



# SUSTAINABILITY REPORT 2025





# FOREWORD

## Dear Readers,

You are holding the latest Sustainability Report from colordruck Baiersbronn GmbH & Co. KG.

This report provides you with a comprehensive insight into our corporate activities, our understanding of sustainable business practices, and our development as a modern, responsible family business. It highlights the progress we have made in the areas of the environment, social issues and corporate governance, and makes clear what sustainability means to us in concrete terms.

We are not subject to the reporting obligation under the EU Corporate Sustainability Reporting Directive (CSRD), but we nevertheless consider ourselves responsible for presenting our activities in a transparent and comprehensible manner. Sustainability is one of our core corporate values, and with this report we aim to help anchor the topic in a credible and measurable way. For this reason, we have consciously aligned ourselves with the requirements and aspirations of this directive.

Over the past few years, we have achieved numerous milestones on our path to greater sustainability and future viability. These include, among other things, the successful validation of our climate targets by the Science Based Targets initiative (SBTi), the independent preparation and external validation of our greenhouse gas inventory, and the awarding of the jury prize at the Baden-

Württemberg Environmental Award, which recognises our ongoing commitment. We have also taken significant steps in terms of technology – for example, by introducing a new ERP system that comprehensively modernises our processes and makes a substantial contribution to further automation and increased efficiency.



Looking to the future, artificial intelligence, automation and digitalisation will play a central role in our continued development – as drivers of innovation, competitiveness and sustainable value creation.

We thank you for your interest in our journey and look forward to continuing it together.

Best regards,

Martin Bruttel and Mike Günther  
Managing Directors

# CONTENTS

- 06** **colordruck Baiersbronn**  
Overview | 06  
Business divisions | 08  
Corporate values | 09  
Mission | 10  
Certifications, associations and platforms | 12  
Memberships | 14
- 16** **ESRS 2 – General information**

- E 36** **Environment**  
E1 Climate protection | 38  
E3 Water and marine resources | 46  
E5 Resource use and the circular economy | 50
- S 56** **Social**  
S1 Own workforce | 58
- G 74** **Governance**  
G1 Corporate policy | 76

# COLORDRUCK BAIERSBRONN

## Overview

The heart of colordruck Baiersbronn has been beating in the middle of Baden-Württemberg's largest tourism and forest community for over 70 years.

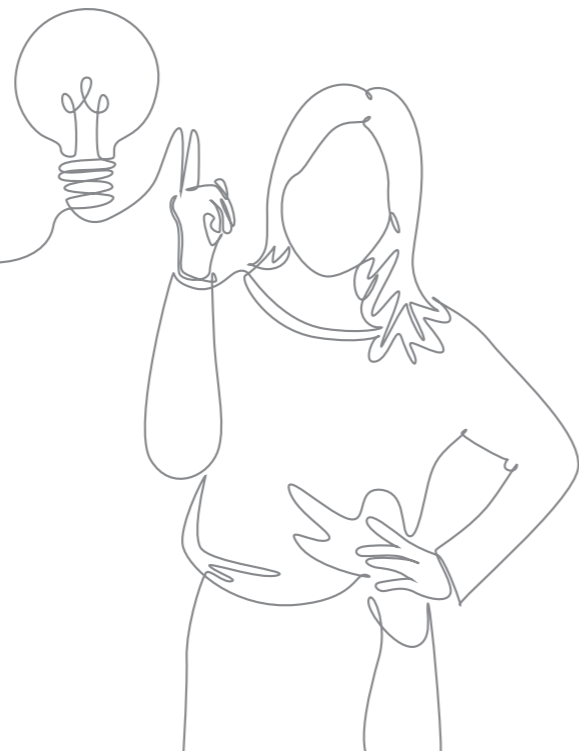
Founded by Wilhelm Mack in 1954, the family-owned company is characterised by continuous growth and has developed into an established name in the fibre-based packaging market.

Very much in the tradition of the company founder Wilhelm Mack, the company is now already in the hands of the third-generation shareholders, who guarantee conti-

nued positive and dynamic development of the business.

Efficient processes, digitisation and a high degree of automation are the leitmotiv in the development of the company, which today is one of Europe's technology leaders.

In addition to the production of high-quality folding boxes, our range of services also includes the assembly of packaging for the food, confectionery, pharmaceutical, healthcare, personal care, cosmetics and non-food sectors.



Melanie Grebien | Renate Bengel | Susanne Mack | Yvonne Mack | Marlis Schwedes

## Business divisions

In addition to the production of high-quality folding boxes, our range of services also includes the assembly of packaging for the food, confectionery,

pharmaceutical, healthcare, personal care, cosmetics and non-food sectors. Overall, colordruck Baidersbronn is divided into three areas of business:



### PACKAGING PRODUCTION

Analogue printing and further processing. We plan, produce, print and finish high-quality folding boxes made of solid cardboard in weights of 200–700 g/m<sup>2</sup> for high-impact packaging.



### PACKAGING SERVICE

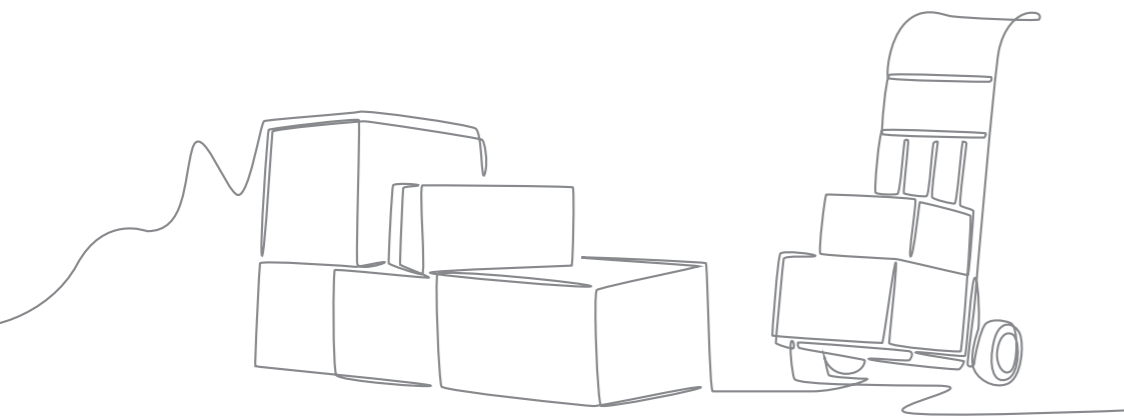
Packaging and fulfilment. We take over the entire fulfilment process for our partners and accompany you through everything from planning and production to logistics. We provide the highest level of flexibility.



### PACKAGING DIGITAL

Digital printing and further processing. We produce short runs, mock-ups or personalised packaging from edition 1 to mass customisation. On request, we can take care of packaging, filling and direct shipping to the end customer, all from a single source. For larger print runs, we routinely work with dialogue mail. All this with the highest degree of uniqueness.

With competence, commitment and passion, as well as with a responsible approach to our employees, our resources and our environment, we place ourselves at the service of our customers.



## Corporate values

Sustainable, flexible, collaborative. These values are not only of the highest priority for us, but are also lived and continuously developed on a daily basis. Our primary aim is to implement effective measures that enable us to give equal consideration to ecological, social and economic aspects. Our value system isn't rigid – it's a dynamic and changeable construct, with mutually dependent fac-

tors that drive each other. It is fundamental in determining our identity and embodies what defines us and clearly distinguishes us from other companies. Especially in times of rapid change in our markets and technologies, we are able to build on a strong foundation and make the most of additional potential.



### SUSTAINABLE

The company's founder, Wilhelm Mack, already focused on the sustainable and profitable development of the business. Success factors including customer orientation, innovation and commitment have had a decisive impact on colordruck Baidersbronn. Whether employees, customers, business partners, shareholders or members of the Board of Directors, we place a strong emphasis in our business activities on positive, trusting, mutually successful and, above all, long-term relationships.



### FLEXIBLE

We know from our partners that flexibility as a value has become more important than ever. Today, the possibilities in the packaging industry are practically limitless. Only if we question what's familiar and have the courage to break new ground can we fully meet customers' individual requirements. With sound judgement and a keen sense of what is feasible, we forge new paths and involve our customers and business partners as partners in the development of our ideas. Always open to new challenges, we master them with confidence without losing sight of the harmonious balance of our value system's three pillars.



### PARTNERSHIP-BASED

Mutually positive relationships with customers, suppliers, employees and business partners form the essential basis for successful economic management over the long term. In this context, it is not only a business relationship characterised by commitment, trust, respect, appreciation and gratitude that plays a key role. An individual approach is just as much a part of professional business conduct as serious and absolutely binding commitments.

## Mission

### PURPOSE AND MISSION

The mission of colordruck Baiersbronn is to support our customers' creative visions and business success through high-quality, innovative and reliable packaging, finishing solutions and packaging processes. It encompasses colordruck Baiersbronn's goals and corporate values (sustainable, flexible, collaborative), including its strong commitment to quality, sustainability and customer satisfaction.

### OUR OWN ASPIRATIONS AND CUSTOMER BENEFITS

Our goal is to be one of the leading companies in the packaging industry, embodying excellence in customer satisfaction, quality and sustainability. We work closely with our customers to develop tailor-made packaging solutions of the highest quality that contribute to their success. Through our creative packaging development, the use of state-of-the-art manufacturing technologies, and collaborative partnerships with innovative business partners and stakeholders, we ensure that we consistently meet market requirements and further strengthen our competitiveness.

### FAMILY BUSINESS, RESPONSIBILITY, SUSTAINABILITY

As a family business, we are aware of our special social, environmental and economic responsibility towards our employees and the local region. Our goal is to use environmentally friendly materials, minimise waste

and continuously improve our operational processes in order to minimise our environmental footprint.

### EMPLOYEES, CONVICTION, STRENGTH

We rely on well-trained, independent and motivated employees and support their development in order to create a working environment in which team spirit, creativity and innovation can flourish. We provide comprehensive information across all divisions and at all levels. The aim of this is to help employees better understand the company and identify with it, as well as to provide security and guidance in an increasingly complex world. Our strength stems from our motivation to achieve the best possible results for ourselves and our customers.

### SUMMARY

At colordruck Baiersbronn, we are proud to support our customers' success as a trusted partner with first-class packaging solutions. As an autonomous and independent family business, we aim to fulfil our responsibilities and play our part in transforming the packaging industry in terms of sustainability and excellence.

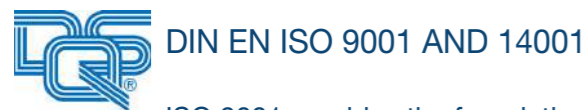


## Certifications, associations and platforms

Transparent systems form the foundation for successful action and efficient results. Our certifications confirm our high standards in the areas of quality, environmental protection, food safety and sustainability as well as social responsibility. With all our certifications, we build trust among our customers and partners. Through consistent process monitoring at all levels, we demonstrate the continuous enhancement of value and ongoing development of our company.



Our hygiene management attains the highest hygiene standards in both packaging production and the PACKAGING SERVICE area. Personal hygiene, hygiene stations and microbiological checks by external laboratories guarantee the highest level of safety for your products.

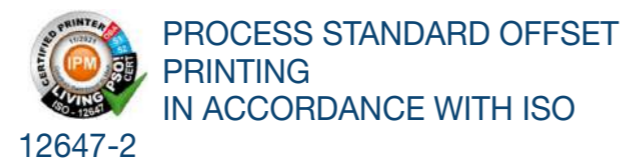


ISO 9001 provides the foundation for the continuous improvement process in our company's internal quality management system at colordruck Baiersbronn. Our focus is on optimising processes. Operational structures and processes are made more transparent, bringing down both the error rate and costs. Our environmental management system, implemented in accordance with ISO 14001, is a key contribution to our company's environmental responsibility and certifies both resource-efficient and environmentally conscious behaviour.



Our two certifications – FSC® (Forest Stewardship Council) and PEFC (Programme for the Endorsement of Forest Certification Schemes) – authorise us to put the FSC® and PEFC seal on products for our customers. As

a result, customers can see at the point of sale that they are purchasing a product that promotes growth in forests used in a demonstrable environmentally and socially responsible way. Both certification systems represent sustainable forest management. They pursue the goal of conservation as well as resourceful and reasonable use of forests. FSC® promotes sustainable forestry worldwide, whereas PEFC focuses on the monitoring and documentation of forest management at a regional level.



Our proven quality and expertise in colour management, print simulations, print-form production, and edition printing in the sheet-offset process are all certified. This gives you peace of mind with regard to the printing process and underlines our technical expertise.



We take storing and transporting primary and secondary packaging in the form of film and cardboard boxes for the food industry to the next level.



### RE-AUDITING IN ACCORDANCE WITH THE 5S METHOD

The 5S workplace organisation methodology incorporates the fundamental foundations of lean management to guarantee quality, efficiency, effectiveness, safety, cleanliness and general organisation. The five Ss come from the German abbreviation for Sorting, Systematic orderliness, Cleanliness, Standardisation, Self-discipline and Continuous improvement. With the 5S method, we create optimised jobs that produce high added value. Searches and long transport distances and waiting times can all be avoided with 5S. As a forward-looking company, we think and act in a lean way. With the firm belief that "certified quality creates trust", we have been internalising a structured way of working as part of the 5S method since 2011 in order to strengthen success factors that go beyond basic quality management. To guarantee and continuously improve our high standards, we undergo several internal audits and an external audit every year.



### BME CODE OF CONDUCT

The BME and its members recognise their social responsibility. In particular, all those involved in the procurement process carry responsibility as intermediaries between their company and the suppliers on the corresponding procurement markets. This responsibility extends to our own company, as well as to customers and suppliers, as well as to the environment and society. Companies' and their employees' actions are grounded in the values of integrity and fairness in particular. The BME Code of Conduct is a voluntary code

intended to reinforce the commitment of the

German Association for Materials Management, Purchasing and Logistics (Bundesverband Materialwirtschaft, Einkauf und Logistik e. V.) and its members to fair, sustainable and responsible ethical principles.



### GREEN ELECTRICITY CERTIFICATE

Our green electricity certificate guarantees that we have been using 100% renewable energy sources since 1 January 2011.



### ENERGY MANAGEMENT IN ACCORDANCE WITH DIN 16247-1

We record and analyse all our energy sources, and are constantly optimising our energy consumption.



### ORGANIC CERTIFICATE IN ACCORDANCE WITH DE-ÖKO-007

With the certification of the converting process line in accordance with Article 35(1) of Regulation (EU) 2018/848 on organic production and the labelling of organic products, colordruck Baiersbronn is demonstrably part of the entire supply chain for organic products. This certification makes it possible for us to process organic products in our converting operations. The certification provides evidence that the "precautionary measures to prevent the presence of unauthorised products and substances" are implemented; in other words, it ensures that non-organic and organic products are not mixed and/or confused during the converting process.

## Memberships

In addition to these certifications, we are represented in a number of associations and on various platforms, from which we benefit in a variety of ways. In most cases, the advantage lies either in access to a valuable network of other companies taking a leading role in climate protection, or in the opportunity to present our sustainability efforts to our customers in a transparent and comparable way.

FFI – FACHVERBAND  
FALTSCHACHTEL-INDUSTRIE E.V.  
(FOLDING CARTON INDUSTRY ASSO-  
CIATION)



FACHVERBAND  
FALTSCHACHTEL-  
INDUSTRIE E.V.

As an industry association, the FFI represents the interests of the German folding carton industry and pools technical, legal and market-relevant expertise. It supports its members through studies, guidelines, working groups and industry standards, particularly in the areas of sustainability, recyclability and product safety. As a central platform for exchange, the association promotes innovation and enhances the

competitiveness of the packaging industry as a whole.

UN GLOBAL COMPACT



United Nations  
Global Compact

Since 2024, we have been a supporter of the UN Global Compact. It is the world's largest initiative for sustainable and responsible corporate governance. It is based on ten principles in the areas of human rights, labour standards, the environment and anti-corruption. By participating, we commit to continuous improvement and to reporting annually on our progress.

SEDEX



Sedex is a global platform dedicated to improving responsible supply chains. Since 2024, we have been conducting an annual self-assessment on the platform and using it to ensure transparency regarding social and environmental standards and to assess risks.

INTEGRITYNEXT



With IntegrityNext, we also use a digital ESG and compliance platform to transparently disclose our sustainability data, certificates and self-declarations to customers.

ECOVADIS



EcoVadis is a leading global platform for assessing the sustainability performance of companies. The assessment covers the environment, labour and human rights, ethics and sustainable procurement. In 2025, we won the Gold Medal for the second time in a row and are officially among the top 5% of all companies worldwide rated by EcoVadis.

KLIMAWIN BW



We are also a member of KlimaWIN Baden-Württemberg. This is a programme that recognises climate-positive initiatives within companies. As a company, we prepare an annual report in which we present our own sustainability projects. In doing so, we must comply with the twelve guiding principles of the WIN Charter. The initiative promotes the exchange of information on effective solutions and motivates companies to implement ambitious climate protection measures.

BADEN-WÜRTTEMBERG CLIMATE ALLIANCE



The Baden-Württemberg Climate Alliance is aimed at companies that make a binding commitment to science-based climate targets. We have also been a member of this alliance since 2025 and are committed to preparing CO<sub>2</sub> footprints, setting reduction targets and implementing specific measures. The alliance also provides guidance, networking opportunities, and political visibility in the field of climate protection efforts in the state of Baden-Württemberg.

# ESRS 2

## GENERAL INFORMATION

## General basis for the preparation of the sustainability statement

The following sustainability statement relates to the sole company site of colordruck Baiersbronn W. Mack GmbH in Baiersbronn. The company's upstream and downstream value chain was included in the materiality analysis and has been taken into account in the sustainability report as comprehensively as possible.

### Information relating to specific circumstances

In preparing the sustainability statement, colordruck Baiersbronn fully adheres to the time horizons defined in **ESRS 1 "General Requirements"**. No deviations from these definitions were made. The classification is as follows:

- **Short term:** periods of up to one year
- **Medium term:** Periods of more than one year and up to five years
- **Long term:** Periods of more than five years

This classification system is used to consistently assess and categorise all relevant sustainability topics and planning periods.

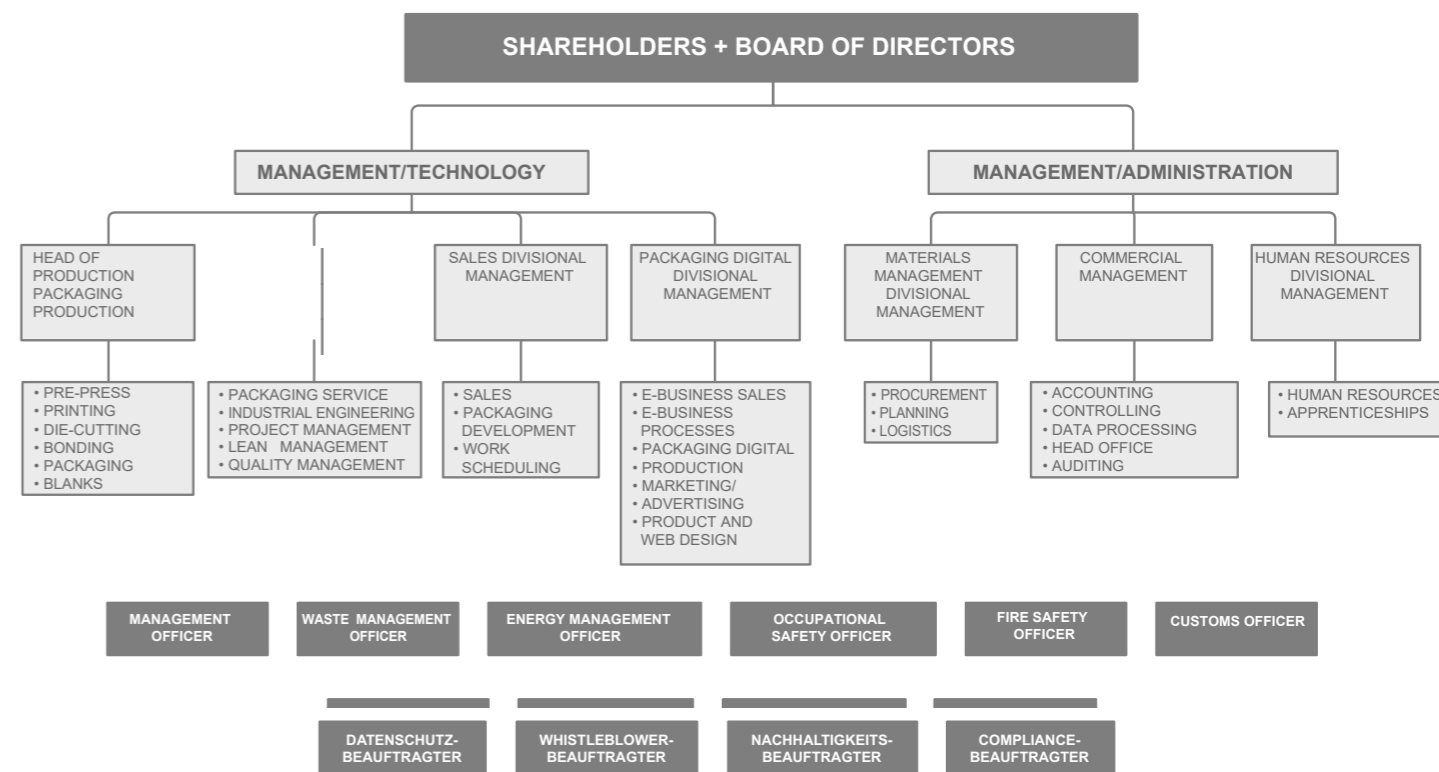
In addition to the requirements of the European Sustainability Reporting Standards (ESRS), this Sustainability Statement also takes into account content developed as part of our ISO certifications. We have deliberately refrained from using external links or cross-references within the report. Furthermore, despite the option for smaller companies to omit certain ESRS standards, no such limitation was applied. Accordingly, the reporting also covers the contents of Standards E4 and S1 to S4, where these exceed the materiality threshold.

Nevertheless, we are aware that this is not

yet a fully CSRD-compliant sustainability report, as we did not have all the necessary information at the time of preparation. Although our company is not currently required to report in accordance with the CSRD, we nevertheless aim to fully comply with the requirements of the directive in the near future and thus to serve as a role model as a medium-sized company in voluntary sustainability reporting.

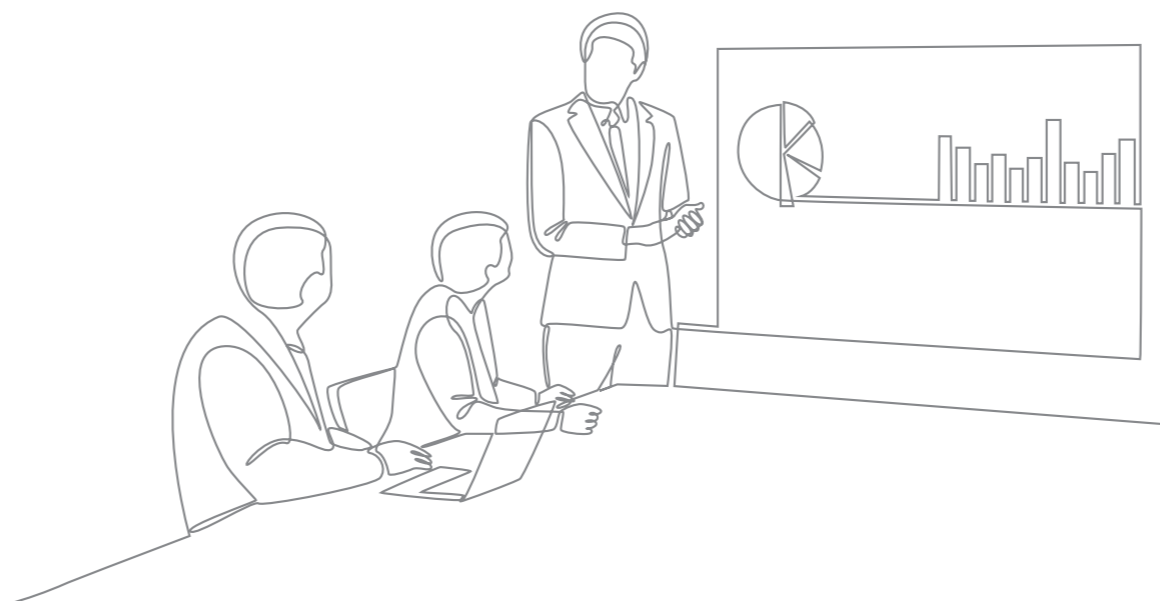
Due to the highly dynamic legislative process and the associated numerous amendments to the CSRD and the ESRS, this report is most likely no longer up to date. When preparing this report, we based our work on the version of the ESRS dated 31/07/2023. We anticipate that there may be further major changes as early as next year, which will once again affect the content of our report.

## The role of the administrative, management and supervisory bodies



colordruck Baiersbronn is overseen by a Board of Directors comprising three members. 100% of the members of the Board of Directors are independent, as none of them holds an executive position. The Board is 100% male. In addition, the employees of colordruck Baiersbronn are represented by a works council, which is made up of 64% men and 36% women. The managing

directors are responsible for the company's strategic direction and management: Martin Bruttel for sales, technology and production, and Mike Günther for finance, procurement, IT and human resources. The management team bears strategic and financial responsibility for the sustainability strategy and for compliance. Responsibility for sustainability expertise lies primarily with the Sustainability Officer. The operational and practical implementation of sustainability management is handled by the sustainability team, which is integrated into the company.



## Information and sustainability issues addressed by the administrative, management and supervisory bodies

At the start of 2023, a central sustainability management role was introduced to ensure the targeted management of sustainability activities and transparent communication with internal and external stakeholders. The newly created role of Sustainability Manager serves as the coordinating authority for all substantive aspects of sustainability reporting and ensures that information is processed in a consistent and structured manner.

To provide operational support, a cross-departmental Sustainability Team has been established, comprising representatives from the Production, Management, Controlling, Operations Engineering, Purchasing, Human Resources and Marketing departments. This body typically meets once a quarter to discuss ongoing, completed and planned sustainability projects.

## Inclusion of sustainability-related performance in the incentive scheme

At the time of preparing this sustainability statement, colordruck Baiersbronn does not have an incentive or remuneration system that is directly linked to the achievement of sustainability-related objectives.

Ongoing liaison with the executive management team is maintained through weekly updates provided by the Sustainability Manager. This ensures that strategically relevant issues are addressed in a timely manner and that direct feedback is provided on identified opportunities, risks and impacts. As the highest governance body, the management team acts as a direct interface with the Board of Directors in order to initiate strategic decision-making processes.

During the reporting period, the management team focused primarily on the opportunities, risks and impacts related to CO<sub>2</sub> emissions, energy efficiency in production, and the working conditions of the company's own workforce.



## Due diligence statement

| Core element of due diligence   | Reference in this sustainability statement   |
|---|--|
| Integration of due diligence into governance, strategy and business model | <ul style="list-style-type: none"> <li>Information and sustainability issues addressed by the administrative, management and supervisory bodies   Page 20</li> <li>Inclusion of sustainability-related performance in the incentive system   Page 20</li> <li>Material impacts, risks and opportunities and their interaction with the strategy and business model   Page 32</li> </ul>  |
| Involvement of relevant stakeholders in all key stages of due diligence   | <ul style="list-style-type: none"> <li>Information and sustainability issues addressed by the administrative, management and supervisory bodies   Page 20</li> <li>Stakeholder interests and viewpoints   Page 30</li> <li>Description of the procedures for identifying and assessing material impacts, risks and opportunities   Page 32</li> <li>Procedures for engaging the company's own workforce and employee representatives with regard to impacts   Page 62</li> <li>Management of supplier relationships   Page 79</li> </ul>   |
| Identification and assessment of adverse impacts                          | <ul style="list-style-type: none"> <li>Description of the procedures for identifying and assessing material impacts, risks and opportunities   Page 32</li> <li>Material impacts, risks and opportunities and their interaction with the strategy and business model   Page 32</li> </ul>  |
| Measures to address these adverse impacts                                 | <ul style="list-style-type: none"> <li>Measures and resources related to climate strategies   Page 42</li> <li>Measures and resources related to water and marine resources   Page 48</li> <li>Measures and resources related to resource use and the circular economy   Page 53</li> <li>Procedures for addressing adverse impacts and channels through which the company's own workforce can raise concerns   Page 63</li> <li>Measures taken with regard to material impacts, and approaches to managing material risks and seizing material opportunities related to the company's own workforce, as well as the effectiveness of these measures and approaches   Page 64</li> </ul> |
| Tracking the effectiveness of these efforts and communication             | <ul style="list-style-type: none"> <li>Risk management and internal controls for sustainability reporting   Page 23</li> </ul>   |

## Risk management and internal controls for sustainability reporting

When preparing the sustainability statement, there are various potential risks, which we endeavour to minimise through the implementation of appropriate measures. Operational responsibility for the preparation of the sustainability report lies with the core team, which comprises the Controlling, Marketing and Sustainability departments.

More generally, the process for preparing the annual sustainability report is based on the PDCA (Plan–Do–Check–Act) cycle, which we already use, among other things, for certification under the ISO 9001 Quality Management and ISO 14001 Environmental Management standards.

During the planning phase, the team collaboratively establishes a timetable, including

milestones, and allocates the key tasks. In order to minimise the risk associated with data availability, an analysis of which stakeholders (both internal and external) are responsible for data collection is carried out at this stage. During the implementation phase, the main focus is on obtaining relevant information and key performance indicators and on preparing the report. Using the dual control principle, the core team checks this information for completeness and plausibility. Both the interim results and the final report are checked multiple times by all those responsible. In the final phase, a last review is carried out, followed by formal approval by the management to publish the completed sustainability report.




## Strategy, business model and value chain

### STRATEGY AND BUSINESS MODEL

Our corporate strategy is based on efficient processes, ongoing digitalisation and a high degree of automation – cornerstones that today make colordruck Baiersbronn one of the technological pioneers in the European packaging industry.

At the heart of our business model is a holistic approach across the entire packaging value chain: we develop and produce high-quality folding boxes made of solid cardboard in our traditional offset production division,

"PACKAGING PRODUCTION", which is complemented by the two divisions "PACKAGING DIGITAL" and "PACKAGING SERVICE". This enables us to offer comprehensive fulfilment services – from packaging planning and production through to logistics – and to support our customers throughout the entire process with the highest level of flexibility. With our packaging solutions, we serve demanding markets such as food, confectionery, pharmaceuticals, healthcare, cosmetics and non-food.

-  **1954**  
Foundation
-  **Sales of 64 million euros**
-  **Around 1 billion p.a. in packaging production**
-  **22,261 tonnes of cardboard raw material p.a.**
-  **305 employees**
-  **6.2% training programme attendance rate**
-  **33,000 m<sup>2</sup> usable area**



Location: **Baiersbronn**

Our production-related sustainability goals focus, on the one hand, on further expanding the use of renewable energy at our Baiersbronn site and, on the other hand, on continuously improving material efficiency. In practice, this means continuously minimising die-cutting waste, testing and using alternative materials, and largely avoiding error-related costs and, consequently, unnecessary waste. Our established sustainability management system, in all its facets and with its already successfully implemented measures, is also validated by external audits. In 2025, we were able to secure Gold status from EcoVadis for the second time in a row.



colordruck Baiersbronn has always maintained a partnership-based relationship with our stakeholders. We work directly with our customers on many sustainability projects and launch pilot projects. At the same time, we work closely with our suppliers and service providers and have set ourselves an commitment target, validated by the SBTi, that by 2029, 90% of our suppliers and service providers (by emissions share) will also have adopted science-based climate targets. To achieve this goal, we rely above all on our strong partners in the cardboard manufacturing and logistics sectors.

However, we also demonstrate our commitment within the state of Baden-Württemberg, where we are a member of KLIMAWIN BW. Through this initiative, we commit to twelve guiding principles and to an annual progress report.

Various aspects of our strategy are directly related to sustainability and have a significant impact on it: the use of environmentally friendly materials, waste minimisation,

the continuous improvement of our operational processes, and the reduction of our environmental footprint. In all these areas, we always keep the United Nations' 17 Sustainable Development Goals (SDGs) in mind and align our sustainability management with them. In particular, the three SDGs ...

- **8** Decent Work and Economic Growth
- **9** Industry, Innovation and Infrastructure
- **12** Responsible Consumption and Production

... are our main areas of focus. However, the remaining SDGs are also taken into account and, depending on their materiality, will become increasingly important for our company and our stakeholders in the foreseeable future. Future challenges lie primarily in forthcoming regulations, laws and stricter environmental requirements, which will significantly shape our actions.

Our sustainability goals in the relevant areas are:

- Reducing our CO<sub>2</sub> footprint
- Minimising waste
- Expanding the use of renewable energy
- Conducting research into sustainable packaging solutions made from alternative raw materials, in collaboration with customers and suppliers

\*Link to the EcoVadis Sustainability Rating website: [https://recognition.ecovadis.com/M3\\_0UAOJ9Ey\\_o4MM57cQLQ](https://recognition.ecovadis.com/M3_0UAOJ9Ey_o4MM57cQLQ)

## VALUE CHAIN

The upstream value chain of colordruck Baiersbronn encompasses the areas of raw material sourcing and transport. Raw material sourcing focuses on materials such as cartonboard and inks, which are provided by certified suppliers. These suppliers ensure environmentally responsible production through sustainable production methods. Transport encompasses the logistical organisation of raw material deliveries to our production site.

As a key player in the value chain, colordruck Baiersbronn maintains close relationships with its main business partners. In this regard, the focus is on both cooperation with raw material suppliers and direct business relationships with our main customers. Stability and quality in the supply chain are ensured through long-term contracts with suppliers and customers.

Downstream activities in the value chain include the distribution and sale of various types of high-quality packaging solutions to our customers. As stakeholders, they benefit from sustainable and innovative folding box products that meet the highest quality standards.

For society, our activities create jobs and help strengthen the local economy. Thanks to our sustainable practices and environmentally friendly products, we are helping to reduce the impact on the environment. The markets we serve span both Germany and neighbouring countries in the rest of Europe.

The entire value chain of colordruck Bai-

ersbronn has an impact on environmental, social and economic sustainability. Environmental aspects include the use of sustainably sourced raw materials, as well as measures to reduce CO<sub>2</sub> emissions, water consumption and waste. Social factors relate to fair working conditions across the entire value chain, fair remuneration, and the wellbeing of employees, including their health and safety. From an economic perspective, the focus is on optimising the cost structure, fostering innovation and the ability to adapt flexibly to market changes. We underpin our commitment to the value chain through our memberships of the UN Global Compact and the online platform Sedex, both of which are committed to a socially fair and environmentally responsible supply chain.

The positive impacts for colordruck Baiersbronn include environmentally friendly production, the assumption of social responsibility, and long-term economic success. While there are challenges, such as potential supply chain disruptions, new regulatory requirements and market uncertainties, there are also opportunities, for example, through competitive advantages offered by sustainable products and the possibility of playing a leading role in a sustainable economy.

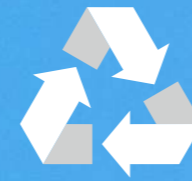


# Vorgelagerte Wertschöpfungskette

# Eigene Wertschöpfungskette

# Nachgelagerte Wertschöpfungskette

Recycling und Wertstoffverwertung



FSC / PEFC

Veredelung

Konsumenten



Farben und Lacke

Lieferung

Distribution

Kunde

Karton

Wellkisten

Produktion

Heizen

Kühlen

Strom

Verbrennung von Einwegpaletten

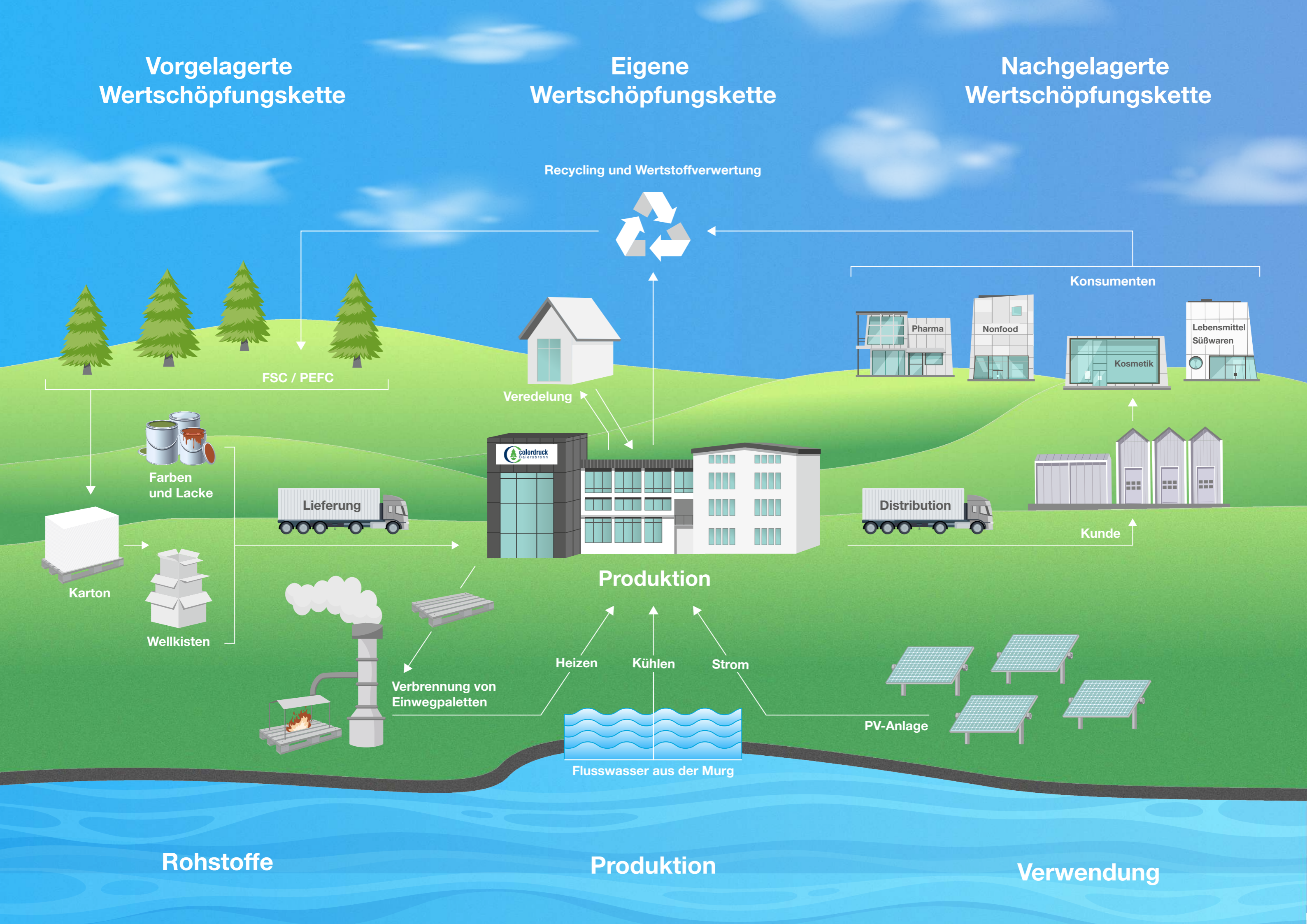
PV-Anlage

Flusswasser aus der Murg

Rohstoffe

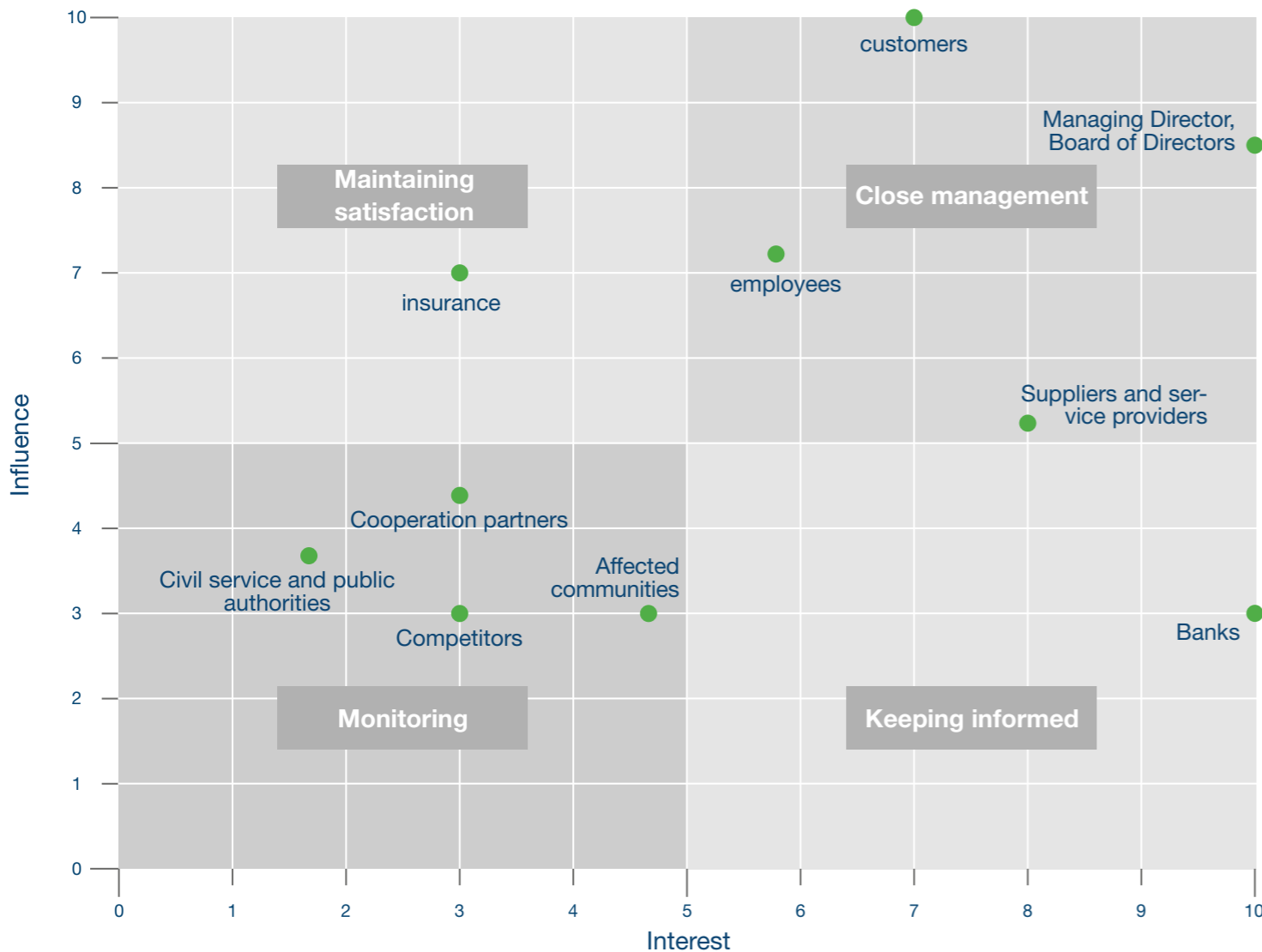
Produktion

Verwendung



## Stakeholder interests and viewpoints

STAKEHOLDER MATRIX



As part of the further development of its sustainability strategy and in preparation for reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD), colordruck Bayersbronn conducted a comprehensive stakeholder analysis for the first time in 2024. The aim of this analysis was to systematically evaluate the stakeholders relevant to the company on the basis of their expectations and their influence. Based on the insights gained from this analysis, a materiality matrix was created,

which serves as the central foundation for the strategic direction of sustainability measures. The matrix is reviewed annually to ensure it remains up to date and is adjusted as necessary.

Among the most important stakeholders are employees and customers, who are considered to be the key drivers of the company's development. This group is supplemented by suppliers and service providers, as well as the shareholders

and the Board of Directors. These groups are engaged in a variety of ways. Employees were actively engaged, for example, through an internal sustainability survey, regular webinars and an internal sustainability newsletter. In addition, internal information platforms such as information boards, a weekly management meeting and the established suggestion scheme help to gather feedback in a structured manner and to derive improvements from it.

On the customer side, dialogue takes place via external newsletters, social media formats such as "Green Friday", and individual customer contacts. The feedback gathered in this way is fed directly into product development processes, particularly in the area of sustainable packaging solutions. Suppliers are also systematically engaged through binding standards, such as the BME Supplier Code of Conduct, and through audits, in order to ensure a responsible supply chain.

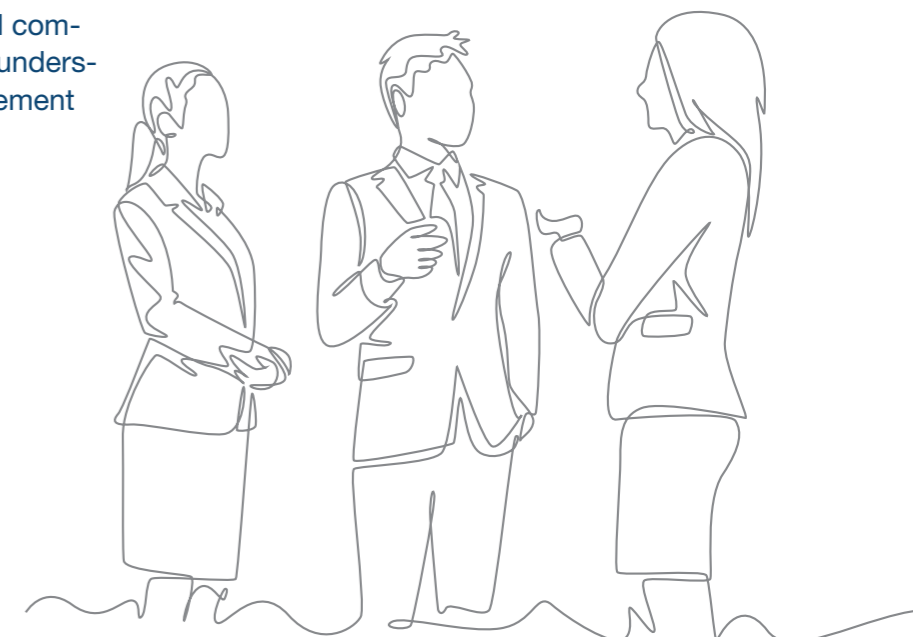
The Board of Directors is regularly informed about the results of the stakeholder dialogues and the measures derived from them. This ensures that the perspectives of stakeholders are integrated into strategic decision-making processes and taken into account on an ongoing basis.

Stakeholder engagement is a central component of colordruck Bayersbronn's understanding of sustainability. This engagement

takes place against the background that stakeholders are directly affected by the economic, environmental and social impacts of the company's activities. Their feedback and expectations therefore form a key basis for decision-making on future measures.

In 2025, no fundamental changes were made to the company's strategy or business model. However, the company continuously monitors changes in the market in order to be able to respond to relevant developments at an early stage, if necessary.

Through the structured involvement of stakeholders and the associated transparent communication, colordruck Bayersbronn is able to recognise requirements at an early stage, identify opportunities, and effectively develop its own sustainability strategy. Ongoing dialogue therefore forms an integral part of responsible corporate governance.



## Material impacts, risks and opportunities, and their interaction with the strategy and business model

The material impacts, risks and opportunities and their interaction with the strategy and business model are documented in the relevant sections on environmental aspects (E1–E5), social aspects (S1–S4) and governance aspects (G1).

### Description of the procedures for identifying and assessing material impacts, risks and opportunities

colordruck Baiersbronn's IROs were identified as part of the materiality analysis. This analysis was prepared for the first time as part of CSRD reporting, which means that it cannot be compared with previous reporting periods.

The resulting analysis is reviewed annually to ensure it remains up to date and is adjusted as necessary. To this end, several workshops were held with external support. For this purpose, a core CSRD team was established, comprising the Commercial Director, the Sustainability Manager, and a representative from the Marketing department.

In the first step of the process, the team identified all relevant business processes and the use of resources across the entire value chain. In addition, all stakeholders involved at the various points in the chain were documented.

This systematic mapping enabled us to clearly define our key resources, processes and stakeholders, and to incorporate this information into the identification of our IROs. The basis for this was the long list of potentially relevant CSR topics drawn up by

the consultancy.

To identify the key areas of focus for the content of our report, we have adhered to the principle of double materiality, in accordance with the ESRS guidelines. The dual materiality analysis takes into account both the impact of colordruck Baiersbronn on people and the environment ("Impact Materiality") and the financial risks and opportunities that sustainability issues represent for colordruck Baiersbronn itself ("Financial Materiality").

In order to determine materiality, the project team discussed each individual item in detail and assessed its actual impact using the criteria of scale, scope and irreversibility. With regard to financial materiality, the factors of probability and scale were considered. Through this process, it was possible to identify and prioritise all material topics and to map them using the materiality matrix below.

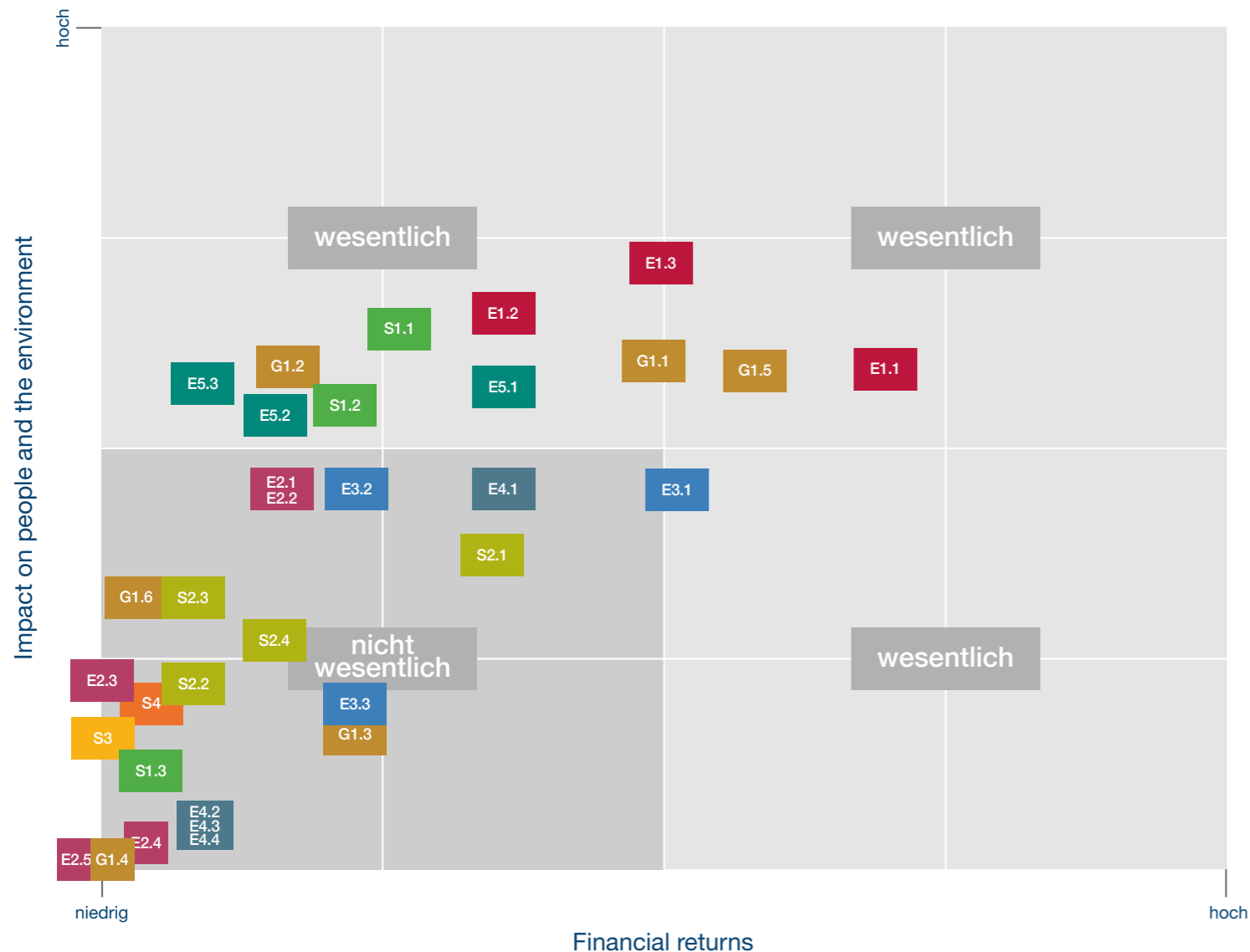
The list of topics deemed material under the double materiality principle was submitted to the management and approved by it.



## Disclosure requirements covered by the sustainability statement

The final matrix, derived from the materiality analysis, presents all ESG topics relevant to color-druck Baiersbronn and is reviewed annually to ensure it remains up to date. The content of the standards classified as non-material is not addressed in this report.

The essential topics at a glance



- E1 Climate change**
  - E1.1 Adaptation to climate change and climate protection
  - E1.2 Energy
  - E1.3 Greenhouse gases
- E2 Pollution**
  - E2.1 Air pollution
  - E2.2 Water pollution
  - E2.3 Soil pollution
  - E2.4 Substances of concern
  - E2.5 Microplastics
- E3 Water and marine resources**
  - E3.1 Protection of water and marine resources
  - E3.2 Water consumption, extraction, management, and discharge of water
  - E3.3 Areas with water stress
- E4 Biodiversity and ecosystems**
  - E4.1 Biodiversity and ecosystems
  - E4.2 Areas of sensitive biodiversity
  - E4.3 Impacts on the status of species
  - E4.4 Land-use changes
- E5 Resource use and the circular economy**
  - E5.1 Resource inflows, including resource use
  - E5.2 Resource outflows in connection with products and services
  - E5.3 Waste
- S1 Company workforce**
  - S1.1 Working conditions
  - S1.2 Equal treatment and opportunities for all
  - S1.3 Child and forced labour
- S2 Workers in the value chain**
  - S2.1 Workers in the value chain
  - S2.2 Child and forced labour
  - S2.3 Reports and violations of international guidelines in the value chain
  - S2.4 Social inclusion of workers in the value chain
- S3 Affected communities**
- S4 Consumers and end users**
- G1 Corporate policy**
  - G1.1 Corporate culture
  - G1.2 Whistleblower protection
  - G1.3 Animal welfare
  - G1.4 Political engagement, lobbying activities, transparency register
  - G1.5 Supplier relationships, including payment practices and incident reporting
  - G1.6 Corruption and bribery and incident reporting

# E

ENVIRONMENT



## E – ENVIRONMENT

E1 Climate protection

E3 Water and marine resources

E5 Resource use and the circular economy

# E1 CLIMATE PROTECTION



## Material impacts, risks and opportunities and their interaction with the strategy and business model

| Sub-topic                    | Material IROs   | Actual/potential | Timeframe             | Materiality category    | Description   | Strategy and measures  |
|------------------------------|-----------------|------------------|-----------------------|-------------------------|---|--|
| Adaptation to climate change | Risk            | Potential        | Long term             | Upstream + own location | Physical risk: Rising temperatures and an increased number of hot days can reduce employee productivity.  | Take climate-related changes into account when building new facilities and carrying out conversions; work closely with suppliers |
| Adaptation to climate change | Risk            | Potential        | Long term             | Upstream                | Physical risk: There may be disruptions in the supply chain, e.g., due to extreme weather events such as droughts. These events can damage the health of the forests that form the basis of our production. As a result, there may be higher raw material prices or delays in delivery. | Work closely with suppliers; conduct research into alternative raw materials   |
| Climate protection           | Risk            | Actual           | Short and medium term | Upstream                | Transition risk: Regular increases in the price of CO <sub>2</sub> are driving up energy costs. Further regulatory requirements could also increase operating costs. These costs could be passed on to colordruck.  | Work closely with suppliers to encourage them to meet climate protection targets   |
| Climate protection           | Risk            | Potential        | Medium term           | Our own site            | Transition risk: Even if our own greenhouse gas emissions are very low, stakeholders expect us to continue to pursue and demonstrate reductions. Without demonstrable progress, there could be damage to our reputation.  | Continue to analyse and, where possible, reduce resource and energy consumption  |
| Energy                       | Negative impact | Actual           | Short and medium term | Upstream                | The production of solid cardboard is highly energy-intensive. Fossil fuels are also used along the supply chain, which in turn results in greenhouse gas emissions.   | Work closely with suppliers to encourage them to meet climate protection targets   |
| Energy                       | Positive impact | Actual           | Medium and long term  | Our own site            | People and the environment benefit from the clean air generated by renewable energy. At the same time, this expansion will increase the share of renewable energy in Germany's electricity mix.   | Expand own electricity generation  |
| Energy                       | Risk            | Actual           | Short and medium term | Our own site            | Constantly rising energy costs.   | Increase energy efficiency; expand our own electricity generation  |

## Climate protection transition plan

As a family-run business based in the Black Forest National Park region, preserving a healthy and diverse natural environment is deeply important to us. For us, the fight against climate change and the transition to a sustainable economy are of fundamental importance if we are to continue to operate responsibly and in harmony with the environment in the future.

A central component of our climate strategy is the recording and ongoing monitoring of our corporate carbon footprint. In doing so, we record our Scope 1, 2 and 3 emissions in accordance with the Greenhouse Gas Protocol. The majority of our greenhouse gas emissions originate from our upstream value chain, as the production of solid cardboard and corrugated cardboard is highly energy-intensive. Only 0.4 % of our total greenhouse gas emissions originate from our Baiersbronn site; a further 7.6 % come from the downstream value chain, and the remaining 92 % come from the upstream value chain.

colordruck Baiersbronn is committed to fulfilling its corporate responsibility in the fight against climate change. In 2025, in collaboration with the Commercial Director and the Sustainability Officer, the decision was made to also make these ambitions measurable and to publish them. This initiative received the corresponding support from Management.

Consequently, in accordance with the guidelines and methodology of the Science Based Targets initiative (SBTi), we have set ourselves the following science-based climate targets in order to help limit global warming to 1.5 degrees Celsius.



Our published and validated Science Based Targets:

- **Reduction of absolute Scope 1 and Scope 2 greenhouse gas emissions by 51% by 2032** compared to the base year 2022.
- **Engagement of our suppliers: by 2029, 90 % of our suppliers (by emissions share) are to have adopted science-based climate targets.**

These targets cover not only direct emissions from our operations, but also indirect emissions from purchased goods and services, as well as from upstream transport and distribution processes. In addition, we take into account land-related emissions and removals from bio-based energy sources. colordruck Baiersbronn has not yet set itself a long-term net-zero climate target.

In order to achieve our strategic climate goals, we see our greatest decarbonisation levers in the areas of electromobility, sustainable procurement and research into alternative raw materials. In electromobility in particular, we see enormous potential for decarbonisation in order to significantly reduce our Scope 1 emissions. At the same time, electromobility will also play a crucial role in the logistics sector in order to further reduce our Scope 3 emissions.

However, it is above all the more environmentally friendly production of our main raw material, solid board, by manufacturers that has a significant impact on our own carbon footprint. This requires intense, partnership-based cooperation with our suppliers on an equal footing. Another component of our decarbonisation strategy will be research into and further development of alternative raw materials for the production of folding boxes. Both our management team and our shareholders support our climate targets. We at colordruck Baiersbronn firmly believe that, through these measures, we will make a significant contribution to achieving our sustainability goals.

Implementing our climate strategy requires ongoing investment. We finance the measures taken at our Baiersbronn site ourselves. In contrast, investments in the upstream value chain are borne by our suppliers. These expenditures can have an indirect impact on us, for example through rising product costs, which are ultimately reflected in our cost of sales. Due to the currently highly dynamic

market developments and the constant evolution of the technological landscape, relevant investment decisions are typically made in due course. As colordruck Baiersbronn itself is directly responsible for only a very small proportion of its greenhouse gas emissions, the corresponding investments are financially limited and do not pose any risk due to the company's stable financial position. In addition, we expect efficiency gains both within our company and in the upstream value chain, which will at least partially offset the rising production costs.

As our SBTi climate targets were not validated until mid-2025, in this report, which is the first to be based on the CSRD, we are not providing any information on our progress with the transition plan. As stipulated by the ESRS, transparent reporting will be provided annually, starting with the 2026 Sustainability Report.

As a company, colordruck Baiersbronn is subject to the EU limits derived from the Paris Agreement.

## Strategies related to climate protection and adaptation to climate change

Our strategy related to climate protection and adaptation to climate change is based on the IROs we have identified. Among other things, it includes improving energy efficiency and reducing greenhouse gas emissions. The strategy covers all areas of the company and encompasses both internal processes and cooperation with suppliers and service providers in the upstream value chain, and it falls under the responsibility of Management. In recent years, colordruck Baiersbronn has

been able to achieve significant success in this area, as we identified opportunities for efficiency improvements at a very early stage.

This includes our **biomass heating plant**. Recycling single-use wooden pallets has allowed us to operate an extremely efficient wood chipping plant since 2002. This plant not only generates waste heat energy, but also reduces emissions compared to fossil

fuels.

In addition, in our production process, waste heat and thermal energy are generated when compressors are used. Instead of letting this energy fizzle out unused, we have implemented an innovative **heat recovery** system. We collect all the waste heat from the compressors and direct it specifically to heat the domestic hot water for our sinks and showers. This intelligent method of heat recovery offers significant advantages, as it uses an already available energy source to heat domestic hot water in an environmentally friendly way. This not only saves energy costs, but also reduces the need for additional heat generation.

However, we can not only generate heat efficiently, but also provide cooling. Our sustainable cooling strategy begins by supplying our sprinkler tank with **river water** from the Murg. In this way, around 700 m<sup>3</sup> of water accumulates, which we use as an efficient **cold-storage tank**. We have been using this natural cold source since 2006 to cool our production halls via heat exchangers. This innovative approach not only allows us to reduce energy costs, but also to save a considerable amount of CO<sub>2</sub>.

When it comes to **electricity**, we have been using 100% renewable energy sources since 2011. In addition, since 2019, we have also been generating our own electricity from the sun's energy via our own **PV**

## Measures and resources related to climate strategies

Suggestions for potential improvements within the framework of the climate strategy come, on the one hand, from external auditors, e.g., as part of the DIN EN 16247-1 energy audits, and, on the other hand, internally, via the Sustainability Team that has been established, which comprises representatives from the key departments, as well as through our internal suggestion scheme. Through this scheme, all employees can submit ideas for saving energy or reducing CO<sub>2</sub> emissions. As a general rule, the implementation of energy efficiency measures is the responsibility of the Industrial Engineering team.

**system.** The solar panels convert sunlight directly into electrical energy that we can use in our plant. Over the years, the system has grown steadily and now has a total output of approximately 360 kWp. By using this renewable energy source, we not only reduce our dependence on fossil fuels, but also make a small contribution to the energy transition in Germany.

We not only rely on renewable energy sources, but also take ecological aspects into account when selecting and installing our **production machines**. All of our facilities installed since 2010 are "**climate-neutral**" and certified by independent climate protection organisations at the time of purchase (see Greenhouse gas reduction and CO<sub>2</sub> credits).

Our customers, too, have the option of directly offsetting the greenhouse-gas emissions associated with their folding boxes. To this end, we have our partner carefully calculate the relevant CO<sub>2</sub> emissions for the entire production process of the folding boxes, and customers can purchase the corresponding certificates to neutralise these CO<sub>2</sub> emissions.

In the 2025 reporting year, colordruck Baiersbronn was able to implement the following key measures, which directly contribute to our climate strategy.

| Measure  | Description   | (Expected) result  |
|--|---|--|
| Expansion of the PV system                           | Expansion of the existing PV system by a further 261 kWp to approximately 360 kWp.  | The share of self-generated electricity now stands at approximately 5–6 %.   |
| Digitalisation                                       | Reduction of paper consumption through the digitalisation of the job ticket as part of the SAP implementation.  | Savings of approximately 100,000 sheets of paper. This equates to cost savings of around €1,000 per year and a reduction of approximately 0.5 tonnes of CO <sub>2</sub> .          |
| Environmental risk assessment                        | We subject our environmental management system to an external ISO 14001 audit every year and conduct an energy audit in accordance with DIN EN 16247-1 every four years.                    | Third-party audits help us to identify risks at an early stage and to pinpoint opportunities for improvement, particularly in the areas of energy efficiency and waste management. |
| Greenhouse gas footprint                             | Following our participation in the Klimafit BW funding programme, we were able to prepare our greenhouse gas footprint report independently for the first time in 2025.                     | We were able to develop a deeper understanding of our GHG footprint and are using this understanding in a targeted manner to develop reduction measures.                           |
| SBTi targets   | In 2025, we set ourselves climate targets and had them validated by the SBTi.   | We now have specific climate targets in mind and can define targeted measures to achieve them.   |
| Partnership with BUND                                | Joint implementation of a sustainability-focused activity as part of the introductory weeks for new trainees.   | Raising trainees' awareness of the topic of environmental protection; strengthening the regional partnership.  |
| Sustainability project with apprentices              | Establishment of a sandarium on our company premises as part of the introduction week for new apprentices.  | Promoting biodiversity by protecting wild bees.  |
| Membership of the Baden-Württemberg Climate Alliance | We have been a member of the Baden-Württemberg Climate Alliance since the end of 2025. To this end, a climate protection agreement was signed with the state's Ministry of the Environment. | Opportunity to learn from other member companies and to exchange specialist knowledge.   |

## Energy consumption and energy mix

The energy consumption and energy mix of colordruck Baiersbronn in the 2025 financial year are shown below.

**1,215,038 kWh**

Wood chips

**4,430,807 kWh**

purchased electricity

**115,173 kWh**

self-generated renewable energy



**5,761,018 MWh**

total energy consumption

As a manufacturer of folding cartons, we fall into the category of energy-intensive sectors under Regulation (EU) 2022/1288, specifically under the heading "17.21 Manufacture of corrugated paper and paperboard and of containers of paper and paperboard". Based on a total energy con-

sumption of 5,761,018 kWh and total net revenue corresponding to total turnover, an energy intensity of 90,406 kWh/million euros can be calculated. colordruck Baiersbronn does not use any nuclear energy sources.

## Gross Scope 1, 2 and 3 GHG emissions and total GHG emissions

colordruck Baiersbronn's CO<sub>2</sub> footprint is assessed on a regular basis in order to systematically analyse climate-related impacts and to derive targeted reduction measures. In doing so, greenhouse gas emissions are recorded in a differentiated manner according to the Scope 1, 2 and 3 categories in line with the Greenhouse Gas Protocol (GHG). To calculate the CO<sub>2</sub> footprint, consumption data are com-

bined with recognised emission factors. All consumption and production data are subject to a thorough plausibility check. The 2024 CO<sub>2</sub> footprint was externally validated for the first time and serves as the basis for the greenhouse gas footprints derived from it. colordruck Baiersbronn's greenhouse gas footprint is set out below (all figures in tonnes of CO<sub>2</sub>e).

| Measure            | 2025           | 2024            | 2023           |
|--------------------|----------------|-----------------|----------------|
| Scope 1            | 32.7           | 38.7            | 42.5           |
| Scope 2            | 0              | 0               | 0              |
| Scope 3            | 9,439.2        | 9,982.8         | 9,691.3        |
| <b>Total</b>       | <b>9,471.9</b> | <b>10,021.5</b> | <b>9,733.7</b> |
| Biogenic emissions | 425.2          | 443.9           | 440.7          |

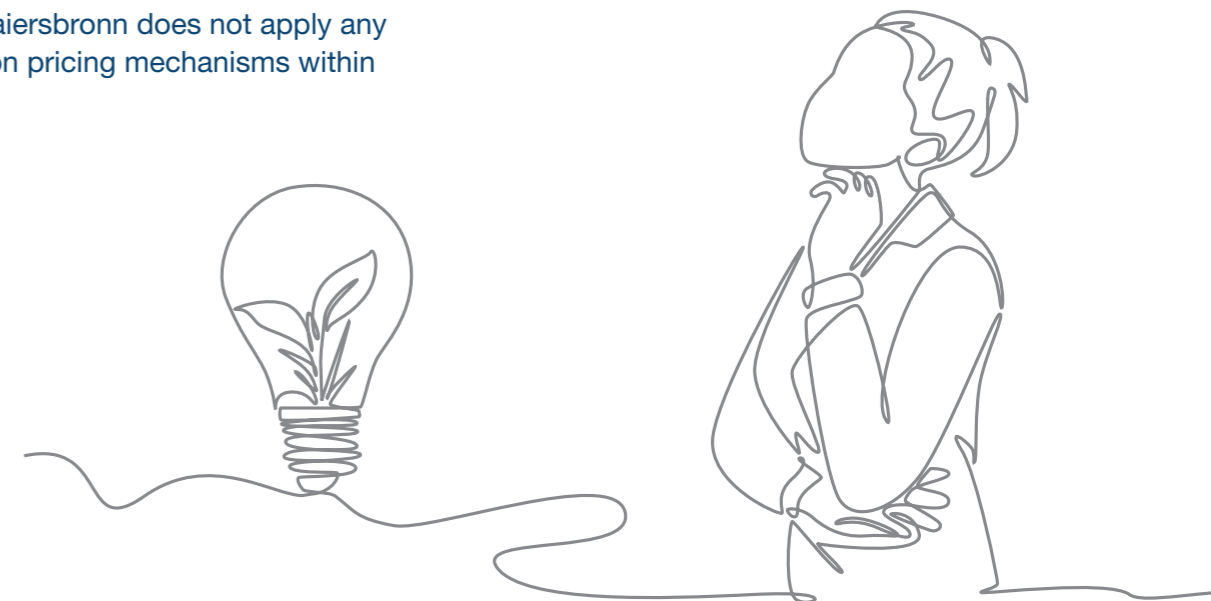
## Greenhouse gas reduction and greenhouse gas reduction projects financed through CO<sub>2</sub> credits

colordruck Baiersbronn focuses on actual emissions avoidance and continuous efficiency improvements along the value chain to reduce greenhouse gas emissions. The focus is on expanding the use of renewable energies and optimising processes. The use of CO<sub>2</sub> offsets, for example in the form of certificates or guarantees of origin, is viewed merely as a supplementary measure. In the 2025 financial year, colordruck Baiersbronn used emission credits to reduce GHG emissions. A central component of these measures was the renewal of the machinery fleet: three existing die-cutting lines

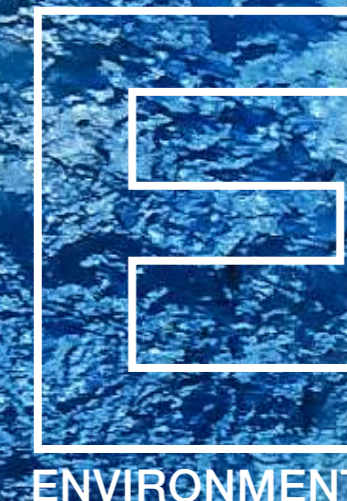
were replaced by new, modern, energy-efficient systems. This approach supports the ongoing reduction of operational emissions through technological optimisation. As part of the procurement process, the CO<sub>2</sub> emissions associated with production and delivery were offset. The volume of emissions covered by the certificates is 1,080 tonnes of CO<sub>2</sub>e.

## Internal CO<sub>2</sub> pricing

colordruck Baiersbronn does not apply any internal carbon pricing mechanisms within the company.



# E3 WATER AND MARINE RESOURCES



## Material impacts, risks and opportunities and their interaction with the strategy and business model

| Sub-topic         | Material IROs | Actual/potential | Timeframe           | Materiality category | Description  | Strategy and measures  |
|-------------------|---------------|------------------|---------------------|----------------------|--|--|
| Water consumption | Risk          | Actual           | Medium to long term | Upstream             | Increasing water scarcity can lead to supply bottlenecks and production stoppages. | Work closely with suppliers; conduct research into alternative raw materials that require less water |

## Strategies related to water and marine resources

In general, the water resource poses a risk only in our upstream value chain, as cardboard is a raw material whose production involves high water consumption. At our own Baiersbronn site, we consume only small amounts of water. Nevertheless, we are also analysing our own site in this area and seeking to identify opportunities for water savings and to further optimise our water consumption.

Since January 2024, we have been using process-free printing plates, significantly increasing the efficiency of our pre-press operations. With the help of the new Heidelberg Suprasetter, we can increase production capacity by more than 30 % per hour. The new system also enables savings of more than 600,000 litres of water per year, which reduces our water consumption by

around 15 %. Furthermore, thanks to the processless printing plates, we are able to completely dispense with hazardous substances, which improves environmental friendliness and safety.

As many of our customers operate in the food and pharmaceutical industries, our products must meet the highest hygiene standards. For this

reason, we use only fresh water in our production processes. However, the water is only minimally contaminated in the process, which means it can be discharged directly into the wastewater treatment plant without any additional treatment.

## Measures and resources related to water and marine resources

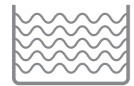
As we see only limited opportunities to further reduce water consumption at our own site, we rely above all on our strong partners in the upstream value chain in this regard. In the 2025 reporting year, colordruck Baiersbronn was able to implement the following key measures, which directly contribute to our water strategy.

| Measure                   | Description  | (Expected) result  |
|---------------------------|--|--|
| Alternative raw materials | Together with customers and suppliers, we are continuously researching new raw materials and processes in order to make our folding carton product even more environmentally friendly and to conserve water resources. | In the medium to long term, alternative raw materials could emerge in this area that would reduce water consumption in the upstream value chain. |

### Water consumption



**3,737 m<sup>3</sup>**  
total water consumption



**700 m<sup>3</sup>**  
total volume of stored water



**58.6 m<sup>3</sup>/million euros**  
water intensity

The data on water consumption is provided by the local public utilities. Due to our high hygiene standards, we use only fresh water. According to the WWF Water Risk Filter, our site is not located in an area experiencing water stress or risks related to water quality or quantity. Nevertheless, we are located on the periphery of our low-risk zone and will continue to monitor developments over the next few years.



# E5 RESOURCE USE AND THE CIRCULAR ECONOMY



## Material impacts, risks and opportunities and their interaction with the strategy and business model

| Sub-topic         | Material IROs   | Actual/potential | Timeframe            | Materiality category     | Description   | Strategy and measures   |
|-------------------|-----------------|------------------|----------------------|--------------------------|---|---|
| Resource inflows  | Negative impact | Actual           | Medium to long term  | Upstream                 | The production of solid cardboard consumes a large amount of resources.   | Increase the proportion of FSC/PEFC material; conduct research into alternative raw materials |
| Resource inflows  | Opportunity     | Actual           | Medium to long term  | Upstream                 | The Packaging and Packaging Waste Regulation (PPWR) will reduce packaging to the minimum necessary. This will lead to material savings and will have a positive impact on our greenhouse gas footprint. | Work closely with suppliers   |
| Resource outflows | Opportunity     | Actual           | Short to medium term | Downstream               | Packaging made of cardboard is generally preferred over plastic (where feasible), which can lead to a higher order volume.  | Identifying and exploiting sales potential  |
| Resource outflows | Opportunity     | Actual           | Short to medium term | Our own site             | Resource outflows and waste typically incur costs for disposal. Through well-thought-out partnerships, these outflows and waste can be put to other uses.   | Work closely with service providers   |
| Waste             | Positive impact | Actual           | Short term           | Our own site; downstream | 100 % of our production waste is recycled and returned to the materials cycle. The same applies to our products at the end of their life.   | Continue to ensure a smooth recycling process   |

## Strategies related to resource use and the circular economy

There's no dispute that packaging-free products are the most sustainable solution. However, many products require packaging – be it to protect the goods, to transport them better, or even to ensure a longer shelf life. To make companies' products as environmentally friendly as possible, they should choose sustainable packaging. Folding boxes made of solid cardboard offer the optimal basis for the sustainable packaging of products. Over the past few years, at colordruck Baidersbronn, we have already been able to implement a number of measures that directly contribute to our resource conservation strategies.

One of our key initiatives in the area of waste management concerns the die-cutting waste generated in our production processes. Die-cutting waste is residual material that forms when items are produced and is normally regarded as waste. Already at the planning stage, we minimise board trim through millimetre-precise sheet layout and procurement, thereby avoiding unnecessary die-cutting waste. The same happens with the waste produced in the printing process. In doing so, we use modern technologies to compact these board offcuts from the production process and return them to the resource cycle. Here we distinguish between pure recycled bales and fresh fibre bales. By pressing the cardboard waste, we significantly reduce its volume, which makes storage and transport much more efficient. Equally importantly, we recycle and reuse this compressed waste in a targeted manner. This way, we prevent valuable materials from being wasted and help reduce the consumption of natural resources.

In this regard, our waste management concept goes beyond mere disposal. It stands for a circular approach in which waste is regarded as valuable raw materials that can be reused in other production processes. 100 % of this waste is used in paper manufacturing and therefore remains in the materials cycle. Non-paper product components, such as plastics from barrier coatings or window patching, are separated and recycled accordingly during the recycling process by the waste management provider. In addition to paper waste, stretch films from the logistics area are also baled at colordruck Baidersbronn, and empty, cleaned lacquer drums are returned to the recycling process.

The mineral-oil-free inks and coatings we use also make a significant contribution to resource conservation and to the recyclability of our packaging. By refraining from using mineral oil-based components, we reduce the use of fossil raw materials while also improving the recyclability of our products.



## Measures and resources related to resource use and the circular economy






For a product like ours, which is already 100 % recyclable thanks to the materials used, the issue of resource use and the circular economy is crucial. In production in particular, it once again becomes clear how closely ecology and economics are interlinked, as almost any form of resource waste results in both higher costs and higher greenhouse gas emissions. That is why colordruck Baidersbronn is very keen to avoid waste and to find ways to return resources to the cycle. The measures implemented in 2025 include the following:

| Measure   | Description   | (Expected) result   |
|---|---|---|
| Continuous optimisation in printing, die-cutting and gluing | Through targeted optimisation measures, rejects, die-cutting waste and makeready waste from the printing process can be reduced, thereby saving material.   | As a result, our material consumption decreases, which in turn leads to cost savings and a reduction in greenhouse gas emissions.   |
| Plastic-free advent calendar                                | Together with our customers, we worked on developing an advent calendar with an insert made of moulded fibre or pulp instead of plastic. The first 1,000 units were produced in 2025.                   | Using cardboard instead of plastic results in a reduction in CO <sub>2</sub> emissions of around 85 % per inlay.                    |
| Replacement for aerosol cans                                | H1 spray cleaner replaced by the CB100 reusable system.   | Employees no longer have to handle aerosols, as the reusable system uses a liquid. In addition, this saves around 85 cans per year. |
| Recycling of wood from single-use pallets                   | Previously, leftover single-use pallets that we could not use for our biomass heating plant were disposed of at a high cost. Now, these pallets are reprocessed and reused by a local service provider. | Savings of approximately €3,400 per month on disposal costs.  |
| Refurbishment of old electronic equipment                   | Our old electronic equipment from the administration department, mainly laptops and telephones, undergoes a refurbishment process at a certified service provider, thereby giving it a second life.     | Reducing waste, lowering disposal costs and conserving valuable resources, including rare-earth elements                            |

## Resource inflows

The main resource input for colordruck Bairsbronn is cardboard. Here, we distinguish between certified fresh fibre board conforming to FSC or PEFC standards, non-certified fresh fibre board, and board made from recycled fibres. Packaging made from solid board naturally has a high recycling rate and therefore exemplifies a sustainable

circular economy. In addition to cardboard, we also procure, above all, printing inks, coatings and glues, which play a key role in the production of folding boxes. We have the internal consumption data at our disposal.

|   |   | 2023          | 2024          | 2025          |
|---|---|---------------|---------------|---------------|
|   | <b>Cardboard raw material</b>           | 22,770 tonnes | 23,257 tonnes | 22,261 tonnes |
|    | • Proportion of certified cardboard     | 51.9 %        | 53.7 %        | 57.8 %        |
|   | • Proportion of non-certified cardboard | 48.1 %        | 46.3 %        | 42.2 %        |
|  | <b>Colours</b>                          | 58.3 tonnes   | 59.7 tonnes   | 55.5 tonnes   |
|  | <b>Paints</b>                           | 265.9 tonnes  | 272.2 tonnes  | 253.1 tonnes  |
|  | <b>Glues</b>                            | 31.6 tonnes   | 29.0 tonnes   | 23.4 tonnes   |

t = tonnes

Within the upstream value chain, wood and water are among the main resource inputs. We do not currently have any specific consumption data on these resources.

## Resource outflows

We produce packaging made exclusively from solid cardboard, which by its very nature already complies with the principles of the circular economy. By being able to recycle 100 % of solid board multiple times, the company maximises the lifespan of the raw materials used while also minimising waste generation. This creates a closed loop in

which resources are used in the best possible way and waste is reduced – a sustainable approach that delivers both environmental and economic benefits. In this process, end consumers also play a crucial role by returning packaging products to the cycle through proper waste separation.

| Measure                                      | Tonnes              |
|--|---------------------|
| <b>Waste for recycling</b>                   |                     |
| Preparation for recycling                    | 0.0 tonnes          |
| Recycling                                    | 122.3 tonnes        |
| Other recovery operations                    | 0.0 tonnes          |
| <b>Weight of hazardous waste</b>             | <b>0.0 tonnes</b>   |
| <b>Weight of non-hazardous waste</b>         | <b>122.3 tonnes</b> |
| <b>Waste for disposal</b>                    |                     |
| Incineration                                 | 70.5 tonnes         |
| Landfill disposal                            | 0.0 tonnes          |
| Other disposal operations                    | 0.0 tonnes          |
| <b>Weight of hazardous waste</b>             | <b>3.8 tonnes</b>   |
| <b>Weight of non-hazardous waste</b>         | <b>66.7 tonnes</b>  |
| <b>Total quantity of hazardous waste</b>     | <b>3.8 tonnes</b>   |
| <b>Total quantity of non-hazardous waste</b> | <b>189 tonnes</b>   |

Our relevant waste streams primarily comprise makeready waste from the printing process and die-cutting waste. In addition, metal containers from inks and coatings are generated. 100% of this waste is recycled and thus returned to the materials cycle. As a general principle, we follow the waste hierarchy. Our waste data is provided by our waste disposal company.

# S

SOCIAL



## S – SOCIAL

S1. Own workforce

# S1 OWN WORKFORCE



## Material impacts, risks and opportunities and their interaction with the strategy and business model

| Sub-topic                                   | Material IROs   | Actual/potential | Timeframe                   | Materiality category | Description   | Strategy and measures  |
|---|-----------------|------------------|-----------------------------|----------------------|---|--|
| Secure employment                           | Positive impact | Actual           | Short, medium and long term | Our own site         | We create over 300 secure jobs in the local region and support economic growth in the community.  | Strategic workforce planning   |
| Working hours and work-life balance         | Positive impact | Actual           | Short, medium and long term | Our own site         | Flexible working time models promote work-life balance and have a positive impact on employee health.   | Strategic workforce planning aligned with incoming orders                      |
| Fair remuneration and collective bargaining | Positive impact | Actual           | Short, medium and long term | Our own site         | We pay our employees above the level of a living wage and voluntarily follow the collective agreement for the paper, board and plastics processing industry.  | Keeping industry-standard salaries as well as additional benefits under review |
| Freedom of association and social dialogue  | Positive impact | Actual           | Short, medium and long term | Our own site         | The works council is elected by the employees and is responsible for protecting employees' rights. It represents all employees in production and administration.  | Provide regular opportunities for dialogue                                     |
| Health and safety                           | Negative impact | Actual           | Short term                  | Our own site         | Violations of occupational health and safety measures can result in serious injuries and health problems for employees. Stress and other factors can have a negative impact on mental health.                           | Well-trained occupational safety specialist                                    |
| Health and safety                           | Risk            | Actual           | Short term                  | Our own site         | Inadequate safety measures, particularly in the area of occupational health and safety, can lead to accidents, injuries and, consequently, (longer-term) staff absences. In addition, there may be a risk of penalties. | Maintain high occupational safety standards and monitor compliance             |

| Sub-topic   | Material IROs   | Actual/potential | Timeframe                   | Materiality category | Description  | Strategy and measures  |
|---|-----------------|------------------|-----------------------------|----------------------|--|--|
| Gender equality and equal pay for equal work                | Negative impact | Actual           | Short, medium and long term | Our own site         | Unjustified unequal treatment often leads to a loss of motivation; employees may be unable to develop individually and may ultimately become disengaged.                       | Establishing processes to prevent unequal treatment (e.g., during recruitment, for promotions) |
| Training and skills development                             | Opportunity     | Actual           | Short, medium and long term | Our own site         | Regular further training ensures a high level of innovation and helps us to guarantee the high quality of our products.  | Creation of individual development opportunities   |
| Employment and inclusion of people with disabilities        | Positive impact | Actual           | Short, medium and long term | Our own site         | By establishing a disability representative body, the rights and interests of this group of employees are represented.   | Establishing processes to prevent unequal treatment (e.g., during recruitment, for promotions) |
| Measures to combat violence and harassment in the workplace | Positive impact | Actual           | Short term                  | Our own site         | The "Conflict Management" works agreement sets out clear rules for all employees. It sets out various preventive measures, responsibilities, reporting channels and penalties. | Raising employee awareness   |
| Diversity   | Opportunity     | Actual           | Short, medium and long term | Our own site         | Effective integration efforts and the promotion of diversity can help counteract the shortage of skilled workers. This also enhances the company's innovative power.           | Promoting diversity in the workforce; carrying out effective integration work                  |

## Strategies related to the company's own workforce

For us, responsibility also means integrating social concerns into business decisions. colordruck Baiersbronn, with more than 300 employees, represents a significant industrial employer in the region. The essence of our company's success lies in qualified and committed people who do their best every day to continuously develop the company. As a family business, we create an atmosphere of shared identity and cooperation in which every voice is heard and every person makes a valuable contribution. Since 2023, we have been an official supporter of the UN Global Compact, committing ourselves to integrating the ten universal principles in the areas of human rights, labour standards, environmental protection and anti-corruption into our corporate strategy and culture. Through our participation, we are contributing to the United Nations' goals and strengthening our efforts to promote a sustainable and equitable future.

We voluntarily follow the collective bargaining guidelines, including the ver.di standards, to ensure that fair and transparent working conditions are guaranteed. Following the increase in annual

leave to 30 days in 2023, we reduced the number of working hours per week from 40.0 hours to 37.5 hours from 1 January 2024. These measures underline our commitment to more flexible working hours and a healthy working environment. In addition, wages and salaries were increased in line with ver.di, resulting in at least a 6 % increase in the wage sector.

Since the beginning of 2024, we have anchored our responsibility towards our employees in a comprehensive labour and human rights policy. In this policy, we commit to adhering to the highest standards in terms of human rights, occupational health and safety, and protection against discrimination, and we base our approach on the ILO Core Labour Standards, the Universal Declaration of Human Rights, and the United Nations' 17 Sustainable Development Goals. In addition, we take to heart the BME Code of Conduct, which, among other things, explicitly calls for respect for human rights.

As colordruck Baiersbronn operates at only one site in Germany, we do not see any risk in the

area of human rights, particularly with regard to human trafficking, child labour and forced labour. Nevertheless, our Labour and Human Rights Policy also addresses the issues of forced labour and child labour, and we have also established a complaints mechanism (see Procedures for addressing adverse impacts and channels through which the company's own workforce can raise concerns, p. 63). Particular attention is paid to minors who come into contact with colordruck Baiersbronn as part of their apprenticeship or an internship. In this regard, the statutory protection provisions are strictly observed.

To promote transparent sustainability management, we inform our employees about relevant developments in the areas of the environment, social issues and compliance on a weekly basis in the form of a newsletter. This internal communication format helps to embed sustainability in day-to-day work and raises awareness of strategic priorities.

At our Baiersbronn site, we have a dedicated occupational safety specialist whose role it is to

provide employees with regular training on occupational safety. Their other responsibilities include identifying and eliminating potential sources of danger. In order to guarantee occupational safety, we create a working environment that meets the highest standards. This is also reflected in our 5S Kaizen certification.

In the recruitment and promotion process, only objective qualifications are taken into account. By contrast, characteristics such as race and ethnic origin, skin colour, gender, sexual orientation, gender identity, disability, age, religion, political opinion, national origin or social background, which do not allow any conclusions to be drawn about qualifications, are irrelevant. That is why colordruck Baiersbronn has also signed the Diversity Charter, in order to send a clear signal that we promote a culture of appreciation, equal opportunities and inclusion. colordruck Baiersbronn supports an accessible working environment.

## Procedures for engaging the company's own workforce and employee representatives with regard to impacts

It's very important to us to keep our staff informed about all significant developments within the company. Therefore, at least once a year, a works meeting chaired by the works council and the management team is held, at which the entire workforce is informed about all key issues.

Our cross-departmental works council is an important pillar of our company. Through its continuous efforts to create a working environment based on fairness, equality and equal opportunities, our works council is committed to protecting the interests and rights of the staff. The works council meets regularly, at least once a month, to discuss the various concerns and issues of the employees. This regular exchange provides a platform where questions, suggestions and proposals can be discussed in an open and constructive manner. In order to ensure that the voices of our employees are heard up to the highest management level, meetings with the management take place every three months. These discussions provide an opportunity to address current requirements and to jointly develop measures that meet the needs of our employees.

Our internal labour and human rights policy is signed by both Management and the Works Council, and it is accessible to and applies to all employees. Among other things, the agreement sets out common

principles on labour standards, equal treatment, and health and safety. The policy is updated and adapted on a regular basis, which enables it to respond to current circumstances.

Another component of our philosophy is our suggestion scheme. It provides a platform on which our employees can share their perspectives in order to identify problems, propose innovative solutions and jointly contribute to realising our vision. These ideas may relate, for example, to process optimisation, sustainability or social initiatives. The submitted proposals go through a careful evaluation process in which a specially assembled team examines their relevance and the options for their implementation. In order to underline the importance of these contributions, we evaluate, if possible, the financial impact of the proposals submitted. We measure the potential benefits in terms of savings in time, resources or costs and determine bonuses accordingly. We make a point that even minor improvements are appreciated and reward them with vouchers or other acknowledgements. In 2025, 25 proposals were submitted, and 8 of them were implemented. The employees themselves also benefit from these creative ideas and received a total of € 1,470 in premiums for their proposals.

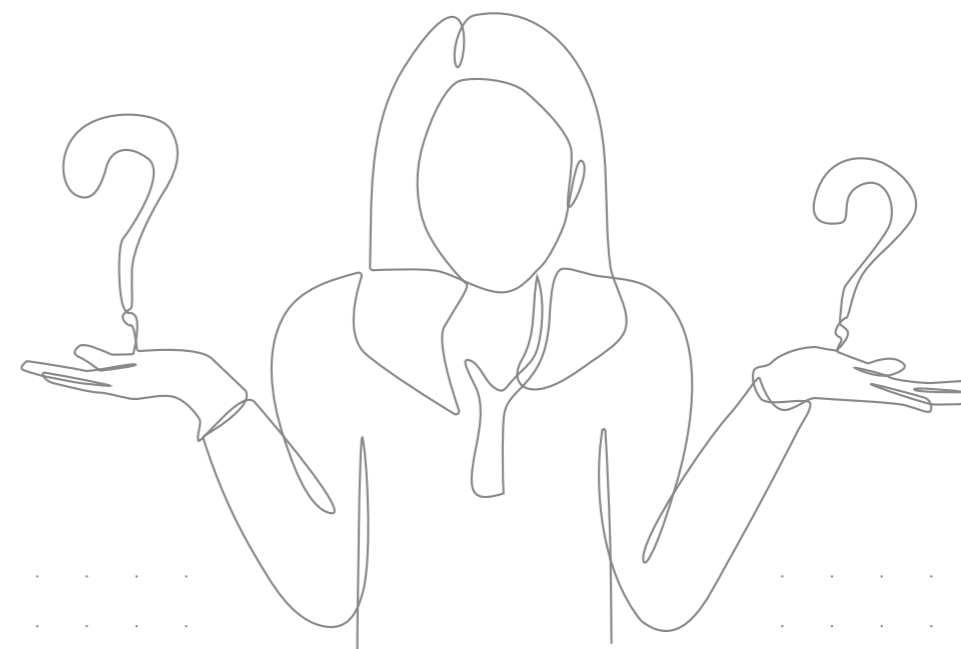
## Procedures for addressing adverse impacts and channels through which the company's own workforce can raise concerns

The mandatory law on whistleblower protection has been in place since July 2023. This enables employees as well as third parties to be able to report potential incidents of corruption or unethical behaviour. Reports can be made in person, by telephone or by email, directly to our Whistleblowing Officer. It is also possible to make an anonymous report by post or by dropping it into a dedicated letterbox.

Protecting the identity of the reporters is of great importance to us. In order to ensure the accuracy and relevance of the reported

information, each concern is carefully considered and assessed in accordance with an internal policy that is publicly available. In the event of reasonable suspicion, appropriate remedial action is taken to put an end to the malpractice. Further information on the protection of whistleblowers can be found under G1 "Strategies relating to corporate policy and corporate culture" (p. 78).

Any remedial measures taken will be reviewed to assess their effectiveness. However, no report has yet been made to colordruck Bayersbronn.



## Measures taken with regard to material impacts, and approaches to mitigating material risks and seizing material opportunities related to the company's own workforce, as well as the effectiveness of these measures and approaches

| Measure  | Description   | (Expected) result   |
|--|---|---|
| Strategic workforce planning                             | For seasonal work related to the production of advent calendars, we generally use temporary agency workers. Year-round employment is not possible. Where it is foreseeable that new positions will become available in production, preference is given to transferring agency workers into these roles. | This strategic workforce planning allows us to deploy staff efficiently in line with seasonal requirements, while at the same time giving us access to motivated workers. |
| Pay increase in accordance with the collective agreement | As of 1 July 2025, we increased our wages, salaries and apprenticeship pay by 2.0% in line with our voluntary commitment to the collective agreement.   | Ensured fair pay for employees and consolidated colordruck Baiersbronn's position as an attractive employer in the region.  |
| Promoting health in the workplace                        | Regular health checks by the occupational physician; annual health day in collaboration with, for example, a regional health insurance provider or physiotherapy practice; discounts at local fitness centres.  | Fewer sick days and higher employee motivation  |
| Occupational safety training                             | Mandatory annual training for all employees on occupational safety and hygiene in the company in March 2025.  | Raising awareness and thereby preventing potential workplace accidents  |
| Kaizen/5S recertification                                | Annual audit by external parties to review our Kaizen/5S standard in April 2025.  | Efficient work processes create a sense of security and boost motivation  |
| Adoption of the Conflict Management works agreement      | The Conflict Management works agreement sets out clear rules, sanctions and procedures for those affected.  | Raising awareness and thereby preventing conflicts, discrimination, bullying and sexual harassment  |
| Sustainability survey                                    | A sustainability survey is conducted annually, which, in addition to environmental aspects, also focuses on social aspects in particular. Employees have the opportunity to express their wishes anonymously and to indicate their level of satisfaction with the company.                              | Identifying employee dissatisfaction and being able to derive measures  |

The growing shortage of skilled workers in the industry also poses a significant risk for colordruck Baiersbronn. We aim to counteract this through various measures. One key measure is to train the skilled workers and managers of tomorrow today. colordruck Baiersbronn offers four different apprenticeship programmes and was able to fill six apprenticeship positions in 2025.

Health is at the heart of our commitment. Our company doctor carries out individual health consultations and regular health checks for all employees. Ergonomic workplaces ensure that our employees can work comfortably and productively without compromising their health. In addition, as a family business, we work closely with our regional businesses and offer discounts for, e.g., gyms, and promote an active lifestyle, e.g., by offering the option of a company bike. In addition, we offer health programmes such as back exercises, yoga and nutrition courses, which are financially supported by colordruck Baiersbronn.

Our efforts for sustainable employee motivation include special health days, which we implement in cooperation with the local health insurance company and other partners.

In order to guarantee occupational safety, we create a working environment that meets the highest standards. Our commitment to continuous improvement and innovation is reflected in our Kaizen/5S certification, which is designed to eliminate workplace hazards and improve safety. By consistently implementing this method, we ensure that work areas are organised, tidy and free of tripping hazards. This measure not only contributes to safety but also increases the efficiency and productivity of our employees. In addition, the occupational safety committee at colordruck Baiersbronn meets quarterly, chaired by the occupational safety specialist. At these meetings, work-related accidents are analysed, and potential hazards within the company are identified and addressed. The occupational safety specialist, the safety officers from the individual departments, the works council, the company doctor and the HR management team all take part in these meetings.

Another component of our holistic approach to well-being is financial provision for our employees. That is why we are actively committed to offering not only an attractive remuneration package but also creating opportunities to participate in the company's success. Because we are aware that the success of our company depends largely on the motivation, expertise and commitment of our employees. For this reason, we have implemented profit-sharing mechanisms that ensure that our employees can participate directly in the company's success.



## Characteristics of the Company's employees

In the reporting year, 305 employees were employed by colordruck Baidersbronn. The figures for the number of employees are based on the headcount as at 31 December 2025. Information on the total number of employees, broken down by country, is not applicable for colordruck Baidersbronn, as our company operates at only one site in Germany.

| Gender:  | Male | Female | Other | Not specified | Total |
|--|------|--------|-------|---------------|-------|
| Total number of employees, broken down by gender | 206  | 99     | 0     | 0             | 305   |

For the number of permanent and fixed-term employees, as well as employees without guaranteed working hours, broken down by gender in each case, the figures are to be understood as per capita figures. Per capita figures cover only our own employees, including apprentices and temporary staff, and exclude agency workers.

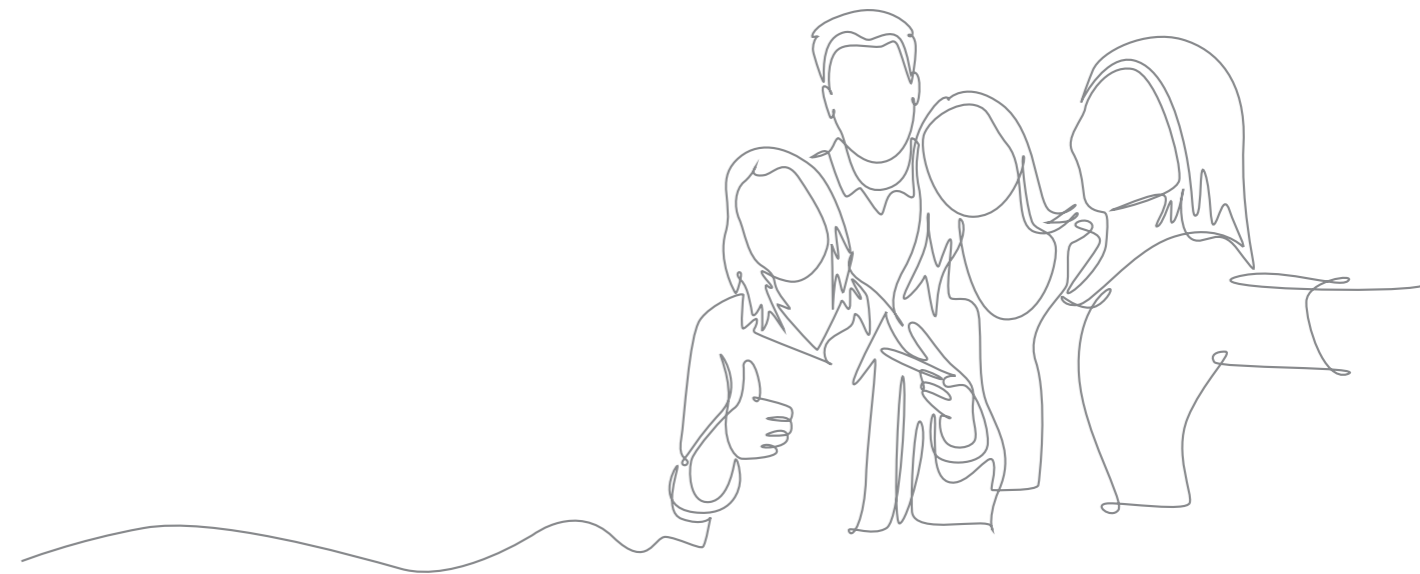
| Gender:  | Male | Female | Other | Not specified | Total |
|--|------|--------|-------|---------------|-------|
| Number of employees on permanent contracts           | 198  | 92     | 0     | 0             | 290   |
| Number of employees on fixed-term contracts          | 8    | 7      | 0     | 0             | 15    |
| Number of employees without guaranteed working hours | 0    | 0      | 0     | 0             | 0     |

As at 31 December 2025, of the 305 employees, a total of 26 were employed on a part-time basis and a further 11 were employed as temporary workers on a marginal-employment basis. The company systematically records the reasons for part-time employment. The most common reasons include employees' desire to adjust their working hours due to personal or private circumstances, health-related reasons, and the pursuit of another professional role at another company. These reasons are recorded in order to further develop working-time models in line with needs and to support the reconciliation of work, health and individual life circumstances.

The staff turnover rate was calculated on a per capita basis using the average number of employees in 2025. The calculation included all employee departures, including voluntary resignations, redundancies initiated by the employer, retirements and deaths.

|   | Employees who have left the company | Total number of employees as at 31/12/2025 | Staff turnover rate |
|---|-------------------------------------|--|---------------------|
| Total number and rate of employee turnover within the company during the reporting period | 28                                  | 305  | 9.18%               |

It should be noted that of the 28 employees who left the company in 2025, more than half (15 people) left due to retirement or death.



## Characteristics of non-employed workers in the Company's own workforce

The targeted use of external staff, such as temporary workers, helps to ensure operational flexibility and to efficiently manage temporary peaks in orders. In doing so, we attach great importance to complying with statutory and employment law requirements. We ensure that all personnel deployed work under fair and appropriate working conditions.

In 2025, we employed an average of 13

temporary workers. It should be noted that our advent calendar production is a seasonal business. Therefore, we employed up to 26 temporary workers during production periods, while outside these periods, we employed only one to two people.

## Collective bargaining coverage and social dialogue

colordruck Baiersbronn is not bound by a collective bargaining agreement, but voluntarily follows the provisions of the collective bargaining agreement for the paper, cardboard and plastics processing industry. In particular, this alignment covers aspects such as remuneration, working hours and holiday entitlements, and serves to ensure fair and transparent working conditions. 100% of our permanent employees benefit from these voluntary collective bargaining provisions. This voluntary alignment creates a high degree of reliability, transparency and comparability for the benefit of our employees.

A key component of social dialogue within the company is the works council, which is continuously committed to the interests of the workforce. It represents 100 % of our employees. Various works agreements have been concluded between the works council, which represents the interests and rights of the staff, and the management. These include, among other things, provisions on flexible working hours, breaks, annual leave, company bicycles, personal protective equipment, staff development, profit-sharing and conflict management.

## Diversity parameters

The following information relates to the figures as at 31 December 2025. Temporary staff, trainees and interns have not been taken into account.

In addition to the Management Board, we include our divisional heads in the top management tier. This includes a total of eight people. All of these individuals are male.

The following overview provides an insight into the age groups of our employees.

| Age:                | Under 30 | 30–50 | Over 50 | Total |
|---------------------|----------|-------|---------|-------|
| Number of employees | 67       | 132   | 106     | 305   |

## Fair remuneration

All our employees receive fair remuneration that meets, at a minimum, the requirements of local legislation. As our only site is located in Baden-Württemberg, Germany, the local minimum wage is also considered to be a living wage.



### Social protection

All employees of colordruck Baidersbronn enjoy comprehensive social security coverage as part of their employment subject to social security contributions. Among other things, the statutory social protection scheme includes benefits for illness, unemployment, accidents at work, incapacity for work, maternity leave, parental leave, parental allowance and old age. In addition,

colordruck Baidersbronn supports the occupational pension scheme by providing a contribution of 20 %.

This reliable statutory and supplementary framework provides colordruck Baidersbronn employees with robust social protection in various life situations and contributes to stability and social security.

### People with disabilities

Within the scope of its operational capabilities, colordruck Baidersbronn also employs people with recognised severe disabilities and is committed to ensuring their equal participation in working life. A disability representative body looks after the concerns and interests of employees with disabilities. In the reporting year, the proportion of employees with a severe disability certificate was 4.84 %.

presentative body looks after the concerns and interests of employees with disabilities. In the reporting year, the proportion of employees with a severe disability certificate was 4.84 %.

### Parameters for training and skills development

The ongoing development of professional and personal skills is a central component of colordruck Baidersbronn's human resources strategy. Our goal is to identify existing potential at an early stage, provide targeted support, and establish a motivating culture of learning and development.

ting culture of learning and development.

This also includes regular performance and career development reviews between employees and their line manager.

| Gender:   | Male    | Female  | Other | Not specified | Average |
|---|---------|---------|-------|---------------|---------|
| Employees who have participated in regular performance and career development reviews | 90.31 % | 92.28 % | 0     | 0             | 90.88%  |
| Average number of hours of training per employee                                      | 4.62    | 3.45    | 0     | 0             | 4.28    |

### Health and safety parameters

The health, safety and wellbeing of our employees are of paramount importance to colordruck Baidersbronn. Our goal is to create a safe, healthy and motivating working environment.

safety specialist. The safety officers from the relevant company departments, the works council, the company doctor and the Head of HR also take part in these meetings. In the event of health problems, whether mental or physical, employees can make an appointment with our company doctor.

A key component of this is the occupational safety committee. This committee meets regularly, once a quarter, and is chaired by the responsible occupational

|  | 2025  | 2024  | 2023  |
|--|-------|-------|-------|
| Percentage of employees covered by the health and safety management system | 100 % | 100 % | 100 % |
| Work-related fatalities  | 0     | 0     | 0     |
| Number of reportable occupational accidents                                | 9     | 3     | 7     |
| Rate of reportable occupational accidents per 1,000 employees              | 29.32 | 9.55  | 22.08 |
| Number of reportable work-related illnesses                                | 0     | 0     | 0     |
| Number of days lost due to work-related injuries and fatalities            | 107   | 49    | 77    |



## Parameters for work–life balance

We are committed to creating a working environment that promotes employees' health, satisfaction and work–life balance. We offer a variety of initiatives and resources to ensure that our team members feel supported in the best possible way, both physically and mentally.

In order to take into account the individual needs of our employees, we offer flexible working hours that make it possible to optimally balance work and private life. The

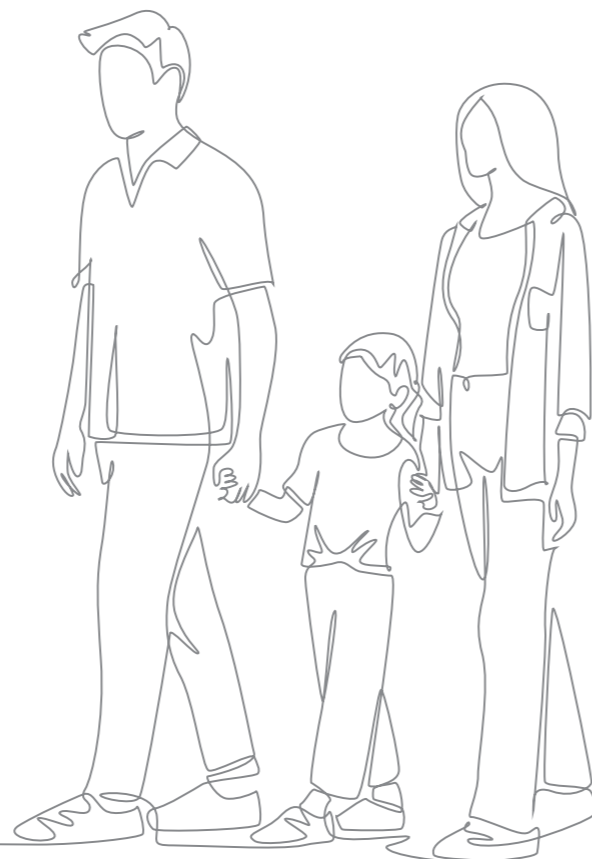
Job Bike programme promotes environmentally friendly movement and physical activity. Joint sports and leisure events promote team spirit and offer opportunities for relaxation outside of the working environment.

In addition, we naturally also provide maternity leave, parental leave and carer's leave for family members in accordance with statutory provisions.

Percentage of employees who have taken family-related leave:

|        | Taken  |
|--------|--------|
| Male   | 5.83 % |
| Female | 7.07 % |

As colordruck Baiersbronn operates exclusively in Germany, all employees are entitled by law to family-related leave.



## Remuneration parameters (pay gaps and total remuneration)

colordruck Baiersbronn attaches great importance to the fair and transparent remuneration of all employees. This explicitly includes the systematic consideration of any gender-specific pay gaps. Our goal is to ensure fair remuneration based on job role, responsibilities and performance – regardless of gender.

To analyse potential pay gaps, internal evaluations are carried out as necessary on the basis of the relevant remuneration data. In doing so, we examine whether there are any structural or non-performance-related discrepancies in comparable positions. Any discrepancies are addressed and evaluated, taking into account collective bargaining,

company and legal frameworks.

In addition to the basic salary, total remuneration also includes voluntary additional benefits such as bonus payments, profit-sharing, the company pension scheme and other social benefits. In this context, the transparency of remuneration systems is a key factor in promoting equal opportunities and employee retention.

Through these measures, colordruck Baiersbronn contributes to a non-discriminatory remuneration policy.

## Incidents, complaints and severe human rights impacts

In its Labour and Human Rights Policy and in its Code of Conduct for Suppliers, colordruck Baiersbronn is unequivocally committed to respecting internationally recognised human rights. A zero-tolerance policy applies in particular with regard to forced labour, child labour and discrimination. These principles apply throughout the company and are also required of all business partners.

Throughout the 2025 financial year, no human rights violations, complaints or severe incidents were reported. Similarly, there were no regulatory actions or fines related to human rights violations.

# G

GOVERNANCE



# G – GOVERNANCE

G1 Corporate policy

# G1 CORPORATE POLICY



## Material impacts, risks and opportunities and their interaction with the strategy and business model

| Sub-topic   | Material IROs   | Actual/potential | Timeframe                   | Materiality category | Description   | Strategy and measures   |
|---|-----------------|------------------|-----------------------------|----------------------|---|---|
| Corporate culture   | Positive impact | Actual           | Medium to long term         | Upstream             | As a family business with the values of flexibility, sustainability and partnership, it is essential that we work together on an equal footing. Therefore, we foster a working environment based on respect and team spirit. Any form of discrimination or unjustified unequal treatment is prohibited. | Exemplifying our corporate culture and values   |
| Protection of whistleblowers                                      | Negative impact | Potential        | Short, medium and long term | Entire value chain   | Despite the established protective measures and prohibitions on disadvantaging whistleblowers, there can be no 100 % protection, as protective measures can fail.   | Clearly outline the consequences of breaches of whistleblower protection; zero-tolerance policy |
| Management of supplier relationships, including payment practices | Negative impact | Potential        | Short, medium and long term | Upstream             | Suppliers, too, are often under significant cost pressure. Late payments could jeopardise the supplier's financial stability and lead to late payment of wages, poorer working conditions and job cuts.   | Establish long-term, healthy partnerships on an equal footing                                   |
| Management of supplier relationships, including payment practices | Positive impact | Actual           | Short, medium and long term | Upstream             | Effective supplier management on an equal footing builds trust. Furthermore, it is only through effective collaboration that we can find joint solutions to reduce our Scope 3 emissions.   | Work closely with suppliers   |
| Management of supplier relationships, including payment practices | Risk            | Actual           | Short, medium and long term | Upstream             | Dependence on suppliers can have negative consequences. These include, for example, stagnating flexibility, quality issues and higher purchase prices. These factors can have a negative impact on the company's profits.   | Establish long-term, healthy partnerships; diversify the supplier portfolio                     |

## Strategies relating to corporate policy and corporate culture

The corporate policy of colordruck Baiersbronn is shaped by the values of sustainability, flexibility and partnership. These core values form the foundation of the company's activities and play a key role in shaping the strategic direction and culture of this family business. They are firmly embedded in all areas of the business and serve as a binding guideline for decisions, processes and day-to-day interactions.

The company's policy aims to reconcile economic success with environmental responsibility and social justice. In doing so, we take a systematic approach to ensure both long-term competitiveness and future-proof work structures. Strategically, colordruck Baiersbronn focuses on continuous improvement, the responsible use of resources and the integration of sustainable innovations – particularly in the areas of the circular economy, digitalisation and energy efficiency.

The company culture is characterised by open, respectful and participatory collaboration. Dialogue on an equal footing, transparent communication and respectful interaction with one another form the core pillars of the company's cultural identity. Mechanisms such as the works council, employee surveys, regular discussions with the management team, and the company suggestion scheme help to actively shape and further develop this culture.

To safeguard and further develop its corporate culture, colordruck Baiersbronn is committed to complying with internationally recognised standards, such as the Diversity

Charter and the UN Global Compact. These voluntary commitments are reflected in clear guidelines on ethical conduct, equal treatment, transparency and responsible corporate governance. In this context, there is also an internal Code of Conduct, which all employees are required to comply with.

The company has adopted and communicated an anti-corruption policy. It governs ethically and legally appropriate conduct, particularly in relation to third parties. Among other things, it covers the topics of corruption, bribery and conflicts of interest, and sets out appropriate prevention and control measures.

The role of Whistleblowing Officer is typically held by the Chair of the Works Council, who, as an employee representative, already represents the interests of the workforce. The whistleblowing procedure is presented at each works council meeting to ensure that the procedure is also known.

The appointment also includes a non-disclosure agreement, which strictly prohibits the disclosure of information relating to the handling of cases. The aim is to protect not only the identity of the whistleblower, but also the whistleblower themselves from retaliation. Reports can be made both internally and externally.

## Management of supplier relationships

Respectful cooperation on an equal footing between colordruck Baiersbronn and its suppliers is also reflected in our corporate values. Another key component of a collaborative partnership is the timely receipt of payments by suppliers. To ensure that the company does not fall into arrears, we use our ERP system to monitor payments, which reminds us of payment deadlines.

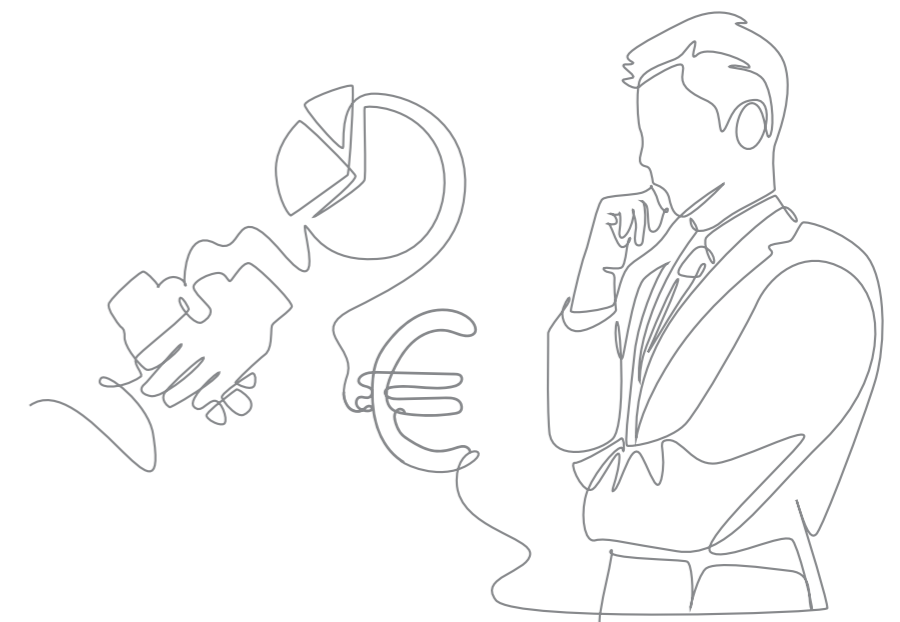
To enhance the resilience of our own supply chain, we aim – wherever possible – to work primarily with regional suppliers.

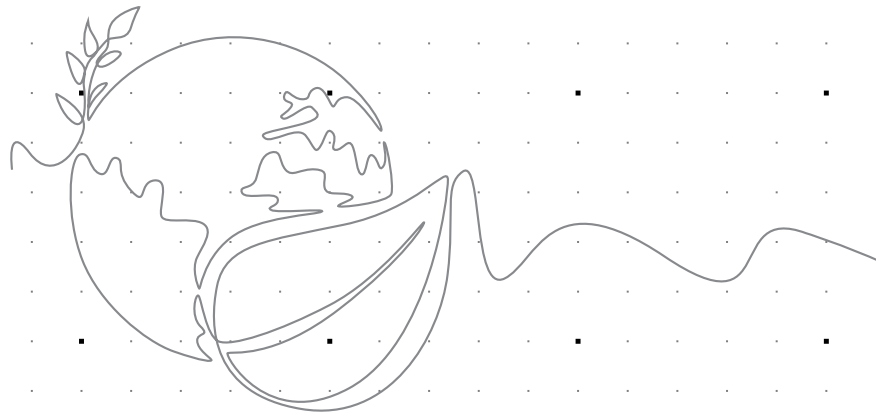
### Payment practices

colordruck Baiersbronn attaches great importance to meeting payment obligations to suppliers on time. Our goal is to consistently adhere to agreed payment terms and thereby create a reliable foundation for a stable partnership. The fact that, to date, no legal disputes related to late payment are known to have arisen demonstrates our reliability in this area. Adherence to

When selecting our key suppliers, we take social and environmental criteria into account. These criteria are based primarily on recognised certifications, such as ISO 14001, ISO 45001, ISO 50001, climate targets in accordance with SBTi, FSC and PEFC, and others. We require compliance with a Code of Conduct.

contractual payment deadlines is an essential component of our partnership-based supplier relationships and reflects a responsible approach to business obligations.





## Legal notice

### **Publisher:**

colordruck Baiersbronn  
W. Mack GmbH & Co. KG  
Saarstrasse 2-10 · 72270 Baiersbronn

Tel: +49 (0) 7442 / 830-0  
marketing@colordruck.net  
www.colordruck.net

### **Created by**

Nadine Hube (Sustainability  
Manager) and  
Sarah Hagen (Marketing)

### **Responsible for content**

Martin Bruttel and Mike Günther  
Management