

PRINZHORN
GROUP

An open, empty cardboard box is centered in the frame. The box is made of brown corrugated cardboard and is shown from a top-down perspective, revealing its interior. The box is empty, with no contents inside. The lighting is even, highlighting the texture of the cardboard and the clean lines of the box's structure. The box is set against a plain, light gray background.

Looks easy. Right?

SUSTAINABILITY REPORT 2024

We will.

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**Yes, looks easy.
But it takes a hundred
responsible decisions
to get there.**

How we create this



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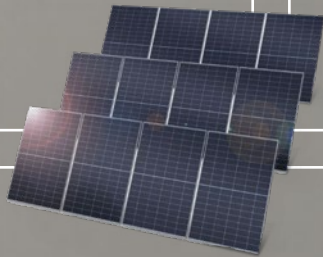
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Working conditions: how we take care of the people who sustain our circular business.



Father and son Lang pass the Prinzhorn tradition down from one generation to the next

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Our purpose is embedded in our DNA and a natural expression of who we are.



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WE SUPPORT



In June 2023, we joined the Global Compact as signatory and committed to supporting the ten principles.

INTRODUCTION

HOW DO WE FACE THE CHALLENGE OF PROTECTING NATURE FOR THE BEST POSSIBLE FUTURE?

*Step by step, with
a clear goal in mind.*



Vision

We will be THE sustainable and innovative solution provider in our industry.



Mission

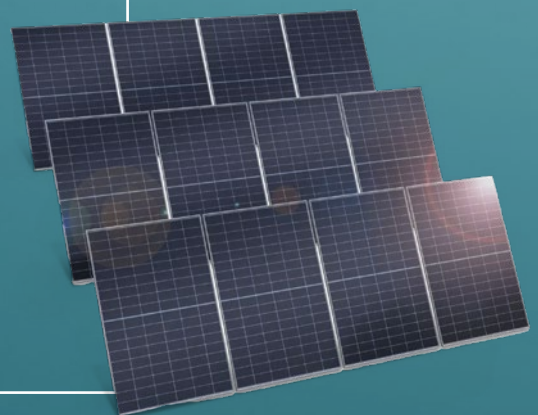
We are passionate about serving customers the best recycling, paper and packaging solutions.



Strategy

COMPASS – delivering value with dynamic growth targets.

By continuously growing the share of renewable energy, we can significantly reduce our carbon emissions and improve the environmental impact of our operations.





**Andreas
Walser**

Managing Director/
Chairman Hamburger
Recycling

**Harald
Ganster**

Managing Director/
Chairman Hamburger
Containerboard

**Gerald
Prinzhorn**
CEO

**Michael
Schütz**
CFO

**Max
Hölbl**

Managing Director/
Chairman Dunapack
Packaging

Foreword by the Management Board

Dear Readers,

When it is your responsibility to lead a 170-year-old family business, sustainability means something special: ensuring that your company will thrive for the next 170 years. Such longevity is only possible when strategic corporate development and sustainability become inseparable, organically integrated into a multi-generational vision of lasting performance. This is the vision of Prinzhorn Group.



“Sustainability through ‘people, performance, and responsibility’ is the key to our long-term vision of success. Prinzhorn Group has been here for 170 years, and we intend to be good stewards of our business, our people, and our environment for the next 170 years.”

Gerald Prinzhorn, CEO

As a family-owned business, our goal is to build a foundation for enduring success. In 2024, we moved to strengthen this holistic approach to strategic management by welcoming a member of the Prinzhorn family, Gerald Prinzhorn, as our CEO. Together, we are committed to living out our group’s tradition of responsible performance.

From the time that our founder Wilhelm Hamburger built his first paper mill in Pitten, we have consistently developed an integrated business model centered on recycling and repurposing raw materials. Our three integrated business divisions – Hamburger Recycling, Hamburger Containerboard, and Duna-pack Packaging – embody circular principles, making sustainability a fundamental aspect of our business and circularity the heart of our value chain. Our purpose, “**We live circularity**,” drives our mission to sustain our group for decades to come.

Thanks to our heritage, we see the rigorous and growing standards of ESG as an opportunity for our group to excel, even despite regulatory inconsistencies that make planning difficult. After all, sustainability is not a burden imposed from outside of our group – it is part of our DNA, authentically expressed in our three guiding values: **people, performance, and responsibility**. In our circular approach to success, sustainability and profitability go hand in hand.

Indeed, if circularity describes the shape of our success, business performance gives it force. We relentlessly pursue meaningful value for our customers by lightweighting and customizing our packaging, which is composed of over 90 percent recycled key materials. Our integrated business model stands as compelling evidence that performance and sustainability are interrelated and mutually reinforcing.

In 2024, both our group and the entire industry faced significant challenges. In fact, the combination of geopolitical crises, falling demand, and economic stagnation had a profound impact on the whole paper and packaging sector. Yet Prinzhorn Group remains resilient. Our collaborative culture, engaged workforce, and strong financial foundation enable us

to navigate these headwinds. For instance, even in a difficult market, we continue to expand strategically. In 2024, we integrated our Italian acquisitions from 2023, which was a substantial achievement. We are looking forward to delivering sustained growth through our circular model in what is now our 16th market.

Our circular business model and record of sustainable growth demonstrate that we are on the right track. However, success is not only about what we do. It is also a matter of how we do it. In 2024, we completed a double materiality analysis that highlighted four key areas where we can change how we approach sustainability for the better. In line with its systematic recommendations, we are deepening our decarbonization drive, which is a critical aspect of our sustainability strategy. By transforming how we power our circular business, we are taking the logical next step towards long-term success.



“To us, sustainability is not just a business value. It is personal. It is our ability and full commitment to substitute plastic packaging with recycled, biodegradable solutions made of a renewable resource, paper, for a better tomorrow.”

*Max Hölbl, Managing Director/
Chairman Dunapack Packaging*



“Decarbonization is essential for sustainable and successful corporate development. Offering sustainability as a service to our clients is a valuable step in supporting this journey.”

*Harald Ganster, Managing Director/
Chairman Hamburger Containerboard*

In 2023 and 2024, we invested more than 265 million EUR in strategically important CO₂ reduction measures. To ensure that our investment aligns with current best practices, we made progress on our Science Based Targets initiative (SBTi) goals by advancing our full Scope 1, 2, and 3 emissions calculations as well as our decarbonization transition plan. In fact, our planned investments have already positioned us to meet most of our SBTi target of a 5.7 percent annual reduction in carbon emissions through 2035.

Beyond decarbonization, another key element of our sustainability journey is how we engage with our employees. In accordance with the findings of our double materiality analysis, we invest in their training, foster a positive working environment, and create conditions that encourage long-term commit-

ment. These initiatives aren't simply an obligation – they represent a meaningful, and indeed necessary, investment in the future of Prinzhorn Group.

To equip our employees with the skills they need to make us more sustainable, training and continuous education are integral to our strategy. While we actively seek talent in the market, our primary focus is on developing our own workforce. We empower dedicated, hard-working employees – both blue-collar and white-collar – by providing them with the knowledge and capabilities they need to grow within our group.

In this spirit, our newly launched learning programs reflect our commitment to voluntary personal development across our operations. By upskilling our workforce, we not only drive Prinzhorn's growth

but also make a significant contribution to the personal and professional advancement of our employees, strengthening their job stability and improving the wellbeing of their families.



“Our circular business model is sustainable by design. Now, our double materiality analysis has given us a detailed roadmap to ensure that Prinzhorn Group doesn't just do the right things – we do the right things, the right way.”

*Andreas Walser, Managing Director/
Chairman Hamburger Recycling*



“We see sustainability in a broader sense: we are dedicated to cultivating long-term relationships with our employees, business partners, and customers so we can drive continuous growth.”

Michael Schütz, CFO

Caring for our employees extends beyond professional development. Through our Hardship Fund, which has distributed nearly 400,000 EUR over the past two years, we support team members and their families in times of need. Again, taking care of our people is not just the right thing to do – it is essential for sustaining our business for the decades to come.

Our collaborative culture is the foundation of our performance, particularly in advancing sustaina-

bility goals. Cross-divisional and cross-functional teamwork is the norm at Prinzhorn Group. The flexibility of our talented workforce enables us to move quickly and adapt effectively, contributing to the further growth of our model in 2024.

We take pride in the progress we have made integrating sustainability principles across our operations through the close cooperation of people from across our 10,000-employee group. To help our teams become familiar with sustainability topics, our ESG Ambassadors, ESG Topic Owners, and project team members have found effective ways to make these concepts tangible since 2021. Often, they have done so by taking on a dual burden, assuming new responsibilities in addition to their already full workloads. We are deeply grateful to them, and to our entire organization, for embracing a new challenge.

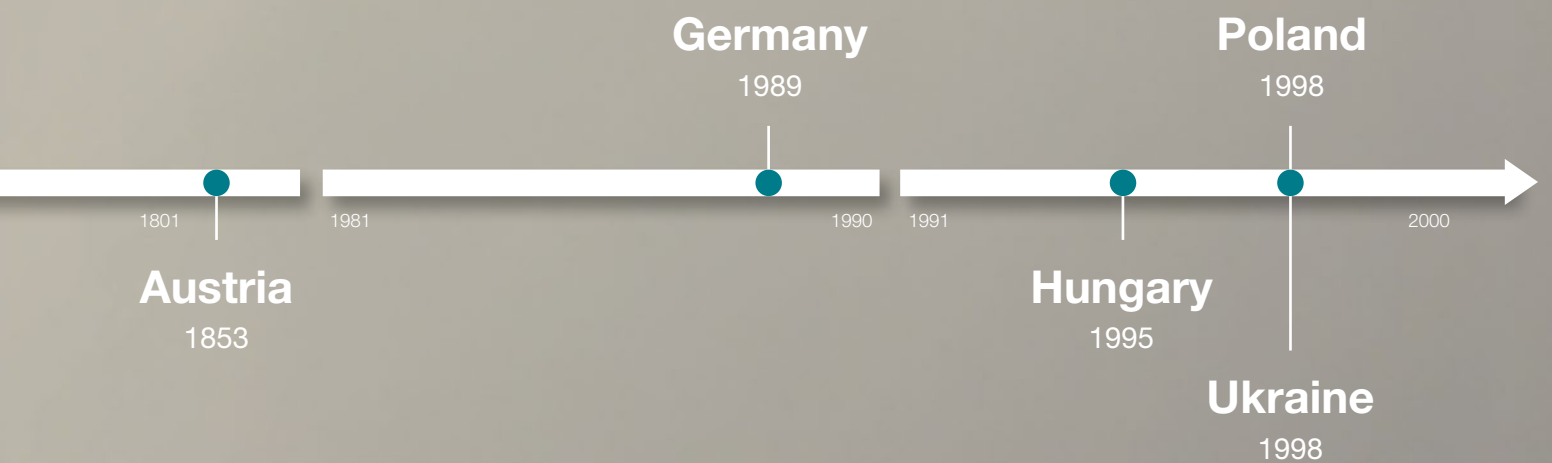
While sustainability is deeply embedded in our approach, we must also meet evolving ESG regulations. In 2024, our teams worked diligently to ensure compliance with future mandates. Thanks to their efforts, we are now poised to further mature our ESG processes across operations, procurement, finance, sales, HR, and beyond in 2025.

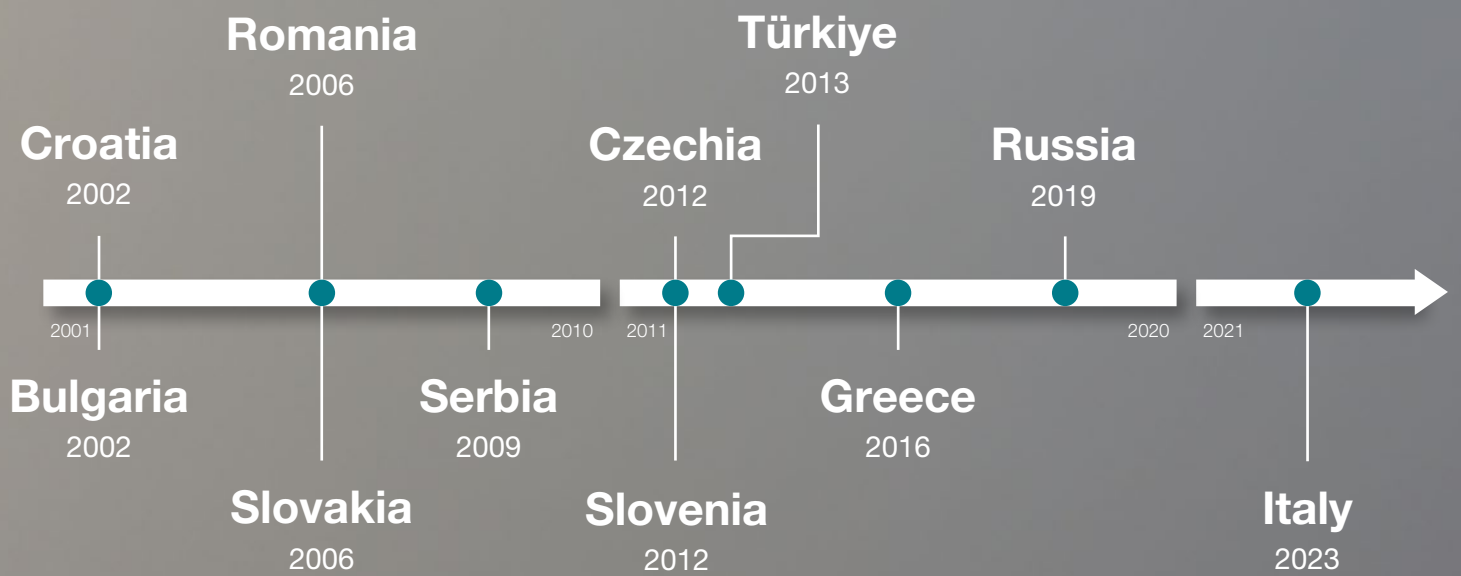
In conclusion, we made significant progress on our ESG goals in 2024. In 2025, we will continue advancing on our sustainability journey, determined to deliver lasting value for our people, our customers, and our environment for the next 170 years.

Your Management Board,
Vienna, July 7, 2025

Milestones at Prinzhorn Group

Market entries 1853 – 2023





Our circular business model



Our circular business model enables us to deliver one of the highest recycling rates in the industry. Thanks to the cross-divisional collaboration of our flexible teams, we minimize the use of raw materials throughout our value chain.

About Prinzhorn Group

A commitment to circularity and sustainable growth

At Prinzhorn Group, our vision of a sustainable future rests on our foundation as a circular business. Our goal is to continuously optimize our products, services, resources, and processes to minimize our environmental impact. Our circular value chain is the cornerstone of these efforts. With our integrated business divisions – from recycling to containerboard production to packaging – we ensure that sustainability and economic success go hand in hand.

Our circular business model and our purpose

Our business is built on a simple yet transformative principle: fiber-based packaging drives true circularity, ensuring that resources are reused efficiently and sustainably. All of our products are fully recyclable, with 95 percent derived from recycled key raw ma-

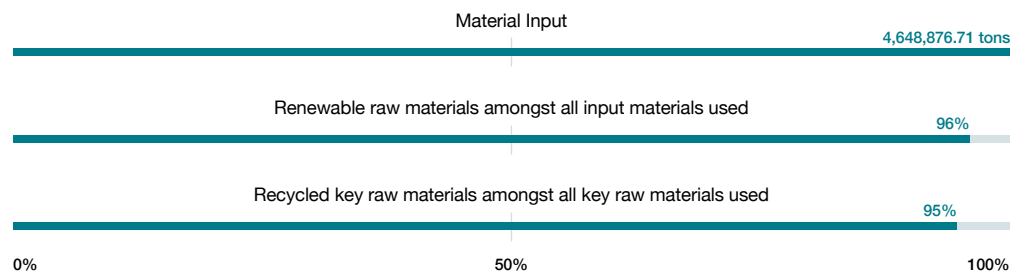
terials. By fostering strong interconnections across our divisions, we extend the lifecycle of valuable raw materials, reducing pressure on global resources.

This is how we bring our purpose – “**We live circularity**” – to life every day.

Three fundamental values are the pillars of our success: **people, performance, and responsibility**. These principles guide our decision-making, shape our corporate culture, and ensure a shared commitment to responsible business practices across all levels of the organization. Everything we do – from reducing the size and weight of our packaging to encouraging on-site employees to take on management roles – is informed by these guiding lights.

In 2024, we maintained our long-standing commitment to sustainability while preparing for future enhancements to our corporate strategy, **COMPASS**. We are also in the process of embarking on a comprehensive review of COMPASS so we can **further integrate sustainability considerations** across all business areas.

Material usage



Key raw materials: PFR (Paper for Recycling), Virgin Fibers, RCCM (Recycled Corrugated Case Material), Virgin Paper

Our purpose



People

We take care of our people, live a spirit of trust, and empower our teams.

Performance

With passion, pride, and fun, we develop valuable solutions and create success.

Responsibility

We act sustainably for a brighter future for society and the environment.





Vision



We will be THE sustainable and innovative solution provider in our industry.

Mission



We are passionate about serving customers the best recycling, paper, and packaging solutions.

Strategy



COMPASS – delivering value with dynamic growth targets.

Corporate strategy: how we align business growth and sustainability

*Integrating
sustainability as a
core element into
our COMPASS
strategy*

The management team at Prinzhorn Group redefined the corporate strategy three years ago and adopted COMPASS, a strategy focused on increasing value with dynamic growth targets. In 2024, COMPASS continued to bear fruit by helping us double down on our foundation: a vertically integrated, circular business model. Projects related to decarbonization and circularity are at the heart of the COMPASS corporate strategy. The past two years, we followed COMPASS to make significant investments in energy-efficient power plants. These investments will not just reduce our environmental impact – they will enable decades of responsible growth.

Making a circular business even more sustainable

As a family-owned company with a circular business model, sustainability comes naturally to Prinzhorn Group. Yet that doesn't mean we don't have room to improve. In 2024, the theme of our efforts was simple: *do the right things, the right way*. For instance, we are already doing the right thing by recycling raw materials. This year, we increased our investments in cleaner and more efficient power generation to ensure we run our circular business the right way.

In line with the group-wide commitment to the Science Based Targets initiative (SBTi), Prinzhorn Group has allocated more than **265 million EUR** over the last two years to reducing our carbon footprint. This year, we completed a comprehensive carbon inventory covering Scope 1, Scope 2, and all categories of Scope 3 emissions. Equipped with this analysis, we're engaging in continuous improvements to reduce emissions, ranging from significant investments in waste-to-fuel technologies, to continuous improvements like smart lighting and electric vehicle deployments.

Thanks to our substantial decarbonization initiatives, Prinzhorn Group has become more attractive for talented employees who want to be part of a responsible business. We're also drawing the attention of customers looking for a sustainable packaging provider. Our goal is to be part of the solution.

Future-proof energy solutions

In 2023, the Prinzhorn Group made significant voluntary investments in energy systems to reduce costs, strengthen resilience, and lower the group's environmental footprint. This commitment has been further scaled in 2024.

As part of this effort, we are expanding internal energy generation across the group, resulting in a more resilient energy system overall. At our Spremberg and Pitten sites, we are enhancing our energy infrastructure, and all Hamburger Containerboard mills now operate with some form of combined heat and power (CHP) technology, which generates up to 50 percent more energy from the same amount of fuel compared to a conventional gas power plant.

In addition, every Containerboard mill collects biogas generated on site for further utilization. Similarly, we have made substantial investments in solar power systems at Dunapack Packaging sites. Although this is not the final state of our energy strategy, these voluntary efforts represent a meaningful step toward a more efficient and sustainable energy future.

It's about the little things

Many small actions help us advance our ESG goals. Measures that support decarbonization – like upgrading lighting or improving processes – are particularly effective. At Prinzhorn Group, sustainability is driven by everyone's contribution.

Strategic expansion

In addition to investments in energy generation, Prinzhorn Group continues to pursue inorganic growth opportunities. With a relatively low debt burden and a multi-generational vision, we are confident that we can deliver more value by expanding to new markets.

In 2024, we fully integrated our major Italian acquisitions from 2023, ensuring that management teams have comprehensive insight into local operations. Yet the group is not done expanding. Prinzhorn Group will continue to examine inorganic growth opportunities from a position of economic strength in 2025.

Investing in the people of Prinzhorn Group

The 10,000 employees of Prinzhorn Group are the driving force behind our success. By expanding internal training to include ESG Academy, we are raising awareness at different organizational levels. We are also doing more to build robust career pathways for our blue-collar workforce. In 2024, we re-launched our Frontline Management Program and introduced our Blue-Collar Development Program. Together, these initiatives are showing entry-level employees that they can rise to leadership positions at Prinzhorn Group.

In 2025, we will ramp up our efforts to improve engagement and retention among blue-collar employees. In addition to continuing to renovate sanitation and break areas, the group will strengthen opportunities for frontline workers to build their careers at Prinzhorn Group. By providing career development opportunities at all levels, we can position ourselves as one of the most attractive employers in the industry.



Shaping tomorrow's leaders:
At Prinzhorn Group, initiatives like the ESG Academy and Blue-Collar Development Program are unlocking career growth for employees at all levels.

Bringing a multi-generational perspective to a challenging market

It is no secret that the fiber-based packaging sector faced stiff headwinds throughout 2024. Geopolitical tensions, persistently high energy prices, and stagnating Eurozone economies combined to stifle consumer demand. Yet for a company in continuous operation since 1853, this is not new.

Prinzhorn Group's 170-year-long history is a testament to the fundamental strength of our circular business model. So while many of 2024's challenges are likely to persist well into 2025, the group will act from a position of strength. Thanks to the hard work of our 10,000 employees, Prinzhorn Group posted a consolidated net revenue of 2.3 billion EUR. We believe we will both sustain and grow our business in 2025.

Organizational structure

As a family-owned company, all shares in Prinzhorn Holding GmbH are held by the Thomas Prinzhorn Private Foundation. With a presence in 16 countries and approximately 10,000 employees, Prinzhorn Group is a market leader in Central and Eastern Europe (CEE).

Prinzhorn Group consists of Prinzhorn Holding GmbH and three operational divisions:

- Hamburger Recycling
- Hamburger Containerboard
- Dunapack Packaging

Additionally, Prinzhorn Group holds a strategic investment in SFT Group, which is embedded in our circular business model. Operating across recycling, containerboard, and packaging sectors, SFT follows the same integrated value chain approach.

Divisional highlights

Hamburger Recycling

*From waste
to value*

Hamburger Recycling is the first link in our circular value chain. By collecting, processing, and treating recycled materials, it ensures that they are reintegrated into production. While most materials remain within Prinzhorn Group, a portion of Hamburger Recycling's output is supplied to external industries, amplifying our sustainability impact.

As of 2024, **Hamburger Recycling operates 40 production sites across 12 countries, employing 1,067 people, and processing 1.6 million of recycled paper.**

Hamburger Containerboard

With a reputation for excellence, Hamburger Containerboard continues to push the envelope with sustainable paper production, supplying industry-leading brands such as **AustroLiner, RiegerCoat, SpreeWhite, and SpreeGips** to customers across Europe.

In 2024, **Hamburger Containerboard operated 7 production sites across 4 countries, employing 1,765 people and selling 2,246,120 metric tons of corrugated base paper.**

Dunapack Packaging

Dunapack Packaging is setting new standards for innovation and sustainability. Using **over 90 percent recycled paper** – primarily sourced from Hamburger Containerboard – it manufactures **transport-ready and shelf-ready packaging** for diverse industries, including **food and beverage, e-commerce, and consumer goods.**

Following its 2023 expansion into Italy, Dunapack now operates **20 production facilities across 11 countries, employing 4,592 people.** The division is committed to increasing **automation and digitalization**, ensuring efficiency and future-ready production processes. In 2024, Dunapack Packaging sold approximately **2.04 billion square meters** of packaging, making it a regional market leader in Central and Eastern Europe.

SFT Group

Since 2019, Prinzhorn Group has held a minority stake in SFT Group. Sharing the same integrated approach, SFT Group operates in the recycling, containerboard, and packaging sectors. In 2024, it **produced 466,480 metric tons of corrugated pa-**



Focused on the future:
Our teams are working
together to turn sustainability
goals into measurable impact
across the value chain

per, sold 680 million square meters of packaging solutions, processed 450,000 metric tons recycled paper and employed 3,075 people.

Commitment to the future

Prinzhorn Group is actively evolving to meet the increasing regulatory demands of sustainability reporting. We are continuing our path toward full compliance with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), reinforcing our commitment to full transparency regarding our sustainability performance, including related risks and opportunities. These efforts make us a reliable partner for our business stakeholders. Additionally, we have built on the foundational work of 2021 by updating our double materiality analysis this year. This comprehensive reassessment has allowed us

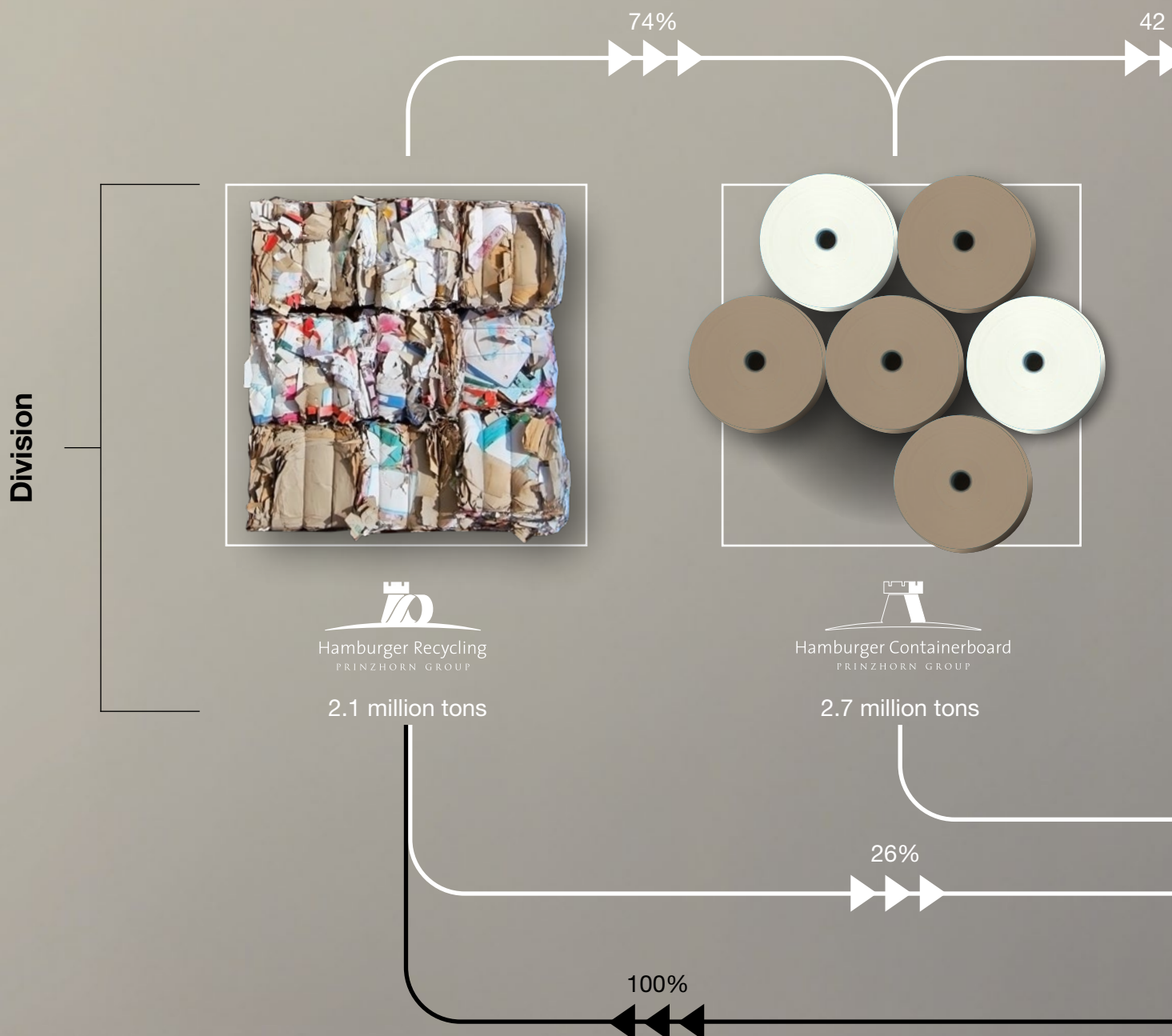
to take a deeper look at our entire value chain and evaluate our impact on society and the environment – as well as the influence of external factors on our business operations.

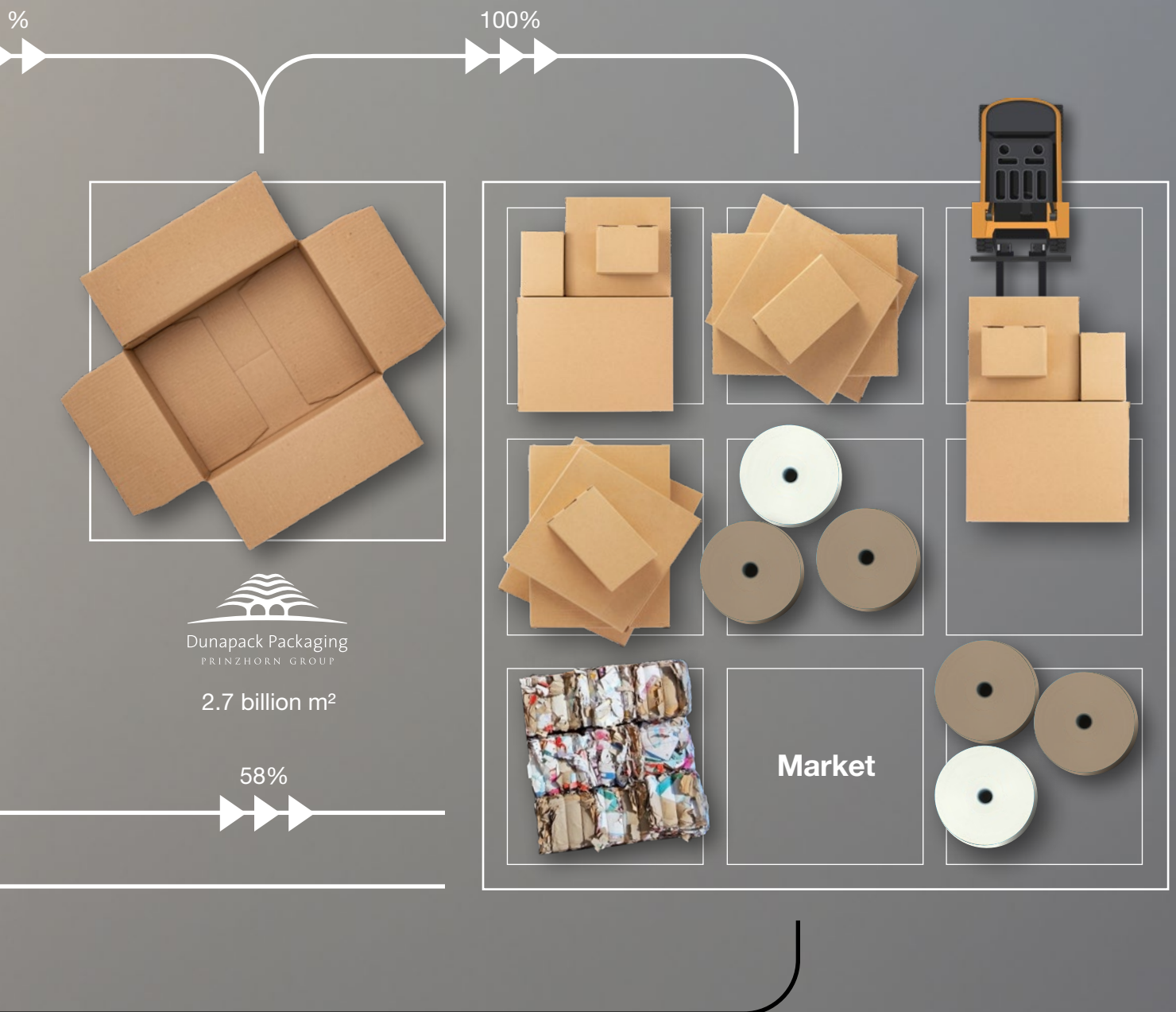
Further details on this analysis can be found in the “Sustainability at Prinzhorn” chapter.

Looking ahead, we are committed to driving innovation, accountability, and continuous improvement. As sustainability standards continue to rise globally, we aim to not only comply but to lead by example. By advancing innovative solutions and reinforcing our circular business model, we remain dedicated to fostering sustainable growth and creating long-term value for all our stakeholders.

Our value chain

Our vertically integrated value chain is circular by design. From recycling to containerboard production to packaging, we offer custom solutions that help our customers advance their own sustainability goals.





2024 highlights

People

Engaging blue-collar talent

We made substantial investments in our frontline employees in 2024. Our Frontline Management Program and brand-new Blue-Collar Development Program provided entry-level laborers with pathways for career advancement. We are now cultivating a new generation of managers who will truly understand the challenges of frontline work.

Performance

EBITDA record for Recycling

This was a special year for Prinzhorn Group's recycling division. In 2024, every business unit of Hamburger Recycling was EBITDA-positive. This could not have been achieved without very close collaboration between shop floor, management, and administrative teams. When viewed in the context of strong market headwinds, it is a remarkable feat.

Performance

Italian integration

Our administrative teams successfully integrated our Italian acquisition from 2023. They worked tirelessly to align our systems and enhance governance. For instance, they transitioned our Italian operation from month-by-month pay to full salary, providing our employees with greater security and increasing the transparency of our business.



Responsibility

Enhancing compliance

An additional group-wide compliance organization debuted in 2024 and quickly made an immediate impact on day-to-day operations. Our compliance team delivered robust code-of-conduct training, promoted the whistleblower hotline, and strove to maintain the highest standards of legality, ethics, and integrity.

Responsibility

Regulatory modernization

In 2024, we ensured that Prinzhorn Group will not have to rush to be compliant with European CSRD and ESRS reporting requirements. Our collaborative, cross-divisional team built a firm foundation that will enable streamlined reporting for years to come. Now we can move with confidence.



People

Living legacy



In 2024, Prinzhorn Group's Management Board welcomed a new member, Gerald Prinzhorn, as the group's CEO. As the name would suggest, Mr. Prinzhorn brings a vision shaped by six generations into the boardroom. He, along with the whole Board, is committed to sustaining Prinzhorn Group for the next 170 years – and beyond.

People

Hardship fund



Prinzhorn Group's values don't call for us to pay people when they perform, only to walk away from them when they're in trouble. To the contrary – if we grow with our employees, we also want to stand by them in times of need. Over the past two years, we did so through our Hardship Fund, which paid out 400,000 EUR to Prinzhorn Group team members and their families.

Our circular business model is the key to our continued success

Performance

Resilient foundation

Prinzhorn Group has emerged from two years of recession and geopolitical uncertainty in exceptionally strong financial shape. We continue to seek opportunities for strategic growth. At a time when many businesses in the fiber-based packaging sector are contracting, we have a relatively low debt burden and a progressive outlook. Our ability to close the loop with our circular business model is the key to our continued resilience.

Responsibility

Comprehensive decarbonization



This year, we aligned our roadmap with the Science Based Targets initiative (SBTi) to ensure a systematic approach to decarbonization – a key lever in limiting global warming. With our Scope 1, 2, and 3 emissions inventory in hand, we made targeted investments in efficient power generation and continuous improvements to secure most of our decarbonization goals through 2035.



About this report

This fourth Sustainability Report by Prinzhorn Group highlights our ongoing commitment to our values of **people, performance, and responsibility**. Our goal is to provide full transparency to our stakeholders and show them the progress we made in 2024. We are integrating sustainability into our corporate framework so we can continue to both set and achieve ambitious targets.

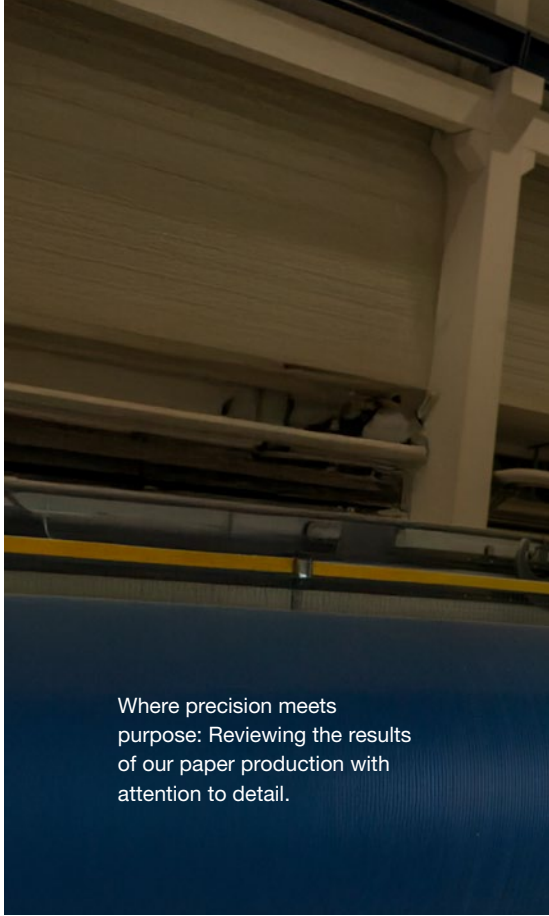
Towards a low-carbon future

Key developments in 2024

We made notable progress on our sustainability initiatives in 2024. Our COMPASS strategy led us to embrace a systematic approach to ESG, with decarbonization at the center of our latest efforts to be responsible stewards for our people and our environment. With concrete goals informed by the Science Based Targets initiative (SBTi), we committed more than 265 million EUR to reducing the CO₂ footprint of our production processes in 2023 and 2024. And though we are still in the early phases of our decarbonization journey, we're excited to start seeing results.

We have already secured most of our decarbonization targets for 2035 through planned and approved projects, including investments in renewable energy, process optimization, and efficiency improvement. The remaining reductions are currently under development, with high-quality, long-term solutions in mind. In summer 2025, our reduction targets will undergo official validation as part of the SBTi process. We will also put a greater emphasis on our supplier engagement in 2025. We remain dedicated to reducing our carbon footprint wherever possible and following global best practices.

In addition to aligning with a number of regulatory initiatives (CSRD – Corporate Sustainability Reporting Directive, EU Taxonomy, CSDDD –



Where precision meets purpose: Reviewing the results of our paper production with attention to detail.

Corporate Sustainability Due Diligence Directive, EUDR – European Union Deforestation Regulation), we conducted a comprehensive double materiality analysis in 2024. Now, we have a detailed view of our impact and financial materiality, enabling us to refine our objectives and enhance our sustainability strategy in the years to come.

We are also proud to be including all Prinzhorn Group entities within our sustainability reporting for the first time. By delivering transparency across the enterprise, we can ensure steady progress on our decarbonization goals. Our report adheres to the GRI standards and increasingly aligns with the European Sustainability Reporting Standards (ESRS), with our chapters structured accordingly.

Report scope and consolidation

As outlined in the “About Prinzhorn Group” chapter, Prinzhorn Group comprises:

- Hamburger Recycling
- Hamburger Containerboard
- Dunapack Packaging
- SFT Group
- Prinzhorn Holding
- Forstverwaltung Neuhaus



Can ESG reporting drive business value?

As a family-run business, we aren't required to share our sustainability reports. Yet to us, ESG reporting isn't a burden – it's an opportunity. By sharing our progress, we can show our customers that we are a sustainable, high-performing choice for their recycling, containerboard, and packaging needs.

This report covers the activities of all these entities, ensuring consistency in reporting – even though such comprehensive disclosure is not yet mandatory. The scope of consolidation follows the same principles as our financial statements, maintaining transparency and alignment across all disclosures. No subsidiaries have been exempted from this year's individual or consolidated sustainability reports, underscoring our proactive approach.

For SFT Group, data has been reported on strategically important topics. In all other areas, we are continuously working to improve data quality year by year – on a voluntary basis – with the aim of achieving full reporting coverage comparable to the other entities in the near future.

Value chain and reporting considerations

Our sustainability specification considers the entire value chain, including both upstream and downstream activities. This comprehensive approach ensures that all relevant ESG aspects are covered.

We have not exercised the option to omit specific information related to intellectual property, know-how, or innovation results. Likewise, no Member State exemptions have been applied to exclude disclosures on impending developments or ongoing negotiations.

Timeframes and KPIs

The report presents various timeframes depending on the chapter, with key performance indicators (KPIs), material topics, and the "Sustainability at Prinzhorn" chapter reflecting the 2024 business year. This approach ensures that our reporting is both comprehensive and relevant to our stakeholders.

Sustainability at Prinzhorn Group

ESG strategy – living sustainability requires continuous advancement

As we continue to refine our long-term sustainability strategy, 2024 saw an increased focus on aligning our business priorities with the evolving regulatory landscape. The implementation of the European Green Deal regulation has played a significant role in shaping our reporting and strategic approach. While these changes have introduced additional administrative challenges, they also provide an opportunity to enhance transparency and further integrate sustainability across our operations.

Our long-term commitment to sustainability remains unwavering, a testament to the value of a generational approach to business development. With over 170 years of experience in the circular economy, we continue to build on our legacy of responsible resource management and sustainable growth. Our dedication to employee wellbeing also remains a key pillar of our approach, as reflected in our continued support of the Hardship Fund, which provided 400,000 EUR in assistance during 2023 and 2024 to employees affected by global crises such as the Türkiye earthquake and the conflict in Ukraine.

By continuously refining our ESG structures, expanding educational opportunities, and embedding sustainability across all aspects of our operations, we are actively shaping a responsible and forward-thinking corporate culture. Sustainability at Prinzhorn Group is not an isolated initiative – it is a company-wide commitment upheld by a dedicated workforce that brings our vision to life every day.

For over a century, sustainability has been at the core of our operations, shaping our integrated value chain. From collecting and processing secondary raw

materials to manufacturing high-quality recycled corrugated base papers and creating innovative and reliable packaging solutions, we ensure that raw materials remain in the economic cycle for as long as possible. This holistic approach reflects our dedication to a truly circular integration.

As a family-owned business, we prioritize long-term success and sustainable value creation. Achieving this requires a proactive mindset – constantly assessing environmental developments, social dynamics, technological advancements, and market developments. We actively engage with our customers, anticipate emerging challenges, and embrace new opportunities to enhance our sustainability efforts. Our goal is to continuously refine our processes, ensuring we meet the highest expectations in terms of product quality, environmental responsibility, and resource efficiency.

Whether in business development, employee development, or internal structures, we see sustainability as an interconnected system and a matching expression of our values – people, performance, responsibility. Long-term progress is only possible when all sustainability pillars – economic, environmental, and social – are developed in harmony. It is not a single act that defines our success, but rather an ongoing commitment to improvement, adaptation, and responsible innovation that aligns with our company's purpose and vision.

In 2024, Prinzhorn Group began refining its ESG strategy based on our latest double materiality analysis. This assessment was conducted with deeper granularity, identifying key impact areas, risks, and opportunities with a stronger focus on actionable measures. Additionally, our business model has expanded, integrating Imavida (packaging licenses) as part of the group's broader sustainability efforts.



Our Pitten site: Over 170 years of family-owned tradition and commitment to sustainable growth.

As ESG strategy becomes more deeply embedded in our business operations, it ensures a stronger cross-functional approach and alignment with long-term corporate objectives.

Enhancing the strategy: our four strategic focus areas

Our ESG strategy remains structured around four key focus areas: **climate protection, circular economy and environmental protection, employee wellbeing** and **environmental protection, employee**

wellbeing, and business conduct and customer centricity. In 2024, these areas were further reinforced through tangible commitments and action plans. The governance structures within our group have also evolved, fostering a deeper integration of sustainability into decision-making processes and enhancing upskilling initiatives across all divisions.

Establishing a strong ESG organization

To further embed sustainability across our organization, we have continuously strengthened our ESG framework. In 2021, we formalized key ESG structures and responsibilities, setting the foundation for a well-integrated sustainability approach. This included establishing a quarterly Sustainability Board, nominating ESG and Sustainability Managers, launching the ESG Ambassador Program, and introducing the group-wide ESG Academy.

Additionally, the Divisional Topic Owners, together with the Group Sustainability Board led by the Group Lead Sustainability, are ensuring that ESG-related initiatives are a top priority for the entire Management Board of Prinzhorn Holding. The Group Lead Sustainability Management role serves as the central steering point for sustainability initiatives, developing strategies, implementing solutions, and ensuring effective collaboration and communication across the organization.



Prinzhorn Group

~10,000

employees



16

countries

100

percent of our products can be recycled

2.3

billion euros in net revenue



2.7

billion m² of packaging



2.7

million tons of recycled corrugated board produced



95

percent of our secondary key raw materials are recycled

Throughout 2024, we continued to enhance and expand these structures, ensuring sustainability is firmly rooted across all levels of the company. Our approach is built on broadly shared responsibility, enabling each division and location to play an active role in driving sustainable transformation. This ensures that our deep industry expertise is utilized effectively, fostering a strong, cross-functional commitment to sustainability principles and their efficient execution.

In 2024, we grew our Management Board to reinforce our commitment to ESG initiatives. Recent changes to the Board bring strong support for and active engagement in our sustainability efforts. With the appointment of Mr. Gerald Prinzhorn, the Management Board now consists of five members, further enhancing our ability to plan and implement corporate sustainability and responsible business practices.

Sustainable Development Goals (SDGs)

In 2024, Prinzhorn Group continues to advance its commitment to global sustainability standards. The group remains an active participant in the United Nations Global Compact (UNGC), a voluntary initiative that encourages businesses to adopt sustainable and socially responsible policies. This ongoing commitment highlights Prinzhorn Group's dedication to environmental protection, workplace safety, and human rights.

The sustainability strategy of Prinzhorn Group is firmly anchored in the United Nations' 17 SDGs, established in 2015 as part of the "2030 Agenda for Sustainable Development". These goals provide a comprehensive framework for addressing global challenges and achieving sustainable development.

Through a detailed analysis, Prinzhorn Group has identified the SDGs most relevant to its business and operations. The focus areas include:

- Promoting good health and wellbeing
- Ensuring quality education
- Providing affordable and clean energy
- Fostering decent work and economic growth
- Supporting industry, innovation, and infrastructure
- Encouraging responsible consumption and production
- Taking climate action
- Upholding peace, justice, and strong institutions

These priorities are integrated into the ESG strategy of Prinzhorn Group, which is structured around four key pillars. By aligning our efforts with these SDGs, we aim to make a meaningful impact and contribute to a sustainable future.

Our corporate sustainability strategy

Only a comprehensive approach to sustainability can ensure a sound foundation for the next 170 years of Prinzhorn Group's evolution.

04 Corporate level Commitments

Corporate
sustainability

Efficient ESG
governance framework

Advance
sustainability reporting

03 ESG Focus Area level Commitments

Climate protection

Act now to combat climate change by using renewable energy, improving energy and materials efficiency, and prioritizing clean technologies. Implement a systematic, data-driven approach to CO₂ reduction in alignment with SBTi.



Environmental protection

Reduce and recycle raw materials to minimize waste. Invest in sophisticated recycling infrastructure to preserve and ultimately ensure the sustainable use of natural resources.



02 ESG Focus Area level Focus SDGs

01 Foundation Vision and core values

Purpose People. Performance. Responsibility. We live circularity.

Purpose and core values



Enhance data management landscape

Ambitious ESG goals and measures

Increase ESG literacy across the organization

Social responsibility

Invest in the future of our employees by improving working conditions, investing in education, and living a culture of respect and fairness. Impact society by enhancing the wellbeing of the communities that sustain us.



Customer needs and governance

Prioritize transparency, align with customer needs, and ensure everyone has the information needed for sustainable development. Promote responsible governance, legal compliance, and ethical practices throughout our value chain.



ESG strategy

Core values The core values are the elements with which we live the purpose.

Double materiality analysis

As part of our commitment to stakeholder transparency, CSRD compliance, decarbonization, and risk management, we conducted our second materiality analysis in 2024 – this time applying the double materiality approach. This marks a significant step forward in our assessment of sustainability topics and their relevance to our business.

In our double materiality analysis, we went beyond impact materiality – assessing how our business activities affect the environment and society – to integrate financial materiality as well. This means we evaluate not only our own sustainability impact but also how sustainability-related risks and opportunities affect our financial position, performance, and strategy.

While regulatory requirements mandated a double materiality analysis only at the group level, we took an extra step to ensure a solid foundation for the future by conducting individual double materiality analyses for each division. This division-level assessment allowed for a more precise and business-driven evaluation, ensuring that sustainability is not only embedded at the corporate level but also actively integrated into operational decision-making across all business areas. The results were then consolidated to form a comprehensive group-wide perspective.

By adopting this approach, we ensure a more precise decision-making foundation that enables us to:

- Identify risks and opportunities early, strengthening our long-term resilience.
- Enhance stakeholder communication, fostering trust and responding more effectively to their expectations.

- Align with CSRD requirements, ensuring transparent and standardized sustainability reporting.
- Drive sustainable strategies, supporting our decarbonization commitments.

This analysis reinforces our continuous risk management efforts and strengthens our stakeholder engagement, helping us navigate an evolving regulatory landscape while embedding sustainability more deeply within our corporate strategy.

The process began with identifying and pre-evaluating impacts, risks, and opportunities (IROs) across all ESRS sub-topics. Each division then performed a structured evaluation, assessing both impact materiality (sustainability impacts) and financial materiality (risks and opportunities).

Findings were then consolidated at the group level, aligned through a relevance analysis, and validated with the Management Board and stakeholders. This process was a key milestone in our ESG journey, ensuring a strong foundation for the future.

Environmental, Social, Governance impacts, risks and opportunities

While our last analysis was conducted at the topic level, we set out to assess Impacts, Risks, and Opportunities (IROs) at the sub-topic and sub-sub-topic level. This deeper level of analysis ensures a more precise and comprehensive evaluation, allowing us to better understand sustainability-related challenges and opportunities across our business.

Thanks to the rigorous analysis, we identified significant positive and negative impacts resulting from

our business activities. On the environmental side, key impacts include greenhouse gas emissions from production, energy consumption in manufacturing, air pollutant emissions, raw material consumption, and water usage across different processes.

However, since our business model is centered on the use of secondary raw materials and recycled paper, we also defined many positive impacts. Moreover, several investments in renewable energy have significantly reduced the company’s environmental footprint – adding further positive contributions.

Social and governance aspects are another critical area of focus. As part of our commitment to responsibility, Prinzhorn Group prioritizes secure employment policies, long-term job retention, and a strong corporate culture that fosters employee engagement. Sustainable supply chain management and respon-

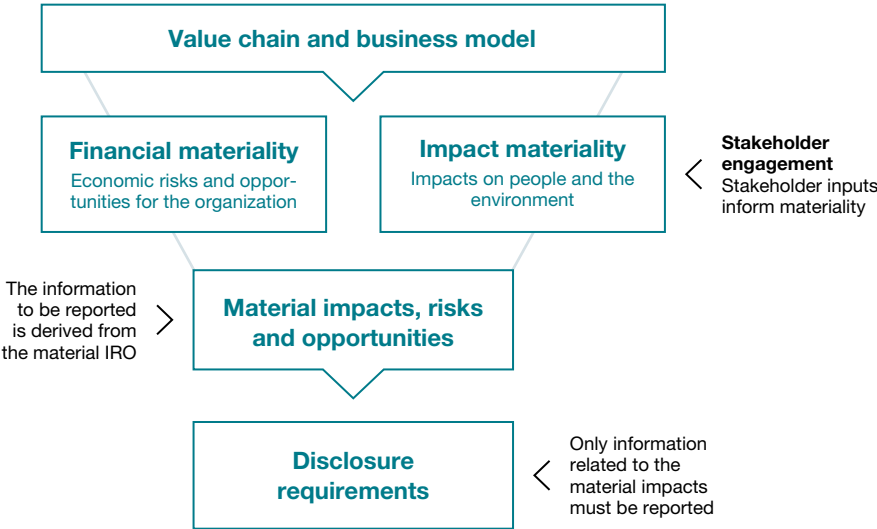
sible sourcing are key focus areas, while continuous improvements in occupational health and safety contribute to risk reduction for employees.

The materiality assessment also highlighted several significant risks and opportunities. For example: Regulatory changes related to circular economy policies and environmental legislation may impact our operations, as may rising material costs, resource scarcity, and extreme weather conditions. On the other hand, targeted investments and technological innovations offer opportunities to enhance energy efficiency.

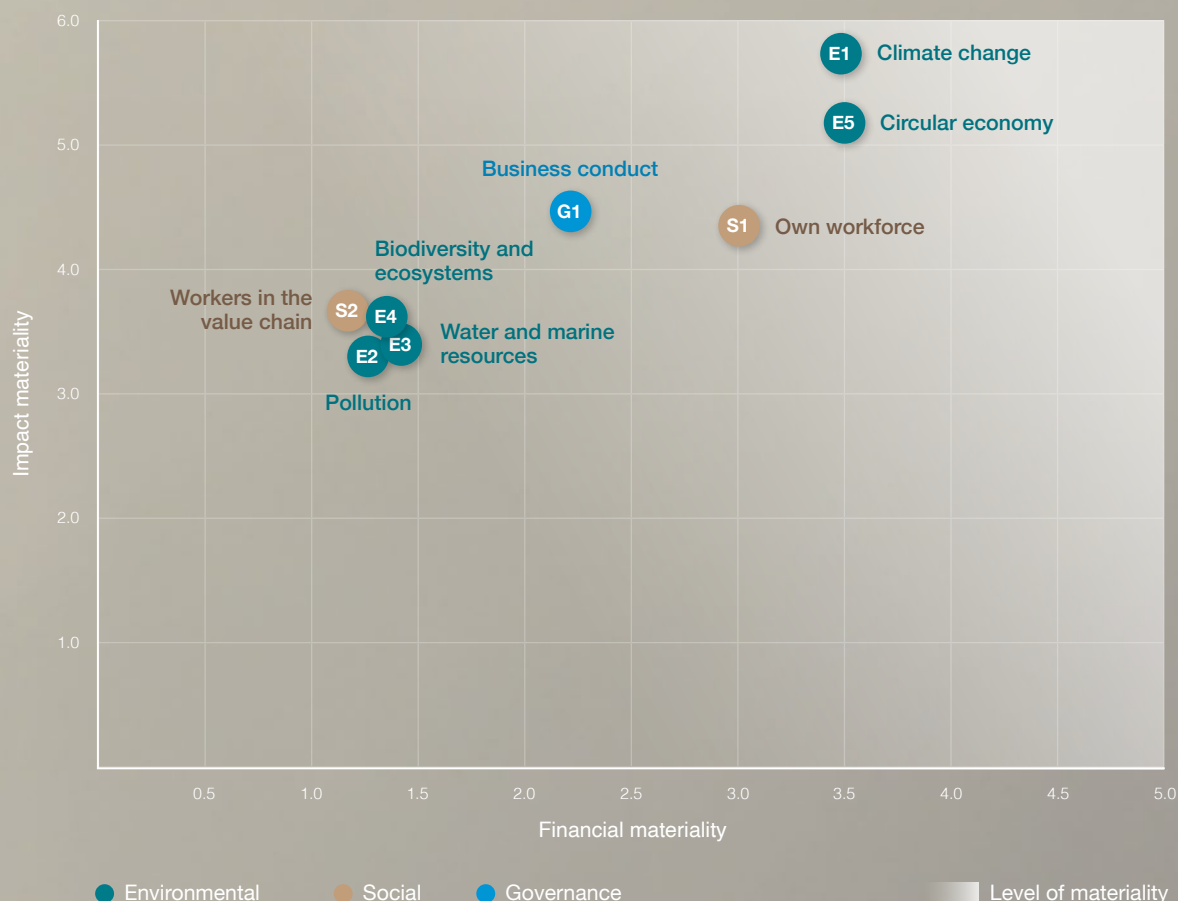
Armed with these insights, Prinzhorn Group has a solid foundation for strategic planning and the definition of short, mid- and long-term sustainability initiatives.

Turning pressure into progress

Process of double materiality analysis



The strategic importance of material topics



Topics

E1 Climate change	E5 Circular economy
E2 Pollution	S1 Own workforce
E3 Water and marine resources	S2 Workers in the value chain
E4 Biodiversity and ecosystems	G1 Business conduct

The double materiality analysis we completed in 2024 has empowered us to focus on the material topics that have the greatest impact on our business and the environment.

Material topic details

	Topic	Sub-topic	Sub-sub-topic
E1	Climate change	Climate change mitigation	
E1	Climate change	Energy	
E2	Pollution	Air pollution	
E2	Pollution	Water pollution	
E3	Water and marine resources		Water consumption
E3	Water and marine resources		Water withdrawals
E4	Biodiversity and ecosystems		Direct exploitation
E4	Biodiversity and ecosystems	Impacts on the state of species	
E4	Biodiversity and ecosystems	Impacts and dependencies on ecosystem services	
E5	Circular economy	Resource inflows, including resource use	
E5	Circular economy	Resource outflows related to products and services	
E5	Circular economy	Waste management	
S1	Own workforce	Working conditions	
S1	Own workforce		Secure employment
S1	Own workforce		Health and safety
S1	Own workforce	Equal treatment and opportunities for all	
S1	Own workforce		Gender equality and equal pay for work of equal value
S1	Own workforce		Training and skills development
S1	Own workforce		Privacy
S2	Workers in the value chain	Working conditions	
S2	Workers in the value chain		Health and safety
S2	Workers in the value chain	Other work-related rights	
S2	Workers in the value chain		Child labour
G1	Business conduct	Corporate culture	
G1	Business conduct	Protection of whistle-blowers	
G1	Business conduct	Political engagement	
G1	Business conduct	Corruption and bribery	

What concrete steps did we take in 2024?


In 2024, we made significant progress on our sustainability journey. In addition to completing our double materiality analysis – which has provided an even deeper understanding of the environmental and social impacts most relevant to our business – we made strides in CSRD (Corporate Sustainability Reporting Directive) compliance. Due to increasing regulatory requirements, Prinzhorn Group has intensified efforts to align with the CSRD, Taxonomy, Corporate Sustainability Due Diligence Directive (CSDDD), and European Union Deforestation Regulation (EUDR) mandates. Dedicated cross-divisional working groups are actively managing these topics to ensure a structured transition. Furthermore, we advanced our automation capabilities to improve data collection, KPI tracking, and reporting efficiency.

Decarbonization is a journey that requires persistence, clarity, and alignment with long-term business goals. To ensure our efforts create lasting impact, we have adopted a structured and forward-looking roadmap to climate strategy – one that integrates carbon reduction into the heart of our operations.



What's next?

In 2025, we will expand our collaboration with suppliers to support sustainable practices across our value chain. By reducing resource usage throughout Central and Eastern Europe, we aim to build more resilient ecosystems and economies.



1. Calculate and understand the Scope 1, 2, and 3 carbon footprint

Our starting point was to establish a comprehensive understanding of our carbon footprint. By identifying and quantifying emissions across our value chain, we created a reliable baseline for action.

2. Identify levers to reduce emissions

Building on our inventory, we systematically analyzed where the most impactful reductions can be made – with several stakeholders involved.

3. Define a clear decarbonization roadmap with science-based targets

With clear data and insights in hand, we are developing a roadmap that aligns with the goals of the Paris Agreement and have established science-based targets to guide our transformation.

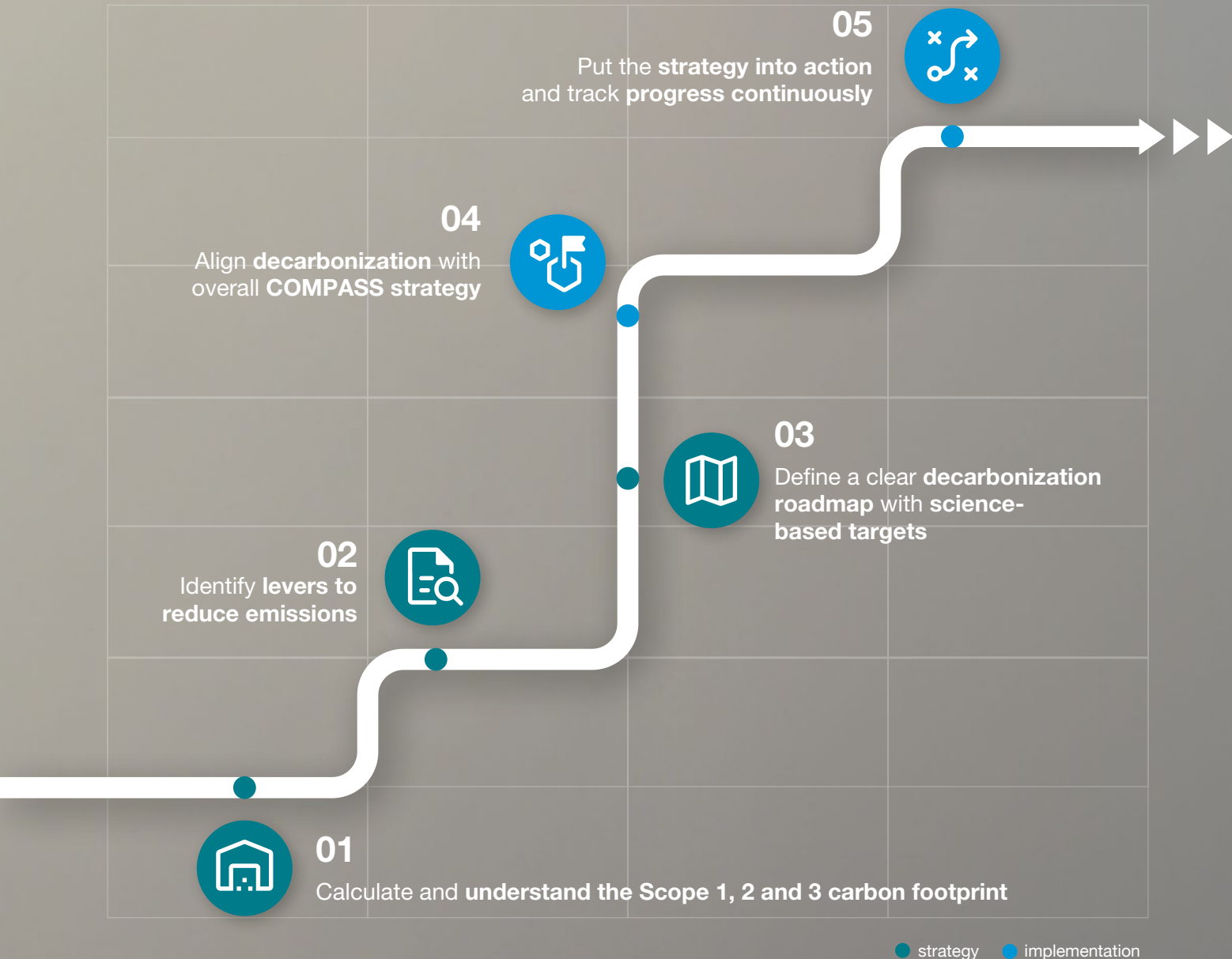
4. Align decarbonization with overall COMPASS strategy

We are embedding climate considerations into our strategic planning and risk management processes, ensuring that sustainability becomes a core driver of innovation and resilience.

5. Put the strategy into action and track progress continuously

Our climate strategy is not a one-time initiative – it's a dynamic process. We are actively implementing measures, tracking progress, and refining our approach based on evolving insights and external developments.

How did we future-proof our climate strategy?



Decarbonization does not happen in a day. To ensure that our actions pay dividends for decades to come, we have embraced a systematic approach to decarbonization roadmapping that aligns business impact and carbon reduction.



Energy measures

Key objectives:

Decarbonize the energy supply

Improve energy efficiency and reduce the amount of energy input required per unit of production



Material efficiency and circularity

Key objectives:

Reduce material intensity (same value with less m², less g/m², and fewer metric tons of product)

Achieve the highest rates of recyclability and recycling



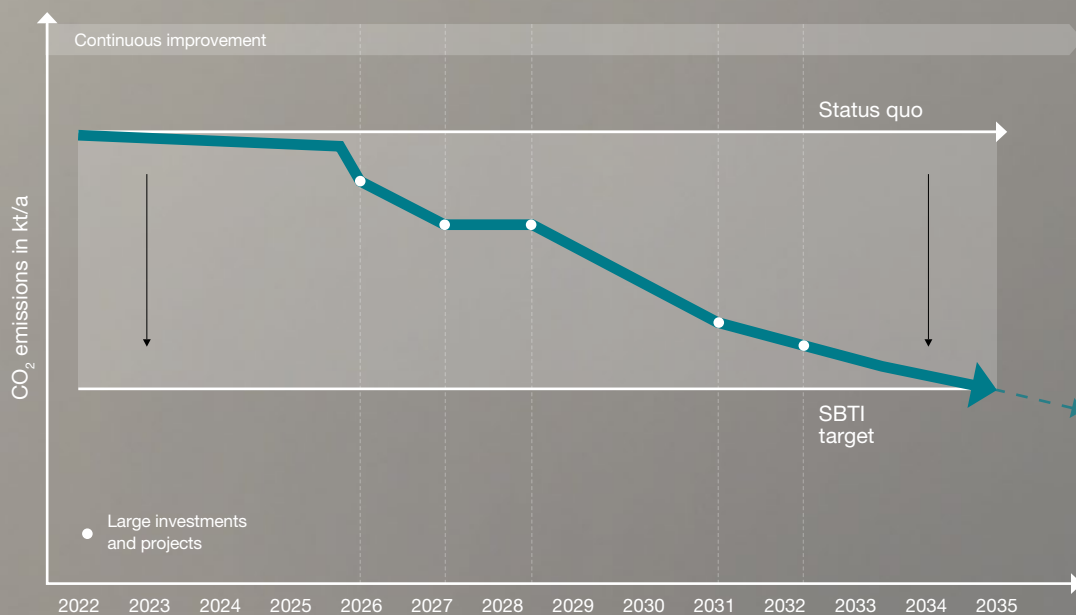
Supplier engagement

Key objectives:

Decarbonize the main material inputs

Decarbonize the logistical chain

Improve the (energy) efficiency of purchased machines



Key strategic fields to decarbonize

Pillar 1: Energy measures

Our most significant opportunity to progressively reduce our production-related CO₂ footprint is the decarbonization of our energy mix. This applies both to our own facilities and the energy we generate and purchase. We have already addressed several levers of carbon reduction, and we are currently evaluating additional measures and possibilities. In addition to ongoing large-scale investments, our efforts include continuous improvement, measuring and understanding our impacts, and encouraging every employee to contribute to reduction.

Pillar 2: Material efficiency and circularity

A. Efficient design: Design optimization is pivotal in minimizing material usage while simultaneously ensuring the safety of our products. Approaches such as lightweighting, right-sizing, and creating stackable shapes can reduce waste. We seek to minimize inputs by understanding our customers' requirements and working with them to develop tailored solutions.

B. Eco-friendly materials: Corrugated packaging solutions and henceforth our containerboard products are made from recyclable and biodegradable fibers. Critically, these fibers can be recycled multiple times without losing their quality. In addition, they are:

1. **Renewable resources:** The wood fiber that paper production is based on is a renewable resource, contributing to the circular principle of enabling renewal.
2. **Fully recyclable:** All our corrugated packaging solutions and papers are fully recyclable, making

them a sustainable choice for packaging and minimizing long-term environmental impact.

3. **Actually recycled:** 95% of our key materials are of recycled origin. 100% of Prinzhorn Groups products are produced with recycled fibers.

C. Lifecycle transparency: Understanding our product lifecycle – and those of our business partners – helps us target areas for improvement.

Pillar 3: Supplier engagement

When it comes to achieving sustainability targets across a supply chain, packaging is a natural area of focus for our customers. To give them confidence in our products, we engage in deep supply chain collaboration with our business partners.

Today, we are working closely with both suppliers and manufacturers to improve our sustainability footprint. First and foremost, this includes understanding our upstream and downstream CO₂ impact. With growing transparency across our value chain, we can pinpoint the most effective decarbonization levers to ensure we're sourcing materials responsibly and minimizing our emissions.

*Full value chain
sustainability
focus*

Potential recycling cycles for paper fiber

25

*According to recent research, paper fibers can be recycled up to 25 times without a significant loss of strength.
www.fefco.org/eu-policy/reuse-of-corrugated-fibres*

ENVIRONMENT

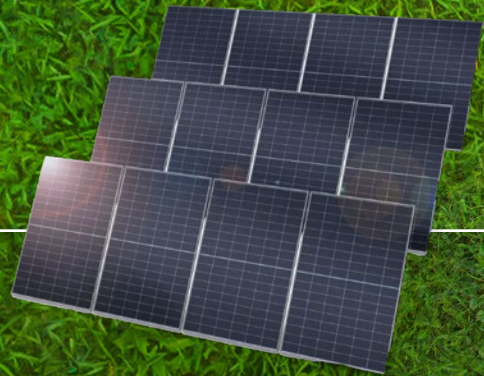
HOW CAN WE REDUCE OUR CO₂ FOOTPRINT AND SUSTAIN A PROFITABLE BUSINESS MODEL?

*With concerted efforts towards
reducing energy consumption and
enhancing energy efficiency in production.*

42

Climate change

From site-specific energy-saving targets to photovoltaics and green fuels: Prinzhorn Group is reducing emissions in line with the Science Based Targets initiative. In this chapter, we show how our divisions are translating climate commitments into action – with clear priorities, measurable goals, and targeted investments across Europe.





56 Water

Discover how we're cutting freshwater use, upgrading infrastructure, and improving water efficiency – from Romania to Germany, and across our operations.

Our recycling activities feed our mills and beyond.
A closed loop with industry-wide impact.



60 Resource use and circular economy

Read how we improve recyclability, reduce fiber loss, and re-integrate waste into production – driving circularity and resource efficiency across all divisions.

Climate change

Material impacts, risks and opportunities

The effects of climate change are evident around the world, making decarbonization one of the major challenges facing the economy. At Prinzhorn Group, we have many opportunities to decarbonize our operations.

As we use fuels to generate heat and power in our facilities, energy saving measures represent a significant opportunity to reduce our CO₂ footprint. By focusing on reducing our energy consumption, improving energy efficiency in our production and support processes, and transitioning to renewable energy sources, we can achieve positive environmental, economic, and societal outcomes while reducing our dependence on fossil fuels. Our commitment to energy-related measures is one of our three key strategic fields for decarbonization, along with supplier engagement and material efficiency.

Several Prinzhorn Group sites utilize renewable energy sources in their operations, primarily through the use of photovoltaic systems. In the area of transport and logistics, the transition to more environmentally friendly solutions – such as electric forklifts and alternative fuel options – has already begun and is continuously expanding.

We also strive to reduce emissions and energy consumption in our upstream value chain. Highlighted as one of our key strategic fields for decarbonization, engaging with suppliers in decarbonization efforts is essential for reaching our decarbonization goals across material inputs, logistics, and machine purchases. In 2024, we took further steps towards supplier engagement and we are committed to further advancements in the upcoming year to drive

positive change throughout our supply chain. Within our recycling division, we contribute to climate change mitigation by collecting, sorting, and enhancing the value of secondary raw materials – particularly paper and plastics – and preventing them from going to landfills. By collecting and recycling paper, we also reduce deforestation and reintroduce recycled raw materials into the value chain, thereby supporting a more circular economy. In total, we collected 1.8 million tons of secondary raw materials in 2024, supplying these to Prinzhorn Group's Hamburger Containerboard division as well as external customers and reducing the need for primary raw materials in the downstream value chain.

By manufacturing products from recycled paper, we offer an alternative to fossil-based and non-renewable materials, thereby reducing the embodied carbon dioxide emissions of our customers.

Additionally, Hamburger Recycling uses waste materials for the production of refuse-derived fuel (RDF). RDF is then incinerated in powerplants to convert the waste into energy. Our first production facility for RDF will go live in 2025.

Material impacts:

- Prevention of deforestation
- GHG impacts of forest management
- GHG emissions during the manufacturing process
- GHG emissions from transportation of products
- GHG emissions released in the manufacturing upstream value chain
- Reduced embodied carbon dioxide emissions in the downstream value chain
- Energy consumption core business
- Energy consumption upstream
- Energy production from renewables and refuse-derived fuel

Material risks:

- EU regulation requires additional human resources
- Increased CO₂ taxes and increased efforts to fulfill environmental regulations in certain markets lead to deindustrialization in the downstream value chain
- Rising purchasing costs for materials, products, and energy

Material opportunities:

- Changing client behavior
- Improving energy efficiency

Our policies and measures

Our commitment to decarbonization is reflected in the progress we made at the group level in 2024, and particularly in the wide variety of measures we implemented across our divisions. In total, we allocated 250 million EUR for decarbonization efforts over the past 2 years.

In 2024, a notable commitment on the group level was the establishment of a science-based target through the Science Based Targets initiative (SBTi). Our commitment includes an annual group-wide reduction of 5.7 percent of CO₂ emissions in Scope 1 and 2 per year, with 3.4 percent in Scope 3 until 2035. These concrete goals will further refine our decarbonization plan.

All of our divisions made notable investments and advancements in our key strategic fields for value chain decarbonization, which are described in detail in the “Sustainability at Prinzhorn” chapter. In the area of energy measures, we implemented a wide range of projects to enhance energy efficiency and increase our

use of renewable energy. We also took initial steps in the key strategic field of supplier engagement to obtain primary data from suppliers for product carbon footprint (PCF) calculations.

Hamburger Recycling

Continuous improvement: environmental management systems

As part of a continuous commitment to improving energy efficiency and realizing energy savings, Hamburger Recycling maintained ISO 14001 certifications in Türkiye, Romania, Hungary, Croatia, Bulgaria, and Italy, and plans to implement the certification in Slovakia in 2025. These certifications facilitate the implementation of projects to increase energy efficiency and reduce CO₂ emissions at the local level. We conduct annual audits to ensure all Hamburger Recycling energy measures comply with established standards.

Transportation and logistics

Although Hamburger Recycling accounts for a relatively small share of greenhouse gas emissions within Prinzhorn Group, transportation represents a promising area for emissions reduction. As we implement Prinzhorn Group’s e-mobility policy, the first electric vehicles are now being introduced into the vehicle fleet provided to employees of Hamburger Recycling. A small number of electric vehicles are already being used as company cars as part of the division’s joint venture, IMAVIDA.

Unfortunately, neither electric nor alternative fuel vehicles are feasible for container transport at this time. Nevertheless, in 2025, Hamburger Recycling plans to evaluate the use of HV100, a synthetic diesel made from waste.

While the total consumption of diesel increased in 2024 – mainly due to the acquisition of an Italian recycling company – Hamburger Recycling is exploring transport efficiency measures to reduce diesel consumption. In fact, the future potential for CO₂ savings for Hamburger Recycling through the use of HV100 in trucks and in depots is estimated to be around 30 percent.

Renewable energy production

In 2024, Hamburger Recycling continued to implement photovoltaic energy production systems on the roofs of its depots. In addition, ongoing installations in two sites in Hungary will be finalized in 2025, with solar panels already on location waiting to be installed and connected. Similarly, an installation in Poland is currently being prepared and should be completed by 2025.

After the installation of 1,040 kWp in 2025, Hamburger Recycling will reach its photovoltaic energy production target of 1,460 kWp, representing a total investment of 1.7 million EUR. What's more, photovoltaic systems will have been installed at all Hamburger Recycling depots where they are currently practical and economically viable. The total energy production from photovoltaic energy production systems will amount to around 1,300 MWh by year-end 2025, covering more than 20 percent of the division's total electricity usage.

*Expanding
photovoltaic
capacity in Italy
and Poland by
2027*

We identified additional potential for photovoltaic energy in Hamburger Recycling's Italian operations. Following our acquisition of an Italian recycling company in 2023, investments into a new hall and building are planned for 2025. This will give us an additional opportunity to install a large photovoltaic energy production system on site. Furthermore, Hamburger Recycling is currently planning a compe-

tence center in Poland for mixed household plastics as well as paper sorting which will include a photovoltaic energy production system to cover a portion of its energy consumption. The project is scheduled to be completed in 2027.

LED lighting and energy efficient sorting processes

In 2024, Hamburger Recycling switched to LED lighting across all its depots in Hungary, Bulgaria and Croatia. The transition is planned for 2025 at the Brno depot in the Czech Republic, while in Serbia, LED lighting is set to be implemented at a new depot under construction in Belgrade.

At the same time, significant investments were made to enhance the efficiency of mixed household plastics sorting lines in Hungary and Poland. These lines processed over 30,000 tons of packaging waste in 2024. The installation of new pre-sorting and screening machinery has significantly improved efficiency and throughput with only a minimal increase in energy consumption. On average, throughput per machinery hour increased by 35 percent, allowing the lines to handle substantially more waste material. Additionally, we invested in a new yellow bag sorting facility in Croatia with a capacity of around 12,000 tons/year which has started operations in April 2025.

Hamburger Containerboard

Continuous improvement: environmental management systems

Hamburger Containerboard is committed to maintaining a top-tier energy management system. In 2024, the company upheld its ISO 14001 certification across all division sites and retained ISO 50001 certification in Hungary, Austria, and Germany. Additionally, the Dunaújváros site in Hungary has maintained its EMAS certification since 2014.



Powering progress: Solar energy in action at our Plovdiv plant, supporting a greener future.

These management systems play a vital role in the continuous improvement of energy efficiency, which is why they are diligently maintained throughout the year. Projects under the ISO 50001 energy-saving program contribute significantly to reducing energy consumption and emissions, directly supporting the near-term commitments of the Science Based Targets initiative (SBTi).

Energy use and generation

Hamburger Containerboard is making significant investments in energy-related projects, launching and expanding several energy generation initiatives in 2024 for both internal use and external sale, with additional projects planned for the future.

In Pitten, progress was made on replacing an aging boiler with a new combined heat and power (CHP) gas turbine to reduce CO₂ emissions, with completion expected in 2025. This investment is anticipated to cut emissions by up to 15,000 tons per year. Additionally, the infrastructure for utilizing waste heat to support district heating in the local community was established in 2024 and will become operational in 2025. That same year, new vacuum blowers will be installed on paper machine four,

improving energy efficiency by saving approximately 9 kWh per ton of paper – an almost three percent reduction enhancement.

In Spremberg, the construction of line two of the refuse-derived fuel (RDF) facility is progressing as planned. Once operational in 2026, it will replace external lignite power plant heat and reduce CO₂ emissions by approximately 16 percent. With steam supply from the external lignite power plant set to end in mid-2025, natural gas auxiliary boilers will temporarily ensure operational continuity until the RDF line is completed.

Also in Spremberg, biogas production and purification began in 2024, achieving a high output of 8–9 MW. The biogas is fed into the public grid, with sales contracts already secured for the next five years. Plans are also underway to introduce biogas utilization in Gelsenkirchen, further supporting progress toward our Science Based Targets initiative (SBTi) commitments. Moreover, Pitten is already using biogas, and we have invested in an additional biogas engine for the Dunaújváros plant.

*Supporting
e-methanol
production with
green power and
biogenic CO₂*

Meanwhile, Hamburger Containerboard's Hungarian and German sites continue to use waste incinerators to generate power and thermal energy for production. In 2024, our Hungarian facilities expanded their fuel mix, transitioning from using waste and coal to incorporating more biomass.

Looking ahead, we are developing a hybrid energy park in Hungary, combining approximately 50 MW of wind and 50 MW of solar capacity. Strategically located near our operations in Dunaújváros, the facility will give us maximum flexibility in power consumption and generation. Significant financial investments have already been made, and legal steps are being pursued to secure project success. Once operational, the energy park is expected to generate approximately 239 GWh of green electricity annually.

However, previously planned photovoltaic projects in Pitten and Trostberg were not implemented due to financial non-viability.

In addition, Hamburger Containerboard is participating in the large-scale EU Innovation Fund project Green Fuels Lausitz (GFL). This initiative, a collaboration between multiple companies, aims to produce up to 200,000 tons of e-methanol per year using green electricity and biogenic CO₂ emitted from the RDF power plant.

Increasing energy efficiency

In 2024, we implemented a range of incremental measures to enhance energy efficiency across our sites.

In Spremberg, we integrated climate elements into the process control system, improved the thermal insulation of the PM1 pre-dryer section, and upgraded outdated compressors to optimize com-

pressed air generation. Additionally, we transitioned to LED lighting in Pitten, Trostberg, Spremberg, and Denizli, providing state-of-the-art illumination with the highest energy efficiency.

In Pitten, we increased coarse screening capacity and refined fine sorting processes in stock preparation, leading to higher energy efficiency.

Meanwhile, the Center of Investment and Technology (CIT) team at Hamburger Containerboard continued its energy optimization efforts in 2024. Working closely with Mill Managers and the Managing Director of Operations, the CIT team provides coordination support for project design, implementation, and evaluation. In 2024, their focus shifted primarily to Spremberg.

Sustainable transportation and supplier engagement

Hamburger Containerboard is actively working to reduce emissions across both transportation and its supply chain. As part of Prinzhorn Group's e-mobility policy, we have expanded charging infrastructure at multiple sites, including Gelsenkirchen, with all locations committed to further implementations. Additionally, we are optimizing logistics by evaluating transport routes and increasing the share of goods transported by rail.

Beyond our internal measures, we are also engaging suppliers in decarbonization efforts. In 2024, Hamburger Containerboard took the first steps toward developing a systematic supplier engagement protocol, screening suppliers to identify key partners and initiating conversations about reducing emissions. A key focus is the transition from secondary to primary data for more accurate emissions calculations and to increase the quality of our PCFs.

Dunapack Packaging

Management system

In 2024, Dunapack Packaging plants in Hungary, Romania, Poland, Bulgaria, Türkiye, and Greece maintained their ISO 14001 certification, while the plants in Germany and the Eskişehir plant in Türkiye upheld their ISO 50001 certification. Additionally, the Adana, Denizli, and Çorlu plants in Türkiye received ISO 50001 certification for the first time. These achievements underscore the division's commitment to global environmental standards while addressing local socio-economic needs and adapting to evolving environmental conditions.

Energy efficiency and renewable energy initiatives

In 2024, Dunapack Packaging made significant strides in enhancing both energy efficiency and renewable energy usage. The division completed the implementation of a comprehensive energy metering and monitoring system that was initiated in 2023. This included the installation of energy meters at the pilot plant in Straßwalchen, with plans for further rollout across all plants. A central dashboard will be established to enable automated and standardized energy monitoring, ensuring consistent processes and key performance indicators (KPIs) throughout the division. This initiative reflects our commitment to improving energy efficiency and sustainability.

Nearly all Dunapack Packaging plants have switched to LED lighting, with further investments planned for 2025, totaling 763,000 EUR for Straßwalchen, Ujazd, and Nyíregyháza. Additionally, in 2024, we optimized compressed air usage through a pilot project and decided to install devices at each plant to monitor air pipes for

leak detection, enhancing energy efficiency. Other ongoing measures include inspecting and repairing steam traps to optimize energy use in steam systems, enhance heating, and upgrade cooling devices where necessary. The total budget for energy efficiency projects in 2025 is set at 392,000 EUR.

On the renewable energy front, Dunapack Packaging made notable progress with photovoltaic energy systems in 2024. In Greece, we implemented 1,200 kWp. Together with our system in Bulgaria, these are expected to generate 2.7 million kWh annually – covering 30 percent of the energy needs of both plants. The new Italian plant is already equipped with 200 kWp of photovoltaic capacity, with plans for an upgrade in 2025.

In addition, Dunapack Packaging acquired green energy certificates in Hungary and Poland. In Poland, we purchased 6,000 kWh of green energy for the year, with another 2,000 kWh expected for the fourth quarter, for which the certificate will be issued by April 2025.

Efficiency upgrades from lighting to leak detection

How are we powering sustainable progress?

In 2024, Dunapack Packaging expanded ISO certifications, introduced centralized energy monitoring, and invested in efficiency measures across its sites. With nearly 2.7 million kWh of solar power now generated annually in Greece and Bulgaria, and further renewable upgrades planned, the division continues to align operational excellence with its sustainability ambitions.

*Engaging suppliers
to strengthen
product carbon
footprint data*

Sustainable transport and supplier engagement

In 2024, Dunapack Packaging continued to focus on reducing transport distances and minimizing emissions through logistics swap agreements. These agreements allow the company to source Hamburger Containerboard products locally from swap partners, while Hamburger Containerboard sells paper to the swap partners' packaging plants. The new power plant in Italy was also included in swap agreements, reinforcing our commitment to sustainability over merely opting for the cheapest paper options.

Additionally, we made strides in reducing emissions within our material handling equipment. We replaced equipment in the roll section and finished goods section, with a particular emphasis on increasing the use of electric forklifts and roll stackers. Notably, some of our roll stackers are now powered by hydrotreated vegetable oil (HVO). The capital expenditure budget for 2025 allocates 743,000 EUR for investments into electric forklifts across various plants. Furthermore, a small portion of the division's passenger cars is now electric.

On the supplier engagement front, Dunapack Packaging took significant steps to align with the Corporate Sustainability Due Diligence Directive (CSDDD) and sustainable procurement practices. In 2024, a gap analysis project was conducted to assess the legal requirements of the CSDDD and to define ambition levels for sustainable procurement across Prinzhorn Group. This analysis will guide our initiatives in 2025.

As part of our sustainability efforts, Dunapack continued and deepened contact with suppliers to gather primary data for calculating the Product Carbon Footprint (PCF). Data from paper suppliers, which

is widely available, was used whenever it could be verified. For starch and ink suppliers, we turned to emission data from a database for PCF calculations. In 2024, we also issued tenders for starch and ink, incorporating a sustainability screening for the first time. This screening assessed potential suppliers' commitments to the Science Based Targets initiative (SBTi) and other ESG-related activities. While not a selection criterion, this process served to gather important information and communicate the significance of sustainability to our suppliers. We anticipate that engaging with starch suppliers will play a key role in our future sustainability efforts.

Customer engagement

Customers are increasingly interested in Dunapack Packaging's decarbonization efforts, with both the volume and specificity of inquiries rising. These inquiries often focus on SBTi commitments, decarbonization strategies, and plant-specific corporate carbon footprint (CCF) calculations. Additionally, the division has seen a growing demand for detailed energy metrics and received positive feedback from customers when comprehensive and timely Product Carbon Footprint (PCF) data is provided. As customer requests become more detailed, Dunapack Packaging is closely monitoring developments, particularly in relation to potential future collaborative standards.

Looking ahead, a customer satisfaction survey, which will include feedback from internal sales representatives, is planned for 2025.

Regulatory requirements

The regulatory requirements for sustainability reporting are steadily increasing in the countries where Dunapack Packaging operates. Several EU countries, including Croatia, Poland, and Romania, now

require businesses to report their CCFs annually. In response, Dunapack Packaging is proactively enhancing its data foundation to meet these requirements, with ongoing efforts to calculate and improve CCF data for more accurate and comprehensive reporting.

Our performance

Targets

Prinzhorn is fully committed to the Science Based Targets initiative (SBTi), ensuring we implement best practices in decarbonization and maintain complete transparency regarding our progress. As part of this commitment, Prinzhorn aims to reduce CO₂ emissions by 5.7 percent annually across Scope 1 and 2, while also achieving a 3.4 percent reduction in Scope 3 emissions until 2035, in line with SBTi's rigorous standards.

Hamburger Recycling

As we implement the Prinzhorn Group climate transition plan, Hamburger Recycling will leverage its transport operations and loading practices as key drivers to enhance efficiency and achieve divisional objectives. Hamburger Recycling intends to establish an emission reduction plan that integrates decarbonization as a core element of its growth and expansion strategy in 2025. Our goal is to install and utilize photovoltaic panels across all depots where they are both technically and economically feasible by 2025.

Hamburger Containerboard

Hamburger Containerboard, where the majority of the group's emissions occur, is strongly committed to climate protection and is actively working towards the goals set by the SBTi to achieve net-zero emissions. The allocated capital investments are aligned with the SBTi roadmap for the coming years. The focus is now on planning the necessary steps for reducing Scope 1 and Scope 2 emissions to ensure successful implementation.

Starting in 2025, each site will have annual energy saving targets aimed at reducing heat consumption by approximately 1 percent and electricity consumption by 0.9 percent. These energy-saving targets will run in alignment with the SBTi targets through 2035.

Dunapack Packaging

Dunapack Packaging remains committed to pursuing initiatives and exploring investments that contribute to decarbonization efforts, particularly in areas with high decarbonization potential, ensuring that each action is intentional and effectively drives sustainable progress.



How do we turn targets into action?

Across all divisions, Prinzhorn Group is aligning emissions targets and investment plans with Science Based Targets. Measures include photovoltaic rollouts, transport optimization, and annual site-level energy savings starting 2025.

Climate change

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Consumed primary energy							
Total consumed primary energy (in MWh)	4,239,917	5,103,156	211	3,979,057	236,112	887,776	0
Renewable (in %)	31.9%	26.1%	17.6%	33.5%	0.0%	0.0%	-
Non-renewable (in %)	68.1%	73.9%	82.5%	66.6%	100.0%	100.0%	-
Purchased steam							
Total purchased steam (in MWh)	311,367	515,180	-	265,857	16,310	233,013	0
Renewable (in %)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Non-renewable (in %)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Generated electricity							
Total generated electricity (in MWh)	622,356	621,547	69	578,128	1,067	37,615	4,668
Renewable (in %)	41.9%	37.5%	100.0%	39.3%	100.0%	0.0%	100.0%
Non-renewable (in %)	58.1%	62.5%	0.0%	60.7%	0.0%	100.0%	0.0%
Purchased electricity							
Total purchased electricity (in MWh)	708,721	998,386	5,755	657,117	102,336	233,013	165
Renewable (in %)	44.6%	17.9%	17.9%	39.7%	35.0%	18.3%	100.0%
Non-renewable (in %)	55.5%	72.1%	82.1%	60.3%	65.0%	81.7%	0.0%
Energy sold							
Total electricity sold (in MWh)	178,733	238,141	21	182,883	138	50,431	4,668
Total steam sold (in MWh)	0	52,485	0	0	0	52,485	0

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.



Together for
tomorrow – climate
responsibility
starts with us.

CO₂ emissions

	Prinzhorn Group 2023 ²	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024 ⁶	Other ¹ 2024
CO₂ emissions³							
Direct CO ₂ emissions (Scope 1)	865,575	1,012,105	7,458	766,167	50,582	187,789	109
Indirect CO ₂ emissions for electricity generation (Scope 2, market-based)	340,163	576,912	3,638	389,175	42,640	141,459	0
Indirect CO ₂ emissions for electricity generation (Scope 2, location-based)	335,743	522,966	2,507	335,897	43,069	141,459	34
Indirect CO ₂ emissions along the value chain (Scope 3) ⁴	1,083,430 ⁵	2,391,333⁵	1,029,860	1,472,638	862,792	861,071	15,363

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² CO₂ emissions from 2024 are not comparable with 2023, as the scope has been expanded and the data quality has been improved. All Scope 3 categories relevant to the Prinzhorn Group and all Prinzhorn Group companies (SFT, Forstverwaltung Neuhaus, Prinzhorn Holding added) were included in 2024 measurements.

³ The consolidation is based on operational control. The GWP rates are CO₂ = 1 CO₂ eq., CH₄ fossil = 29.8 CO₂ eq., CH₄ non-fossil = 27 CO₂ eq., N₂O = 273 CO₂ eq., NF₃ = 17,400 CO₂ eq., SF₆ = 24,300 CO₂ eq., CFC = 16,200 CO₂ eq., HFC = 14,600 CO₂ eq. Prinzhorn reports Scope 1, 2 and 3 emissions according to the GHG Protocol. All relevant Kyoto gases have been included in the calculation. We used emission factors from UBA, DBEIS, UNEP, EPA, IPCC AR6, Ecoinvent 3.11, IEA as well as scientific literature.

⁴ 2024 totals include all applicable Scopes (3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.7, 3.9, 3.10, 3.11 and 3.12). No direct comparison with previous year 2023 possible, due to different categories (only 3.1, 3.3, 3.4, 3.5 and 3.12).

⁵ Emissions arising from intercompany transportation and the exchange of goods and services are included and are recognised accordingly in the group's results through consolidation. Therefore, the emissions of the Prinzhorn Group do not result from the simple addition of the results of the individual divisions.

⁶ Due to the current political situation: Scope 1 and Scope 2 calculated on the basis of energy consumption data, Scope 3 qualified estimate.

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Data for SFT in this area is currently not available. Efforts are ongoing to improve data availability and completeness.

Differences in the 2024 CCF calculation compared to 2023

A complete corporate carbon footprint (CCF) for the entire Prinzhorn Group and its divisions was prepared for the first time for the 2024 reporting year. The emissions of all Scope 3 categories relevant to the Prinzhorn Group were quantified. The emissions of the Scope 3 categories 3.2 Capital goods, 3.6 Business travel, 3.7 Employee travel, 3.9 Downstream transport, 3.10 Processing of products sold, 3.11 Use of products sold and 3.12 Disposal of products sold at the end of their life cycle were newly added.

Furthermore, all Prinzhorn Group companies were included in the calculation. Additionally, also our Joint Venture SFT, which is based in Russia, is included. Due to the current political situation, it was only possible for SFT to collect data on energy consumption for Scope 1 and Scope 2. SFT's Scope 3 emissions were estimated using the emissions of the Containerboard, Packaging and Recycling divisions and the ratio of production volumes and included in the greenhouse gas balance.

Due to the exchange of goods and services between the individual divisions, certain emission sources appear twice in the divisional balance sheets. This circumstance was taken into account when combining them into a group result and the corresponding emission sources are only found once. Therefore, the emissions of the Prinzhorn Group do not result from the simple addition of the results of the individual divisions. This consolidation effect is particularly evident in Scopes 3.1, 1 and 2 as well as 3.4 and 3.9.

With this complete calculation of the CCF for the Prinzhorn Group and its divisions, the additional evaluation of biogenic CO₂ emissions in all applicable Scope categories and the separation of FLAG (Forest Land and Agriculture) emissions for the main goods with an agricultural and forestry background, Prinzhorn has created the data basis for submission to SBTi.

Air and water pollution

Material impacts, risks and opportunities

As a manufacturing company, we minimize air and water pollution to prevent environmental damage. We are committed to ensuring that the air emissions of our power plants and manufacturing processes remain within legally prescribed limits. Moreover, Prinzhorn Group practices responsible water management and is committed to thoroughly treating and purifying wastewater. As a result, we often fall below the particulate limits specified by relevant licenses and regulations.

Material impacts:

- Air pollution from power plants
- Air pollution from upstream pulp and paper production mills
- Local air contamination from own production (dust)
- Pollution of water in core production

Our policies and measures

In addition to adhering to legal requirements related to threshold values, we have implemented further measures at the divisional level to reduce water and air pollution, particularly for water treatment. For a detailed overview of our wastewater treatment practices, please refer to the tables on water withdrawal and water discharge in the “Environmental Performance Appendix.”

Hamburger Containerboard

Air pollution and wastewater treatment

Hamburger Containerboard is committed to minimizing environmental impacts, adhering to all air pollution regulations and standards to ensure

responsible and effective operations. The division also focuses on minimizing the use of chemicals and starch in its processes. Thanks to a strong track record in environmental protection, no significant new investments or measures were required in 2024 in this area.

In terms of wastewater treatment, the division continues to prioritize the reduction of chemical consumption and chemical trace substances in wastewater. We conduct regular and thorough assessments of wastewater quality to ensure compliance with legal discharge standards. In 2024, we began a project to expand the Pitten wastewater treatment plant by adding another anaerobic reactor, with an investment volume exceeding 8 million EUR. Installation will begin in 2025, with the system expected to start up in 2026. Additionally, a comprehensive program was initiated at the Gelsenkirchen site in 2024 to optimize the circulating water treatment plant, aiming to reduce its load and capacity by 70 percent and decrease freshwater demand by 50 percent. The commissioning of this program is also planned for 2025/2026.

Dunapack Packaging

Water management and supplier engagement

Dunapack Packaging is committed to ensuring compliance with legal requirements concerning water and air pollution in its operations. As part of its water management strategy, the division collects colored water and treats it according to legal standards for reuse. In 2025, Dunapack Packaging has allocated a total of 1.3 million EUR for investments in wastewater treatment, water infrastructure, fire safety, and boilers.



Anaerobic reactors reduce water pollution through advanced wastewater treatment, exceeding legal requirements.

To further support environmental sustainability, Dunapack Packaging partners with European paper suppliers that meet stringent national regulations, ensuring high environmental standards across the supply chain. Many key suppliers are located in regions with robust air and water quality regulations, helping to mitigate concerns regarding their environmental impact. These considerations will be integrated into future sustainable procurement programs.

Our performance

Targets

Hamburger Containerboard

Hamburger Containerboard strives for continuous optimization, improved water circulation to reduce wastewater, and further adherence to regulatory requirements.

Dunapack Packaging

Dunapack Packaging's ongoing objective is to maintain compliance with legal regulations while continuing to leverage its technical possibilities.

Water

Material impacts, risks and opportunities

Fresh water plays a vital role in dissolving fiber during containerboard production, making its use essential in our manufacturing processes. Our reliance on fresh water underscores the importance of responsible water management to minimize environmental impacts. We are also aware of water use in our upstream value chain and the future potential for supplier engagement in this area.

Material impacts:

- Water use in upstream activities
- Water intake for manufacturing containerboard and plasterboard products
- Water use in manufacturing containerboard and plasterboard products
- Water discharge from manufacturing containerboard and plasterboard products

Our policies and measures

To achieve optimal water efficiency across our production process, all divisions strive to comply with legal requirements concerning threshold values. To this end, we have implemented a wide variety of water management measures at the divisional level. A detailed overview summarizing our water usage, wastewater treatment, and certifications can be found in the Appendix.

Hamburger Containerboard

Water management measures

Reducing freshwater usage is a key focus of Hamburger Containerboard's sustainable manufacturing processes for both containerboards and plasterboards. The division is committed to minimize

water consumption through continuous monitoring and improvement. Adherence to ISO 14001 certification standards across all mills underscores this commitment to sustainable water management. The Center of Investment and Technology (CIT) team has also been actively advocating for further improving water usage practices, with its efforts focused on Spremberg in 2024.

As discussed in the "Emissions" chapter, we launched a program aimed at reducing freshwater demand by 50 percent and cutting the load and capacity of the facility by 70 percent at Gelsenkirchen. As part of this initiative, we installed a new balance tank with an investment of two million EUR in 2024. The program's full implementation is planned for 2025/2026. Similarly, in Spremberg, a variety of measures were implemented in 2024 to reduce freshwater usage, such as screen conditioning and press section felt conditioning. Enhancements made to spray pipes and wet-end equipment in 2023 led to significant water savings in 2024, with a total reduction of nearly 620,000 cubic meters. Based on this success, we plan to apply similar optimizations at the Trostberg site.

Dunapack Packaging

Water management measures

While water use in Dunapack Packaging's operations is relatively minimal compared to the water consumption of its internal and external suppliers, we have implemented effective water management practices to ensure responsible and efficient usage across all our plants. Additionally, Dunapack Packaging has received increasing inquiries from customers regarding water management, emphasizing the growing importance of this issue.



Cleaning wastewater
is part of our environmental
commitment.

In our own operations, water is primarily used for steam generation and dissolving starch in the cardboard manufacturing process. To optimize water efficiency, we have introduced several measures, including the use of digital monitoring systems to track and reduce water consumption, the regular inspection and repair of steam traps to enhance water efficiency, and upgrading corrugators with machine control systems (PLC) to better manage starch and water usage. We also regularly replace mechanical filtration systems to ensure optimal performance.

For several years, Dunapack Packaging has operated its own chemical water treatment plant in Romania, as the site lacks access to a public sewer system. The treated water is processed to a level that ensures safe discharge into the stormwater canal.

For 2025, we have allocated a total of 1.3 million EUR for investments related to wastewater treatment, water infrastructure, fire safety, and boilers.

Supplier engagement

Dunapack Packaging's paper suppliers are based in Europe, where they are subject to stringent national water management regulations. This helps mitigate concerns regarding water management within our supply chain. However, the leadership team recognizes that water management may become an important component of our future sustainable procurement strategies to further address potential environmental impacts.

Our performance

Targets

Hamburger Containerboard

Hamburger Containerboard is committed to reducing freshwater use, as evidenced by a current trend showing a decline in our freshwater usage. We continuously monitor our water usage and have implemented ongoing reduction measures. In Gelsenkirchen, the division has set the ambitious goal of reducing freshwater demand by 50 percent, and in Spremberg, the company aims to achieve a 5 percent reduction in freshwater demand. Hamburger Containerboard teams strive to reduce wastewater throughout its operations.

Our reporting on key performance indicators (KPIs) for water consumption enhances our monitoring efforts and supports the division's commitment to sustainable water management.

Dunapack Packaging

Dunapack Packaging is committed to efficient water use and reducing moisture content during production to minimize steam requirements for drying.

How are we managing water responsibly?

Water is essential to fiber processing and steam generation across our divisions. In 2024, we achieved substantial freshwater savings through targeted improvements at key sites, including a nearly 620,000 m³ reduction in Spremberg. Dunapack and Hamburger Containerboard continue to refine water efficiency, invest in infrastructure, and address growing stakeholder interest in responsible water use.

Water consumption

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Water consumption							
Total water consumption (in m³)	3,882,605	4,342,765	253	3,193,212	119,276	900,024	130,000
Recycled and reused share of total water consumption (in %)	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Total water consumption in high and very high areas of water risk (in m³)	1,149,294	880,491	0	787,124	93,367	0	0

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Resource use and circular economy

Our impacts, risks and opportunities

Our business model is based on circularity and efficiency. Material efficiency and circularity is one of our key strategic fields – to learn more, please read the “Sustainability at Prinzhorn” chapter.

Our products are predominantly made from recovered paper and contain a significant percentage of recycled content, allowing us to minimize the use of virgin fiber materials. To reduce the impact of single-use paper products and packaging, we have committed to recyclability and biodegradability, which promotes circularity within the value chain and contributes to extending the life cycles of our products. Similarly, we prioritize material efficiency in our operations to ensure the effective use of resources.

Our recycling division contributes to a circular economy by collecting, sorting, and upgrading the value of secondary raw materials, and supplying the paper mills of Prinzhorn Group – as well as international paper mills and other industries – with secondary raw materials. This reduces the need for primary raw materials in the downstream value chain. Through its operations and investments, Hamburger Recycling enhances recycling systems wherever it operates, particularly benefiting countries with less developed recycling infrastructure. By improving these systems, we help increase overall recycling rates.

Legal obligations concerning the circular economy present significant opportunities for Prinzhorn Group because these developments are expected to drive demand for recycling services, as well as for recycled materials and products.

The production of containerboard and packaging products results in waste generation, making waste management important in our operations. Our primary waste streams stem from impurities found in recycled paper, which is a crucial raw material. Other unavoidable waste streams include sludge, rejects from paper production and water treatment, and used trim offcuts and cutting dies.

Material impacts:

- Improving recycling systems
- Waste management
- Production of one-time-use materials
- Recovery and sale of secondary materials from recycling operations
- Recyclability and biodegradability of products
- Eco-design of products
- Primary raw materials used in containerboard, plasterboard, packaging products, and manufacturing processes
- Secondary raw material use

Material risks:

- Resource scarcity/possible shortage of Kraftliner

Material opportunities:

- Increased market for circular economy products
- Increased market for recycling
- Innovation of lightweight and compact packaging

How do we close the loop in our value chain?

Prinzhorn Group focuses on circularity and efficiency. By using recovered paper, designing recyclable products, and strengthening recycling systems, we reduce waste and extend material life cycles.



Our policies and measures

In alignment with our purpose, “We live circularity,” closed-loop cycles and resource efficiency are integral to the operations of our divisions. We have implemented a number of measures at the division level to improve our performance with regard to resource inflows, material efficiency, and waste management.

Hamburger Recycling

Resource inflows: developing sustainable regional recycling systems

The recycling division is responsible for supplying recycled paper to the paper mills of Prinzhorn Group. In order to access the necessary volumes of paper for recycling, we invest in countries and regions with a significant recycling rate growth potential. In these countries, significant volumes of recyclables are still discarded with household waste and then either incinerated or landfilled. By investing in circular economy capabilities in these areas, Hamburger Recycling aims to increase the volume of paper for recycling in order to supply that material to Prinzhorn Group’s paper mills, thereby increasing overall recycling rates for these regions.

In areas where Hamburger Recycling has a strong market position and recycling rates are already high, we aim to diversify our product portfolio with mixed household plastics sorting and waste management services for other waste streams. This allows us to leverage Hamburger Recycling’s position to improve sorting depth and create additional secondary raw material from waste streams, while ensuring access to paper for recycling for Prinzhorn Group paper mills.

To expand capacities in the field of refuse-derived fuel (RDF), Hamburger Recycling made investment decisions in 2024 for a new production line for RDF in Türkiye which will produce high-quality RDF for cement producers. The line is scheduled to commence operations in 2025. In Croatia, a mixed household plastics sorting facility is set to begin operations in April 2025. Further considerations for the expansion of sorting capabilities are ongoing.

In Hungary, a test facility for the recycling of strapping material was put into operation in 2024. The waste material is collected throughout Hungary, Czech Republic, and Slovakia. At the facility, the strapping waste is sorted, washed, and granulated for future use in strapping production. The line will be further enhanced in the beginning of 2025 to ensure high-quality secondary raw material for its customers.

In Poland, Hamburger Recycling is also planning a new competence center that will feature sorting lines for mixed household plastics and mixed household paper. Construction is expected to begin in 2026. This new facility will significantly enhance our position in Poland, enabling the collection of additional packaging waste as well as mixed plastics from households for recycling.

In Croatia, Hamburger Recycling opened a new depot for paper recycling in 2024 which will enhance access to paper collection in the area. A mixed household plastics sorting line equipped with near-infrared (NIR) technology, which is scheduled to become operational in April 2025, is also being installed at an existing location. The new sorting line is expected to enable Hamburger Recycling to process an additional 12,000 tons of mixed household plastics per year.

New recycling line turns strapping waste into high-quality raw material



Furthermore, Hamburger Recycling initiated significant improvements to its infrastructure and facilities in 2024 by starting the process to construct new halls for waste management services in Serbia, Czech Republic, and Italy. These investments will allow the division to increase the volumes of collected raw materials and enhance the efficiency of its operations. Additionally, we opened a new waste management location in Bulgaria to facilitate the collection of secondary raw materials.

Hamburger Recycling actively contributes to the circular economy by collecting secondary raw materials to be used in the recycling process. In 2024, the division was able to provide a total of 1.77 million tons of secondary raw material. The volume of processed materials increased by 21 percent in 2024, which was mainly due to an acquisition in Italy in late 2023. The vast majority of the materials we process is comprised of paper for recycling to be used in Prinzhorn Group paper mills for the production of packaging material. Additionally, we process various types of plastics from the sorting of mixed household waste.

Hamburger Recycling aims to actively shape producer responsibility through its involvement in IMAVIDA GmbH, an Austrian company focused on providing services connected to extended producer responsibility (EPR) and the circular economy, including targeted consulting and a centralized reporting portal. In 2024, IMAVIDA continued to grow and enhance its contribution to the circular economy, managing 680 tons of packaging material on its platform while improving efficiency and transparency in packaging licensing. In 2025, IMAVIDA will focus on market growth and strengthen partnerships to further optimize licensing, disposal, and recycling processes.

Hamburger Recycling's goal is to advocate for the implementation of EPR, which extends the accountability of consumer goods manufacturers throughout the entire lifecycle, including the production, use, repair, disposal, treatment, and recycling of secondary raw materials. By collaborating with disposal experts and EPR systems, Hamburger Recycling aims to ensure compliance with Austria's



Working for circularity: On the ground, our teams put resource efficiency and closed-loop thinking into action.

Waste Management Act (AWG) and facilitate long-term access to paper for recycling and other secondary raw materials.

Resource outflows: eco-design and waste efficiency

Hamburger Recycling plays a key role in enabling eco-design within Prinzhorn Group. By recycling production waste from paper mills and packaging production, and supplying recycled materials to Hamburger Containerboard, we help minimize the use of primary materials whenever technically and commercially viable.

Minimizing waste is central to our business model. Through the collection, sorting, and upgrading of secondary materials, we focus on resource optimization. Our commitment to quality is reflected in our ISO 9001 and 14001 certifications, ensuring adherence to international standards across our plants in Türkiye, Bulgaria, Hungary, Croatia, Romania, and Italy, with plans to implement these standards in Slovakia in 2025.

Our plants in Türkiye maintained their zero-waste certification in 2024 and provided consultancy services to suppliers on zero-waste practices and environmental regulations.

As discussed in the “Climate change” chapter, we invested in improving the efficiency of mixed household plastics sorting operations in both Hungary and Poland. New pre-sorting and screening technology at two sorting lines increased throughput by up to 35 percent with minimal energy consumption. Further investments in NIR technology are planned for 2025 to improve waste stream sorting and enhance capacity.

Hamburger Containerboard

Resource inflows: raw material origins

Hamburger Containerboard is committed to further minimizing the utilization of virgin fiber materials, hence its products are primarily made from recovered paper and contain a significant percentage of recycled materials. Certain secondary raw materials are provided directly to Hamburger Containerboard internally, enhancing sustainable resource utilization.

Hamburger Containerboard places strong emphasis on minimizing potential risks by sourcing FSC®-certified fibers and conducting risk analyses in cooperation with Preferred by Nature. While the European Union Deforestation Regulation (EUDR) is not yet in force, we are proactively preparing to meet its requirements. All our plants are expected to comply with relevant legal frameworks, such as the current European Timber Regulation, when handling wood-based products like virgin fibers. By closely monitoring legal developments and

*Preparing for
EUDR through
proactive sourcing
and risk
assessment*

Sourcing raw materials in line with EN 643 recycling standards

aligning our practices accordingly, we aim to ensure full compliance and responsible sourcing once the EUDR takes effect.

Hamburger Containerboard acquires raw materials in accordance with EN 643, which addresses all aspects of paper and board recycling in the paper industry, including specified grades of paper and board, tolerances on unwanted materials, and composition requirements for recycling. It also lists out prohibited and unwanted materials to ensure awareness among all parties involved in the management of paper and board for recycling.

Hamburger Containerboard has maintained FSC® certifications (GFA-COC-002264, FSC® C106599) across multiple sites in Germany, Hungary, Austria, and Türkiye since 2018. The certifications encompass FSC® Recycled, FSC® Mix, and FSC® Controlled Wood. Our locations generally undergo standard audits as part of the established FSC® audit plan. To manage overall FSC® operations effectively, we use a centralized FSC® manual and integrate it into the operational systems of each plant.

Resource outflows:

eco-design and waste efficiency

Hamburger Containerboard continues to prioritize eco-design in its products. The SpreeGips Plasterboard Liner, produced at the Gelsenkirchen and Spremberg sites, maintains its Environmental Product Declaration (EPD) based on 2022 data. Moreover, all Hamburger Containerboard products meet industrial standards for full recyclability, supporting a circular economy.

Our commitment to waste and resource efficiency is evident in several initiatives. After successfully installing advanced cleaner systems at our Pitten and

Spremberg sites in 2023, we further enhanced these systems in 2024. New filters at all sites have reduced fiber losses by 3-5 percent, improving fiber utilization rates. We also plan to optimize spray pipes and wet end equipment at our Trostberg site to further boost resource efficiency.

Material balance key performance indicators (KPIs) are crucial to our operations, tracking total material input against output. These KPIs are assessed monthly at each facility, guiding local initiatives that align with specific objectives such as fiber yield and energy consumption. The Center of Investment and Technology (CIT) team played a vital role in driving innovation by coordinating improvements, particularly at Spremberg.

In 2024, Hamburger Containerboard continued to improve resource efficiency through waste reintegration. Various waste types, including plastic, metal, and rejects from other plants, are used in waste incinerators at our Hungarian and German sites to generate energy for production. Additionally, potentially hazardous liquids like used oil are managed according to ISO 14001 standards.

Looking ahead, we plan infrastructure upgrades in 2025 to replace firefighting foam substances in line with the EU ban on perfluorinated and polyfluorinated chemicals (PFAS), ensuring we remain compliant with evolving regulations.

How are we designing out waste?

Hamburger Containerboard improves recyclability and resource efficiency through eco-design, advanced filtering, and monthly material balance KPIs. Waste is reintegrated for energy use, and PFAS-related upgrades are planned for 2025.



Efficient use of recycled fibers: Our modern paper machines ensure sustainable production while minimizing raw material consumption.

Dunapack Packaging

Resource inflows: raw material origins

The entire division proudly continues to hold the FSC® Chain of Custody certification,* a testament to our commitment to responsible sourcing and production practices. This certification is highly valued by customers and is often mentioned in customer inquiries. Additionally, all our plants are ISO certified, and certain countries enforce additional regulations, such as BRC food safety standards, which we have implemented in locations such as Bucharest, Ujazd, Lubliniec, and Çorlu, and from 2025, also in Eskisehir. As a result, we have minimized the use of primary raw materials while ensuring sustainable sourcing.

Resource outflows: eco-design and waste efficiency

Dunapack Packaging places a strong emphasis on material efficiency and eco-design. We carefully select the most sustainable material mix for each customer's needs. Our Testliner, made from recycled fibers, offers ecological benefits, while Kraftliner is

used for its durability and ability to replace plastic or polystyrene packaging with paper-based alternatives.

To adapt to the evolving containerboard industry in Europe, we've integrated Kraftliner substitute papers into our material mix. These alternatives, which closely resemble traditional Kraftliner but utilize recycled materials, offer higher strength through advanced processing techniques. This shift reduces our reliance on Kraftliner and aligns with sustainable packaging innovations, reinforcing Dunapack Packaging's commitment to both quality and sustainability.

At the heart of our strategy is maximizing material efficiency in both packaging products and manufacturing processes. We work closely with packaging engineers and Hamburger Containerboard to reduce paper and fiber usage while maximizing the surface area of our packaging. This is achieved through intelligent material selection, modern paper machines, and advanced corrugated board systems.

Increased waste highlights need for smarter change-over strategies

Our commitment to material efficiency extends to packaging design, where we fine-tune material inputs and focus on lightweighting to enhance sustainability and competitiveness. Additionally, we use packaging simulations to optimize pallet placement, leading to space savings, better handling, and cost reductions for customers. A continuous improvement process ensures we remain flexible and innovative, embracing best practices to drive material efficiency across design, production, and manufacturability.

In 2024, waste levels increased compared to 2023 due to a shift in consumer preferences for smaller product units, which led to more frequent machine changeovers and higher waste generation. This trend highlights the need for additional measures to mitigate waste in the future.

Dunapack Packaging's plants play a critical role in waste management. Waste materials such as paper and corrugated paper are collected and transported to the nearest Hamburger Recycling facility or external recyclers, ensuring minimal transport distances for secondary raw materials. Waste monitoring responsibilities were transitioned to the plant level in 2024, with local teams taking charge of waste management, further enhancing efficiency.

Our performance

Targets

Hamburger Recycling

In 2025, Hamburger Recycling will continue expanding its circular economy initiatives by increasing recycling capacities and improving sorting technologies. Key projects include launching an RDF production line in Türkiye and a mixed household plastics sorting facility in Croatia, both set to begin operations.

We have also committed to further increase the automation of existing sorting plants in Hungary and Poland with NIR technology.

Additionally, IMAVIDA GmbH will focus on market growth and strengthening partnerships to enhance licensing, disposal, and recycling processes. Meanwhile, ISO 9001 and 14001 standards will be implemented in Slovakia.

Community engagement remains a priority, with plans for educational initiatives and awareness campaigns in various countries, including new workshops in Serbia. These efforts reinforce Hamburger Recycling's commitment to responsible resource management and sustainable waste solutions across its operations.

Hamburger Containerboard

Hamburger Containerboard is committed to optimizing resource use, with a strong focus on responsible fiber utilization. Wherever possible, we minimize the use of virgin fiber, ensuring that the vast majority of our paper grades are produced entirely from recycled raw materials.

To track efficiency, we monitor material balance KPIs, comparing total material input with finished product output. Our current fiber utilization rate stands at 9.8 percent, reflecting a 1.2 percent improvement over the previous year. We continue to enhance this rate through targeted measures.



Efficient logistics at work:
Delivering paper reels as part
of our circular value chain.

We also work to reduce chemical usage through internal benchmarking, setting specific targets at each facility to minimize waste. Looking ahead, we plan to obtain FSC® certification for plasterboard, reinforcing our commitment to responsible sourcing and sustainable production.

Dunapack Packaging

In 2024, Dunapack Packaging successfully maintained its FSC® certifications, reaffirming its commitment to responsible sourcing. This will remain a key priority moving forward.

The company continuously strives to minimize material usage wherever possible, integrating a continuous improvement process to enhance efficiency. While no fixed numerical targets have been set, ongoing monitoring ensures progress is carefully tracked.

To further this commitment, waste reduction targets have been implemented across all plants. In 2024, a standardized monitoring system was introduced, allowing for consistent tracking of waste reduction efforts across the division.

* **Plant name, Certificate Code, Licence Code:** Mosburger GmbH Werk Straßwalchen, GFA-COC-002444, FSC® C112436 // Dunapack Rambox Prodimex SRL (Romania), SGSCH-COC-010412, FSC® C124538 // Valoviti papir-Dunapack d.o.o. (CRO), DNV-COC-001425, FSC® C133985 // Eurobox Polska Sp. z o.o. (Ujazd), SGSCH-COC-070024, FSC® C116625 // Eurobox Polska Sp. z o.o., SGSCH-COC-070024, FSC® C116625 // Mosburger GmbH Werk Wien, GFA-COC-002445, FSC® C112545 // Dunapack Papír és Csomagolóanyag Kft. (Hungary), SGSCH-COC-009864, FSC® C116354 // Dentaş Ambalaj ve Kağıt San. A.Ş. Adana Plant (Türkiye-Adana plant), TUEV-COC-002121-003, FSC® C196350 // Dunapack Spremberg GmbH, GFA-COC-002447, FSC® C112543 // Dentaş Ambalaj ve Kağıt San. A.Ş. Çorlu Plant (Türkiye-Çorlu plant), TUEV-COC-002121-002, FSC® C196350 // Dunapack Packaging Hellas, TAH-COC-057678, FSC® C130221 // Eskişehir Oluklu Mukavva San. A.Ş. Adana Plant (Türkiye-Eskişehir plant), TUEV-COC-002121-004, FSC® C196350 // Dunapack Packaging (Rodina, Plovdiv), TUEV-COC-001065, FSC® C137176 // Dentaş Ambalaj ve Kağıt San. A.Ş. Denizli Plant (Türkiye-Denizli plant), TUEV-COC-002121-001, FSC® C196350 // Dunapack-Ukraine LLC, SGS-COC-009437, FSC® C183247 // Dunapack Roteglia SPA, ICILA-COC-004713, FSC® C147832 'Richiedi i nostri prodotti certificati FSC'



Automated control systems
ensure precise handling of
raw materials, supporting
safe and efficient operations.

Waste

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Waste (in metric tons)							
Hazardous waste diverted from disposal	17,524	4,754	1	4,364	382	7	-
Non-hazardous waste diverted from disposal	637,527	704,321	43	502,395	175,141	26,742	-
Total waste prevented	655,051	709,075	44	506,759	175,523	26,749	-
Hazardous waste directed to disposal	8,106	11,113	0	10,581	427	105	-
Non-hazardous waste directed to disposal	6,634	11,768	12	4,262	1,841	5,653	-
Total waste directed to disposal	14,740	22,881	12	14,843	2,268	5,758	-

Materials

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Materials							
Total non-renewa- ble materials used (in metric tons)	136,779	177,711	0	130,283	7,879	39,549	0
Total renewable materials used (in metric tons)	3,563,547	4,471,166	0	2,546,897	1,104,624	819,645	0
Renewable raw materials portion of all input materials used (in %)	96.3%	96.2%	0.0%	95.1%	99.3%	95.4%	0.0%
Recycled key raw materials portion of all key raw materi- als used (in %) ²	95.6%	94.7%	0.0%	99.2%	0.0%	97.4%	0.0%
Recycled key raw materials portion of all input materials used (in %) ²		88.3%	0.0%	90.6%	0.0%	91.1%	0.0%
Recyclable content of finished products (in %)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² Key raw materials: PFR (Paper for Recycling), Virgin Fibers, RCCM (Recycled Corrugated Case Material), Virgin Paper

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

SOCIAL

WHY DOES OUR PURPOSE START WITH PEOPLE?

We take care of our people, live a spirit of trust and empower our teams.



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Health and safety

Explore how we protect our employees across 16 countries – from site-specific risk management to ISO 45001 certification and employee-led safety improvements. Starting 2025, new KPIs will ensure group-wide transparency and accountability.





As a leading manufacturing company, we have a direct impact on the lives and well-being of our 10,000 employees and their families.

Ronald Fink, Stefania Vatca,
Group HR



80 Employee development and training

See how we're building future skills across the group – from hands-on training and leadership programs to mentoring, e-learning, and succession planning for a resilient workforce.

92 Diversity and equal opportunities

Learn how we promote inclusion across all roles – with fair pay practices, family-friendly policies, and local initiatives that advance gender equality and create a culture of belonging.

Health and safety

Material impacts, risks, and opportunities

We are dedicated to ensuring the safety and well-being of our employees. With operations spanning 16 countries, we recognize the need to proactively manage occupational risks wherever we operate. In our production facilities, employees face exposure to noise, heat, and emissions, as well as risks related to handling heavy machinery. Each of these operational challenges has the potential to impact the health of our employees. Moreover, global climate change may further increase heat stress risks, making adaptive safety measures essential. Finally, in addition to physical risks, employees can face mental health challenges linked to stress and fatigue.

By prioritizing the health and safety of our employees, we also mitigate potential risks that might disrupt our business operations and harm our reputation. Once again, our responsibility and our performance are deeply interrelated.

The following are some of the health and safety impacts, risks, and opportunities identified in our double materiality analysis:

Material impacts:

- Production-related health risks: Employees are exposed to heat, noise, and emissions, which can impact long-term health. Climate change may exacerbate these risks.
- Work-related accidents: The accident rate for the paper and cardboard industry is 21.6 percent, while waste management has a rate of 47.1 percent, highlighting the need for strict safety protocols.
- Health and safety issues in the value chain: Employees face potential health and safety risks

while working with starch and virgin fibers, as well as recycling.

Material risks:

- Unsafe production processes: Inadequate safety measures can lead to operational disruptions and reputational damage.

Our policies and measures

Health and safety initiatives

We comply with local occupational health and safety (OHS) regulations to ensure the highest standards of employee safety and well-being wherever we operate. To effectively address country-specific requirements, our OHS measures are managed locally at each plant rather than through a single, overarching group policy. This decentralized approach allows us to tailor safety initiatives to the specific legal, operational, and environmental conditions of each location.



Real-time monitoring and local safety controls ensure a secure and compliant work environment.



To ensure a safe working environment, we have implemented several key measures including:

- Comprehensive health and safety training programs for employees at all levels.
- Acquisition of relevant OHS certifications by our divisions – particularly ISO 45001 – to reinforce our commitment to high safety standards.
- Development and implementation of site-specific procedures to address unique safety concerns.
- Employment of dedicated health and safety professionals at sites to oversee compliance and risk management.
- The development of a group-wide Sustainability Social Roadmap, which began in 2024 with the identification of key performance indicators

(KPIs) for a wide variety of social factors – including health and safety.

Each division within Prinzhorn Group has specialists designated locally that possess in-depth knowledge of their respective sites and national regulations. For instance, Dunapack Packaging and Hamburger Containerboard have safety officers at every site, ensuring the direct oversight of safety protocols. We also maintain local monitoring systems to ensure compliance with OHS regulations and standards, conduct regular workplace evaluations, and carry out risk assessments to mitigate potential hazards.

Local safety teams ensure compliance across all the sites of th Prinzhorn Group



Our employees are at the heart
of improved working conditions
across all divisions.

Employee feedback

Health and safety topics came up as an improvement area in the Employee Engagement Survey in the Dunapack Packaging division in 2023. As a consequence, the Improving Working Conditions project was initiated and delivered in 2024 at the group level. The project equips local management with a catalog of possible solutions for a wide variety of challenges, including health and safety. By referring to the catalog, managers can make informed decisions to improve working conditions. Starting in 2025, we will extend the Employee Engagement Survey to Prinzhorn Holding, as well as the Hamburger Containerboard and Hamburger Recycling divisions. This broader scope will provide a more comprehensive understanding of employee perspectives on health and safety throughout the entire group and serve as the beginning of further measures in that regard.

In addition to the Employee Engagement Survey, employees can report concerns related to health and safety through the group-wide whistleblower system, which is described in detail in the “Compliance, whistleblower protection and anti-corruption” chapter. Employees are also encouraged to communicate with their managers or HR contacts about health and safety issues. Additional reporting possibilities are in place on some sites as well. For example, every Hamburger Recycling site has a lockbox located in an area not covered by video surveillance to make it easier for whistleblowers to maintain their anonymity.

Supplier management

In addition to improving health and safety internally, we engage with external organizations to promote safe working conditions beyond Prinzhorn Group. As part of our preparations for the Corporate Sustainability Due Diligence Directive (CSDDD), we plan to

engage with our suppliers on health and safety issues throughout our value chain.

Hamburger Recycling

In 2024, Hamburger Recycling implemented a health and safety directive across all locations, establishing minimum safety standards for the protective equipment, worker facilities, and social amenities provided to employees and visitors in all divisional entities. Where local laws set higher requirements, those stricter regulations take precedence. OHS representatives conduct regular audits to ensure the effective implementation of all aspects of the health and safety directive. The division also made additional investments at many sites to meet these enhanced standards.

Plants in Bulgaria, Romania and Italy hold ISO 45001 certification, and there are plans to attain the certification in Slovakia in 2025.

To ensure both safety and comfort, employees are actively involved in selecting protective gear, including safety clothing and footwear. In 2025, Hamburger Recycling plans to conduct many initiatives to improve working conditions as part of our group-wide effort to enhance employee wellbeing. Moreover, 100 percent of the Hamburger Recycling workforce is now covered by a health and safety management system, reinforcing our commitment to a safe and secure working environment.

Hamburger Containerboard

In recognition of local needs and geographical conditions, Hamburger Containerboard follows regional safety guidelines instead of a unitary, division-wide health and safety policy. Designated safety officers ensure adherence to these guidelines at each site. We prioritize continuous improvement on health and safety issues, and are committed to maintaining high

*100% of
Hamburger
Recycling staff
covered by a safety
management
system*

standards, including ISO 450001, which has been implemented in Hungary and Türkiye.

Paper production facilities present unique safety challenges, such as handling high-temperature equipment, managing dust exposure, and ensuring machinery safety. To address these risks, Hamburger Containerboard has implemented stricter monitoring of accident rates, introduced additional safety training programs, invested in advanced protective equipment and fire prevention measures at high-risk sites, and expanded safety awareness campaigns.

Dunapack Packaging

Similar to Hamburger Containerboard, Dunapack Packaging does not have a division-wide OHS policy. Instead, each plant follows its own locally established OHS operations, tailored to national regulations to ensure compliance with relevant laws. To support this, safety officers are present at each site, and several locations in Hungary, Bulgaria, Türkiye, and Romania have implemented ISO 45001 certification.

Designated OHS personnel and safety officers receive regular training to stay up to date with legal requirements. At each site, safety officers oversee occupational health and safety, manage ISO certifications, ensure compliance, and provide necessary training to employees. Additionally, we conduct quarterly safety audits across all divisional facilities to uphold safety standards.

To further enhance workplace safety and employee well-being, Dunapack Packaging conducts a biannual Employee Engagement Survey, inviting all employees to share feedback on potential workplace improvements.

Our performance

Our targets

To strengthen our commitment to workplace safety, we have integrated health and safety into our Sustainability Social Roadmap. We are focused on three KPIs:

- The number and rate of recordable work-related accidents within our workforce.
- The number of lost workdays due to work-related injuries and fatalities.
- Cases of work-related ill health, including fatalities, along with the number of sick leave days per employee annually.

Starting in 2025, we will introduce a centralized dashboard to track and report KPIs across all divisions, enhancing transparency, accountability, and continuous improvements to workplace safety. As part of this initiative, targets will be developed in 2025 and will become mandatory from 2026 onward.

How do we ensure safety across all sites?

With ISO 45001 certifications, local safety officers, and employee-driven improvements, we're creating safe, adaptable workplaces in every country we operate.



*Targeted
safety upgrades
at high-risk
paper production
sites*

Rate of recordable work-related accidents that caused at least 1 day of sick leave

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
(in i/mhw) ²							
Employees	13.2	19.9	14.3	25.3	19.5	-	10.7
Non-employees	2.4	9.6	0	49.6	9.4	-	0
Total	12.9	19.6	13.2	25.6	19.3	-	10.7

Number of days lost to work-related accidents, work-related ill health, and work-related fatalities


	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
(in days)							
Total	3,910	5,042	899	1,451	2,531	-	161

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² i/mhw = incidents per million hours worked

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Data for SFT in this area is currently not available. Efforts are ongoing to improve data availability and completeness.

A photograph showing three workers from behind, walking through an industrial facility. The worker in the center is wearing a white hard hat, a black t-shirt, and tan overalls. To his left and right are two other workers wearing yellow hard hats and grey or black shirts. The background is filled with complex industrial machinery, pipes, and structural elements, all slightly out of focus. The lighting is bright, suggesting an outdoor or well-lit indoor environment.

Safety in focus: Our
teams follow strict
protocols to minimize
workplace accidents

Accidents

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Number of recordable work-related accidents that caused at least 1 day of sick leave (incidents)							
Employees	177	272	28	72	170	-	2
Non-employee workers	1	4	0	2	2	-	0
Total	178	276	28	74	172	-	2
Rate of recordable work-related accidents (i/mwh)²							
Employees	32.5	29.5	23	42.4	26.9	-	6.2
Non-employee workers	7.3	9.6	0	49.6	9.4	-	0
Total	31.8	28.9	21.2	42.5	26.5	-	6.2

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² i/mwh = incidents per million hours worked

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Data for SFT in this area is currently not available. Efforts are ongoing to improve data availability and completeness.

Employee development and training

Material impacts, risks, and opportunities

Continuous learning and development are essential, not only for individual career growth but also for the long-term success of our company. Skilled and motivated employees are a key driver of business success, enabling us to maintain a competitive edge in the market while ensuring a dynamic and engaging workplace. A lack of training and skill development can limit employees' career progression, reduce their ability to improve their standard of living, and hinder personal educational growth.

The following are some of the employee development and training impacts, risks and opportunities we identified in our double materiality analysis:

Material impacts:

- Lack of training opportunities: Employees require ongoing skill development to remain competitive and advance in their careers. Thus, a lack of training opportunities would negatively affect employees' career opportunities and ability to improve their living standards.

Material risks:

- Shortage of skilled workers: Finding qualified personnel remains a challenge due to a shortage of skilled workers, which could limit our growth potential and increase costs.
- Aging workforce: An aging workforce and a lack of succession planning for younger employees or knowledge transfer to them could inhibit our innovation potential, making knowledge transfer critical.

Our policies and measures

Group-wide training and development offer

To address the challenges described above, we have implemented concrete initiatives designed to enhance learning opportunities, foster professional development, and equip our employees with the skills they need to thrive in an evolving industry. By investing in skill development and career growth, we not only create a more skilled workforce but also strengthen our position as an employer of choice. We are committed to providing employees at all levels with the resources and opportunities they need to grow and take on more advanced roles.

To support our vision of being an employer of choice, we offer a comprehensive range of training and development initiatives that are designed to strengthen competencies, promote knowledge sharing, and create long-term career prospects both within and beyond the company:

- **Leadership and Management Academies** – These programs support executives and middle management by fostering leadership strategies, cross-divisional collaboration, and executive coaching. International Leadership Workshops are organized regularly, and we plan to organize the 11th edition in 2025. Leadership Academy participants are invited to join us for a two-day event with the aim of aligning and inspiring all leaders to drive our common Purpose and Group Strategy forward.
- **Blue-Collar Development Program** – Focused on skill-building and structured career progression for production employees in alignment with technological advancements, the program introduces a skills matrix, offers individual employee

talks focused on future development activities, and includes a structured onboarding and mentoring process. Through the program, we ensure that our employees can continuously expand their expertise and adapt to industry changes.

- **First Line Managers Academy** – A leadership training program designed to develop leadership skills among shift supervisors and machine operators, with a focus on communication, stress management, and motivation. The program was introduced in 2024 and graduated its first participants from Hamburger Containerboard and Dunapack Packaging by the end of the year.
- **Expert Academy** – Designed for high-potential employees and managers, the Expert Academy offers a variety of training programs tailored to specific development needs. The catalog is reevaluated annually to align with the evolving needs of managers and talents. Training topics include project management, social skills, leadership competencies, and blended learning with LinkedIn.
- **Learning and Development** – We are committed to fostering a culture of continuous learning, ensuring employees have access to world-class development resources, including:
 - **LinkedIn Learning** – A vast library of expert-led courses covering a wide range of professional and technical skills.
 - **Peer Learning** – A knowledge exchange among colleagues to foster collaboration and continuous improvement.
 - **LearnPlus** – A digital learning platform accessible to all employees, providing a broad range of e-learning courses to support continuous professional growth.

Talent management and succession

Furthermore, to ensure a structured, forward-looking approach, our Talent Management Program operates at the group level. The program aligns closely with Prinzhorn Group's broader business strategy and address the evolving challenges of the labor market.

The group-wide Talent Management Program is an annual process that identifies high-potential employees across the group. Managers, supported by local HR teams, design and implement tailored development plans while groupwide development and networking opportunities are continuously expanded. In 2024, a group-wide FIT (Future Inspiring Talents) event with more than 170 participants was organized to further strengthen networking and collaboration across the organization.

Succession management

The succession management process of Prinzhorn Group is a structured approach aimed at identifying and developing successors for critical positions within the organization. This process aims to foster greater organizational stability and resilience by preparing new leaders within the company to take more responsibility in the future and to plan smooth transitions from one key employee to another.

The process covers identifying critical positions based on their impact on the organization's ability to conduct its business, nominating and approving successors, training and development, local succession workshops, and succession review meetings. In 2024, we placed a special emphasis on identifying critical positions on a group level and assessing how many of these are covered by successors.

New KPIs in 2025 to track training impact and career development



Personal growth starts with dialogue – regular employee talks support individual development goals.

Employee Talks

In 2024, the concept of Employee Talk was introduced at Prinzhorn Group and it is defined as a structured dialogue between the direct manager and the employee, focusing on both performance review and future development. This conversation is conducted at least once a year and focuses on several key areas: assessment and evaluation, development direction, objectives, and employee preferences for future career growth.

To promote a culture of continuous learning, we are introducing key performance indicators (KPIs) in 2025 as part of the Sustainability Social Road-

map to measure the effectiveness of our training initiatives. These include the average training hours per employee, which tracks the time invested in professional growth, as well as the percentage of employees in regular development talks, ensuring continuous feedback and structured career planning. This helps verify that every individual has access to continuous learning and career growth.

Hamburger Recycling

In 2024, Hamburger Recycling expanded leadership development programs and waste management certifications. In 2025, the division will adopt existing processes from Dunapack Packaging's Blue-Collar

Development Program, focusing on structured employee talks, skill development, and onboarding enhancements. Through this program, Hamburger Recycling aims to develop blue-collar employees by reskilling them and helping them gain new competencies. This initiative is designed to enhance performance, provide opportunities for growth and individual development, and prepare employees for future positions. In addition, Hamburger Recycling aims for at least 80 percent of its employees to participate in skill enhancement programs.

Hamburger Containerboard

Hamburger Containerboard has expanded its partnerships with universities and developed structured career pathways to support talent growth. To further enhance knowledge transfer, the division also plans to introduce mentorship programs, ensuring that expertise is passed on within the organization.

As part of its commitment to employee development, first-line managers participated in the 2024 First Line Managers Academy training, a program designed to strengthen leadership skills and foster employee engagement.

Dunapack Packaging

In 2024, 214 first-line managers from Dunapack Packaging participated in the First Line Managers Academy.

Building on this focus on development, the division introduced the Blue-Collar Development Program, which provides structured development during onboarding, assigns mentors, and includes one-on-one employee talks. Additionally, the division plans to introduce new technical training modules tailored to evolving industry needs.

Dunapack Packaging also launched specialized training programs for machine operators, logistics personnel, and technical specialists. To further ensure employees have the required know-how and competencies, the division rolled out function-specific training at the plant level, implemented a 360-degree feedback process for 140 colleagues, and offered LEAN training sessions and workshops across the division.

Our performance

Our targets

As part of our Sustainability Social Roadmap, we have defined the following KPIs focused on employee development and training in alignment with our HR strategy:

1. Average hours of training per employee
2. Percentage of employees participating in regular performance and career development reviews

Targets for these KPIs will be set in 2025 in the Sustainability Social Roadmap.

Hours of training that employees have undertaken

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
(in h)							
Female	19,408	16,683	983	3,092	10,776	1,282	550
Male	49,347	49,693	1,399	14,811	29,055	3,455	974
Total	68,755	66,376	2,382	17,903	39,830	4,737	1,524

Average hours of training that employees have undertaken

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
(in h)							
Female	14.4	7.1	3.5	12.6	12.9	1.3	12.5
Male	8.4	6	1.8	9.7	7.7	1.6	15.7
Total	9.5	6.3	2.2	10.1	8.7	1.5	14.4

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Employee education by training

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
(in HC)²							
Employees in group leadership academy	153	156	22	30	79	-	25
Employees in group management academy	355	361	20	156	183	-	2
Employees in group management academy international	81	91	27	21	33	-	10
Employees in group expert academy	547	179	15	23	118	-	23
Number of employees nominated to FIT	160	168	18	46	97	-	7
(in %)							
Employees in group leadership academy	2.1%	2.1%	2.1%	1.7%	1.7%	-	23.6%
Employees in group management academy	4.9%	4.8%	1.9%	8.8%	4.0%	-	1.9%
Employees in group management academy international	1.1%	1.2%	2.5%	1.2%	0.7%	-	9.4%
Employees in group expert academy	7.6%	2.4%	1.4%	1.3%	2.6%	-	21.7%
FIT nomination ratio rate	2.2%	2.2%	1.7%	2.6%	2.1%	-	6.6%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Data for SFT in this area is currently not available. Efforts are ongoing to improve data availability and completeness.

Succession statistics

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Number of critical positions ²		516	74	164	253	-	25
Number of critical positions occupied		486	70	151	240	-	25
Number of critical positions not occupied		30	4	13	13	-	0
Percentage of critical positions to headcount		6.6%	7.7%	8.6%	5.2%	-	24.3%
Percentage of critical positions with successors		37.6%	60.8%	27.4%	38.3%	-	28.0%
Number of critical positions with successors		194	45	45	97	-	7
Number of all positions with successors		266	54	70	135	-	7
Percentage of successors from all positions		2.8%	4.4%	3.7%	2.2%	-	5.7%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² All positions of Leadership Academy participants are considered as critical (in total 154)

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Data for SFT in this area is currently not available. Efforts are ongoing to improve data availability and completeness.

Regular performance reviews open up tailored career paths – supported by targeted in-house training and learning initiatives.



Working conditions

Material impacts, risks, and opportunities

At Prinzhorn Group, we know that our impact goes far beyond manufacturing – we shape the lives of our 10,000 employees and their families. The wages, benefits, and working conditions we provide directly influence their financial stability and wellbeing. As a major employer, we also play a crucial role in supporting local economies, creating jobs that provide security and opportunities for growth. Our commitment to employee wellbeing is at the core of everything we do, ensuring that every individual has the opportunity to develop their skills, advance their careers, and work in a safe and supportive environment.

Job security is a key aspect of our commitment to employees, as losing employment can have serious consequences. To provide stability, we focus on fair employment practices, but true stability goes beyond job retention. It also means creating opportunities for growth and development. As job roles become more complex and skilled workers remain in short supply, excessive workloads and work-related stress can take a toll on well-being, job satisfaction, and productivity. That's why we are committed to fostering a balanced and sustainable work environment. Equally important is data protection. As an employer, we handle sensitive employee information, such as banking details and personal records, making data security essential for maintaining trust and ensuring compliance with regulations. We also recognize the importance of workload management.

The following are some of the working condition-related impacts, risks and opportunities identified from our double materiality analysis:

Material impacts:

- **Job security:** Employees may face uncertainty during organizational changes, potentially affecting the living conditions of employees, who require clear policies to support them.
- **Data protection:** As sensitive employee information is handled, data leaks could lead to the misuse of employee data, affecting the rights and security of employees.
- **Inadequate working conditions throughout the value chain:** Poor working conditions in recycling and labor-intensive industries can negatively impact people throughout the value chain.

Material risks:

- **Excessive workload:** Talent shortages and complex job requirements can lead to decreased employee well-being and satisfaction, resulting in increased employee turnover.
- **Potential child labor in informal waste collection:** Potential cases of child labor in the upstream value chain in the informal waste sector can severely impact the lives of affected children, and inadequate business partner monitoring in the informal waste collection sector could cause compliance risks and reputational damage. (impact and risk)

Our policies and measures

Wages, work-life balance, and wellbeing

At Prinzhorn Group, people are at the heart of everything we do. As one of our core values, our commitment to our employees goes beyond words – we continuously strive to create a work environment that fosters growth, wellbeing, and security.

By continuously refining our policies and initiatives, we reaffirm our dedication to creating a workplace where employees feel proud, engaged, and empowered, and in which they have the tools to thrive, collaborate, and reach their full potential. Through our ongoing efforts, we aim to attract top talent, cultivate a strong and motivated workforce, and create an environment where every employee can succeed.

To turn these commitments into action, an initiative dedicated to working conditions, Improving Working Conditions for Blue-Collar Employees, was launched in 2024. It aims to improve working conditions, reduce employee turnover, and enhance wellbeing and employer branding across all the countries where Prinzhorn Group operates, by actions taken at the local level, based on local specific needs. The Improving Working Conditions for Blue-Collar Employees project involves collecting and analyzing data from various sources, including exit interviews and spot-surveys.

Wages, work-life balance, and wellbeing are key areas included in our HR Strategy 2024, which is closely aligned with our Sustainability Social Roadmap. As part of these ongoing efforts, we have established key performance indicators (KPIs) focused on employee well-being that allow us to track progress and continuously improve the way we support our employees. To support fair wages, work-life balance, and overall wellbeing, we assess employee satisfaction rates, internal pay equity across job levels, and employee turnover. These three KPIs help us strengthen our policies and maintain an environment where employees feel valued and supported.

Data protection

In 2024, we took proactive steps to strengthen IT security awareness across the organization. We con-

ducted regular training sessions to educate employees about cybersecurity risks. In addition, we also carried out phishing simulations to enhance vigilance against potential threats. To further safeguard sensitive information, we introduced an IT Security Policy that ensures the secure handling and protection of employee data.

Employee Engagement Survey

We place a significant emphasis on enhancing employee satisfaction through structured feedback mechanisms, including regular engagement surveys and concrete follow-up actions to address concerns effectively.

The Employee Engagement Survey, which will be extended beyond Dunapack Packaging to include Prinzhorn Holding, Hamburger Containerboard, and Hamburger Recycling in 2025, will help us gain a broader understanding of working conditions, employee wellbeing and identify areas for improvement. The Employee Engagement Survey covers several essential areas to gather comprehensive feedback from employees:

- **My work:** This section focuses on employees' perceptions of their job roles, responsibilities, and overall satisfaction with their work.
- **Teamwork:** This area assesses how well employees collaborate with their colleagues and the effectiveness of team dynamics.
- **Leadership:** This section evaluates the quality of leadership within the organization, including managers' ability to inspire, support, and guide their teams.
- **Collaboration and communication:** This area examines the effectiveness of communication channels and the level of collaboration across different departments and teams.

Employee surveys broaden insights into wellbeing and working conditions

Hamburger Recycling strengthens workplace quality through employee engagement

- **My image:** This section explores employees' perceptions of the company's reputation, values, and their sense of belonging within the organization.

The survey includes 38 core questions shared by all divisions, along with 7 to 9 division-specific questions to address unique aspects of each division.

In our day-to-day operations, employees are encouraged to voice concerns related to working conditions, including job security, workload, and work-life balance, as well as issues regarding data protection. They can seek support from their supervisors, HR department, or works council. Additionally, our whistleblower system provides a confidential channel for reporting concerns.

Supplier management

In addition to improving employee wellbeing, we engage with external organizations to promote safe working conditions beyond Prinzhorn Group. As part of our preparations for the Corporate Sustainability Due Diligence Directive (CSDDD), we plan to engage with our suppliers on working conditions within our value chain.

Hamburger Recycling

In 2024, Hamburger Recycling participated in the group-wide Improving Working Conditions for Blue-Collar Employees project. The division also plans to conduct an Employee Engagement Survey in 2025 to assess and improve workplace conditions, with a goal of implementing best practices for job security and workplace satisfaction by 2025. This includes ensuring that safety equipment is used correctly and that all sites meet the required standards for worker facilities and social amenities.

Hamburger Containerboard

Hamburger Containerboard has established works councils at all locations and introduced flexible work arrangements and enhanced facilities. The division focuses on expanding employee training programs related to workload management. These initiatives aim to improve employee wellbeing, productivity, and job satisfaction.

In addition, Hamburger Containerboard participated in the group-wide Improving Working Conditions for Blue-Collar Employees project and plans to conduct an Employee Satisfaction Survey, which includes topics related to working conditions, in 2025.

Dunapack Packaging

Dunapack Packaging conducted an Employee Engagement Survey in 2024 and achieved a survey participation rate of 84 percent. The division then took actions based on the survey to improve workload management and workplace ergonomics, including the initiation of the group-wide Improving Working Conditions for Blue-Collar Employees project. The project resulted in a comprehensive list of recommendations and concrete deliveries during 2024. Additionally, workshops were held at local levels to discuss survey results and identify improvements that are currently being implemented.



How do we create fair and supportive workplaces?

Through strong employee feedback systems, fair pay practices, and targeted initiatives like our group-wide project for blue-collar wellbeing, we're working to improve job quality, stability, and satisfaction across all locations.

Our performance

Our targets

As part of our Sustainability Social Roadmap, we have defined the following HR strategy-aligned KPIs focused on wages, work-life balance, and employee wellbeing:

- Employee engagement rate
- Internal pay equity indicator (per job grade and level)
- Employee turnover

We will set mandatory targets for these KPIs in 2026. By setting clear goals and regularly reviewing our progress, we can ensure that our people remain at the center of our success.

Total number of employees who participated in regular performance and career development reviews

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
(in HC) ²							
Female	714	540	70	147	295	18	10
Male	1,798	2,722	106	705	1,841	39	31
Total	2,512	3,262	176	852	2,136	57	41

Percentage of employees who participated in regular performance and career development reviews

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
(in %)							
Female	53.0%	22.9%	25.0%	60.0%	35.2%	1.9%	22.7%
Male	30.6%	33.0%	13.5%	46.4%	49.0%	1.8%	50.0%
Total	34.8%	30.8%	16.5%	48.3%	46.5%	1.9%	38.7%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Diversity and equal opportunities

Material impacts, risks, and opportunities

Our diverse workforce fosters different perspectives and strengthens our company culture. However, challenges remain if we are to ensure equal opportunities across all levels. To address these challenges, we actively promote equal access to career development, fair payment structures, and inclusive workplace policies. By fostering a culture of belonging, we aim to create an environment where all employees feel valued.

We especially seek to minimize the following diversity and equal opportunity risk from our double materiality analysis:

Material impacts:

- Lack of gender equality: Lacking measures to ensure equal career opportunities and wages can hinder employees' satisfaction and development.

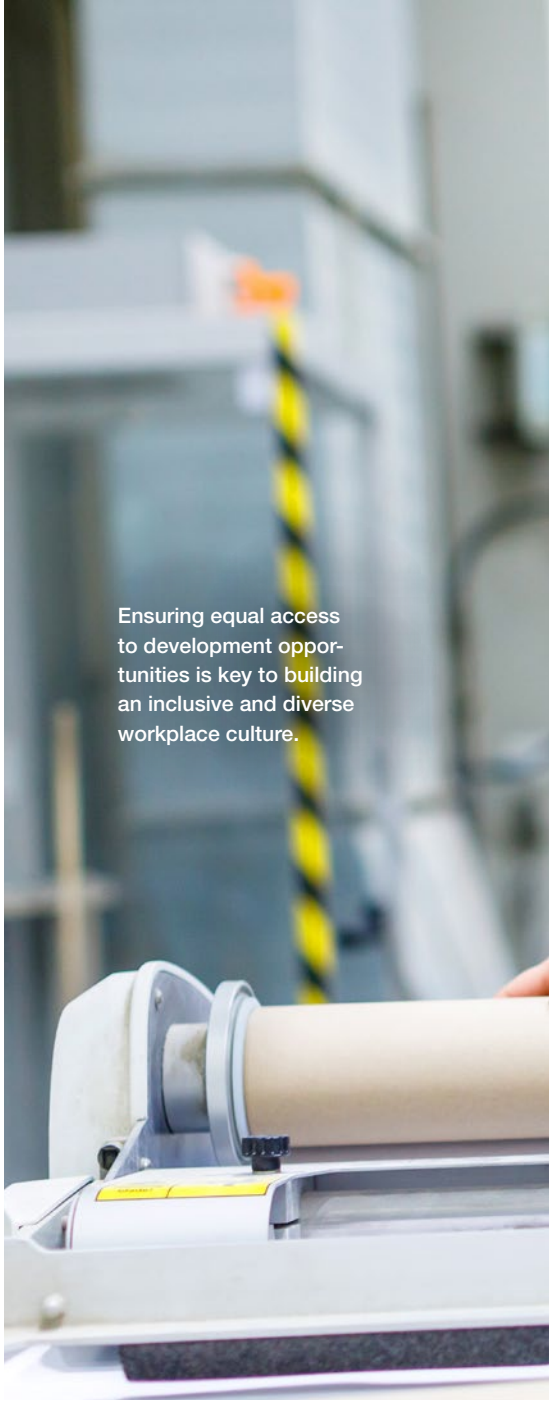
Our policies and measures

Group-wide Code of Conduct supports fairness, inclusion, and equal rights

At Prinzhorn Group, we are dedicated to ensuring equal rights and opportunities for all employees. Our group-wide Code of Conduct (CoC) serves as the foundation for fair and equitable treatment across all departments, guaranteeing a workplace free from discrimination. These principles not only apply to our employees but also extend to our interactions with external partners. We expect every employee to respect the personal dignity, privacy, and individual rights of others. Discrimination based on nationality, ethnicity, religion, gender, age, sexual orientation, disability, or any other non-merit-based criterion is strictly prohibited. By embedding diversity, equality,

and fair treatment into our corporate culture, we strive to create an inclusive environment where every employee has the opportunity to thrive and succeed.

To further promote inclusivity and work-life balance, we continue to support family-friendly workplace certifications and encourage local diversity initiatives aimed at increasing female representation in senior management. These efforts are integral to our commitment to fostering a workplace that values both professional and personal well-being.



Ensuring equal access to development opportunities is key to building an inclusive and diverse workplace culture.



Our dedication to diversity and inclusion is further reinforced through our active compliance initiatives. A key component of this is our whistleblower system, which is described in detail in the “Compliance, whistleblower protection, and anti-corruption” chapter.

As part of our Sustainability Social Roadmap, we are taking a strategic approach to address the gender pay gap, focusing on pay equity. To that end, we have introduced the Internal Pay Equity Indicator to assess fairness across job grades and levels.

Looking ahead to 2025, we plan to conduct a comprehensive job evaluation across the group, which will provide a more accurate assessment of pay equity. To ensure that factors unrelated to gender – such as location, performance, and experience – do not skew pay differences, we will perform a regression-based analysis. This will enable us to generate adjusted metrics and implement targeted measures to address any identified gender-based disparities.

*Promoting
gender diversity
and inclusion
in, among other
things, technical
roles and training.*

Hamburger Recycling

Hamburger Recycling has introduced leadership training with a strong focus on diversity and inclusion, ensuring equitable career development opportunities. The division aims to implement mentorship programs for minority employees.

Hamburger Containerboard

Hamburger Containerboard has expanded gender diversity initiatives, particularly in traditionally male-dominated technical roles. The division also conducts regular pay equity assessments to ensure fairness and aims to increase the participation of women in technical training programs. Furthermore, Hamburger Containerboard has severely disabled representatives and youth representatives at the Spremberg plant in Germany, as well as specialized learning and development programs in Austria.

Dunapack Packaging

Dunapack Packaging has strengthened diversity awareness through tailored training programs and employee engagement initiatives, fostering an inclusive and collaborative work culture. The division aims to strengthen cross-functional collaboration to enhance workplace inclusivity.

How do we turn diversity into strength?

By embedding fairness into policies, fostering inclusive leadership, and tracking pay equity, we create equal opportunities and a culture where everyone can thrive.

Our performance

Our targets

Our overarching goals include increasing female representation in leadership and technical roles, ensuring pay equity across all levels, and expanding diversity and inclusion training for employees and managers.

After the process of evaluating all positions in the group is complete, we will refine our key performance indicators, identify potential risks, and set concrete targets in regard to diversity and equal opportunities.

Employees

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Employees (in HC)²							
Number of employees (female)	1,346	2,360	280	245	838	953	44
Number of employees (male)	5,870	8,245	787	1,520	3,754	2,122	62
Total	7,216	10,605	1,067	1,765	4,592	3,075	106
Number of employees with full-time employment (female)	1,225	2,193	261	193	779	936	24
Number of employees with full-time employment (male)	5,816	8,154	772	1,502	3,742	2,080	58
Total	7,041	10,347	1,033	1,695	4,521	3,016	82
Number of employees with part-time employment (female)	122	167	19	52	59	17	20
Number of employees with part-time employment (male)	53	91	15	18	12	42	4
Total	175	258	34	70	71	59	24
Members of top management (female)	4	11	2	3	0	6	0
Members of top management (male)	55	78	17	15	16	19	11
Total	59	89	19	18	16	25	11
Non-employees							
Average number of non-employee workers	-	566	85	27	454	0	0
Persons with disabilities							
Total number of persons with disabilities	136	173	20	45	86	22	0

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Equal work. Equal
value. Closing the
gender pay gap is a
shared responsibility.



Gender pay gap

	Prinzhorn Group 2023	Prinzhorn Group 2024
(in EUR / month)		
Female – Average gross salary	2,456	2,639
Male – Average gross salary	2,205	2,535
Gender pay gap – difference of average pay levels	-11.4%	-4.3%

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

The composition of the Prinzhorn Group workforce, with a predominance of male blue-collar workers, results in an average male salary that is lower than the female average, as female workers typically hold white-collar administrative positions. This observation requires nuanced understanding, as analyses at different job levels and across countries yield diverse perspectives on gender pay disparities. With no grading system within the Prinzhorn Group, we are actively developing an Internal Equity Pay Indicator, in line with our commitment to the ESG "Social Roadmap". This initiative is dedicated to establishing a fair and equitable compensation framework, ensuring pay parity for comparable roles throughout our organization.

GOVERNANCE

WHY DO WE STRIVE TO BRIDGE GAPS IN DEVELOPMENT, WEALTH, AND SOCIAL WELFARE?

We are conscious of our geographical position and the corresponding responsibility it carries.

100

Corporate culture

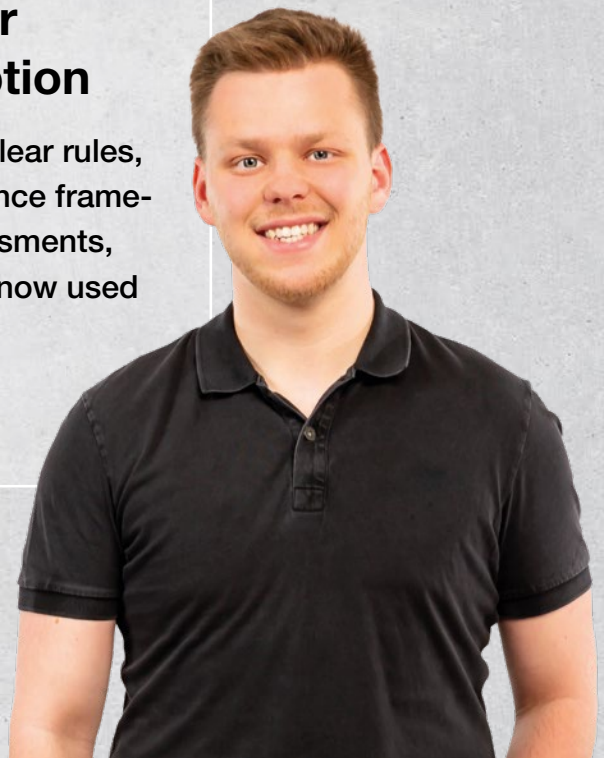
Explore how a 170-year-old circular business is evolving its culture to meet modern challenges – through a refreshed Code of Conduct, ESG governance, and sustainability leadership across diverse regions.





104 Compliance, whistleblower protection and anti-corruption

Learn how we protect integrity through clear rules, strong oversight, and a growing compliance framework – including new policies, risk assessments, and a multilingual whistleblower system now used across all countries.



Corporate culture

Material impacts, risks, and opportunities

We operate in an environment marked by a range of economic, geopolitical, and ecological risks. To ensure long-term profitability, we have embraced a sustainable business model, a forward-looking vision, and a strong culture of sustainability.

As a 170-year-old circular business, sustainability has been a guiding principle at Prinzhorn Group since day one. Yet as we have grown, we have taken on additional responsibilities. Our facilities are now situated across Central and Eastern Europe (CEE), Southeast Europe (SEE), Türkiye, and Russia. Our long-term objective is to help bridge the development, wealth, income, and social welfare gaps that exist between these regions and Western European countries.

Material impacts:

- Adequate inclusion of sustainability governance into corporate culture

Material risks:

- SFT Group in Russia

Our policies and measures

Code of Conduct

The Prinzhorn Group Code of Conduct (CoC) outlines our core principles, objectives, and protocols for engaging with colleagues, business partners, and third parties. It requires a strong commitment by all employees to comply with law and legal regulations. On top of that, it places a significant emphasis on environmental and social concerns, setting clear priorities in each of these areas. Prinzhorn



Our people shape our culture – teamwork and shared values drive sustainable progress across all regions.

Group is committed to adhering to the CoC, which has been signed by all Management Board members, thereby affirming our dedication to uphold and enforce its principles throughout the organization.

An updated version of the CoC was released in 2024 following a comprehensive review in 2023. The updated CoC is aligned with the group's ongoing growth. In 2024, a total of 158 executives from top management, including the Management Board, confirmed that they have read, understood, and will adhere to the updated CoC. Yet upholding the CoC is not simply a matter for management personnel. At Prinzhorn Group, local and regional legal entities are accountable for implementing the CoC in their day-to-day operations. Moreover, the CoC explicitly makes local Managing Directors responsible for compliance by all employees.



In 2024, the updated CoC was communicated to all employees through a variety of channels. It was translated into all the local languages of the countries where Prinzhorn Group operates, and was made available electronically in our central system, ensuring accessibility for all employees. In parallel to the CoC, a one-pager has been created, specifically tailored for blue-collar employees, emphasizing practical guidelines such as tool handling protocols.

Another key update to the CoC is the addition of a chapter on environmental, social, and governance (ESG) issues and corporate social responsibility. This chapter outlines our commitment to environmental protection and occupational safety as well as our membership in the United Nations Global Compact (UNGC). Prinzhorn Group also considers the principles of the International Bill of Human Rights and the International Labour Organization (ILO) when making decisions.

Additionally, Prinzhorn Group demands that our business partners and suppliers assume responsibility for both environmental protection and occupational health and safety.

While the primary target audience of our CoC is our own employees, it is of course also available to customers upon inquiry.

ESG governance

Our ESG governance framework was established over the course of 2022 and 2023 and is now well developed. Under the leadership of the Group Lead ESG Management function, sustainability has been further integrated within all organizational units.

The Group Lead Sustainability and ESG Management function together with the ESG managers and Coordinators serves as the cornerstone of Prinzhorn Group's ESG governance, working collaboratively

*Group-wide
ESG governance
anchored in all
organizational
units*

with ESG Topic Owners and ESG Ambassadors to ensure the consistent implementation of the group's sustainability approach across our divisions.

In 2024, Prinzhorn Group's ESG governance has become highly professionalized, driven by a range of projects, including those related to the Science Based Targets initiative (SBTi), the Corporate Sustainability Reporting Directive (CSRD), the Taxonomy Directive, the Corporate Sustainability Due Diligence Directive (CSDDD), and the European Union Deforestation Regulation (EUDR). This has led to significant progress within these projects and enhanced knowledge across the organization.

Though we worked on a wide variety of projects, we made especially notable progress towards quantifying greenhouse gas emissions for the SBTi. We are also in a much stronger position with regards to the CSRD and the EU Taxonomy Regulation. In order to tackle the comprehensive data collection and preparation targets required by these standards, we focused on defining quantitative and qualitative disclosure requirements. We also selected a software solution that can further support our ESG initiatives in the future.

We are also preparing for the Green Claims Directive within our industry associations by ensuring that all our communicated claims are supported by robust documentation. With our transparent value chain, our focus on products that are simple by design, and our elimination of hybrid packaging, we are confident that the implementation of the Green Claims Directive will make the environmental advantages of our products more visible on the market.

In addition to these compliance efforts, Prinzhorn managers regularly oversee ESG projects on which working groups comprised of experts from different fields collaborate with an external partner. In 2025, our work on various sustainability initiatives will continue in close alignment with legal developments and innovations affecting our group on both the national and international level. According to EU regulations currently in force, Prinzhorn Group will be legally obliged to report on the 2027 financial year in accordance with the CSRD for the first time. Even though we already provide transparent sustainability reporting, the new legal obligations will nevertheless change a number of our processes.

Our performance

Our targets

We are continuously setting ambitious targets in alignment with our COMPASS strategy. For instance, we have established a CO₂ target through the SBTi and are developing a Social Roadmap to enhance our social key performance indicators (KPIs). We started building our Social Roadmap in 2024, and we will develop specific targets in 2025. In the upcoming years, the focus will be on making substantial investments that will enhance sustainability performance against our KPIs.

For further information on investments, see the "Climate change" chapter.

On-site collaboration –
driving progress toward
our sustainability and
social objectives.



Compliance, whistleblower protection and anti-corruption

Material impacts, risks, and opportunities

We are committed to making a positive impact on both society and the market by prioritizing good corporate governance and complying with applicable laws throughout our organization. Anti-competitive practices and corruption can disrupt market mechanisms, leading to higher prices for consumers and fewer opportunities for suppliers. Therefore, we enforce comprehensive anti-corruption measures and ensure compliance with antitrust laws. Furthermore, we have cultivated a culture of compliance by establishing strong whistleblower protection mechanisms, ensuring that misconduct is reported and that individuals who expose wrongdoing are safeguarded against repression.

Since local policy changes can significantly impact business operations, particularly in recycling activities, we advocate for pro-recycling policies with local legislators wherever we operate.

Material impacts:

- Whistleblower protection
- Prevention of economic distortion through corruption (esp. in high-risk countries)

Material risks:

- Prevention of misconduct and rule violations
- Local policy changes that conflict with the business operations

Our policies and measures

Compliance and anti-corruption

We strive to comply with applicable laws at our locations, including competition and antitrust laws. Our group-wide Code of Conduct (CoC) outlines our core principles, objectives, and protocols for engaging with colleagues, business partners, and third parties. As such, it plays a central role in our commitment to compliance and our efforts to combat corruption.

In the past year, we conducted a compliance risk assessment that served as the basis for the development of a group compliance policy and compliance management system with the support of an external partner. The Prinzhorn Group Compliance Policy is based on the CoC and introduces further structures for addressing various matters, including conflicts of interest, competition law, antitrust and competition compliance, whistleblowing, political contributions and lobbying, as well as anti-corruption and anti-bribery measures for critical business partners. The Prinzhorn Group Compliance Policy was developed in 2024 and was put into effect in January 2025.

Local Managing Directors are responsible for ensuring that no violations of law, internal policies, or the CoC that could have been prevented or mitigated by proper supervision occur within their areas of authority. Importantly, even when responsibilities are delegated, the local Managing Directors remain accountable.

The Compliance Policy requires that any matters related to potential unethical behavior or conflicts of interest, including the giving or receiving of gifts, donations, sponsorships, political contribu-

*Strong governance,
anti-corruption,
and whistleblower
protection shape
our culture*

tions, memberships, and lobbying, must be reported and approved. We have published the Compliance Policy within the Group's internal governance library, ensuring its accessibility for all individuals. Moreover, we launched a compliance management system for approval processing in 2025.

In 2024, we established a compliance function within Prinzhorn Group, led by the Group Compliance Officer and supported by Compliance Ambassadors who were appointed and will be trained in 2025. Building on this foundation, 2025 will see the rollout of mandatory online compliance e-learning for all white-collar employees, alongside on-site training for management on the Compliance Policy, covering key topics such as anti-corruption and anti-bribery. Additionally, compliance training for the supervisory board is a key priority. To further strengthen our compliance framework, we will conduct a review of business partners acting on our behalf to identify potential compliance risks. For those deemed critical, a compliance check will be carried out to ensure adherence to our standards.

Internal controls

Our internal controls are designed to mitigate risks across various areas, including procurement and sales. To ensure their effectiveness, the Prinzhorn Group Audit Team conducts regular assessments of our internal control system and provides recommendations for improvement. Additionally, our annual external financial audits, which focus on different areas each year, include a thorough examination of corruption and bribery risks.

Whistleblower system

Launched in 2021, the whistleblower system is an online platform that allows employees and external individuals to report irregular behavior and other incidents. Reports can be submitted through a web link, either anonymously or with contact information. The system includes a policy designed to protect whistleblowers, ensuring confidentiality.

In 2024, the process for managing reports within the whistleblower system was improved to further strengthen the protection of whistleblowers. In addition to the online channel, misconduct can be directly reported to the Compliance Ambassadors on site, or via email to an email address provided in the Compliance Policy.

The whistleblower system facilitates both the logging and proper handling of incidents, while also serving as a crucial tool for uncovering misconduct and implementing improvements. We actively encourage its adoption across the group. Since the end of 2023, company websites in every division of the Prinzhorn Group countries feature links to the whistleblower system, which is available in each local language. In 2024, new communication campaigns were launched to enhance awareness of the whistleblower system, including updated posters and QR codes for easy access. In addition, Compliance Ambassadors share knowledge about the whistleblower system at the local level.

*Multilingual
whistleblower
system promoted
across all countries
since 2023*



prinzhorngroup.integrityline.com

New policy will ensure conflicts of interest are documented and addressed

The whistleblower system has proven to be highly beneficial, with its usage increasing in 2024 due to enhanced communication efforts through new campaigns. This, together with our strong commitment to protecting whistleblowers, has led to valuable insights, further investigations, and, in certain cases, personnel consequences.

Whistleblowing cases are processed according to their complexity. Simple cases are handled by the Compliance Ambassadors or internal auditors, while more complex cases may involve an external investigator. Each case is assessed individually to determine the best approach. The Group Compliance Officer who is responsible for investigating cases, also ensures the independence of the investigation. If the Compliance Officer is implicated, the HR Director serves as an additional control.

The Prinzhorn Group Management Board receives a quarterly report summarizing the status and outcomes of reported cases, including their relevance and the countries and divisions involved. Additionally, these findings are presented to the Audit Committee during its biannual meetings.

Conflicts of interest

Conflicts of interest are addressed in our CoC, which mandates that all employees make business decisions in the best interests of Prinzhorn Group and in compliance with relevant laws and regulations.

In accordance with the CoC, any conflicts of interest must be reported to the respective superior, who determines the appropriate course of action. The Compliance Policy further specifies that such reports must be documented, and it is recommended that the Compliance Ambassador or Compliance Officer be consulted during this process. The documentation

should include a detailed description of the conflict and the measures taken to either mitigate the conflict or prohibit the activities. This documentation must be approved by the superior and will be filed in the employee's personnel record. This approach was introduced with the new Compliance Policy that was established in 2024 and was put into effect in 2025.

Relationship with suppliers

Most of our suppliers are based in Europe. We adhere to strict regulations and proactively address potential supply chain risks by conducting supplier checks, including assessments related to international trade sanctions. The development of a Supplier Code of Conduct, originally planned for 2024, has been postponed but remains a priority, especially as we prepare for the CSDDD.

Political engagement

Prinzhorn Group is engaged in initiatives such as "4Evergreen" as well as the "Die Papierindustrie", and "Austropapier" industrial associations, ensuring that the specific needs and challenges of the company are effectively represented and addressed.

For example, Hamburger Recycling actively engages in political lobbying, which plays a crucial role in shaping the regulatory landscape for recycling. The division focuses on key topics such as the Packaging and Packaging Waste Regulation (PPWR), end-of-

How do we strengthen trust and accountability?

With a group-wide Compliance Policy, a multilingual whistleblower system, and anti-corruption training, we're embedding integrity into daily operations – and making sure it's upheld at every level.



Accountability starts
with listening – stronger
compliance through open
reporting channels.

waste criteria, waste transport in Austria, and the recyclability of packaging. These issues are strategically important for both Hamburger Recycling and the entire Prinzhorn Group as we strive to enhance recycling rates and improve the quality of paper for recycling in the market.

Furthermore, Hamburger Recycling's Managing Director leads the lobbying efforts at the European level, while the Business Development Director and the Financial Director of the division, along with local General Managers, participate in association meetings to further advocate for these critical issues.

Our performance

Our targets

While no quantitative targets have been identified yet, these will be defined in the future and are expected to cover aspects such as employee trainings for compliance issues.

In 2025, Prinzhorn Group aims to organize compliance trainings for the supervisory board, online compliance e-learning for all white-collar employees, and on-site training on the Compliance Policy for the management.

Doing the right thing –
with confidence,
commitment, and a smile.

Payment practices

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	Other ¹ 2024
Average time to pay supplier invoices (in days)	36	33	24	35	34	32
Standard payment term (in days)	-	30	30	30	30	30
Payments aligned with these standard terms by category (in %)	-	39.9%	56.5%	44.8%	21.5%	57.6%
Number of legal proceedings out- standing for late payments	-	6	5 ²	1 ³	0	0

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² All cases related to a legal proceeding with one supplier in Croatia in relation to unauthorized invoicing.

³ Existing legal dispute from 2022 with a supplier in connection with a large investment in building a paper machine in Germany.

Intercompany not included. Only countries with SAP as their ERP system covered by the analysis, excluding Ukraine and Forstverwaltung Neuhaus, which are responsible for below 1% of the net revenue of the reported scope.

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.



Confirmed incidents of corruption and actions taken

	Prinzhorn Group 2023	Prinzhorn Group 2024
Number of convictions for violation of anti-corruption and anti-bribery laws	0	0
Amount of fines for violation of anti-corruption and anti-bribery laws (in thousands of EUR)	0	0

Discrimination and complaint-related incidents

	Prinzhorn Group 2023	Prinzhorn Group 2024
Total number of incidents of discrimination (including harassment) within own workforce	-	3 ¹
Number of all other complaints not counted as incidents	-	2
Number of other complaints related to the National Contact Points for OECD Multinational Enterprises	-	0
Fines, penalties and compensation as a result of discrimination incidents	-	0

¹ The 3 cases reported were topics of work-related harassment. In each case appropriate actions were taken by the responsible bodies of PH Group. NO severe human rights incidents or issues with forced labour or child labour were reported.

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

APPENDIX

Certifications

	ISO 14001	ISO 9001	ISO 45001	ISO 10002	ISO 27001	ISO 50001	ISO 22000 (FSSC)	ISO 800
Hamburger Recycling								
Türkiye	x	x	x	x	x			
Bulgaria	x	x	x					
Croatia	x	x						
Hungary	x	x						
Romania	x	x	x					
Italy	x	x	x					
Poland								
Czech Republic								
Slovakia								
Slovenia								
Serbia								
Austria								
Hamburger Containerboard								
Hungary (Dunaújváros)	x	x	x				x	
Austria (Pitten)	x	x					x	
Germany (Spremberg)	x	x					x	
Germany (Trostberg)	x	x					x	
Germany (Gelsenkirchen)	x	x					x	
Türkiye (Corlu)	x	x	x		x			
Türkiye (Denizli)	x	x	x		x			

¹ HRG GmbH has an "Entsorgungsfachbetrieb" certification (EFB), which represents a mixture of ISO 9000 and ISO 14000.

[illegible]

	ISO 14001	ISO 9001	ISO 45001	ISO 10002	ISO 27001	ISO 50001	ISO 22000 (FSSC)	ISO 8000
Dunapack Packaging								
Hungary (Budapest, Dunavarsány)	x	x	x				x	
Hungary (Nyíregyháza)	x	x	x				x	
Hungary (Mosonudvar)	x	x						
Romania (Sfântu Gheorghe)	x	x	x				x	
Romania (Bucharest)	x	x	x					
Poland (Ujazd)	x	x						
Poland (Lubliniec)	x	x						
Austria (Vienna)		x						
Austria (Straßwalchen)		x						
Bulgaria (Plovdiv)	x	x	x					
Croatia (Zabok)		x					x	
Germany (Spremberg)		x				x		
Türkiye (Adana, Denizli, Çorlu)	x	x	x					
Türkiye (Eskişehir)	x	x	x			x		
Greece (Schimatari)	x	x					x	
Italy (Roteglia)		x						
Ukraine (Khodoriv)		x					x	

EPD	EMAS	FSC®	TS EN 15713	DIN EN 15593	TS COVID 19	EFB	ISGEA	BRC	Sedex	Ecovadis
		X							X	X
		X							X	X
		X								
		X							X	X
		X						X		
		X						X	X	X
		X						X		X
		X							X	X
		X							X	
		X							X	
		X							X	
		X							X	
		X		X						
		X						X	X	
		X							X	
		X								
		X								
		X								
		X								

Climate change

Climate change

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Consumed primary energy							
Total consumed primary energy (in MWh)	4,239,917	5,103,156	211	3,979,057	236,112	887,776	0
Renewable (in %)	31.9%	26.1%	17.5%	33.4%	0.0%	0.0%	-
Non-renewable (in %)	68.1%	73.9%	82.5%	66.6%	100.0%	100.0%	-
Purchased steam							
Total purchased steam (in MWh)	311,367	515,180	-	265,857	16,310	233,013	0
Renewable (in %)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Non-renewable (in %)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Generated electricity							
Total generated electricity (in MWh)	622,356	621,547	69	578,128	1,067	37,615	4,668
Renewable (in %)	41.9%	37.5%	100.0%	39.3%	100.0%	0.0%	100.0%
Non-renewable (in %)	58.1%	62.5%	0.0%	60.7%	0.0%	100.0%	0.0%
Purchased electricity							
Total purchased electricity (in MWh)	708,721	998,386	5,755	657,117	102,336	233,013	165
Renewable (in %)	44.6%	17.9%	17.9%	39.7%	35.0%	18.3%	100.0%
Non-renewable (in %)	55.5%	72.1%	82.1%	60.3%	65.0%	81.7%	0.0%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Climate change

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Energy sold (in MWh)							
Electricity sold (External – outside Prinzhorn Group)	178,733	180,423	21	175,596	138	0	4,668
Electricity sold (IC – to other divisions)	0	57,718	0	7,287	0	50,431	0
Steam sold (External – outside Prinzhorn Group)	0	0	0	0	0	0	0
Steam sold (IC – to other divisions)	0	52,485	0	0	0	52,485	0
Total electricity sold	178,733	238,141	21	182,883	138	50,431	4,668
Total steam sold	0	52,485	0	0	0	52,485	0
Total energy sold	178,733	290,626	21	182,883	138	102,916	4,668
Energy consumption for own operations from fossil sources (in MWh)							
Coal and coal products	475,104	537,037	0	537,037	0	0	0
Crude oil and pe- troleum products	1,991	696	0	262	434	0	0
Natural gas	1,460,084	1,418,133	0	1,182,454	235,679	0	0
Other fossil sources	652,392	617,132	0	617,132	0	0	0
Purchased or acquired electrici- ty, heat, steam, or cooling from fossil sources	704,349	1,737,921	4,727	692,084	82,784	958,326	0

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Climate change

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Energy consumption for own operations from renewable sources (in MWh)							
Fuel consumption from renewable sources	1,080,845	1,045,698	0	1,045,698	0	0	0
Consumption of purchased or ac- quired electricity, heat, steam, and cooling from renewable sources	315,739	463,554	1,028	264,036	35,862	162,463	165
Consumption of self-generated non-fuel renewable energy	15,407	21,461	48	20,483	930	0	0
Energy produc- tion renewable / non-renewable (in MWh)							
Total energy production renewable	1,295,053	1,272,247	69	1,272,178	0	0	0
Total energy production non-renewable	2,069,778	2,061,467	0	1,817,683	206,169	37,615	0

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Water

Water

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Water (in m³)							
Fresh water withdrawal	18,327,513	24,082,224	21,965	16,994,401	459,031	6,476,827	130,000
Changes in water storage	0	0	0	0		0	0
Wastewater discharge	14,444,908	19,739,460	21,712	13,801,189	339,756	5,576,803	-
Water consumption							
Total water consumption (in m³)	3,882,605	4,342,765	253	3,193,212	119,276	900,024	130,000
Recycled and reused share of total water consumption (in %)	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Total water consumption in high and very high areas of water risk (in m³)	1,149,294	880,491	0	787,124	93,367	0	0

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Water

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Water consumption in high and very high areas of water risk (in m³)							
Total water consumption in high areas of water risk	931,535	634,001	0	611,400	22,601	0	0
Total water consumption in very high areas of water risk	217,759	246,489	0	175,724	70,765	0	0
Total water consumption in high and very high areas of water risk	1,149,294	880,491	0	787,124	93,367	0	0
Water intensity (in m³/tons)							
Water consumption per produced product	-	0.9	0	1.4	0.1	0.9	2.1

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Resource use and the circular economy

Waste

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Waste (in metric tons and %)							
Total waste generated	669,792	731,957	56	521,602	177,792	32,507	0
Total amount of hazardous waste	26	15,866	1	14,944	809	112	0
Total amount of non-hazardous waste	644,161	716,091	55	506,658	176,983	32,395	0
Total amount of radioactive waste	-	0	0	0	0	0	0
Hazardous waste diverted from disposal	17,524	4,754	1	4,364	382	7	-
Non-hazardous waste diverted from disposal	637,527	704,321	43	502,395	175,141	26,742	-
Hazardous waste directed to disposal	8,106	11,113	0	10,581	427	105	-
Non-hazardous waste directed to disposal	6,634	11,768	12	4,262	1,841	5,653	-
Amount of waste directed to disposal	14,740	22,882	12	14,843	2,269	5,758	0
Percentage of total waste in metric tons directed to disposal	2.2%	3.0%	22.0%	3.0%	1.0%	18.0%	0.0%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Materials

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Materials (in metric tons and %)							
RC paper for recycling	1,601,986	1,898,880	1,572,700	0	0	326,180	0
RC plastics (for recycling)	45,469	78,291	57,366	0	0	20,925	0
RC metals	4,477	5,565	5,565	0	0	0	0
RC RDF	67,795	88,365	88,365	0	0	0	0
RC waste	4,039	11,686	11,686			0	0
RC other recycleables	94,038	43,993	43,993	0	0	0	0
CB RCCM production	1,953,968	2,438,210	0	1,970,047	0	468,163	0
CB plasterboard production	288,403	283,493	0	283,493	0	0	0
PK box production (external)	798,858	1,180,756	0	0	863,792	316,964	0
PK sheet (external)	129,141	137,669	0	0	137,669	0	0
Wood	0	62,900	0	0	0	0	62,900
Total produced	3,668,508	4,972,062	620,664	2,253,540	1,001,461	1,033,497	62,900
Total trade	1,319,666	1,257,747	1,159,012	0	0	98,735	0
Total output	4,988,174	6,229,809	1,779,676	2,253,540	1,001,461	1,132,232	62,900
Recyclable content of finished products (in %)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%
Total non-renewable materials used	136,779	177,711	0	130,283	7,879	39,549	0
Total renewable materials used	3,563,547	4,471,166	0	2,546,897	1,104,624	819,645	0
Renewable raw materials portion of all input materials used (in %)	96.3%	96.2%	0.0%	95.1%	99.3%	95.4%	0.0%
Recycled key raw materials portion of all key raw materials used (in %) ²	95.6%	94.7%	0.0%	99.2%	0.0%	97.4%	0.0%
Recycled key raw materials portion of all input materials used (in %) ²	-	88.3%	0.0%	90.6%	0.0%	91.1%	0.0%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² Key raw materials: PFR (Paper for Recycling), Virgin Fibers, RCCM (Recycled Corrugated Case Material), Virgin Paper.

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Health and safety

Health and safety management system

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
(in HC² and %)							
Number of employees	7,016	9,879	903	1,760	4,376	2,734	106
Percentage of employees	97.2%	93.2%	84.6%	99.7%	95.3%	88.9%	100.0%
Number of non-employees	175	529	86	12	431	0	0
Percentage of non-employees	79.3%	92.8%	90.6%	48.0%	95.7%	0.0%	0.0%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

Covered by the undertaking's health and safety management system in its own workforce, based on legal requirements and/or recognised standards or guidelines.

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Rate of recordable work-related accidents that caused at least 1 day of sick leave

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
(in i/mhw) ³							
Employees	13.2	19.9	14.3	25.3	19.5	-	10.7
Non-employees	2.4	9.6	0	49.6	9.4	-	0
Total	12.9	19.6	13.2	25.6	19.3	-	10.7

Number of recordable work-related accidents that caused at least 1 day of sick leave²

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
(in HC) ⁴							
Employees	177	272	28	72	170	-	2
Non-employees	1	4	0	2	2	-	0
Total	178	276	28	74	172	-	2

Number of days lost to work-related accidents, work-related ill health, and work-related fatalities

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
(in days)							
Total	3,910	5,042	899	1,451	2,531	-	161

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² Number of recordable work accidents: All accidents that are recorded according to local legal requirements, local company processes and/or all accidents that cause at least 1 day of sick leave. Rate of recordable work-related accidents: The frequency of accidents within the organization based on the total number of working hours by all employees.

³ i/mhw = incidents per million hours worked

⁴ HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Data for SFT in this area is currently not available. Efforts are ongoing to improve data availability and completeness.

Accidents

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Number of recordable work-related accidents (incidents)							
Employees	436	404	45	121	234	-	4
Non-employee workers	3	4	0	2	2	-	0
Total	439	408	45	123	236	-	4
Rate of recordable work-related accidents (i/mwh²)							
Employees	32.5	29.5	23	42.4	26.9	-	6.2
Non-employee workers	7.3	9.6	0	49.6	9.4	-	0
Total	31.8	28.9	21.2	42.5	26.5	-	6.2

Number of cases of recordable work-related ill health

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
(in cases)							
Total	0	5,042	899	1,451	2,531	-	161

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² i/mwh = incidents per million hours worked

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Data for SFT in this area is currently not available. Efforts are ongoing to improve data availability and completeness.

Number of fatalities

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Number of fatalities as a result of work-related accidents or ill health (incidents)							
Number of employees	0	0	0	0	0	0	0
Number of non-employee workers	0	0	0	0	0	0	0
Total number	0	0	0	0	0	0	0

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Employee development and training

Total hours of training per year, per country

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Total hours of training per country (in h)							
Austria	7,174	11,059	518	2,702	6,315	0	1,524
Bulgaria	3,539	2,092	77	0	2,015	0	0
Croatia	4,701	1,260	193	0	1,067	0	0
Czech Republic	222	326	326	0	0	0	0
Germany	9,687	8,811	0	7,960	851	0	0
Greece	438	874	0	0	874	0	0
Hungary	8,943	9,821	137	4,626	5,058	0	0
Italy	8,426	420	0	0	420	0	0
Poland	0	5,955	128	0	5,827	0	0
Romania	719	4,232	389	0	3,843	0	0
Serbia	98	53	53	0	0	0	0
Slovakia	71	79	79	0	0	0	0
Slovenia	58	16	16	0	0	0	0
Türkiye	22,761	14,707	465	2,615	11,627	0	0
Ukraine	1,917	1,934	0	0	1,934	0	0
Russia	-	4,737	0	0	0	4,737	0
Total	68,754	66,376	2,382	17,903	39,830	4,737	1,524

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Average hours of training per year, per employee

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Average hours of training per country and employee (in h/HC) ²							
Austria	6.9	10.5	13.3	8.2	10.9	0	14.4
Bulgaria	12.8	8.5	2	0	9.7	0	0
Croatia	16.4	4.6	4.4	0	4.6	0	0
Czech Republic	6.9	10.9	10.9	0	0	0	0
Germany	8.6	7.7	0	9.1	3.2	0	0
Greece	1.9	3.6	0	0	3.6	0	0
Hungary	7.4	8.1	0.9	13.4	7	0	0
Italy	-	1.3	0	0	2.8	0	0
Poland	11.9	8.2	0.9	0	9.8	0	0
Romania	1.7	10.1	4.6	0	11.4	0	0
Serbia	0.6	0.3	0.3	0	0	0	0
Slovakia	1.7	1.7	1.7	0	0	0	0
Slovenia	9.6	2.7	2.7	0	0	0	0
Türkiye	15.2	10	2.6	11.9	10.9	0	0
Ukraine	10.5	10.1	0	0	10.1	0	0
Russia	-	1.5	0	0	0	1.5	0
Total	9.5	6.3	2.2	10.1	8.7	1.5	14.4

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² h/HC = hours per headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Hours of training

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Hours of training (in h)							
Female	19,408	16,683	983	3,092	10,776	1,282	550
Male	49,347	49,693	1,399	14,811	29,055	3,455	974
Total	68,755	66,376	2,382	17,903	39,830	4,737	1,524
Average hours of training (in HC)²							
Female	14.4	7.1	3.5	12.6	12.9	1.3	12.5
Male	8.4	6	1.8	9.7	7.7	1.6	15.7
Total	9.5	6.3	2.2	10.1	8.7	1.5	14.4
Hours of training (in h)							
Management	19,594	22,680	1,380	5,466	14,556	672	607
Non-management	49,160	43,696	1,002	12,437	25,275	4,065	917
Total	68,755	66,376	2,382	17,903	39,830	4,737	1,524
Average hours of training (in HC)²							
Management	15.4	13.5	8.2	27.3	15.5	2	21.7
Non-management	8.3	4.9	1.1	7.9	6.9	1.5	11.8
Total	9.5	6.3	2.2	10.1	8.7	1.5	14.4
Total hours of training (in h)							
Blue-Collars	25,348	24,074	476	5,794	14,090	3,713	0
White collars	43,407	42,302	1,905	12,109	25,740	1,024	1,524
Total	68,755	66,376	2,382	17,903	39,830	4,737	1,524
Average hours of training (in HC)²							
Blue-Collars	5.1	3.4	0.6	5.1	4.4	1.9	0
White collars	19	12.7	6.1	19.5	18.7	1.1	15.1
Total	24.1	6.3	2.2	10.1	8.7	1.5	14.4

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Employee education by training program

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
(in HC)²							
Employees in group leadership academy	153	156	22	30	79	-	25
Employees in group management academy	355	361	20	156	183	-	2
Employees in group management academy international	81	91	27	21	33	-	10
Employees in group expert academy	547	179	15	23	118	-	23
Number of employees nominated to FIT	160	168	18	46	97	-	7
(in %)							
Percentage of Employees in group leadership academy	2.1%	2.1%	2.1%	1.7%	1.7%	-	23.6%
Percentage of Employees in group management academy	4.9%	4.8%	1.9%	8.8%	4.0%	-	1.9%
Percentage of Employees in group management academy international	1.1%	1.2%	2.5%	1.2%	0.7%	-	9.4%
Percentage of Employees in group expert academy	7.6%	2.4%	1.4%	1.3%	2.6%	-	21.7%
FIT nomination ratio	2.2%	2.2%	1.7%	2.6%	2.1%	-	6.6%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Data for SFT in this area is currently not available. Efforts are ongoing to improve data availability and completeness.

Employees that participated in regular performance and career development reviews

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Employees (in HC)²							
Female	714	540	70	147	295	18	10
Male	1,798	2,722	106	705	1,841	39	31
Total	2,512	3,262	176	852	2,136	57	41
All employees (in %)							
Female	53.0%	22.9%	25.0%	60.0%	35.2%	1.9%	22.7%
Male	30.6%	33.0%	13.5%	46.4%	49.0%	1.8%	50.0%
Average	34.8%	30.8%	16.5%	48.3%	46.5%	1.9%	38.7%

Employees that are MBO or FiT members

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
MBO members (in HC)²							
Female	45	62	3	17	19	18	5
Male	213	255	27	85	84	39	20
Total	258	317	30	102	103	57	25
FiT members (in HC)²							
Female	66	65	9	13	42	0	1
Male	94	103	9	33	55	0	6
Total	160	168	18	46	97	0	7

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Succession statistics

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Number of critical positions ²		516	74	164	253	-	25
Number of critical positions occupied		486	70	151	240	-	25
Number of critical positions not occupied		30	4	13	13	-	0
Percentage of critical positions to headcount		6.6%	7.7%	8.6%	5.2%	-	24.3%
Percentage of critical positions with successors		37.6%	60.8%	27.4%	38.3%	-	28.0%
Number of critical positions with successors		194	45	45	97	-	7
Number of all positions with successors		266	54	70	135	-	7
Percentage of successors from all positions		2.8%	4.4%	3.7%	2.2%	-	5.7%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² All positions of Leadership Academy participants are considered as critical (in total 154).

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Data for SFT in this area is currently not available. Efforts are ongoing to improve data availability and completeness.

Diversity and equal opportunities

Gender diversity of governance bodies and employees

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Number of top managers (in HC)²							
Female	4	11	2	3	0	6	0
Male	55	78	17	15	16	19	11
Total	59	89	19	18	16	25	11
Share of top managers (in %)							
Female	6.8%	12.0%	11.0%	17.0%	0.0%	24.0%	0.0%
Male	93.2%	88.0%	89.0%	83.0%	100.0%	76.0%	100.0%
Number of managers (in HC)²							
Female	175	288	49	22	98	113	6
Male	1,094	1,368	119	178	844	205	22
Total	1,269	1,656	168	200	942	318	28
Share of managers (in %)							
Female	13.8%	17.0%	29.0%	11.0%	10.0%	36.0%	21.0%
Male	86.2%	83.0%	71.0%	89.0%	90.0%	64.0%	79.0%
Number of non-managers (in HC)²							
Female	1,172	2,066	231	223	740	834	38
Male	4,775	6,858	668	1,342	2,910	1,898	40
Total	5,947	8,924	899	1,565	3,650	2,732	78
Share of non-managers (in %)							
Female	19.7%	23.0%	26.0%	14.0%	20.0%	31.0%	49.0%
Male	80.3%	77.0%	74.0%	86.0%	80.0%	69.0%	51.0%

Gender diversity of governance bodies and employees continued

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Number of white collars (in HC)²							
Female	962	1,504	182	195	568	517	42
Male	1,322	1,823	131	427	808	398	59
Total	2,284	3,327	313	622	1,376	915	101
Share of white collars (in %)							
Female	42.1%	45.2%	58.1%	31.4%	41.3%	56.5%	41.6%
Male	57.9%	54.8%	41.9%	68.6%	58.7%	43.5%	58.4%
Number of blue collars (in HC)²							
Female	384	806	98	50	270	386	2
Male	4,548	6,472	656	1,093	2,946	1,774	3
Total	4,932	7,278	754	1,143	3,216	2,160	5
Share of blue collars (in %)							
Female	7.8%	11.1%	13.0%	4.4%	8.4%	17.9%	40.0%
Male	92.2%	88.9%	87.0%	95.6%	91.6%	82.1%	60.0%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Age diversity of governance bodies and employees

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Number of top managers (in HC)²							
Age < 30	0	0	0	0	0	0	0
Age 30-50	28	41	9	7	8	13	4
Age > 50	31	48	10	11	8	12	7
Share of top managers (in %)							
Age < 30	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Age 30-50	47.5%	46.1%	47.4%	38.9%	50.0%	52.0%	33.3%
Age > 50	52.5%	53.9%	52.6%	61.1%	50.0%	48.0%	66.7%
Number of managers (in HC)²							
Age < 30	88	101	12	2	80	7	0
Age 30-50	857	1,127	111	118	648	233	17
Age > 50	324	428	44	79	215	78	11
Share of managers (in %)							
Age < 30	6.9%	6.1%	7.1%	1.0%	8.5%	2.2%	0.0%
Age 30-50	67.5%	68.1%	66.1%	59.0%	68.8%	73.3%	60.7%
Age > 50	25.5%	25.8%	26.2%	39.5%	22.8%	24.5%	39.3%
Number of non-managers (in HC)²							
Age < 30	1,078	1,505	124	311	649	409	12
Age 30-50	3,656	5,582	561	831	2,332	1,806	53
Age > 50	1,213	1,837	214	423	670	517	13
Share of non-managers (in %)							
Age < 30	18.1%	16.9%	13.8%	19.9%	17.8%	15.0%	15.4%
Age 30-50	61.5%	62.6%	62.4%	53.1%	63.9%	66.1%	67.9%
Age > 50	20.4%	20.6%	23.8%	27.0%	18.4%	18.9%	16.7%

Age diversity of governance bodies and employees continued

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Number of white collars (in HC)²							
Age < 30	275	375	36	87	138	102	12
Age 30-50	1,531	2,233	223	347	980	616	67
Age > 50	478	719	54	188	258	197	22
Share of white collars (in %)							
Age < 30	12.0%	11.3%	11.5%	14.0%	10.0%	11.2%	11.9%
Age 30-50	67.0%	67.1%	71.2%	55.8%	71.2%	67.3%	66.3%
Age > 50	20.9%	21.6%	17.3%	30.2%	18.8%	21.5%	21.8%
Number of blue collars (in HC)²							
Age < 30	891	1,192	100	226	591	275	0
Age 30-50	2,982	4,464	450	603	1,998	1,410	3
Age > 50	1,059	1,622	204	314	627	475	2
Share of blue collars (in %)							
Age < 30	18.1%	23.3%	2.0%	4.4%	11.5%	5.4%	0.0%
Age 30-50	60.5%	61.3%	59.7%	52.8%	62.1%	65.3%	60.0%
Age > 50	21.5%	22.3%	27.1%	27.5%	19.5%	22.0%	40.0%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

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Gender pay gap

	Prinzhorn Group 2023	Prinzhorn Group 2024
(in EUR / month)		
Female – Average gross salary	2,456	2,639
Male – Average gross salary	2,205	2,535
Gender pay gap – difference of average pay levels	-11.4%	-4.3%

Non-employee headcount

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Average number of non-employees (in HC) ²							
January	151	565	84	29	453	-	0
February	167	551	80	29	442	-	0
March	166	546	78	30	438	-	0
April	158	566	88	29	450	-	0
Mai	160	550	80	25	445	-	0
June	161	563	86	22	456	-	0
July	191	585	85	25	475	-	0
August	220	579	82	27	471	-	0
September	218	553	78	25	450	-	0
October	216	575	95	24	456	-	0
November	221	583	96	30	457	-	0
December	221	571	95	25	450	-	0
Average	187	566	86	27	454	-	0

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

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Persons with disabilities

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Total number of persons with disabilities	136	173	20	45	86	22	0
Percentage of persons with disabilities	1.9%	1.6%	1.9%	2.5%	1.9%	0.7%	0.0%

Family-related leave

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Employees entitled to take family-related leave (in HC)²							
Female	1,345	2,263	276	232	758	953	44
Male	5,859	6,539	643	1,319	2,393	2,122	62
Total	7,204	8,802	919	1,551	3,151	3,075	106
Employees eligible for family-related leave (in %)							
Female	99.9%	99.9%	99.6%	100.0%	100.0%	100.0%	100.0%
Male	99.8%	99.8%	99.5%	99.9%	99.8%	100.0%	100.0%
Average	99.8%	99.8%	99.6%	99.9%	99.9%	100.0%	100.0%
Employees that took family-related leave (in HC)²							
Female	120	187	44	16	65	60	2
Male	236	337	42	27	130	137	1
Total	356	524	86	43	195	197	3
Eligible employees that took family-related leave (in %)							
Female	8.9%	8.3%	15.9%	6.9%	8.6%	6.6%	4.5%
Male	4.0%	5.1%	6.5%	2.0%	5.4%	6.3%	1.6%
Average	4.9%	6.0%	9.4%	2.8%	6.2%	6.4%	2.8%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

General numbers

Total employees per country

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Employees per country (in HC) ²							
Austria	1,045	1,056	39	331	580	0	106
Bulgaria	276	246	39	0	207	0	0
Croatia	287	274	44	0	230	0	0
Czech Republic	32	30	30	0	0	0	0
Germany	1,123	1,138	0	871	267	0	0
Greece	226	241	0	0	241	0	0
Hungary	1,213	1,216	147	344	725	0	0
Italy	-	311	161	0	150	0	0
Poland	711	728	135	0	593	0	0
Romania	420	421	84	0	337	0	0
Serbia	153	159	159	0	0	0	0
Slovakia	43	46	46	0	0	0	0
Slovenia	6	6	6	0	0	0	0
Türkiye	1,498	1,467	177	219	1,071	0	0
Ukraine	183	191	0	0	191	0	0
Russia	-	3,075	0	0	0	3,075	0
Total	7,216	10,605	1,067	1,765	4,592	3,075	106

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Collective bargaining coverage and social dialogue

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Employees covered by collective bargaining agreements (in HC)²							
Austria	1,045	1,048	36	327	579	0	106
Bulgaria	236	0	0	0	0	0	0
Croatia	0	0	0	0	0	0	0
Czech Republic	0	0	0	0	0	0	0
Germany	1,032	1,036	0	793	243	0	0
Greece	218	237	0	0	237	0	0
Hungary	1,027	1,067	0	342	725	0	0
Italy	-	160	160	0	0	0	0
Poland	577	593	0	0	593	0	0
Romania	325	337	0	0	337	0	0
Serbia	0	0	0	0	0	0	0
Slovakia	0	0	0	0	0	0	0
Slovenia	4	4	4	0	0	0	0
Türkiye	201	753	0	0	753	0	0
Ukraine	177	189	0	0	189	0	0
Russia	-	717	0	0	0	717	0
Total	4,842	6,141	200	1,462	3,656	717	106

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Collective bargaining coverage and social dialogue

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Employees covered by collective bargaining agreements (in %)							
Austria	100.0%	99.2%	92.3%	98.8%	99.8%	0.0%	100.0%
Bulgaria	85.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Croatia	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Czech Republic	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Germany	91.9%	91.0%	0.0%	91.0%	91.0%	0.0%	0.0%
Greece	96.5%	98.3%	0.0%	0.0%	98.3%	0.0%	0.0%
Hungary	84.7%	87.7%	0.0%	99.4%	100.0%	0.0%	0.0%
Italy	-	51.4%	99.4%	0.0%	0.0%	0.0%	0.0%
Poland	81.2%	81.5%	0.0%	0.0%	100.0%	0.0%	0.0%
Romania	77.4%	80.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Serbia	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Slovakia	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Slovenia	66.7%	66.7%	66.7%	0.0%	0.0%	0.0%	0.0%
Türkiye	13.4%	51.3%	0.0%	0.0%	70.3%	0.0%	0.0%
Ukraine	96.7%	99.0%	0.0%	0.0%	99.0%	0.0%	0.0%
Russia	-	23.3%	0.0%	0.0%	0.0%	23.3%	0.0%
EEA	82.9%	80.0%	7.0%	94.6%	85.3%	0.0%	100.0%
NON-EEA	20.6%	33.9%	0.0%	0.0%	74.6%	23.3%	0.0%
Total	67.1%	57.9%	18.7%	92.8%	79.6%	23.3%	100.0%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Number of employees that left the company

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Number of employees that left the company (in HC)²							
Austria	101	85	2	25	45	0	13
Bulgaria	42	92	4	0	88	0	0
Croatia	24	48	7	0	41	0	0
Czech Republic	7	4	4	0	0	0	0
Germany	95	81	0	63	18	0	0
Greece	46	46	0	0	46	0	0
Hungary	306	141	20	19	102	0	0
Italy	-	59	21	0	38	0	0
Poland	91	104	36	0	68	0	0
Romania	106	159	52	0	107	0	0
Serbia	22	36	36	0	0	0	0
Slovakia	17	7	7	0	0	0	0
Slovenia	1	2	2	0	0	0	0
Türkiye	566	452	83	52	317	0	0
Ukraine	14	17	0	0	17	0	0
Russia	-	976	0	0	0	976	0
Total	1,438	2,309	274	159	887	976	13

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Rate of employee turnover

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Rate of employee turnover (in %)							
Austria	9.7%	8.0%	5.1%	7.6%	7.8%	0.0%	12.3%
Bulgaria	15.2%	37.4%	10.3%	0.0%	42.5%	0.0%	0.0%
Croatia	8.4%	17.5%	15.9%	0.0%	17.8%	0.0%	0.0%
Czech Republic	21.9%	13.3%	13.3%	0.0%	0.0%	0.0%	0.0%
Germany	8.5%	7.1%	0.0%	7.2%	6.7%	0.0%	0.0%
Greece	20.4%	19.1%	0.0%	0.0%	19.1%	0.0%	0.0%
Hungary	25.2%	11.6%	13.6%	5.5%	14.1%	0.0%	0.0%
Italy	-	19.0%	13.0%	0.0%	25.3%	0.0%	0.0%
Poland	12.8%	14.3%	26.7%	0.0%	11.5%	0.0%	0.0%
Romania	25.2%	37.8%	61.9%	0.0%	31.8%	0.0%	0.0%
Serbia	14.4%	22.6%	22.6%	0.0%	0.0%	0.0%	0.0%
Slovakia	39.5%	15.2%	15.2%	0.0%	0.0%	0.0%	0.0%
Slovenia	16.7%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%
Türkiye	37.8%	30.8%	46.9%	23.7%	29.6%	0.0%	0.0%
Ukraine	7.7%	8.9%	0.0%	0.0%	8.9%	0.0%	0.0%
Russia	-	31.7%	0.0%	0.0%	0.0%	31.7%	0.0%
Total	19.9%	21.8%	25.7%	9.0%	19.3%	31.7%	12.3%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Number of employees that left the company by gender

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Number of employees (in HC)²							
Female	213	527	64	25	126	307	5
Male	1,225	1,782	210	134	761	669	8
Total	1,438	2,309	274	159	887	976	13
Share of employees (in %)							
Female	15.8%	22.3%	22.9%	10.2%	15.0%	32.2%	11.4%
Male	20.9%	21.6%	26.7%	8.8%	20.3%	31.5%	12.9%
Total	19.9%	21.8%	25.7%	9.0%	19.3%	31.7%	12.3%

Number of employees that left the company by age

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Number of employees (in HC)²							
Age < 30	445	661	59	42	305	253	2
Age 30-50	753	1,281	160	80	471	562	8
Age > 50	240	367	54	37	112	161	3
Total	1,438	2,309	273	159	888	976	13
Share of employees (in %)							
Age < 30	38.2%	41.2%	43.4%	13.5%	41.8%	60.8%	16.7%
Age 30-50	16.7%	19.1%	23.8%	8.5%	15.8%	27.4%	11.4%
Age > 50	15.6%	16.1%	20.8%	7.3%	12.7%	26.5%	12.5%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Exits and turnover

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Exits (in HC)²							
Voluntary exits	666	1,652	186	69	500	888	9
Involuntary exits	667	637	85	89	371	88	4
Turnover (in %)							
Voluntary turnover	9.2%	15.6%	17.4%	3.9%	10.9%	28.9%	8.5%
Involuntary turnover	9.2%	6.0%	8.0%	5.0%	8.1%	2.9%	3.8%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Number of new employees hired

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
New employees hired (in HC)²							
Austria	82	75	4	21	32	0	18
Bulgaria	62	56	3	0	53	0	0
Croatia	30	35	7	0	28	0	0
Czech Republic	5	2	2	0	0	0	0
Germany	108	87	0	77	10	0	0
Greece	65	60	0	0	60	0	0
Hungary	237	142	30	18	94	0	0
Italy	-	75	30	0	45	0	0
Poland	120	126	36	0	90	0	0
Romania	118	149	39	0	110	0	0
Serbia	36	44	44	0	0	0	0
Slovakia	9	13	13	0	0	0	0
Slovenia	1	2	2	0	0	0	0
Türkiye	622	365	68	37	260	0	0
Ukraine	10	25	0	0	25	0	0
Russia	-	1,309	0	0	0	1,309	0
Total	1,505	2,565	278	153	807	1,309	18

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Rate of new employees hired

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
New employee hirings (in %)							
Austria	7.8%	7.1%	10.3%	6.3%	5.5%	0.0%	17.0%
Bulgaria	22.5%	22.8%	7.7%	0.0%	25.6%	0.0%	0.0%
Croatia	10.5%	12.8%	15.9%	0.0%	12.2%	0.0%	0.0%
Czech Republic	15.6%	6.7%	6.7%	0.0%	0.0%	0.0%	0.0%
Germany	9.6%	7.6%	0.0%	8.8%	3.7%	0.0%	0.0%
Greece	28.8%	24.9%	0.0%	0.0%	24.9%	0.0%	0.0%
Hungary	19.5%	11.7%	20.4%	5.2%	13.0%	0.0%	0.0%
Italy	-	24.1%	18.6%	0.0%	30.0%	0.0%	0.0%
Poland	16.9%	17.3%	26.7%	0.0%	15.2%	0.0%	0.0%
Romania	28.1%	35.4%	46.4%	0.0%	32.6%	0.0%	0.0%
Serbia	23.5%	27.7%	27.7%	0.0%	0.0%	0.0%	0.0%
Slovakia	20.9%	28.3%	28.3%	0.0%	0.0%	0.0%	0.0%
Slovenia	16.7%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%
Türkiye	41.5%	24.9%	38.4%	16.9%	24.3%	0.0%	0.0%
Ukraine	5.5%	13.1%	0.0%	0.0%	13.1%	0.0%	0.0%
Russia	-	42.6%	0.0%	0.0%	0.0%	42.6%	0.0%
Total	20.9%	24.2%	26.1%	8.7%	17.6%	42.6%	17.0%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Number of new employee hires by gender

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
New hires (in HC)²							
Female	231	562	65	21	142	325	9
Male	1,274	2,003	213	132	665	984	9
Total	1,505	2,565	278	153	807	1,309	18
New hires (in %)							
Female	17.2%	23.8%	23.2%	8.6%	16.9%	34.1%	20.5%
Male	21.7%	24.3%	27.1%	8.7%	17.7%	46.4%	14.5%
Total	20.9%	24.2%	26.1%	8.7%	17.6%	42.6%	17.0%

Number of new employees hires by age

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	SFT 2024	Other ¹ 2024
Number of new employees hired (in HC)²							
Age < 30	649	864	75	68	367	350	4
Age 30-50	745	1,359	158	65	379	746	11
Age > 50	111	342	45	20	61	213	3
Total	1,505	2,565	278	153	807	1,309	18
Rate of hiring (in %)							
Age < 30	55.7%	53.8%	55.1%	21.8%	50.3%	84.1%	33.3%
Age 30-50	16.5%	20.2%	23.5%	6.9%	12.7%	36.4%	15.7%
Age > 50	7.2%	15.0%	17.3%	3.9%	6.9%	35.1%	12.5%

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² HC = headcount

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Compliance

Confirmed incidents of corruption and actions taken

	Prinzhorn Group 2023	Prinzhorn Group 2024
Number of convictions for violation of anti-corruption and anti-bribery laws (in number of incidents)	0	0
Amount of fines for violation of anti-corruption and anti-bribery laws (in thousands of EUR)	0	0

Discrimination and complaint-related incidents

	Prinzhorn Group 2023	Prinzhorn Group 2024
Total number of incidents of discrimination (including harassment) within own workforce	-	3 ¹
Number of all other complaints not counted as incidents	-	2
Number of other complaints related to the National Contact Points for OECD Multinational Enterprises	-	0
Fines, penalties and compensation as a result of discrimination incidents	-	0

¹ The 3 cases reported were topics of work-related harassment. In each case appropriate actions were taken by the responsible bodies of PH Group. No severe human rights incidents or issues with forced labour or child labour were reported.

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Payment practices

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	Other ¹ 2024
Average time to pay supplier invoices	36	33	24	35	34	32
Standard payment term in days	-	30	30	30	30	30
Percentage of payments aligned with these standard terms by category	-	39.9%	56.5%	44.8%	21.5%	57.6%
Number of legal proceedings outstanding for late payments	-	6	5 ²	1 ³	0	0

Claims

	Prinzhorn Group 2023	Prinzhorn Group 2024	Hamburger Recycling 2024	Hamburger Containerboard 2024	Dunapack Packaging 2024	Other ¹ 2024
Claims (in TEUR)						
Claims external (in TEUR)	3,498	3,965	0	2,311	1,654	0
Claims affiliated (in TEUR)	0	0	0	316	1	0

¹ Forstverwaltung Neuhaus and Prinzhorn Holding

² All cases related to a legal proceeding with one supplier in Croatia in relation to unauthorized invoicing.

³ Existing legal dispute from year 2022 with a supplier in connection with a large investment in building a paper machine in Germany.

Intercompany not included. Only countries with SAP as their ERP system covered by the analysis, excluding Ukraine and Forstverwaltung Neuhaus, which are responsible for below 1% of the net revenue of the reported scope.

The values for the current year and the previous year are not directly comparable due to improvements in data quality and quantity.

Information on Boards

Information on the Boards of Prinzhorn Group

	Prinzhorn Group 2023	Prinzhorn Group 2024
Number of executive members in bodies	-	6
Number of non-executive members in bodies	-	7
Number of female executive and non-executive members in bodies	-	1 ¹
Percentage by gender	-	7.7%

¹ In December 2023 a female board member has been appointed for the Supervisory Board and has held the position since then.

Impressum

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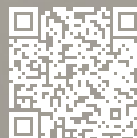


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