuously search for more opportunities to give back to the society. Discover a few highlights from 2022:

DONATION OF HAPPINESS AND HYGIENE KITS

Our colleagues in India distributed hygiene and happiness kits at a local school run by the NGO. Each hygiene box contained personal hygiene items whereas each happiness box was full of sweets. The school visit was a very joyful activity for the children and our Edelmann colleagues.

DONATIONS FOR HOMELESS PEOPLE

We are very pleased to continue our cooperation with Caritas Ostwürttemberg in Germany. After some joint initiatives during the past two years, this time we carried out a clothing donation campaign at our location in Heidenheim. These donations were distributed to homeless people. This initiative would not have been possible without the big hearts of our colleagues who donated clothes from their private households.

BLOOD DONATION

Every year a few of Edelmann locations participate in local blood donation campaigns. In 2022, 15 employees from Hungary participated in a local blood donation organized by the Hungarian Red Cross. Additionally, Edelmann India contributed with a record participation of 139 employees who donated blood with a meaningful purpose to save lives.



OCCUPATIONAL HEALTH AND SAFETY (OHS)

We are committed to a safe, injury-free workplace. Within Edelmann Group, this material topic refers to regulations, policies, legislation and actions taken to ensure well-being of our employees and a safe work environment. Each Edelmann site is supported by an OHS expert. Monthly OHS reports with KPIs are delivered to the headquarters for centralized data collection and monitoring. No fatal injuries were registered during the reporting year.

The core goal of the OHS management at Edelmann is to prevent work-related accidents and adverse health effects. Compliance with applicable legal OHS requirements and Edelmann OHS group standards is in focus. Measures are implemented to advise on mandatory OHS practices and to prevent injuries and diseases. Adherence to the requirements is monitored with the help of OHS compliance audits and the work of local occupational safety committees (e.g. Germany – Arbeitssicherheitsausschuss (ASA), Brazil – Comissão Interna de Prevenção de Acidentes (CIPA), Poland – Centralny Instytut Ochrony Pracy – Państwowy Instytut Badawczy (CIOP-PIB)). Each site derives individual OHS improvement initiatives, based on these standards and requirements. The usage of adequate personal protective equipment (PPE), such as protective work clothes, protective shoes and earplugs is applied at all sites.

We follow sector-specific OHS guidelines for the printing industry, that allow us to recognize potential OHS risks. Risk assessments are performed in collaboration between Edelmann internal OHS employees and external OHS advisors. In 2022, risk assessments for work activities and equipment were completed for all sites. It is very common to have an external OHS advisor who follows the implementation of required actions. Regular safety meetings are held to discuss current OHS topics and to monitor the implementation progress.



OCCUPATIONAL HEALTH AND SAFETY (OHS)

Our long-term goal is to reach zero accidents. Global data collection is performed monthly to record total number of accidents, classified into no absence / <1 day lost , ≥1 and ≥3 days lost. In addition, total lost days are recorded along with descriptions of accidents with lost days, taken for further assessment to implement preventive and corrective actions. Based on that, a series of KPIs is tracked.

In 2022, we significantly upgraded accident reporting with major improvements in data quality, consolidation as well as extended KPIs. For this reason, comparison against the previous years is no longer feasible due to potential inconsistencies. Therefore, 2022 is the new base year for accident reporting, and the first progress report will be released for the reporting year 2023.

80% of our sites have formal Health & Safety committees in place with quarterly/bi-annual meetings. They are composed of both management and worker representatives. We estimate 3% of our workforce to have membership in the committees.

Training is a fundamental measure to ensure health and safety of our employees. While our administration workers are trained annually on safe work practices and protection measures in case of visiting productions floors, the main focus is on ensuring a safe work environment for production employees who deal with potentially risky work activities, processes and substances.

ACCIDENTS 2022

143
total incidents globally

28.3
TIFR* per 1,000,000
working hours

*TIFR (Total Incident Frequency Rate)

TRAINING FOCUS AREAS

- General safety briefings
- Tool usage instructions (e.g. forklifts)
- Substance handling instructions (e.g. hazardous substances)
- Safe behaviour instructions (e.g. stacking, lifting and carrying items)
- Fire safety
- Procedure in case of emergency
- Procedure in case of an injury
- Personal protective equipment (PPE) instructions

A pair of hands, one larger and one smaller, are shown from the left side of the frame, cupping a heart-shaped graphic. The graphic is composed of several interlocking puzzle pieces in shades of blue, red, orange, and light blue. The background is a solid teal color.

EDELMANN FOUNDATION

In 2007, the shareholding family of Edelmann established the “Edelmann Stiftung” – a foundation based in Heidenheim. The purpose of this charitable foundation is to generate resources to promote art, culture and sport, help young people and the elderly and support public welfare. Since the foundation was established, we have provided more than 300,000 euro of support to around 100 facilities and projects – primarily in Edelmann’s hometown and region of Heidenheim.

In 2022, the Edelmann Foundation donated to various beneficiaries, once again supporting more than 20 initiatives with larger and smaller donations. The focus was on supporting institutions in the social, educational, cultural and sports area alike. The Edelmann foundation will remain its commitment to donating.

Edelmann *Foundation*

EDELMANN SPONSORSHIP

The Edelmann Sponsorship engages in sports and educational support of the local area centralized around Heidenheim. The team of the baseball club Heideköpfe Heidenheim and the football club 1. FC Heidenheim 1846 are supported by the Edelmann Sponsorship. Among the beneficiaries are also soccer and fencing teams. We are also proactively reinforcing multiple projects with nursery schools and universities to strongly support the educational purpose apart from the sports engagement. In 2022, we also donated cartonboard to local nursery schools. We are committed to provide all possible resources to the local area and nurture the development of our hometown.



Fencing Days 2020.
Photo by Maximilian Rist



Heidenheim Heidekoepfe Baseballteam.
Photo by Susanne Liedtke/Heidenheim Heideköpfe



1. FC Heidenheim 1846
Photo by Kevin Damrose/FCH



ENVIRONMENT

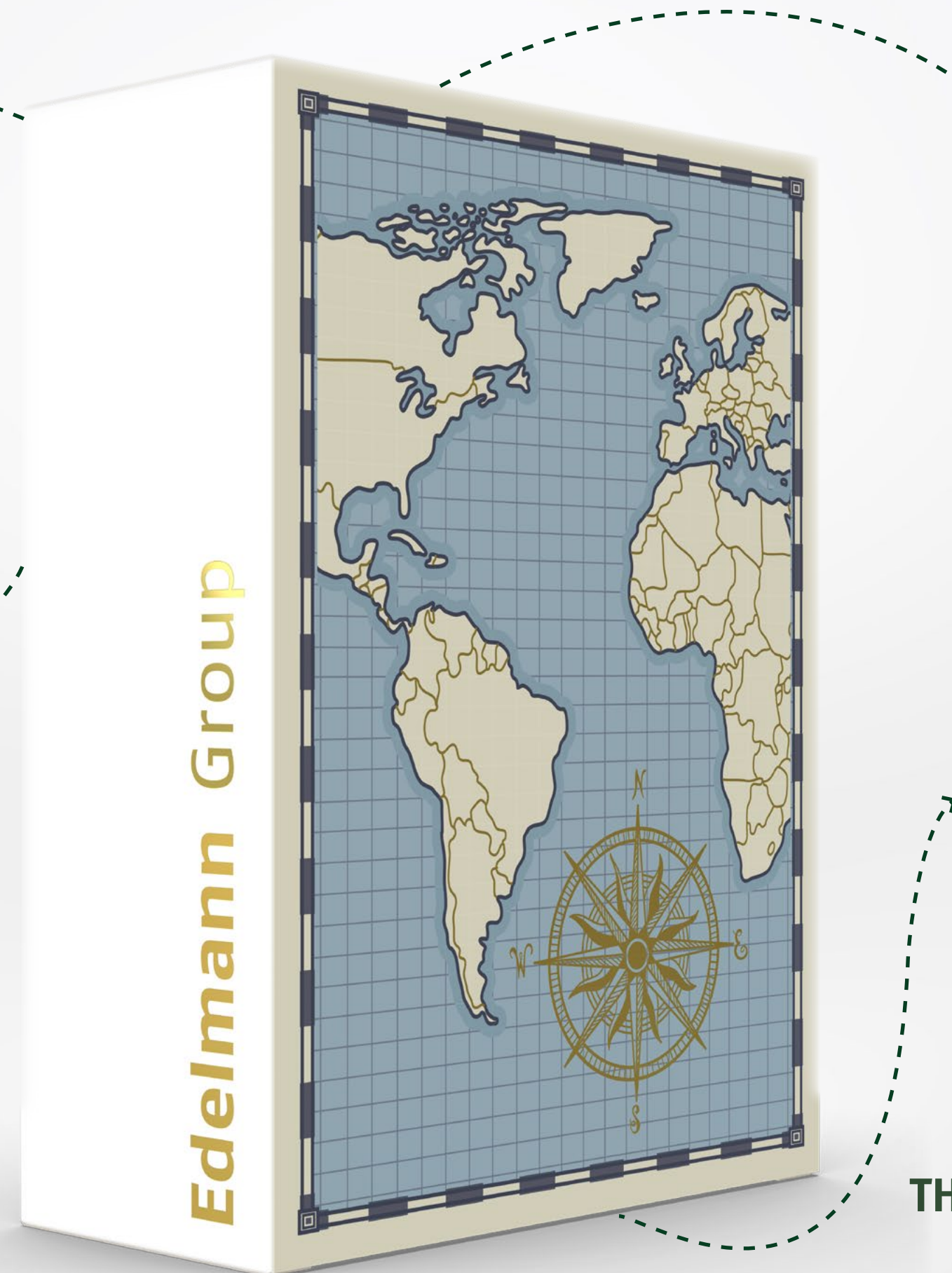
COMPOSITION OF OUR PACKAGING SOLUTIONS

CARTONBOARD / PAPER

Cartonboard and paper are our main raw material which comprise up to 95% of the finished product. These materials are renewable and recyclable and allow us to minimize the environmental footprint of our packaging solutions. We rely on our key suppliers to ensure that the wood comes from controlled sources, including FSC® (Forest Stewardship Council) when requested by our customers. 92% of our own production plants are certified with FSC® Chain of Custody.

INKS AND VARNISHES

73% of the inks and varnishes we use are based on vegetable oils, excluding the use of strong chemicals. We are committed to the use of inks, varnishes and related products certified as free of conflict minerals and toxic heavy metals as well as compliant with the REACH regulation. Our work continued to eliminate the residual small amount of mineral oil-based inks, where we successfully completed multiple projects with our customers to facilitate the transition.



EMBELLISHMENT

Our main goal is to ensure that decorative finishing does not limit the recyclability of our products while maintaining high-quality appearance. Therefore, we are in continuous research and development of innovative solutions. Along with existing technologies such as cold transfer or hot stamping, recyclable digital embellishment is one of the latest additions to our portfolio to deliver excellent visual result without compromising the environmental profile.

GLUE

Glue is used to ensure sealing and closing of a folding box. We use standard water-based glues which enter a smooth recycling process.

**THROUGH A CAREFUL SELECTION OF OUR RAW MATERIALS,
OUR PACKAGING SOLUTIONS STAND FOR:**

MINIMIZED CARBON FOOTPRINT
RECYCLABILITY
CIRCULARITY

CUSTOMER SUSTAINABILITY PROGRAM

Since 2020, our Customer Sustainability Program has supported our clients on their journeys to reduce environmental footprint of their packaging. In a spirit of partnership and dialogue, we achieve significant results together with our partners. Our Customer Sustainability Program stands for climate change mitigation, circular economy, efficient use of resources, responsible supply chain and sustainable innovation.

PROCESS

ASSESS

- Select product ranges
- Analyze & run lifecycle assessments
- Develop alternative solutions

EXCHANGE

- Full-day workshop with a customer
- Present solutions & exchange feedback
- Select "top" alternatives

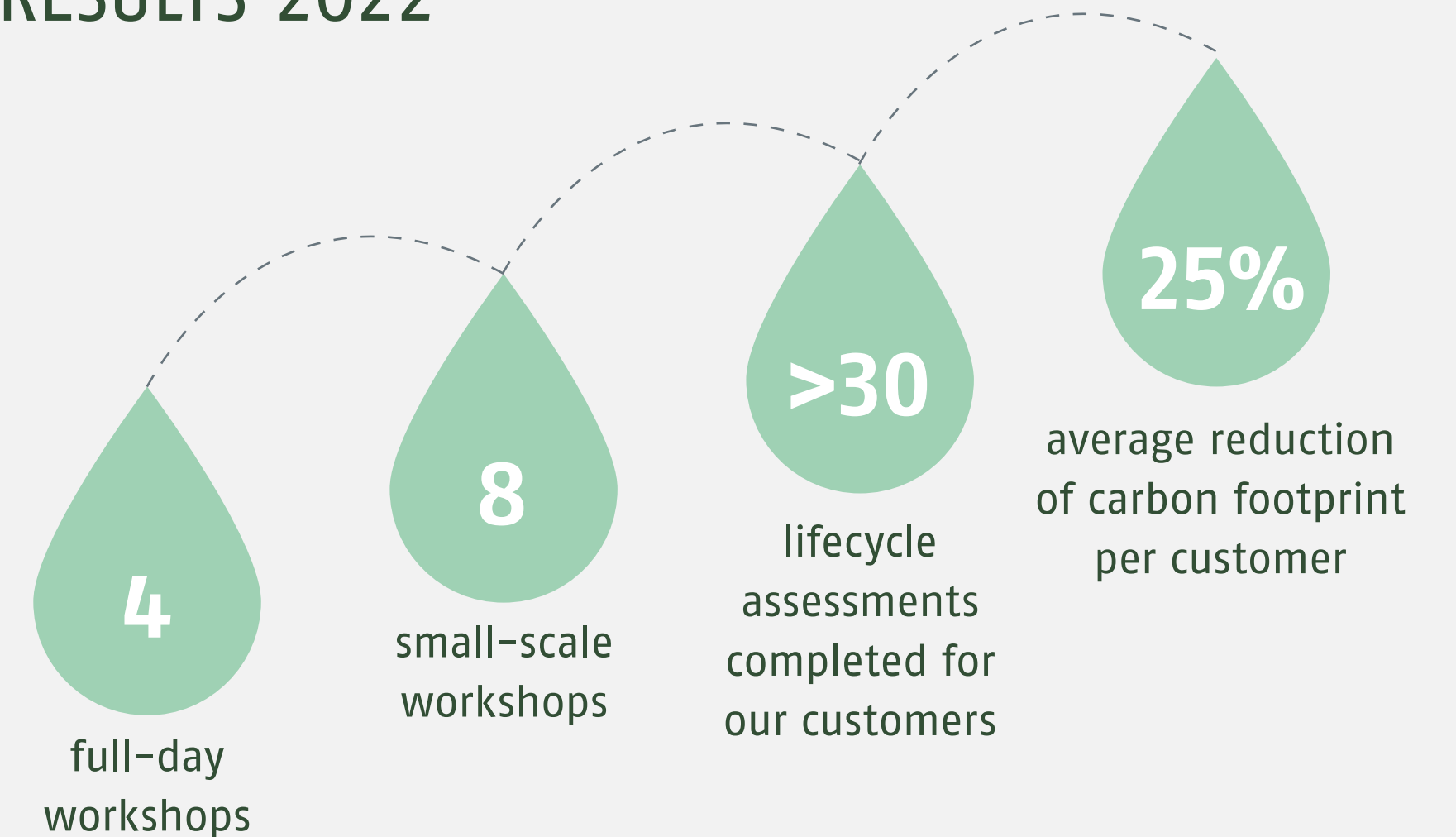
IMPLEMENT

- Set up a follow-up action plan
- Implement and measure results
- Scale and cascade

SCOPE

- Building a customer-specific sustainability roadmap
- Addressing the EU packaging legislation
- Lifecycle assessment
- Lower board grammage / Lightweight materials
- Board alternatives
- Transport optimization
- Construction optimization to save material
- Plastic replacement
- PET lamination alternatives
- Inks and varnishes
- Recyclability and influencing factors
- FSC® certification

RESULTS 2022



OUR CUSTOMER SUSTAINABILITY PROGRAM STANDS FOR CLIMATE CHANGE MITIGATION, CIRCULAR ECONOMY, EFFICIENT USE OF RESOURCES, RESPONSIBLE SUPPLY CHAIN AND SUSTAINABLE INNOVATION.

SUSTAINABLE INNOVATION

Our ambition is to develop packaging solutions which are fully recyclable, mono-material, use the minimum amount of resources and at the same time do not compromise excellent appearance and functionality. Recyclable finishing technologies, cellophane wrap replacement, plastic replacement and construction optimization are just a few examples of how we innovate to achieve improved environmental footprint.

PET LAMINATION ALTERNATIVES

PET lamination is often used to create a glossy packaging appearance, however it also disturbs efficient recycling process. Therefore, our solutions include a range of PET lamination alternatives, such as cold transfer or hot stamping, which are fully recyclable due to selective application technology and no plastic on the final product. We continuously assist our customers to substitute lamination and achieve better recyclability rates of their products.



WE PROMOTE MONO-MATERIAL SOLUTIONS

To ensure full recyclability, we offer solutions made 100% of cartonboard – renewable and recyclable raw material. We supported numerous customers in their transition from hybrid or fully plastic packaging to carton solutions. We join a global effort to reduce plastic waste and foster circularity in the packaging sector.

DIGITAL EMBELLISHMENT

Edelmann Group is among the pioneers of digital embellishment. This way, we started a partnership with Steinemann and installed a DM Maxliner machine that enables high-quality digital finishing and varnish application that can be achieved with only one pass. Due to selective application, digitally printed packaging is fully recyclable and can contribute to better environmental performance.

CONSTRUCTION OPTIMIZATION

“Less is more” is the initiative to optimize construction of a folding box in order to save board material. From shortening of the flaps to a complete packaging redesign – our development team is ready to tackle the challenge and find innovative ways to reduce material consumption. One of the projects in 2022 was dedicated to the new launch of “Eco Refill” by Nivea, where the concept of “Less is more” was applied.

CELLOPHANE REPLACEMENT

Cellophane wrapping is used for protection purposes mainly in the beauty market. In 2022, our development team continued to work on a wide range of solutions that allow to eliminate cellophane wrapping and instead, rely on tamper-evident closures which had to be designed specifically for the beauty sector. We are proud to pioneer this development, as several of our solutions were patented by Edelmann.



CUSTOMER SUCCESS STORY

ZWILLING BEAUTY GOES PLASTIC-FREE

ZWILLING Beauty successfully accomplished a major transformation of their packaging portfolio, replacing blisters with mono-material carton-based solutions. The key motivation was to ensure full recyclability of their packaging, transition to renewable raw materials and enhancement of premium appearance. The concept was complemented with other aspects of sustainable packaging, such as FSC®-certified board, fully recyclable embellishment as well as carbon-neutral certified product. We are very proud to be a development partner and an active supplier for this project. It is an inspiration and a proof yet again that premium packaging appearance and excellent design are not in conflict with sustainable principles.





CUSTOMER SUCCESS STORY

PACKAGING SUPPORTING MEANINGFUL PURPOSE

Amanase is a producer of delicious chocolate creations from Ghana. They are also the first chocolate school in Ghana to create education and job opportunities for young Ghanaians as chocolatiers. Amanase is about sustainability and impact and does this by indulging only sustainably sourced cocoa, providing jobs in rural Ghana, providing fair compensation for the farmers and encouraging responsible cocoa farming.

We are proud to support their meaningful purpose with a packaging concept which was developed in partnership with Edelmann. Recyclability was ensured through mono-material carton-based solution, including carton-based inlay, in combination with fully recyclable embellishment. With that, the entire product concept is truly creating an impact for a better tomorrow.

CUSTOMER SUCCESS STORY

RECKITT SAVES 280 TONS OF PLASTIC THROUGH PACKAGING TRANSFORMATION

Our customer Reckitt is committed to sustainable packaging and continuous improvement of their packaging carbon footprint. We are proud to be the partner for one of the projects, Air Wick Essential Mist, with the unique construction that eliminates plastic in the outer packaging. This development supported Reckitt on their journey from plastic packaging to mono-material carton-based packaging solutions for outer boxes.

The new packaging concept made entirely of cardboard saved around 280 tons of plastic last year and achieved the CO₂ reduction of around 140 tons per year. This project was also recognized by the HUNGAROPACK AWARD 2022.



Composite (mixed material) packaging solution with a plastic blister



Mono-material, fully recyclable packaging solution

CO₂ COMPENSATION PROGRAM

Edelmann Group is among a few packaging manufacturers who can support customers in CO₂ compensation. We use an external calculation tool certified by The Climate Initiative of the Printing and Media Industries Federations. Customers may choose to invest in CO₂-neutral projects, thereby compensating the carbon footprint of their packaging.

The CO₂ calculator follows a reliable accounting model designed for the needs of the printing industry. All key differences are carefully considered, such as different sorts of cartonboard having varying carbon footprint. The calculator complies with the methods for "Lifecycle assessment and Carbon Balance Calculations" – DIN/ISO 14040, 14044 and 14067, as well as DIN/ISO 16759.

For the purposes of our annual greenhouse gas balance, CO₂ compensation is not accounted as reduction.

61 tons of CO₂e
were compensated by our customers in 2022

2 CO₂-neutral projects
supported in 2022

PROJECTS SUPPORTED IN 2022:



Reduction of smoke emissions, Kenya

Distribution of efficient cook stoves and water treatment systems to reduce the consumption of biomass.



Reforestation, Uganda

Afforestation activities to prevent shortage of wood, protect biodiversity, clean air and natural habitat.

TICCIT – PLANT A TREE, GROW A MIND

Education of young generations is crucial towards a more sustainable future.

Therefore, Edelmann Group participates in a TICCIT (Trees into Cartons, Cartons into Trees) program developed by Pro Carton – the association of carton and cartonboard manufacturers. In 2022, for the second consecutive year, we organized this program for one of the local schools in Heidenheim. The session included educating kids about trees, forests, paper making and carton making processes and, of course, recycling. The second part of the event was dedicated to the preparation of saplings in cartons to be planted later at home together with the families.

Are you interested to join TICCIT? Find out more at <https://ticcit.info/>



**Plant a tree,
grow a mind**

TREES INTO CARTONS - CARTONS INTO TREES



EDUCATION OF YOUNG GENERATIONS IS CRUCIAL
TOWARDS A MORE SUSTAINABLE FUTURE.

EDELMANN TREE PLANTING

Edelmann Forest in Heidenheim, Germany

Our colleagues participated in the first tree planting event at our headquarter location in Heidenheim. As a paper-based packaging manufacturer, we are happy to contribute to reforestation and engage our employees to learn more about wood as a valuable renewable resource. The initiative "Edelmann Forest" took place in partnership with the local city forestry.

Tree planting in Hungary

Our colleagues in Hungary participated in the tree planting campaign of the city of Zalaegerszeg and planted trees at a popular hiking spot of Zalaegerszeg, Lake Gébárt. We are proud to contribute to the restoration of these green areas through "Edelmann Avenue".

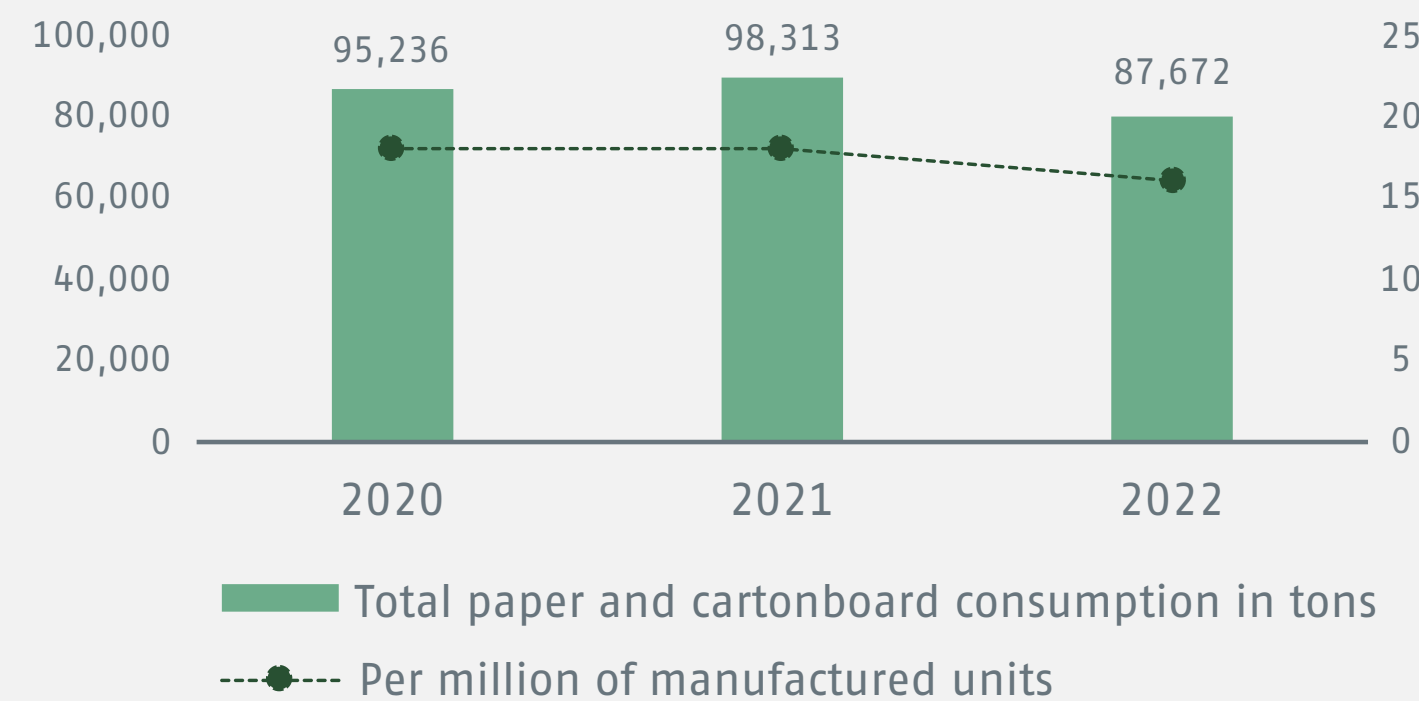
AS A PAPER-BASED PACKAGING MANUFACTURER, WE ARE HAPPY TO CONTRIBUTE TO REFORESTATION AND ENGAGE OUR EMPLOYEES TO LEARN MORE ABOUT WOOD AS A VALUABLE RENEWABLE RESOURCE.



CARTONBOARD – OUR KEY RAW MATERIAL

Our key raw materials are cartonboard and paper – renewable and recyclable. Most of the consumption presented on the charts refers to cartonboard with an exception of leaflet business, where paper is the main raw material.

TOTAL PAPER AND CARTONBOARD CONSUMPTION VS INTENSITY INDICATOR



12 out of 13

Edelmann plants are certified with FSC® Chain of Custody

+23%

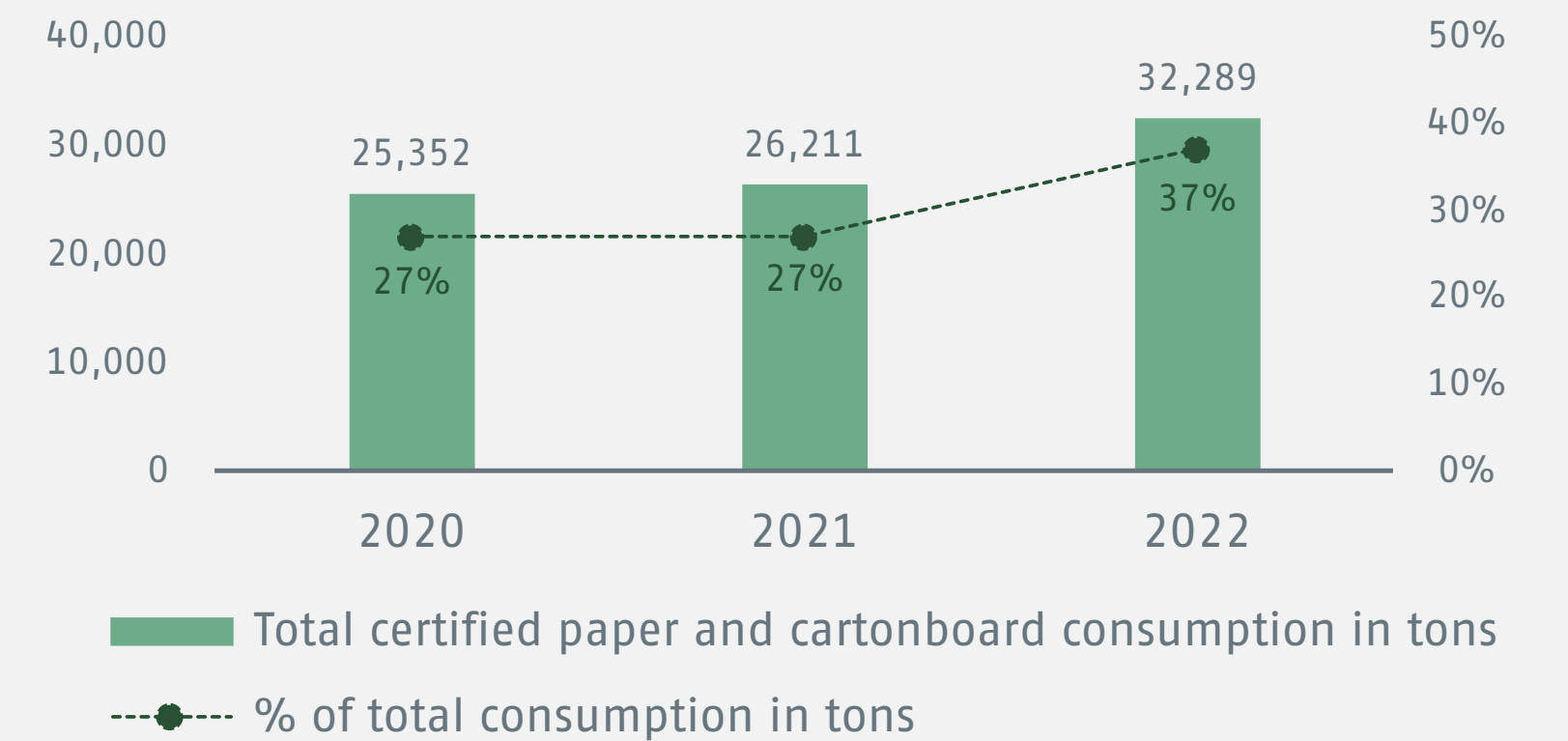
in sourcing of FSC®-certified paper and board

The share of certified and recycled board always depends on the customer specifications, yet we take our responsibility to educate our customers and create more awareness on the environmental and human rights impact of raw materials. The core tool to do that is our Customer Sustainability Program.

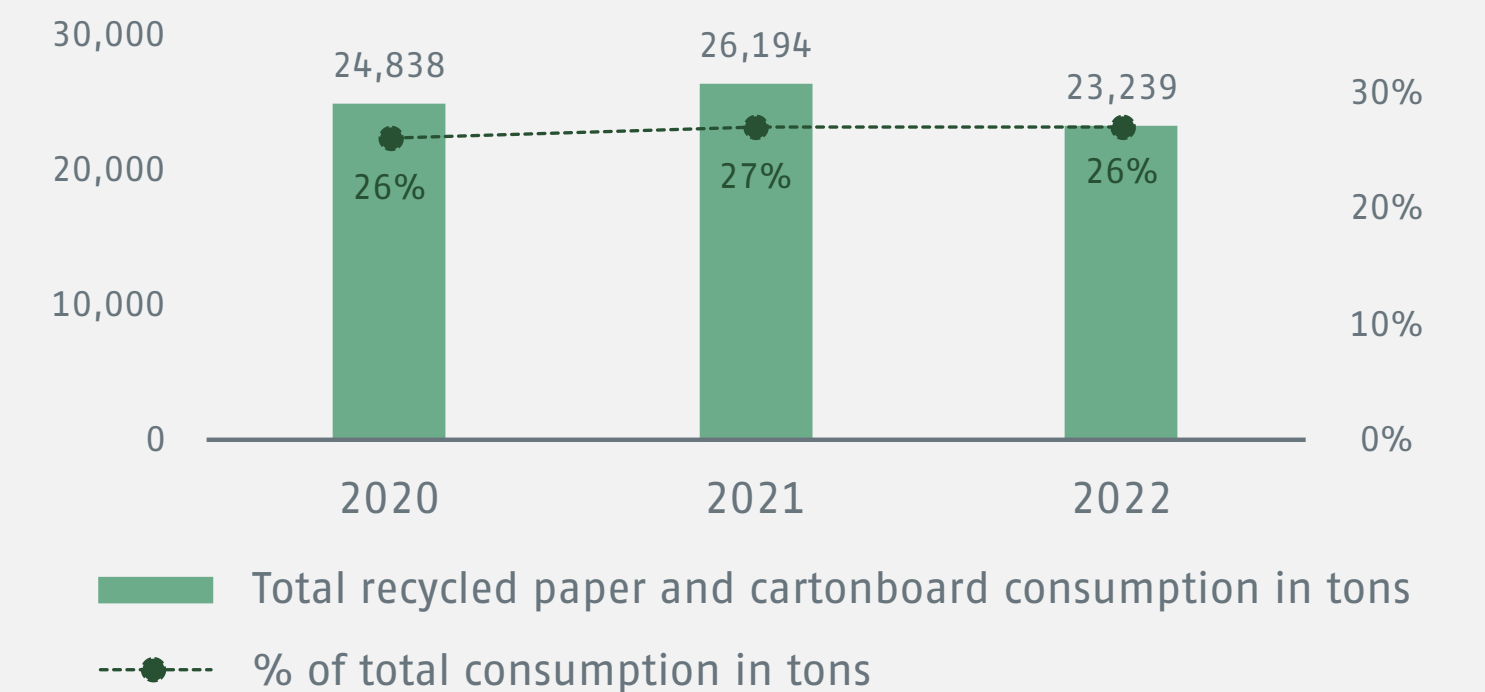
We encourage the approach of a balanced use of virgin and recycled fibers, as they both belong to an interlinked and interdependent fiber cycle. We choose to run lifecycle assessment for individual cases when the type of the board material needs to be selected or recommended.

FSC® trademark was used under the licence code FSC-C012363.

FSC®-CERTIFIED PAPER AND CARTONBOARD



RECYCLED CARTONBOARD



OTHER RAW MATERIALS

Apart from paper and cartonboard, inks and varnishes are used to print and decorate our products. Most inks and varnishes are based on vegetable oils, excluding the use of strong chemicals. We are committed to the use of inks, varnishes and related products certified as free of conflict minerals and toxic heavy metals. Additionally, water-based glue is used to finalize production of our packaging products.

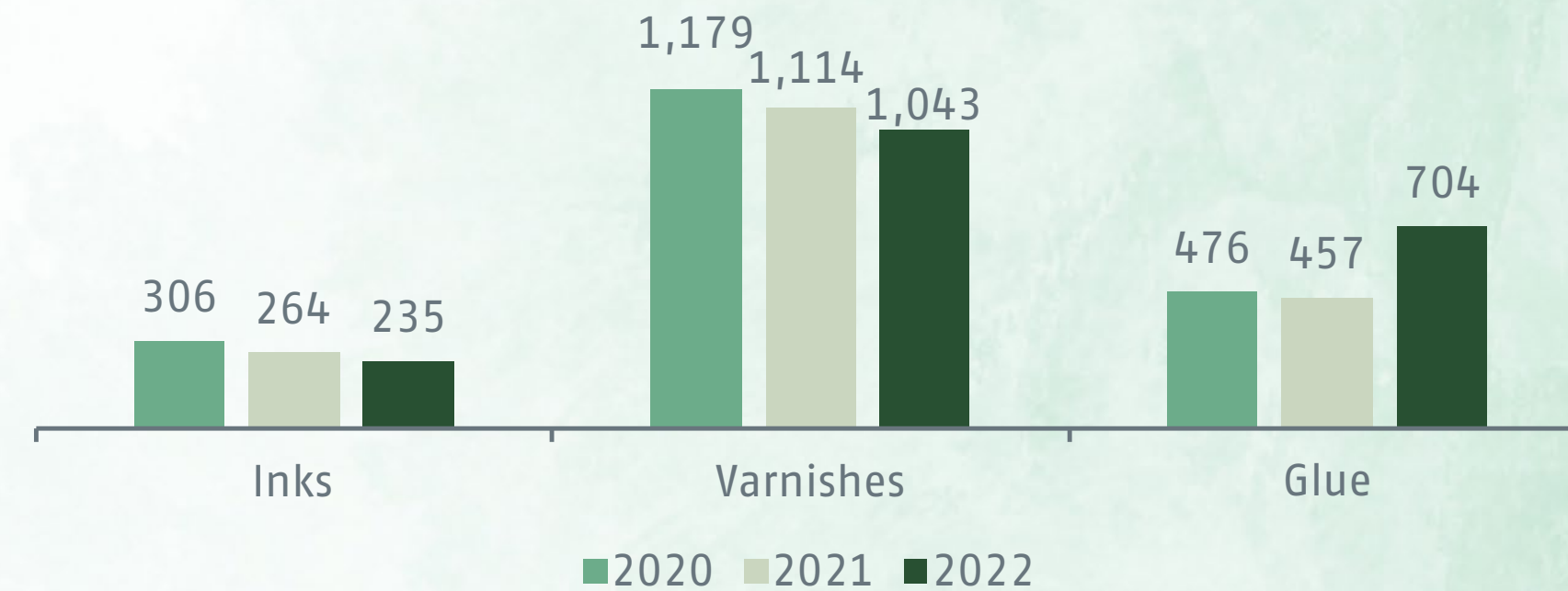
CONSUMPTION 2022

Minor reduction in the consumption of inks and varnishes is mainly attributed to the exclusion of operations in France and USA due to their closures. A significant increase in glue consumption comes from the growth of micro corrugate production line in one of the Mexican sites, mainly serving dry laundry business segment.

MINERAL OIL-FREE INKS

We continue our work to support our customers to switch to mineral oil-free inks. It is among our environmental commitments to support the transition and eliminate the use of mineral oil-based inks globally. There are numerous solutions which are based on vegetable oils and can provide similar technical performance. The share of mineral oil-based inks decreased from 3% to 2% in 2022.

INK, VARNISH AND GLUE CONSUMPTION IN TONS



INK BY TYPE



73% vegetable oil-based
24% UV
2% mineral oil-based
1% others

SUSTAINABLE SUPPLY CHAIN

Environmental and social performance of our suppliers directly affects our sustainability performance throughout the entire supply chain. Therefore, we aim at ensuring transparency and traceability through partnership and dialogue with our key supply chain partners.

PRIORITIZATION OF CARTONBOARD

Cartonboard remains the key purchasing category both spend-based and volume-based. Therefore, we prioritize this material group, especially for the subjects of traceability and carbon footprint. In 2022, we continued our work to obtain wood source declarations as well as certified carbon footprint statements from the key suppliers. Wood source declarations allow us to trace paper and board material back to its origin and ensure sustainable sourcing and responsible forest management. Certified carbon footprint statements allow us to compile accurate, supplier-specific lifecycle assessments for our customers. They also facilitate decision-making process during selection of cartonboard qualities and suppliers. Apart from supplier reliability, quality, commercial terms and delivery performance, environmental footprint plays an increasingly important role not only for us, but also for our customers.

REVISED SUPPLIER SELECTION PROCESS

In 2022, we started working on the revision of our new supplier/service provider selection process to enhance incorporation of social and environmental performance. Subjects such as diversity programs and environmental management were added to the evaluation criteria of Level 1* and Level 2** suppliers. This approach will allow us to make informed decisions and make sure that the new suppliers and service providers support our common sustainability goals. The roll-out of the new process will be finalized in 2023.

*Level 1: direct raw materials and services that can potentially have a direct influence on the finished product
 **Level 2: materials that are not part of the finished product, but are used directly in the production environment. Services that can potentially have an indirect influence on the finished product.

Our suppliers commit to the Edelmann Group Supplier Code of Conduct that consists of the following principles:



BUSINESS ETHICS

- Laws and regulations
- Anti-bribery and anti-corruption
- Fair competition
- Data protection
- Conflict of interest
- Sensitive transactions



SOCIAL RESPONSIBILITY

- Health & Safety
- Freedom of association
- Child and forced labour
- Fair compensation and working hours
- Non-discrimination
- Anti-harassment



ENVIRONMENT

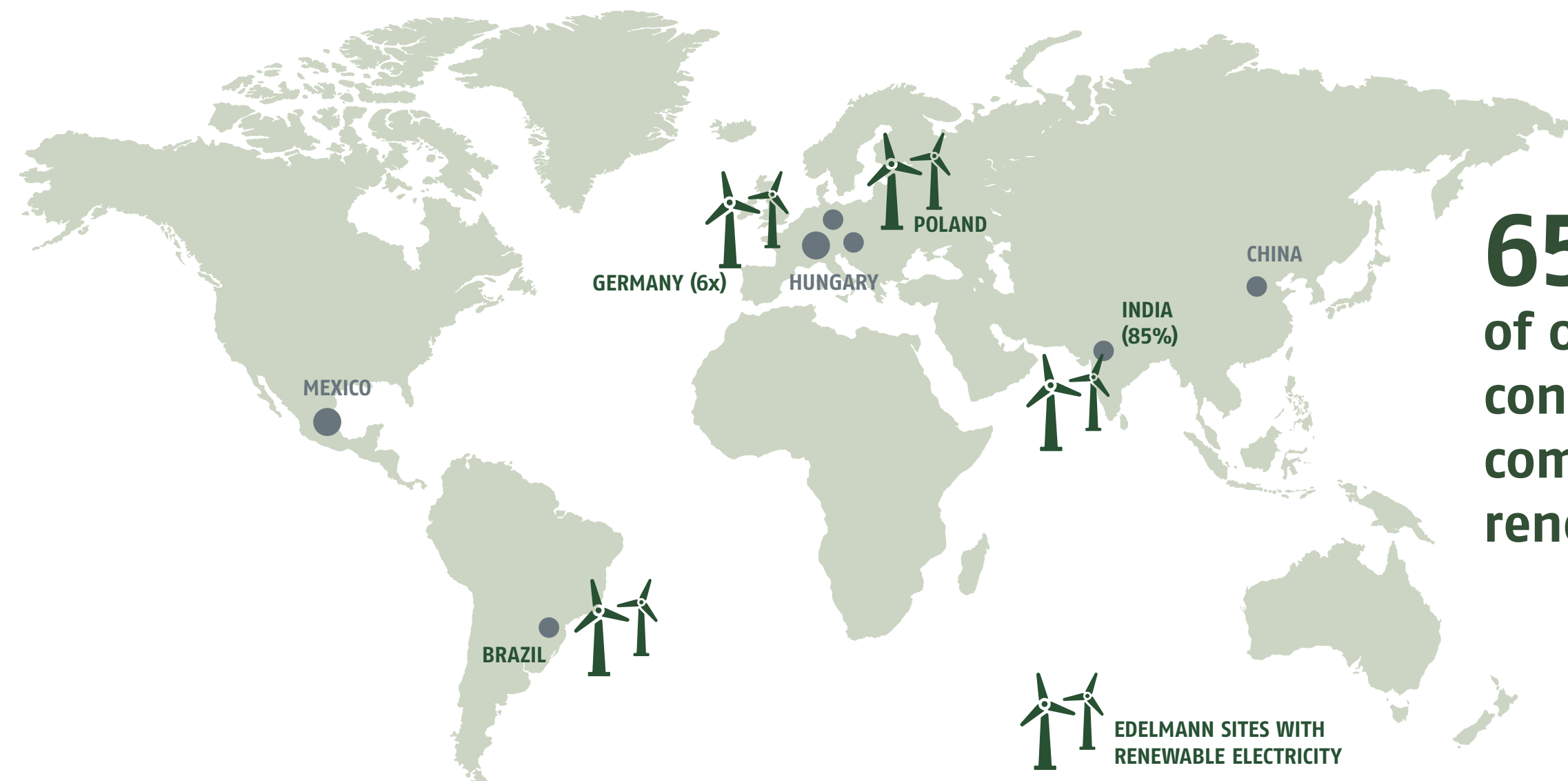
- Energy
- Water
- Biodiversity
- GHG emissions and climate change
- Waste management

ENERGY CONSUMPTION

The total energy consumption mainly consists of electricity consumption, district heating used in Poland (926 MWh in 2022 – not included in the charts) and natural gas for applicable sites. We track consumption in absolute values as well as in intensity value per million of manufacturing units (5400 million in 2022) to reflect fluctuations in production volumes. In addition to the charts, 74 819 liters of diesel and 54 445 liters of petrol were used by the company car fleet and heating purposes in applicable sites. In 2022, we verified all our energy consumption through invoices to maximize data accuracy.

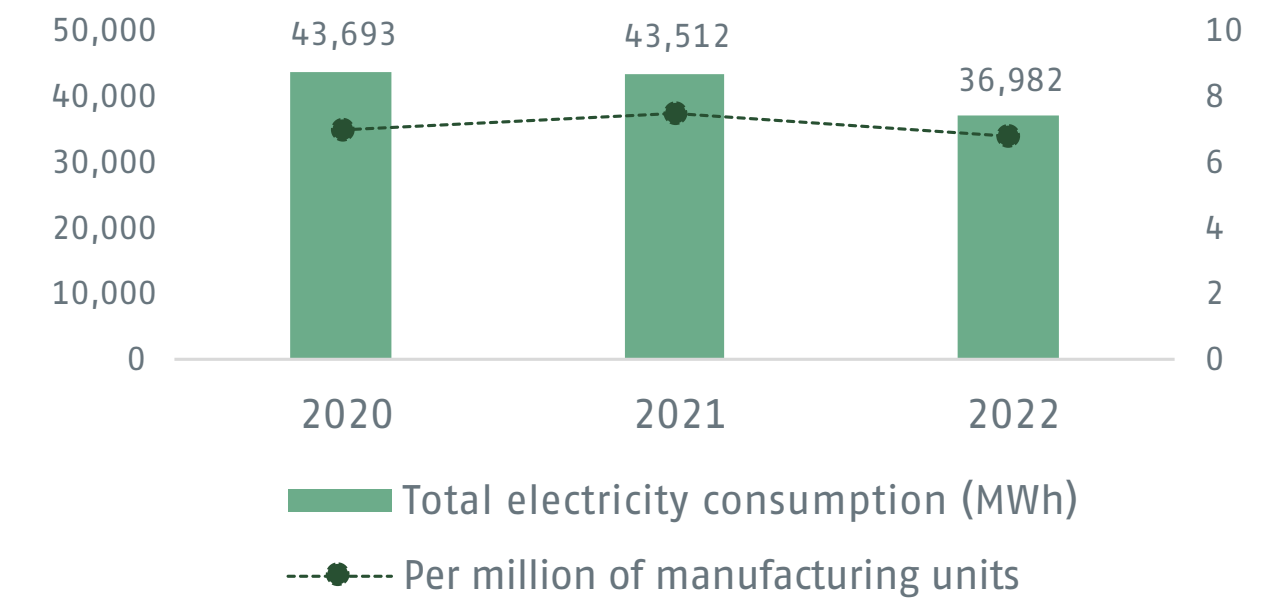
Significant reductions in absolute consumption in 2022 are partially allocated to the closure of our plants in France and USA, however the intensity values still decreased following our energy efficiency program.

In 2022, we significantly increased sourcing of renewable electricity from 43% to 65% globally thanks to Poland, Brazil and India completing the transition. We confirm green energy purchase through verified energy supplier certificates, including source of electricity and verification standard. In 2022, all renewable electricity was sourced based on the green energy contracts with our energy suppliers.



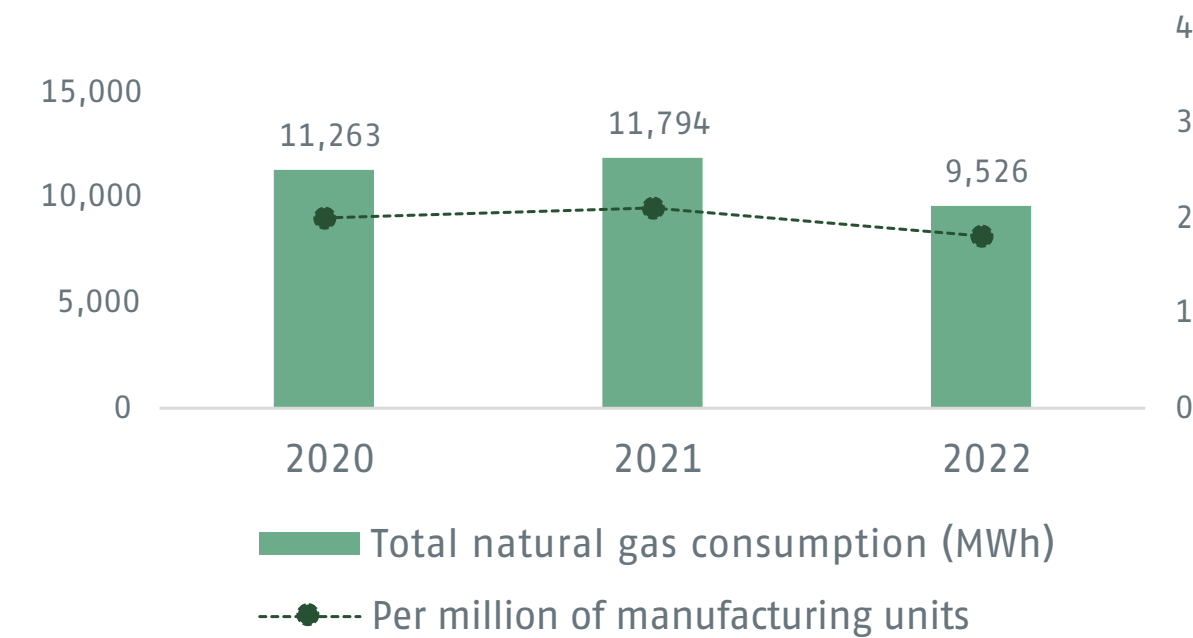
65%
of our electricity
consumption
comes from
renewable sources

TOTAL NATURAL GAS CONSUMPTION



-14%
in total energy consumption vs 2021 (intensity
value per million of manufacturing units)

TOTAL ELECTRICITY CONSUMPTION



SCOPE 1 AND 2 EMISSIONS

Scope 1 direct GHG emissions: our Scope 1 emissions mainly come from the use of natural gas used for heating in applicable sites. Further sources of Scope 1 emissions include refrigerant leaks (when applicable) and fuel consumption (diesel and petrol) mainly used for the car fleet.

Scope 2 indirect GHG emissions: Scope 2 indirect emissions refer to the purchased energy, i.e. purchased electricity for all sites and district heating in Poland. We report based on both location-based and market-based approach. Location-based approach covers country-specific emission factors, while market-based approach includes supplier-specific factors. When supplier-specific factors are not available, residual mix emission factors are used.

OUR PROGRESS TOWARDS SCIENCE-BASED TARGETS (SCOPE 1&2)

Scope	Target 2030	Base year	Result 2022	Comments
Scope 1&2	-42% Absolute target	2021	-15%	The reduction 2022 was adjusted to reflect the closure of the sites in the USA and France.
Renewable electricity	100%	2021: 43%	65%	The increase from 43% to 65% was caused by the transition to renewable electricity in India (85%), Brazil and Poland.



100% of Edelmann sites completed a third-party verification of the GHG inventory in accordance with the GHG Protocol (Scope 1, 2 and 3) and ISAE 3000 standard (Scope 1, 2 and 3) for the reporting year 2022

TOTAL SCOPE 1 GHG EMISSIONS (in tons of CO₂e)



TOTAL SCOPE 2 GHG EMISSIONS (in tons of CO₂e) LOCATION-BASED



TOTAL SCOPE 2 GHG EMISSIONS (in tons of CO₂e) MARKET-BASED



SCOPE 3 EMISSIONS

Scope 3 other indirect emissions: other indirect emissions arise from the activities happening outside the direct activities of our operations, but still belonging to the value chain.

Based on the GHG Protocol, screening was completed for all 15 Scope 3 categories. As a result, we report for categories 1-7, 9 and 12. The rest (8, 10, 11, 13-15) are not applicable to our business.

Looking at the results 2022, an increase in business travel was due to the recovery from the pandemic and resuming of regular business travel. The rest of the emission sources decreased, in particular fuel and energy-related emissions. This category includes energy upstream emissions and following a significant increase in sourcing of renewable electricity, related upstream factors decreased accordingly. The major source of Scope 3 emissions remains purchased goods and services, where the highest share belongs to purchased paper and cartonboard as it is our key raw material. We are committed to working with our supply chain partners to make sure we jointly achieve the reduction ambition set through science-based targets.

OUR PROGRESS TOWARDS SCIENCE-BASED TARGETS (SCOPE 3)

Scope	Target 2030	Base year	Result 2022	Comments
Scope 3	-52% per million manufactured units	2021	-7%	The reduction 2022 was adjusted to reflect the closure of the sites in the USA and France.

SCOPE 3 GHG EMISSIONS (in tons of CO₂e)

Category	2021	2022
Purchased goods and services	54,863	51,768
Capital goods	34	21
Fuel and energy-related emissions	3,325	1,548
Upstream transport	10,718	9,840
Waste	1,922	1,649
Business travel	30	88
Employee commuting	2,571	2,274
Downstream transport and storage	7,738	6,734
End of life of sold products	3,726	3,140
TOTAL	84,927	77,061
Intensity indicator per million manufactured units	15.4	14.3

ENERGY REDUCTION INITIATIVES

Energy is among our top priority topics based on the latest materiality assessment, therefore we focus on energy preservation, maximizing renewable energy sources and incorporating energy efficiency in our business processes, such as CapEx. Each Edelmann site is supported by an environmental expert, either internal or external. The scope of our work includes production processes, machinery and equipment, facilities and everyday work practices.

Energy efficiency program pilot

Energy efficiency program pilot took place in Norderstedt, Germany in 2022 in order to develop a global framework and guidance on improving energy efficiency globally. Development of measures included optimization of heating, production processes, electricity consumption, lighting, compressed air, insulation, air conditioning and others. This pilot initiated further projects in Norderstedt as well as led to a global checklist of measures shared with other sites. A prerequisite for the program is a range of assessments, such as load profile analysis and electricity distribution by source.

Energy efficiency program cascading

After the pilot in Norderstedt, energy efficiency program was further cascaded to the rest of the sites globally. The most common measures which were fully implemented or were initiated in 2022 are the following:

- Lighting optimization (further implementation of LED, motion sensors)
- Temperature control measures
- Optimization of the use of compressed air (pressure reduction, shutdowns, employee training on the use of compressed air)
- Avoiding losses of cold/hot air through improved insulation
- Local machinery and equipment upgrades

We focus on energy preservation, maximizing renewable energy sources and incorporating energy efficiency in our business processes

First results

The energy efficiency program was officially started in 2022, therefore we still expect to leverage the full potential in the next years. Yet, the first improvements are already visible. The absolute reductions by 16% in natural gas consumption and 9% in electricity consumption are partially linked to the energy efficiency measures.

-16%
in natural gas
consumption vs 2021

-9%
in electricity
consumption vs 2021

WATER AND BIODIVERSITY

Both water and biodiversity are rated with low relevance and minimized to no impact based on the latest materiality assessment. However, we still choose to disclose basic reporting on both topics, following GRI standards.

WATER

The nature of Edelmann's business operations does not require an extensive use of water. Most of the total water consumption comes from sanitary usage, entering the municipal sewage systems. The resource is also utilized for humidification to meet the storage conditions for cartonboard. Less than 10% of the total consumption is process water. For that reason, we do not assign intensity indicators for water.

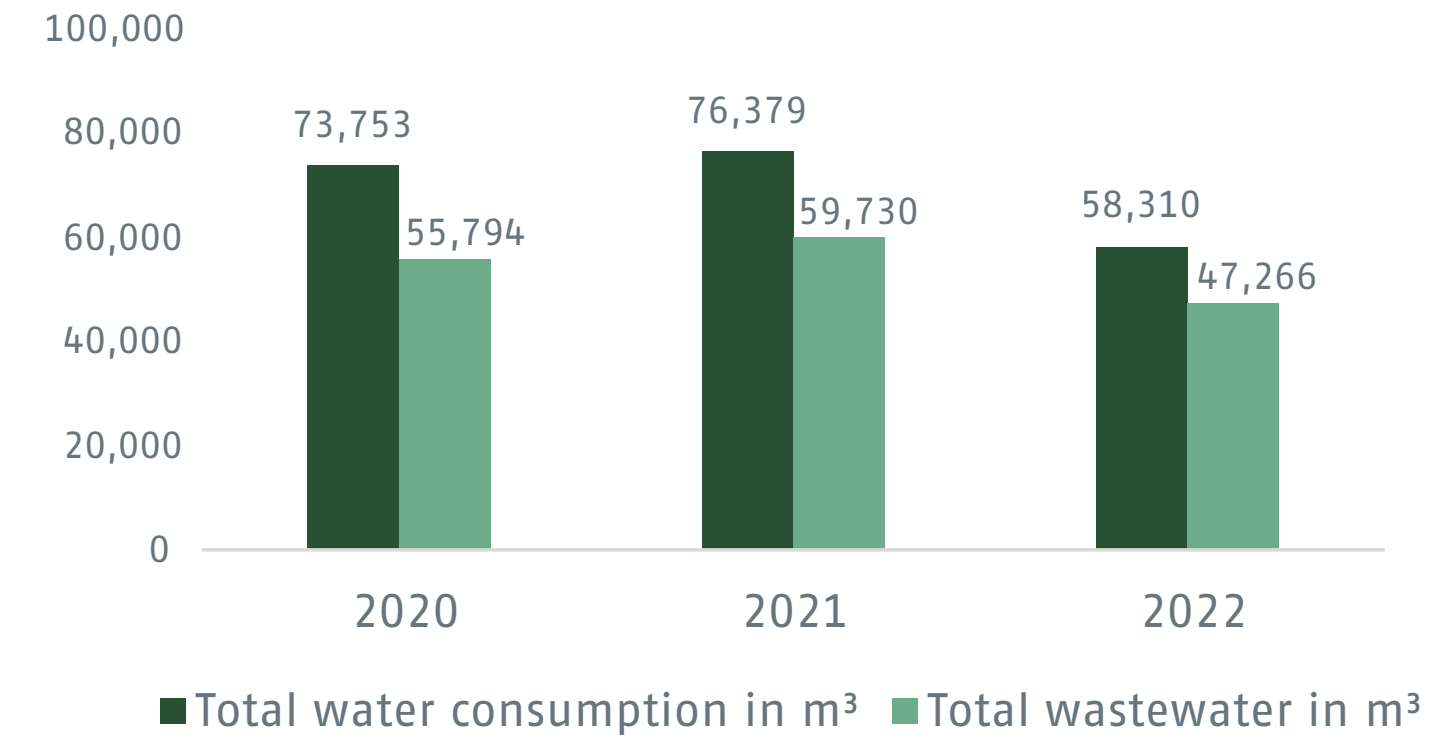
No water bodies were affected by the operations of Edelmann Group during the reporting year, therefore bearing no impact upon nationally or internationally protected water areas and related habitat.

BIODIVERSITY

With our respect to the importance of biodiversity, it does not belong to the material topics, as Edelmann Group does not own, lease or manage any operational sites which are within or adjacent to protected areas or areas of high biodiversity value. Consequently, Edelmann Group does not put any risk upon any endangered species of flora and fauna at any time, including the period of the reporting year.

Additionally, Edelmann Group did not receive any fines or non-monetary sanctions for non-compliance with environmental laws and regulations during the reporting year for all environmental indicators, such as water, energy, biodiversity, waste, and emissions.

TOTAL WATER CONSUMPTION AND WASTEWATER IN M³



WATER SAVING INITIATIVES

Although water is not the key resource for our business, we still strive for continuous improvement in everyday work practices, such as regular maintenance checks to avoid leakages.

In 2022, water stress assessment was completed based on the Aqueduct Water Risk Atlas. Overall water risk was flagged in Mexico, India and China. Therefore, more significant actions are also regularly implemented especially for the flagged locations, where the use of fresh water should be minimized. For example, a new sewage treatment plant in India was installed in 2021. This way, with the results of 2022, Edelmann India decreased their freshwater consumption by 28%. In 2022, our Mexican site also implemented a major improvement of installing a rainwater recovery system. The new system saves up to 40 000 liters of water a year.

WASTE MANAGEMENT

As a strong supporter of circular economy, Edelmann Group takes responsible care of all generated waste and its disposal. All production waste is handled by the corresponding waste disposal companies for each waste category. We are committed to partner only with qualified waste contractors. Each Edelmann site is supported by a local representative to ensure that the system in place corresponds to applicable regulations and local improvements are implemented.

The biggest waste category is paper and cartonboard (92.6% of the total). Although it is a highly recyclable material, we still strive for continuous improvement through sheet size optimization, reduced grammage and order bundling to reduce set-up waste.

Across multiple sites, we work with our suppliers and customers to reduce shipping material waste, e.g. decreasing thickness of corrugated board as well as using thinner stretch foils for outer packaging and plastic elimination for inner packaging. For example, in 2022, our site in Norderstedt replaced PVC duct tape for shippers with a plastic-free, paper-based solution.

TYPE OF WASTE	CLASSIFICATION	2020 (in tons)	2021 (in tons)	2022 (in tons)
Paper / cartonboard	Non-hazardous	25,618	28,044	28,038
Plastics	Non-hazardous	349	580	313
Metals	Non-hazardous	126	321	128
Compost	Non-hazardous	35	76	24
Industrial waste	Hazardous	312	335	308
Wood, wooden pallets	Non-hazardous	736	771	933
Printing plates	Non-hazardous	96	209	182
Inks and varnishes	Non-hazardous	–	120	75
Others	Non-hazardous	123	268	271
	TOTAL (in tons)	27,395	30,724	30,272

Waste disposal

Although country-specific infrastructure represents a diverse range of approaches and waste management standards, recycling remains the leading method for most of the waste categories. For example, board and paper waste is recycled to produce degraded board qualities, and all printing plates are returned back to the supplier for recycling. We estimate 97% of total waste to be recyclable.

No hazardous waste was imported or exported by or on behalf of Edelmann Group based on the terms of the Basel Convention (Annex I, II, III, and VIII). There were no spills during the reporting year.



MEMBERSHIPS AND MAIN REPORTING PLATFORMS



**EUROPEAN
CARTON MAKERS
ASSOCIATION**

Edelmann Group is a member of the European Carton Makers Association (ECMA). It is an international network of folding carton organisations: carton businesses, national carton associations and suppliers to the carton industry.



dvi DEUTSCHES
VERPACKUNGS
INSTITUT

Edelmann Group is also a member of the German Packaging Institute. Their mission is to connect companies across the entire packaging value chain.



ecovadis

EcoVadis is among the leading sustainability ratings, covering assessment on environment, business ethics, labour and human rights and sustainable procurement. Edelmann Group currently holds a gold rating for three consecutive years.



CDP

CDP (Carbon Disclosure Project) is an organisation aiming to make environmental reporting and risk management a business norm. Edelmann Group reports on climate change and forests annually.



Sedex

Sedex is the largest platform for sharing responsible sourcing data. Our sites in Heidenheim, Mexico, India, Hungary, Brazil, and Poland are Sedex members, reporting either through SMETA audits or self-assessment questionnaires.

GRI CONTENT INDEX

Statement of use	Edelmann Group has reported in accordance with the GRI Standards for the period of January 1st 2022 – December 31st 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI STANDARD	DISCLOSURE	PAGE NUMBER	ADDITIONAL INFORMATION (IF APPLICABLE)	OMISSION	
				REASON	EXPLANATION

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021	2-1 Organizational details	6			
	2-2 Entities included in the organization’s sustainability reporting	13			
	2-3 Reporting period, frequency and contact point	4, 68			
	2-4 Restatements of information	N/A			
	2-5 External assurance	53, 68			
	2-6 Activities, value chain and other business relationships	8-9			
	2-7 Employees	23			
	2-8 Workers who are not employees	23			
	2-9 Governance structure and composition	13-14			
	2-10 Nomination and selection of the highest governance body	14			
	2-11 Chair of the highest governance body (does this person also have a senior executive position in the company and if yes, how conflicts of interest are prevented)	14			
	2-12 Role of the highest governance body in overseeing the management of impacts	14			
	2-13 Delegation of responsibility for managing impacts	14			
	2-14 Role of the highest governance body in sustainability reporting (review and approval of the report and material topics)	14			
	2-15 Conflicts of interest (how conflicts of interest are prevented)	14			
	2-16 Communication of critical concerns	27, 29			
	2-17 Collective knowledge of the highest governance body	14			
	2-18 Evaluation of the performance of the highest governance body	14			
	2-19 Remuneration policies			Confidentiality constraints	
	2-20 Process to determine remuneration			Confidentiality constraints	Remuneration processes, including disclosure of total compensation ratio are subject to confidentiality.
	2-21 Annual total compensation ratio			Confidentiality constraints	
	2-22 Statement from the highest governance body on sustainable development strategy	5			
	2-23 Policy commitments	28-29			

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER	ADDITIONAL INFORMATION (IF APPLICABLE)	OMISSION	
				REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	28-29			
	2-26 Mechanisms for seeking advice and raising concerns	27, 29			
	2-27 Compliance with laws and regulations		There were no cases of non-compliance with laws and regulations as well as no instances of monetary or non-monetary sanctions.		
	2-28 Membership associations	58			
	2-29 Approach to stakeholder engagement	15			
	2-30 Collective bargaining agreements	28			
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	18			
	3-2 List of material topics	18			
ECONOMIC PERFORMANCE					
GRI 3: Material Topics 2021	3-3 Management of material topics	6			
GRI 202: Market Presence 2016	201-1 Direct economic value generated and distributed	6			
	201-2 Financial implications and other risks and opportunities due to climate change		Disclosed in CDP Climate Change (public response).		
	201-3 Defined benefit plan obligations and other retirement plans			Confidentiality constraints	Benefit and retirement plans are subject to confidentiality.
	201-4 Financial assistance received from government			Not applicable	No financial assistance was received from the government.
MARKET PRESENCE					
GRI 3: Material Topics 2021	3-3 Management of material topics	28			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	28			
	202-2 Proportion of senior management hired from the local community			Information unavailable/incomplete	Proportion of senior management hired from the local community is currently not being tracked. We are committed to fair recruitment practices where origin of senior management is not among influencing factors.
INDIRECT ECONOMIC IMPACTS					
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported			Not applicable	Indirect economic impacts are not among our material topics based on the latest materiality assessment.
	203-2 Significant indirect economic impacts			Not applicable	

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER	ADDITIONAL INFORMATION (IF APPLICABLE)	OMISSION	
				REASON	EXPLANATION
PROCUREMENT PRACTICES					
GRI 3: Material Topics 2021	3-3 Management of material topics	51			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	51			
ANTI-CORRUPTION					
GRI 3: Material Topics 2021	3-3 Management of material topics	29			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption			Information unavailable/incomplete	Corruption risk assessment was initiated in the reporting year and will be reported next year.
	205-2 Communication and training about anti-corruption policies and procedures	26			
	205-3 Confirmed incidents of corruption and actions taken		No incidents of corruption.		
ANTI-COMPETITIVE BEHAVIOR					
GRI 3: Material Topics 2021	3-3 Management of material topics	29			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No legal actions for anti-trust and related misconduct.		
TAX					
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	Taxes are not among our material topics based on the latest materiality assessment.
GRI 207: Tax 2019	207-1 Approach to tax			Not applicable	
	207-2 Tax governance, control, and risk management			Not applicable	
	207-3 Stakeholder engagement and management of concerns related to tax			Not applicable	
	207-4 Country-by-country reporting			Not applicable	
MATERIALS					
GRI 3: Material Topics 2021	3-3 Management of material topics	40, 49-51			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	49-50			
	301-2 Recycled input materials used	49			
	301-3 Reclaimed products and their packaging materials	41-42		Not applicable	

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER	ADDITIONAL INFORMATION (IF APPLICABLE)	OMISSION	
				REASON	EXPLANATION
ENERGY					
GRI 3: Material Topics 2021	3-3 Management of material topics	52			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	52			
	302-2 Energy consumption outside of the organization	52			
	302-3 Energy intensity	52			
	302-4 Reduction of energy consumption	55			
	302-5 Reductions in energy requirements of products and services	41-42			
WATER AND EFFLUENTS					
GRI 3: Material Topics 2021	3-3 Management of material topics	56			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	56			
	303-2 Management of water discharge-related impacts			Not applicable	Water is not among our material topics, therefore we report only basic KPIs.
	303-3 Water withdrawal	56			
	303-4 Water discharge	56			
	303-5 Water consumption	56			
BIODIVERSITY					
GRI 3: Material Topics 2021	3-3 Management of material topics	56			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	56			
	304-2 Significant impacts of activities, products and services on biodiversity		No significant impacts of our products on biodiversity.		
	304-3 Habitats protected or restored			Not applicable	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		No Red List species are affected by our operations.		
EMISSIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics	53-54			

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER	ADDITIONAL INFORMATION (IF APPLICABLE)	OMISSION	
				REASON	EXPLANATION
EMISSIONS					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	53			
	305-2 Energy indirect (Scope 2) GHG emissions	53			
	305-3 Other indirect (Scope 3) GHG emissions	54			
	305-4 GHG emissions intensity	53-54			
	305-5 Reduction of GHG emissions	53-54			
	305-6 Emissions of ozone-depleting substances (ODS)			Not applicable	Not applicable to our business.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Not applicable	Not applicable to our business.
WASTE					
GRI 3: Material Topics 2021	3-3 Management of material topics	57			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	57			
	306-2 Management of significant waste-related impacts	57			
	306-3 Waste generated	57			
	306-4 Waste diverted from disposal	57			
	306-5 Waste directed to disposal	57			
SUPPLIER ENVIRONMENTAL ASSESSMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	51			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	51			
	308-2 Negative environmental impacts in the supply chain and actions taken		No incidents of negative environmental impacts in the supply chain.		
EMPLOYMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	23			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	23			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	30			
	401-3 Parental leave	31			

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER	ADDITIONAL INFORMATION (IF APPLICABLE)	OMISSION	
				REASON	EXPLANATION
LABOR/MANAGEMENT RELATIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics	27-28			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	28			
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics	35			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	35			
	403-2 Hazard identification, risk assessment, and incident investigation	36			
	403-3 Occupational health services	30			
	403-4 Worker participation, consultation, and communication on occupational health and safety	36			
	403-5 Worker training on occupational health and safety	36			
	403-6 Promotion of worker health	30			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	35			
	403-8 Workers covered by an occupational health and safety management system	35			
	403-9 Work-related injuries	36			
	403-10 Work-related ill health			Not applicable	
TRAINING AND EDUCATION					
GRI 3: Material Topics 2021	3-3 Management of material topics	26			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	26			
	404-2 Programs for upgrading employee skills and transition assistance programs	26			
	404-3 Percentage of employees receiving regular performance and career development reviews	26			

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER	ADDITIONAL INFORMATION (IF APPLICABLE)	OMISSION	
				REASON	EXPLANATION
DIVERSITY AND EQUAL OPPORTUNITY					
GRI 3: Material Topics 2021	3-3 Management of material topics	24			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	24			
	405-2 Ratio of basic salary and remuneration of women to men		We are committed to fair remuneration practices.		
NON-DISCRIMINATION					
GRI 3: Material Topics 2021	3-3 Management of material topics	28			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	29			
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
GRI 3: Material Topics 2021	3-3 Management of material topics	28			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			Information unavailable/incomplete	This subject is currently under assessment.
CHILD LABOR					
GRI 3: Material Topics 2021	3-3 Management of material topics	28			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	28			
FORCED OR COMPULSORY LABOR					
GRI 3: Material Topics 2021	3-3 Management of material topics	28			
GRI 301: Materials 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	28			
SECURITY PRACTICES					
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	Security practices are not among our material topics based on the latest materiality assessment.
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures			Not applicable	

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER	ADDITIONAL INFORMATION (IF APPLICABLE)	OMISSION	
				REASON	EXPLANATION
RIGHTS OF INDIGENOUS PEOPLES					
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	Rights of indigenous people are not among our material topics based on the latest materiality assessment.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous people		No incidents involving rights of indigenous people.		
LOCAL COMMUNITIES					
GRI 3: Material Topics 2021	3-3 Management of material topics	32-34, 37-38			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	32-34, 37-39			
	413-2 Operations with significant actual and potential negative impacts on local communities		No negative impacts on local communities.		
SUPPLIER SOCIAL ASSESSMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	51			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	51			
	414-2 Negative social impacts in the supply chain and actions taken		No incidents of negative social impacts in the supply chain.		
PUBLIC POLICY					
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	Public policies and political contributions are not among our material topics based on the latest materiality assessment.
GRI 415: Public Policy 2016	415-1 Political contributions			Not applicable	

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GRI STANDARD	DISCLOSURE	PAGE NUMBER	ADDITIONAL INFORMATION (IF APPLICABLE)	OMISSION	
				REASON	EXPLANATION
CUSTOMER HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	Our products do not pose any health and safety risk for customers and end consumers.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories			Not applicable	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			Not applicable	
MARKETING AND LABELING					
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	Not applicable to our business.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling			Not applicable	
	417-2 Incidents of non-compliance concerning product and service information and labeling			Not applicable	
	417-3 Incidents of non-compliance concerning marketing communications			Not applicable	
CUSTOMER PRIVACY					
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	Customer privacy is not among our material topics based on the latest materiality assessment.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		No substantiated complaints for breaches of customer privacy or data leaks.		

FURTHER INFORMATION AND CONTACTS

Further information on sustainability at Edelmann Group is available at:
<https://www.edelmann-group.com/en/sustainability/>

For questions related to the report, you are welcome to
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