PRINZHORN
GROUP

We will.

WE LIVE
CIRCULARITY

Sustainability Report 2022

In June 2023, we joined the Global Compact as signatory and committed to supporting the ten principles. With this report, we make the commitment public.

WE SUPPORT

UN GLOBAL COMPACT

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Prinzhorn Group Management Board: Harald Ganster, Max Hölbl, Michael Schütz, Andreas Walser

Foreword by the Management Board

Dear Readers,

2022 was not only a very successful year economically. We also made great strides in the area of sustainability. Prinzhorn does not just pay lip service to sustainability. For us, it is much more than a mere obligation to fulfil. We view ESG (Environmental, Social and Governance) as a mission and, more importantly, as our responsibility towards our employees, customers, business partners and society at large. We make an effort to include ESG principles in every aspect of our organisation, as they are already deeply embedded in the core of our business model: a commitment to the circular economy and sustainable practices.

In 2022, we implemented comprehensive structural measures that reinforce our commitment to ESG and sustainable corporate governance. These measures empower us to establish and pursue ambitious ESG targets. As always, we strive to think proactively, explore innovative approaches, and continually improve so that we meet our stakeholders' expectations as well as our own.

To this end, we established an ESG Board, where the Prinzhorn Group's management addresses strategic issues and advancements in the ESG field. Through this ESG Board, we actively work on shaping our overall strategy and integrating ESG principles into it. By appointing Strategic ESG Topic Owners from each division and establishing ESG Ambassadors, we have created points of contact and fostered a stronger network of responsibility within the Group. The newly formed ESG Academy conducts training activities to enhance ESG knowledge within the Group. These organisational measures draw attention to the topic, providing it with the space it deserves and breathing life into it. By making ESG concepts understandable, we raise awareness.

We would like to express our heartfelt gratitude to the many employees who not only share our commitment to sustainability and responsible business practices but also make contributions with tremendous dedication and enthusiasm to fully embed ESG and incorporate it into our organisational structure. Despite their on-going tasks and existing challenges, they actively contribute to aligning our organisation with our ESG principles and to collectively pursuing our ambitious goals. The implementation of ESG within our corporate structure once again highlights what sets us apart as a company: the people working at the Prinzhorn Group, who passionately follow a path, not only fulfilling tasks but driving goals forward.

During the business strategy review process we conducted in 2022, there was no doubt about the aim and purpose of our Group: "We live circularity." This purpose defines what the Prinzhorn Group stands for, what we do every day and what our contribution is to building a sustainable society.

Our purpose is rooted in our core values: people, performance and responsibility. We recognize that it is

people that make up the Prinzhorn Group. Those who embody our company through their mindset and spirit. Each and every employee, regardless of their specific role, is a vital part of the whole. We hold the utmost respect for our employees and place great trust in them, and as management, we proudly take responsibility for our employees.

We take immense joy and pride in the fact that responsibility is not merely a word within our group of companies, but a belief embraced by all. The past year has demonstrated the deep sense of responsibility our employees feel towards one another, transcending even national borders. The ongoing conflict in Ukraine since 2022 has caused suffering and an economic impact that has touched everyone in the Prinzhorn Group. In a remarkable show of solidarity, Prinzhorn employees, management, and the Supervisory Board have generously donated a significant amount to support our colleagues in Ukraine.

PEOPLE

"Establishing purpose necessitates creating structures and assigning responsibilities. The remarkable achievement of our employees lies in embedding these aspects throughout the entire Group. Our people are definitely the cornerstone of shaping the future."

HARALD GANSTER / CHAIRMAN
MANAGING DIRECTOR PRINZHORN HOLDING / DIVISION CONTAINERBOARD

PERFORMANCE

"As the Prinzhorn Group, our goal is not simply to do things correctly. We aspire to do the right things!"

MICHAEL SCHÜTZ
CFO PRINZHORN GROUP

In 2022, we took significant steps to put a long-standing plan into action: As a large corporation, we established a hardship fund to provide financial assistance to those in need and to offer support during difficult times, both within and outside our organisation. Additionally, we implemented voluntary measures to alleviate the economic burden on our staff. Our employees, including former employees, received a bonus payment to help cope with the substantial increase in energy costs. Furthermore, we ensured that our colleagues in Ukraine continued to receive wages even after one of our two plants there had closed. Colleagues who relocated from Ukraine were also offered positions in Prinzhorn plants in neighbouring countries. From our perspective, this exemplifies the essence of Corporate Social Responsibility.

In 2022, we also conducted our first ESG materiality analysis. Given our industry's energy and resource-intensive nature, the results did not come as a surprise. However, the analysis provided valuable insights that reinforced our commitment to decarbonisation, a goal we have been pursuing for some time. We are currently finalising a comprehensive decarbonisation roadmap for the entire Group. As our Group operates across different regions,

different cultures and different sites, it is clear that governance must remain a focal point. Nevertheless, conducting the materiality analysis and diving deeper into the results has made a notable difference. The increased focus on sustainability has heightened our attention and broadened our perspective. It has accelerated our progress and undoubtedly raised our ambitions in addressing the structures, challenges, and, most importantly, the solutions necessary for a sustainable future.

Performance is a fundamental value in our Group. As a family business, we adopt a long-term perspective and align our investments with the ongoing maintenance and continuous improvement of our performance. A significant portion of our profits is reinvested, allowing us to consistently meet the expectations and requirements of our customers through cutting-edge technology, efficient operations, and the continuous training and development of our employees. This commitment also extends to ensuring the well-being and safety of our employees.

RESPONSIBILITY

"We strive for excellence in sustainability by offering exceptional products and services as a solid foundation. In doing so, we actively assist our customers in achieving their sustainability objectives."

MAX HÖLBL
MANAGING DIRECTOR PRINZHORN HOLDING / DIVISION PACKAGING

WE LIVE CIRCULARITY

"Through our integrated business model, we embrace the cycle. Ambitious targets reflect our commitment to continuous improvement."

ANDREAS WALSER
MANAGING DIRECTOR PRINZHORN HOLDING / DIVISION RECYCLING

Responsibility and performance also entail taking ownership of the implementation of our strategy and goals. As we integrate ESG considerations into our overarching strategy, we set ambitious non-financial targets that enjoy the support of the entire Group at all levels. By incorporating sustainability goals into our management processes, we raise awareness about their significance and ensure their consistent implementation.
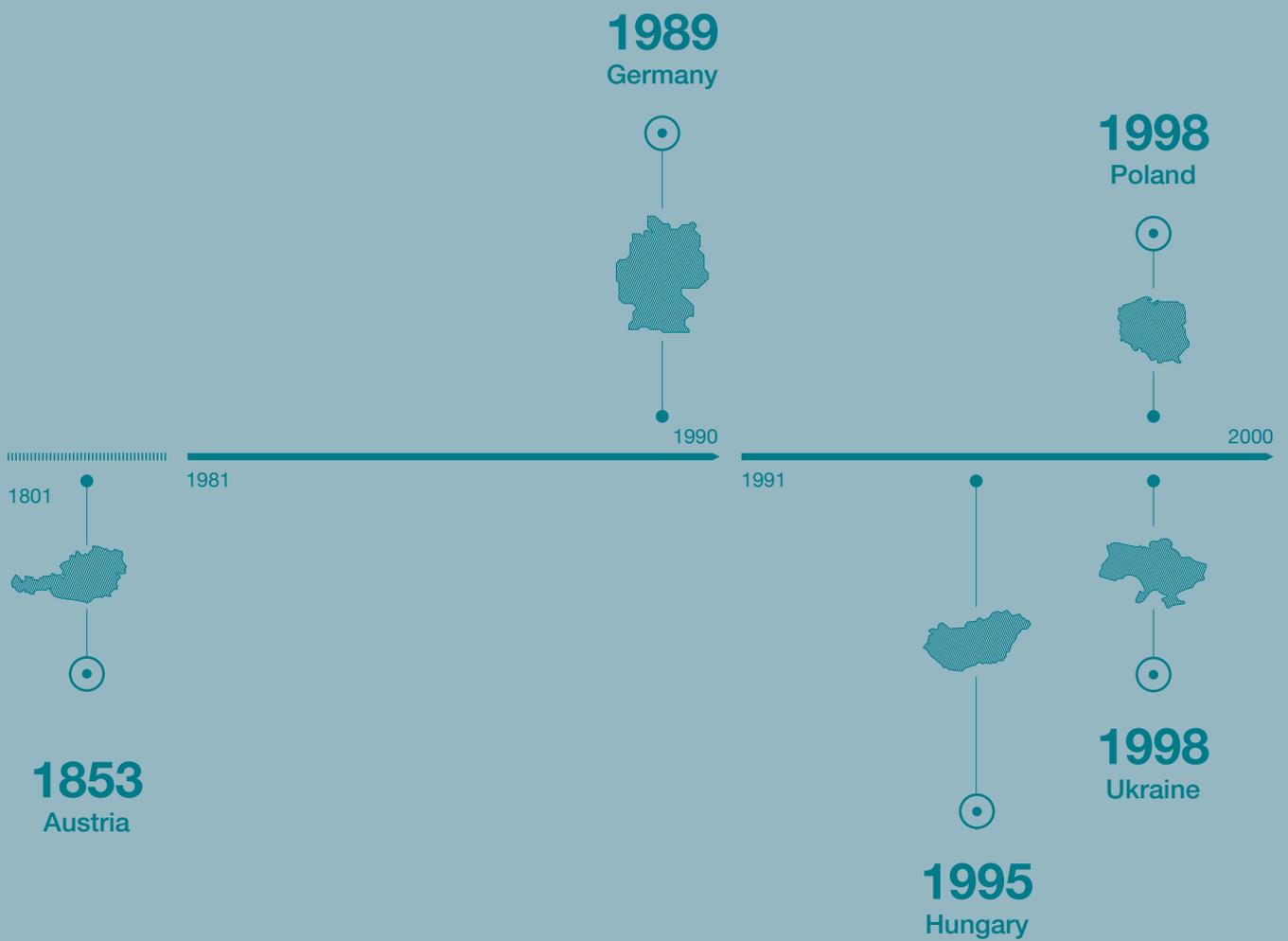
Our Pitten plant, established 170 years ago, stands as a testament to our pioneering, persevering spirit and serves as the foundation for our circular business model. It was the first step among many towards achieving exemplary business practices. Circularity is ingrained in our business model, and we take great pride in stating unequivocally: We live circularity.
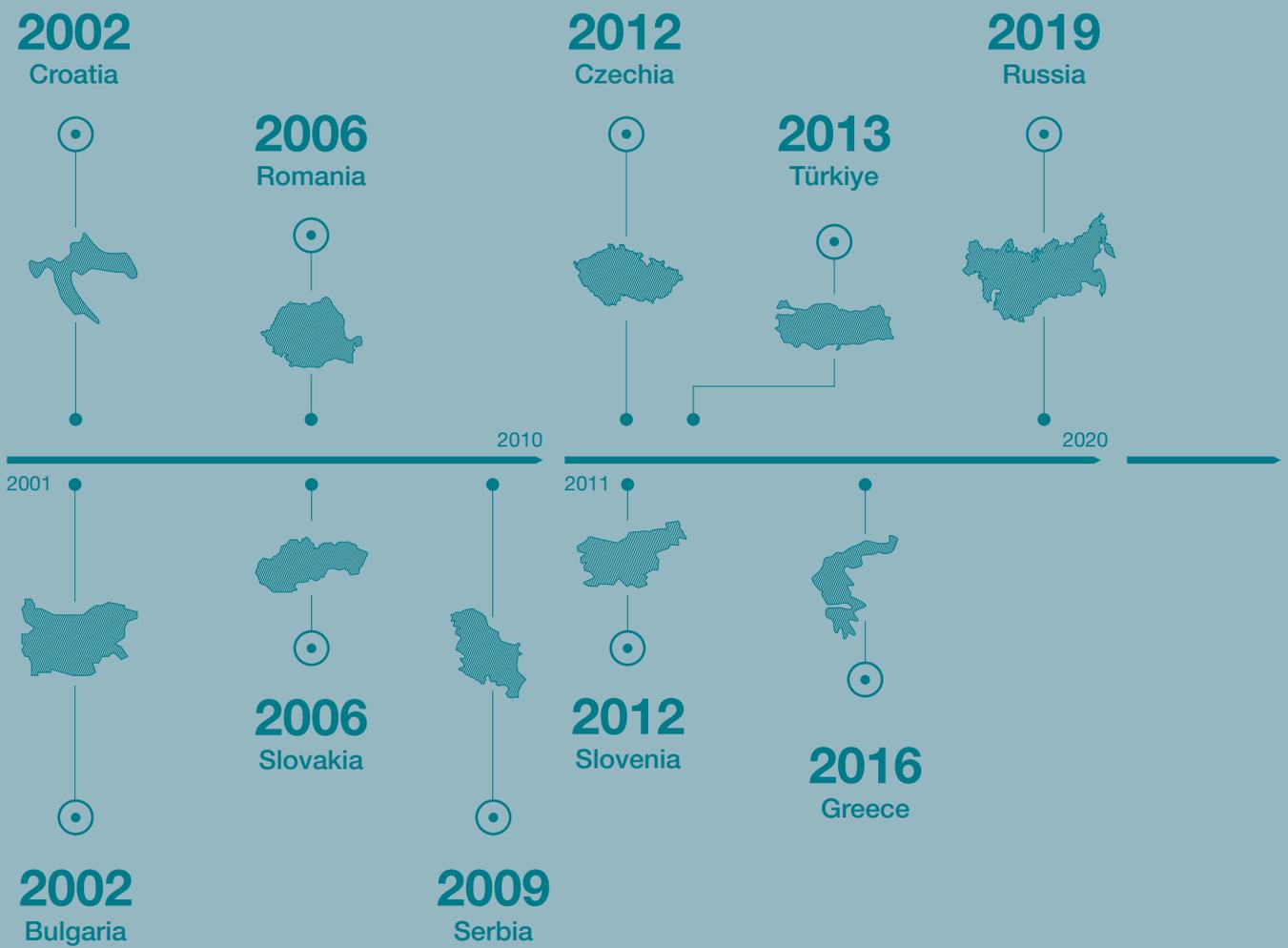
Yours

Management Board of Prinzhorn Group
Vienna, 4 August 2023

Milestones in the company's history
Markets entered 1853–2022

1989
Germany

1998
Poland

1990

2000

1801

1981

1991

1853
Austria

1998
Ukraine

1995
Hungary

2002
Croatia

2006
Romania

2012
Czechia

2013
Türkiye

2019
Russia

2010

2001

2011

2020

2006
Slovakia

2012
Slovenia

2016
Greece

2002
Bulgaria

2009
Serbia

About Prinzhorn

We live circularity. This goes beyond mere rhetoric for the Prinzhorn Group. It is our purpose, to which we fully commit ourselves. It embodies our long-term, sustainable business strategy and aligns perfectly with the essence of our business model: As a trailblazer in the circular economy, the Prinzhorn Group operates with a value chain designed for circularity. We firmly adhere to a business model that strives to prolong the lifespan of resources and products, whilst keeping raw materials and components circulating within the economy for as long as possible.

Strategic review

Developing a sustainability strategy is a process that goes beyond isolated efforts. Establishing strategic ESG goals entails a holistic approach, which can integrate them seamlessly into the company's overall strategy. Rather than treating it as a peripheral concern, the Prinzhorn Group and its management are fully committed to the comprehensive integration of sustainability into its operations. We are taking proactive measures to ensure a successful and sustainable future by adapting to evolving circumstances.

A thorough strategic review was conducted in the second quarter of 2022. Armed with insights from an extensive market analysis, the Prinzhorn Group Management Board and divisional Management Boards collaborated to refine the existing strategy. Our objective was to effectively address current and future challenges, laying a solid foundation for successful and sustainable business development.

COMPASS: our corporate strategy

One of the key findings revealed by the market analysis highlighted the fundamental role of sustainability. Prinzhorn's longstanding commitment to sustainability and circular economy, both inherent in the Group's value chain, was thus reaffirmed. The newly devised corporate strategy, COMPASS, establishes the groundwork for moving the company to the next level. Moving beyond a volume-driven model, it focuses on enhancing value and embraces dynamic objectives instead of absolute targets. Moreover, we aspire to foster greater inter-divisional integration to unlock synergies within our Group through enhanced collaboration and to bolster our market position.

The new strategy unequivocally incorporates market trends from sustainability, such as the significant shift from plastic-based packaging to paper, which has resulted in a growth in demand. CO_2 reduction is a key focus area actively addressed by Prinzhorn in its strategy. Recognizing the energy-intensive nature of the paper industry, the Prinzhorn Group is formulating a roadmap to outline long-term measures and targets for minimizing greenhouse gas emissions.

To strengthen the Group's stability further, the new strategy enhances internal connectivity in alignment with the circular business model. Our value chain will be further strengthened through increased intra-divisional supply of materials and raw materials, as well as intensified collaboration and interlinking among the three divisions.

Our purpose

The strategic review not only resulted in a renewed corporate strategy but also led us to articulate our fundamental stance of actively embracing the circular economy. Our purpose is summed up by the sentence: "We live circularity."

Our purpose encapsulates the essence of why we do what we do, and articulates in words what the Prinzhorn Group has long embodied. Circular products lie at the heart of our company's purpose, business model and the way we think about and advance our business. Our value chain is already inherently circular, and we firmly believe that embracing the cycle significantly contributes to a sustainable future. It is this conviction that propels us to develop an ESG strategy that is deeply intertwined with our corporate strategy, forming a cohesive whole.

Organisational structure

The Prinzhorn Group is a family-owned, internationally operating Group and the regional market leader in Central and Eastern Europe (CEE). It consists of Prinzhorn Holding GmbH and three operational divisions: Hamburger Recycling, which manages the collection and trading of recyclable materials; Hamburger Containerboard, responsible for producing corrugated base paper; and Dunapack Packaging, which specializes in customer-

Our Purpose

Performance

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

PEOPLE * PERFORMANCE * RESPONSIBILITY *

WE LIVE CIRCULARITY

People

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

Responsibility

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

Vision

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

Mission

We are passionate to serve customers the best recycling, paper and packaging solutions.

Strategy

COMPASS – Growing value

oriented packaging made from corrugated base paper. These divisions collectively cover Prinzhorn's complete value chain. The Thomas Prinzhorn Private Foundation owns all shares of Prinzhorn Holding GmbH.

The Prinzhorn Group bears responsibility for approximately 10,000 employees across its locations in 15 countries: Austria (headquarters), Bulgaria, Croatia, the Czech Republic, Germany, Greece, Hungary, Poland, Romania, Russia, Serbia, Slovakia, Slovenia, Türkiye, and Ukraine.

Hamburger Recycling

Hamburger Recycling undertakes the collection, processing, and treatment of secondary raw materials. These materials serve both the internal demands of the Prinzhorn Group and the global paper sector, as well as other industries. Hamburger Recycling thus plays a vital role in Prinzhorn's value chain. As a leader in the regional market, it excels in the collection, processing, trading and transportation of recyclables.

As of 2022, Hamburger Recycling had a workforce of 1,260 individuals, operating across 46 production sites in 13 countries. In that year, they collected, sorted, and traded a substantial 1,965,764 metric tons of material, of which 25% was sold to external partners, while an impressive 75% was allocated internally within the Group, in line with its commitment to an efficient recycling economy.

Continuous investments in the collection, treatment, and processing of recyclables ensure a sustainable supply of secondary raw materials for both the Group and external business partners. Moving forward, the Hamburger Recycling Group will maintain its focus on securing sustainable quantities of material across the entire value chain.

Hamburger Containerboard

Hamburger Containerboard, a leading manufacturer of high-quality recycled corrugated base papers in Europe, is known for its well-regarded brands such as AustroLiner, RiegerCoat, SpreeWhite, and SpreeGips. Embracing the principles of the circular economy, the division prioritizes the use of recovered paper throughout its production process. Within the Prinzhorn Group's value chain, Hamburger Containerboard serves as the crucial link between the recycling division and packaging production, with a strong connection to Hamburger Recycling, which supplies a significant portion of its secondary raw materials.

In 2022, Hamburger Containerboard employed 2,716 individuals and operated seven production facilities across five countries. During that year, the company produced a total of 2,707,798 metric tons. This figure includes production by the SFT Group in Russia. This accomplishment solidifies Hamburger Containerboard's position as one of the top four manufacturers of corrugated base paper in Europe.

01 / ORGANISATION CHART

PRINZHORN
GROUP

PRINZHORN
HOLDING

Hamburger Recycling
PRINZHORN GROUP

Hamburger Containerboard
PRINZHORN GROUP

Dunapack Packaging
PRINZHORN GROUP

SFT Group

Dunapack Packaging

Aligned with the Prinzhorn Group's circular business model, Dunapack Packaging delivers customized packaging solutions which are derived from sustainable and renewable resources. As a market leader across Central and Eastern Europe, Dunapack offers a diverse range of high-quality products, including transport- and shelf-ready packaging for the food & beverage and consumer goods sectors, as well as shipping cartons for e-commerce and other industries. What sets Dunapack apart is its exceptional flexibility, dependable service, customer-centric approach, and its unwavering commitment to sustainable production. It utilizes 90% recycled paper, primarily sourced from the Hamburger Containerboard Division, to manufacture its corrugated board boxes and sheets.

Operating 23 production facilities across 11 countries, as of the end of 2022, Dunapack Packaging employed a workforce of 5,390 individuals. It manufactured 2,586 million square meters of packaging in 2022. Moving forward, Dunapack will prioritize the professional training and development of its staff, with a particular focus on packaging technology and IT.

Prinzhorn Holding

As the strategic parent company of the Prinzhorn Group, Prinzhorn Holding GmbH charts the Group's direction and provides its subsidiaries with optimal service and support in various areas, including information technology, human resources, business development, internal audit, marketing and finance. Its primary objective is to manage projects and deliver services in a tailored and customer-centric manner. The Prinzhorn Group's operating divisions and profit centres serve as Prinzhorn Holding GmbH's key clients. Every project involving the company goes through an impulse process aimed at identifying and prioritizing initiatives that generate the highest value for the Prinzhorn Group.

Prinzhorn Holding is also responsible for advancing the Group's ESG strategy and strategically managing sustainability initiatives. Regarding ESG, the holding company's goal is to provide the divisions with exceptional support and to collaborate closely with them so as to drive and implement the Group's ESG development. The ESG Board was established to achieve this objective effectively. It comprises the Management Board of Prinzhorn Holding, Division Top Management, the Group Tribe Lead, and the Group Lead ESG Management. The Group Lead ESG Management's function has been implemented within Prinzhorn Holding and works continuously and actively with the divisions and Group functions to execute ESG tasks.

SFT Group

In 2022, the SFT Group, a joint venture of the Prinzhorn Group and one of the leading Russian companies in the paper and packaging industry, achieved revenues of EUR 433 million and employed approximately 2,600 individuals. This establishes SFT as a significant player in the Russian market. Through its legal entities, the SFT Group operates in the recycling, containerboard and packaging sectors, and is aligned with the same value chain as the Prinzhorn Group. The primary production facilities are located in the European part of Russia: Kuvshinovo (north of Moscow), Aleksin (south of Moscow), Taganrog (west of Rostov) and Maykop (south of Krasnodar).

Our value chain: the added value

Growing value lies at the core of our strategy, and our circular business model, which is built upon our value chain, is the key driver of this strategic objective. Our three divisions are interconnected through this value chain, enabling them to contribute to each other's success. Through collaboration and mutual support, they also foster the sustainable development of both individual divisions and the Group as a whole. Each division is fully dedicated to advancing the sustainable growth of the Prinzhorn Group, thereby contributing to the overall success of the Group and fostering a more sustainable world.

Prinzhorn Group

~10,000
employees

15
countries

100
percent
of our products can be recycled

2.9
billion euros
in net revenue

2.6
billion m²
of packaging

2.8
million metric tons
of recycled corrugated board
produced

97
percent
of our secondary raw materials
are recycled

Regional market leader in CEE

- ● DUNAPACK PACKAGING
- ● HAMBURGER CONTAINERBOARD
- ● HAMBURGER RECYCLING
- ＊ SFT GROUP

About this report

With this Group-wide Environmental, Social, Governance (ESG) report, we aim to reaffirm our commitment and showcase our progress in implementing sustainability measures. This second ESG report aims to provide insight into our efforts to enhance sustainability within the Prinzhorn Group and our ongoing sustainability journey.

Restatements from previous reporting periods

Several updates have been made in the current report from the first ESG report, which covered the year 2021. For instance, a double materiality analysis was conducted in 2022, considering both financial and sustainability impacts. Furthermore, the list of material topics has been revised and can be found in the Materiality analysis chapter. Additionally, a new chapter has been included in the report, which covers our established sustainability strategy and governance.

This year's report adheres to the GRI standards and incorporates initial elements of the European Sustainability Reporting Standards (ESRS) draft requirements.

Report scope

As outlined in the chapter About Prinzhorn, the Prinzhorn Group comprises the following entities:
- Hamburger Recycling
- Hamburger Containerboard
- Dunapack Packaging
- SFT Group
- Forstverwaltung Neuhaus GmbH
- Prinzhorn Holding

The following are included in the scope:
- Hamburger Recycling
- Hamburger Containerboard
- Dunapack Packaging
- Prinzhorn Holding

The following are not currently in the scope, but will be included in future reporting:
- The SFT Group (majority shareholder since 2022, will be included in future reports) – SFT is mentioned in the overview topics but is not further detailed in the material topics section. The consolidated data, therefore, does not include SFT, apart from when reporting on the total number of employees and financial performance.
- Forstverwaltung Neuhaus GmbH

Depending on the chapter, different timeframes are presented in the report. Key performance indicators (KPIs) and material topics are based on the business year 2022. "Sustainability at Prinzhorn" reflects the status as of May 2023.

Sustainability at Prinzhorn

Sustainability lies at the heart of our daily operations

At the Prinzhorn Group, we closely monitor environmental, social and market developments, always aiming to respond to them proactively. Operating in a sustainable, eco-friendly and efficient manner is vital to our achievements. Our closed-loop business model demonstrates our commitment to mitigating the harmful impact of non-degradable materials on the environment, whilst also driving the sustainability transition across our divisions and local facilities. In recent years, the growing demand for eco-friendly paper, packaging solutions, and recycling services has strengthened our dedication to offering increasingly superior and greener solutions in response to sustainability-related questions and customer demands.

We take great pride in our unwavering commitment to a sustainable business approach. All Prinzhorn Group divisions incorporate economic, social and environmental criteria into their decision-making processes. Circular products are core to our company purpose and our value chain is inherently circular. Our revenues are derived from products that are both recycled and designed for further recyclability.

By further enhancing our sustainability efforts, we aim to underscore our role as a trusted business partner. We aspire to be recognized as a reliable and sustainable ally by all of our stakeholders. Moreover, we are eager to share our passion for what we do: embracing the cycle and contributing to a promising future through sustainable products.

As part of our strategic review, we have refined our purpose to place even greater emphasis on circularity. "We live circularity" now encapsulates our enduring corporate philosophy. For more detailed information, please refer to our Annual Report.

ESG governance

As we translate our sustainable aspirations into tangible actions each day, we are steadfast in our mission to embed the principles of sustainability into the very core of our Group's cross-divisional operations and supply chains. In 2021, we initiated an extensive de-siloing effort within the Prinzhorn Group, forging a robust ecosystem that unites aligned practices and expertise across our geographically dispersed local entities.

To facilitate our sustainable growth, we embarked on implementing an ESG-based organisational structure in 2021. This framework enables us to assess, enhance, and communicate our performance on an annual basis. In 2022, we further solidified the integration of ESG (Environmental, Social, and Governance) considerations within our organisation. This involved establishing a quarterly ESG Board, a comprehensive ESG Ambassador Program and the launch of our Group-wide ESG Academy. Additionally, we created the position of Group Lead ESG Management at the Group level, which oversees all strategic endeavours relating to ESG and reports directly to the Prinzhorn Holding GmbH's Management Board.

The ESG Board comprises Prinzhorn Holding's Management Board, divisional Management Boards, the Group Tribe Lead and the Group Lead ESG Management. It convenes quarterly to establish and refine strategic goals. At the divisional Management Board level, ESG Strategy Topic Owners have been appointed to coordinate the implementation of ESG strategies within their respective divisions. Furthermore, we have appointed ESG ambassadors who, with their profound expertise in daily operations, provide strategic support to the organisation and also contribute to ESG implementation activities.

We have pursued our partnership with an external expert consultant to continuously enhance and implement a robust ESG structure that adheres to the highest standards across all business units and hierarchical levels.

One notable milestone achieved in the reporting year was the launch of our ESG Academy, which saw its inaugural rollout. The main objective of the academy is to raise awareness in the organisation, providing education and opportunities to learn new skills so as to equip all members with the necessary knowledge and capabilities to navigate future ESG-related challenges. Consequently, the ESG Academy facilitates a swift integration and widespread commitment to ESG principles across all of our organisational units.

We have implemented certified management systems in various areas such as those pertaining to quality, environment, energy and the chain of custody or wood. For comprehensive information on these certifications, please refer to the table in the Appendix. Furthermore, detailed governance measures have been outlined on entity, country, mill and plant levels.

Materiality analysis

In 2022, we undertook a comprehensive materiality analysis at both the Group and divisional levels to gain a deeper understanding of our impacts, risks and opportunities. This analysis allowed us to sharpen our focus on material sustainability topics. It encompassed not only a sustainability impact analysis to assess our environmental and social impacts from an inside-out perspective, but also a financial impact analysis from an outside-in perspective. The analysis also included stakeholder engagement throughout the process.

To guide our analysis, we utilized the methodological and conceptual framework provided by the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) drafts.
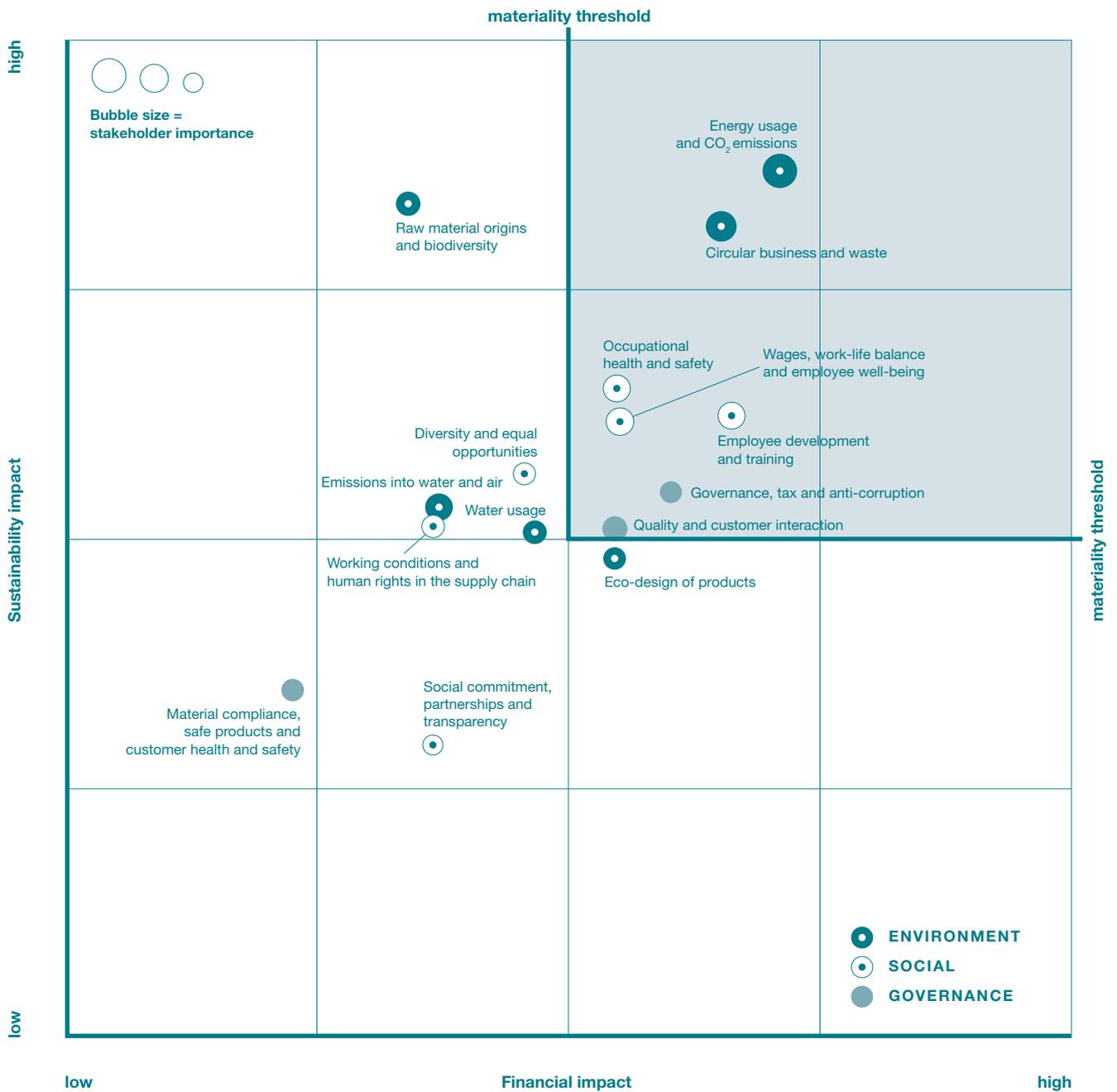
We enlisted the support of an external sustainability consultancy throughout the assessment of our sustainability and financial impacts. Our initial step involved analysing our value chain to identify potential positive and negative impacts, not only within our core business but also upstream and downstream. This comprehensive evaluation resulted in a list of 15 potential material topics. Each of these topics subsequently underwent expert evaluations, which are outlined below:

- Impact materiality: External experts conducted evaluations to assess the scale, scope, and irremediability of the impacts on society and the environment. These evaluations were discussed in workshops involving division management and experts, and were subsequently consolidated at the Group level.
- Financial materiality: Actual and potential risks and opportunities were identified for all 15 potential material topics. Initially, each material topic was rated based on the size and likelihood of occurrence of all relevant risks and opportunities at the divisional level. In a subsequent step, the assessment was consolidated at the Group level. The introduction to each material topic provides an overview of the key risks and opportunities identified.
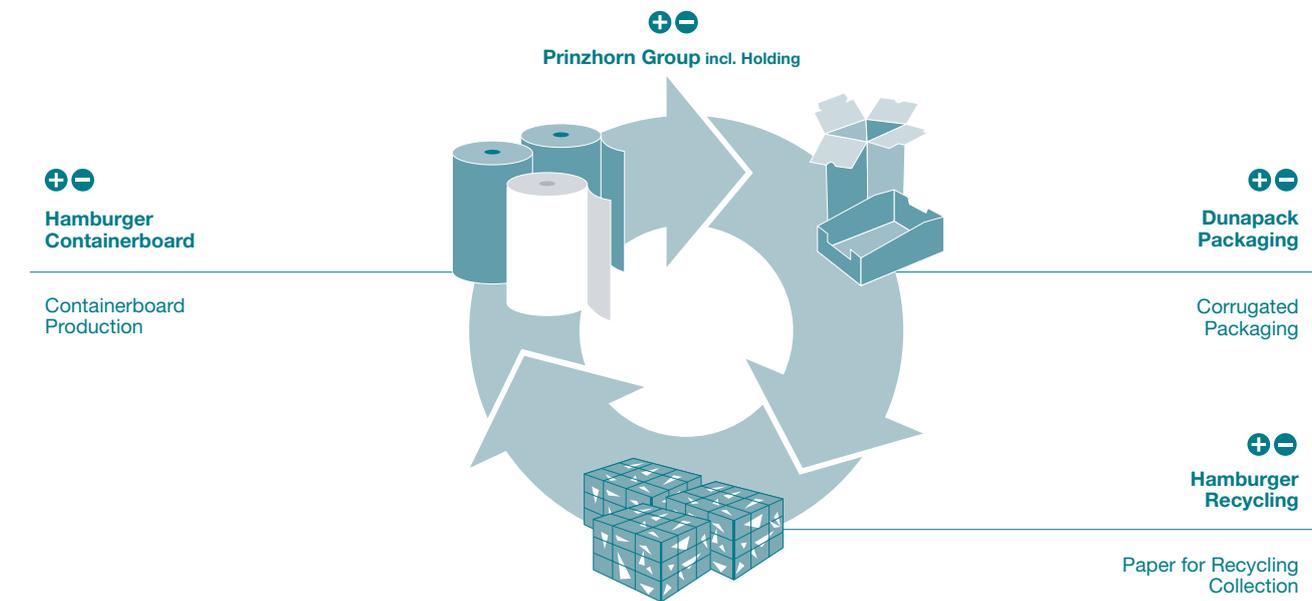
Furthermore, we conducted stakeholder surveys to gather additional insights. We actively involved key stakeholders and requested their input on rating the importance of Prinzhorn's engagement in each of the 15 topics. A total of 169 stakeholder responses were categorized into four stakeholder groups:

- Company management and experts
- Employees (HR community, workers' council)
- Market (sales, customers, suppliers, purchasing)
- Investors, banks

02 / MATERIALITY MATRIX

materiality threshold

high

**Bubble size =
stakeholder importance**

Energy usage
and CO_2 emissions

Raw material origins
and biodiversity

Circular business and waste

Occupational
health and safety

Wages, work-life balance
and employee well-being

Diversity and equal
opportunities

Emissions into water and air

Water usage

Employee development
and training

Governance, tax and anti-corruption

Quality and customer interaction

Working conditions and
human rights in the supply chain

Eco-design of products

Sustainability impact

materiality threshold

Social commitment,
partnerships and
transparency

Material compliance,
safe products and
customer health and safety

ENVIRONMENT

SOCIAL

GOVERNANCE

low

low

Financial impact

high

03 / VALUE CHAIN SDG MAPPING

➕ Potential to increase positive impact

Hamburger Containerboard	Dunapack Packaging	Hamburger Recycling	Prinzhorn Group incl. Holding
4 QUALITY EDUCATION · 8 DECENT WORK AND ECONOMIC GROWTH · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	4 QUALITY EDUCATION · 8 DECENT WORK AND ECONOMIC GROWTH · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	4 QUALITY EDUCATION · 8 DECENT WORK AND ECONOMIC GROWTH · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 15 LIFE ON LAND

➖ Potential to minimize negative impact

Hamburger Containerboard	Dunapack Packaging	Hamburger Recycling	Prinzhorn Group incl. Holding
5 GENDER EQUALITY · 6 CLEAN WATER AND SANITATION · 3 GOOD HEALTH AND WELL-BEING · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS · 7 AFFORDABLE AND CLEAN ENERGY · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 13 CLIMATE ACTION	3 GOOD HEALTH AND WELL-BEING · 5 GENDER EQUALITY · 6 CLEAN WATER AND SANITATION · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS · 7 AFFORDABLE AND CLEAN ENERGY · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 13 CLIMATE ACTION	5 GENDER EQUALITY · 7 AFFORDABLE AND CLEAN ENERGY · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 13 CLIMATE ACTION · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS · 3 GOOD HEALTH AND WELL-BEING	1 NO POVERTY · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS · 8 DECENT WORK AND ECONOMIC GROWTH

Icon size corresponds to high, medium or low potential SDG contribution. // Source: mapping of sustainability impact assessment from materiality analysis with SDG goals or sub-goals.

The resulting materiality matrix, displayed below, represents the outcome of our comprehensive analysis. The y-axis represents the sustainability impact, the x-axis represents the financial impact, and the size of each bubble indicates the level of importance of the topic as perceived by stakeholders.

After conducting the impact and stakeholder assessments, we established the materiality threshold via a structured approach consisting of two steps. Initially, the individual assessments were reviewed and discussed with division management and experts at the divisional level, which resulted in the definition of division-specific thresholds. This approach allowed us to identify material topics that are relevant to the entire Prinzhorn Group whilst also addressing them with division-specific considerations. Subsequently, the topic impact was further refined in collaboration with the ESG Board, ultimately resulting in the establishment of the Group-wide materiality threshold. The following topics were identified as material:

Environment
- Energy usage and CO_2 emissions
- Circular business and waste

Social
- Occupational health and safety
- Wages, work-life balance and employee well-being
- Employee development and training

Governance
- Governance, tax and anti-corruption
- Quality and customer interaction

The materiality analysis has provided a robust and systematic foundation for advancing our comprehensive Group-wide sustainability strategy. We are committed to enhancing our performance year after year, both in terms of what we do and how we do it. Our annual sustainability report serves as a transparent update about our endeavours, with a clear emphasis on the material topics. Furthermore, we provide updates on topics that hold significant importance to ensure our readers gain a comprehensive overview of our sustainability initiatives.

Sustainable Development Goals (SDGs)

In 2015, the members of the United Nations adopted the "Agenda 2030 for sustainable development", committing themselves to the implementation of its 17 Sustainable Development Goals (SDGs). These SDGs define global sustainable development priorities and aspirations for sustainable development, aiming to mobilize global efforts towards a shared set of goals and targets. The private sector plays a vital role as a partner to the UN's efforts in pursuing these goals.

We have aligned Prinzhorn's material topics across the value chain with the SDGs and have evaluated their relevance according to the guidance provided by the SDG Compass. The identification of SDGs relevant to Prinzhorn took into account the sustainability impact assessed during the materiality analysis.

After the impact assessment, we have specified the following key SDGs as a focus for the Prinzhorn Group:
- 3 – Good health and well-being
- 4 – Quality education
- 7 – Affordable and clean energy
- 8 – Decent work and economic growth
- 9 – Industry, innovation and infrastructure
- 12 – Responsible consumption and production
- 13 – Climate action
- 16 – Peace, justice and strong institutions

We are dedicated to making meaningful contributions to the identified focus SDGs with our ESG strategy. These specific goals are thoroughly reflected and are taken into account within the strategic focus areas of our ESG strategy. In 2023, we will develop tangible commitments within these ESG focus areas, aiming to fulfil and adhere to them in a way that directly contributes to the assigned SDGs.

04 / STRATEGY HOUSE

06
COMPASS
Purpose

Purpose ⟶

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

05
COMPASS
Mission

Mission
We are passionate to serve customers the best recycling, paper and packaging solutions.

04
Corporate level
Commitments

Corporate
sustainability ⟶

☛ *Continue developing the organisation*
  to fully implement an efficient and
  fit-for-purpose ESG governance
  framework.
☛ *Establish transparency and*
  accountability for our ESG performance

Climate protection

Take immediate action to combat climate change and its impacts by increasing the adoption of renewable energy sources and enhancing energy efficiency. Prioritize the deployment of clean and environmentally friendly technologies.

Environmental protection and resource efficiency

Significantly reduce waste generation through prevention, reduction, recycling and reuse. Improve resource efficiency in consumption and production through the use of clean technologies. Grow the recycling infrastructure to preserve resources and ultimately ensure the sustainable use of terrestrial ecosystems.

03
ESG Focus Area level
Commitments

02
ESG Focus Area level
Focus SDGs

01
Foundation
Vision & core values

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

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

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

COMPASS

Mission
We are passionate to serve customers the best recycling, paper and packaging solutions.

through sustainability reporting in
line with international standards.
❧ *Continuously enhance the data
management landscape to define,
harmonize and steer the most
important non-financial KPIs.*

❧ *Proactively increase ESG literacy
across the organisation to ensure
all stakeholders understand and
address current and future ESG
challenges within their areas of
responsibility.*

**Social
responsibility**

*Ensure inclusive and equitable quality
education and promote lifelong learning
opportunities for all. Prioritize health
and well-being for individuals across all
age groups. Protect workers' rights and
promote a safe work environment.
Encourage sustainable, inclusive
economic growth, productive full
employment and decent work for all.
Achieve equal pay for work of equal
value and support inclusive,
sustainable industrialization.*

**Customer centricity
and governance**

*Prioritize transparency, align with
customer needs and act as a proactive
business partner to ensure individuals
everywhere have the relevant information
and awareness to promote solutions for
sustainable development. Promote
responsible governance, legal compliance
and ethical business practices in
collaboration with business partners
along the value chain.*
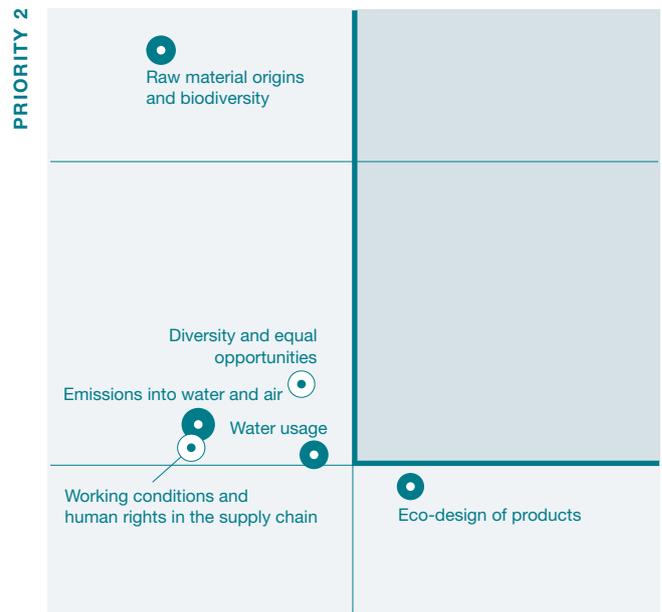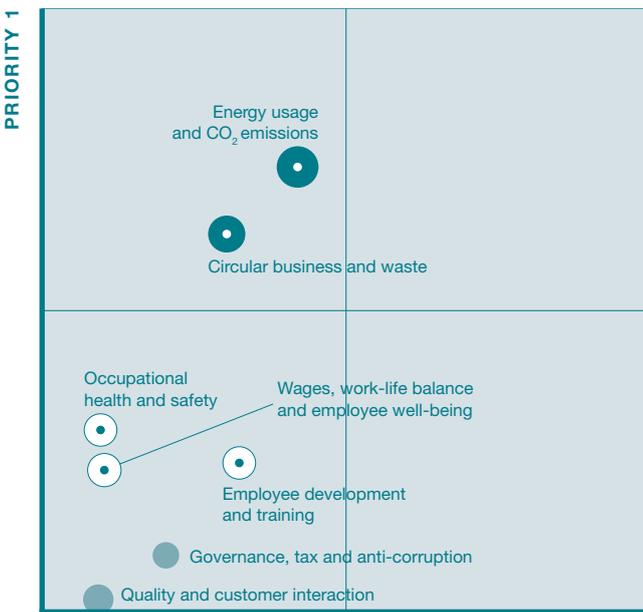
ESG Strategy

Strategy

Core Values *The core values are the elements with which we live the Purpose.*

05 / STRATEGY DEVELOPMENT / PRIORITY 1 AND 2

PRIORITY 1

- Energy usage and CO$_2$ emissions
- Circular business and waste
- Occupational health and safety
- Wages, work-life balance and employee well-being
- Employee development and training
- Governance, tax and anti-corruption
- Quality and customer interaction

PRIORITY 2

- Raw material origins and biodiversity
- Diversity and equal opportunities
- Emissions into water and air
- Water usage
- Working conditions and human rights in the supply chain
- Eco-design of products

Strategy

We care about the environment: 100% recyclable solutions

Our business operations are founded on a sustainable value chain that spans from raw material sourcing to marketing and sales. This commitment is exemplified by the fact that our products are already 100% recyclable, with 97% of our key raw materials derived from recycling. We are dedicated to continually enhancing our environmental initiatives and minimizing the ecological impact of our production processes. Whilst aiming for the best suitable standard of technology, our circular product design also places a strong emphasis on material recyclability, reduced energy consumption, efficient energy utilization, and material conservation. We also strive to highlight environmental protection as a key focus area for our customers. Transparency, open information sharing, and mutual trust serve as the foundation for effective collaboration, including efficient environmental protection.

Our commitment: closed-loop recycling

Each Prinzhorn Group member is dedicated to reducing their ecological impact and to continuously improving our already high standards for environmental protection. Our primary objective is to achieve environmentally friendly production by investing in energy-saving initiatives and using renewable resources, ultimately increasing the self-sustainability of our individual sites, mills and plants.

We prioritize the full recyclability of materials, efficient energy usage and material savings with our closed-loop business model. This vertically integrated business model ensures a reliable supply to our customers and empowers us to drive efficiency throughout the entire supply chain via technological advancements, the optimization of paper machines and effective logistics management.

Strategy development
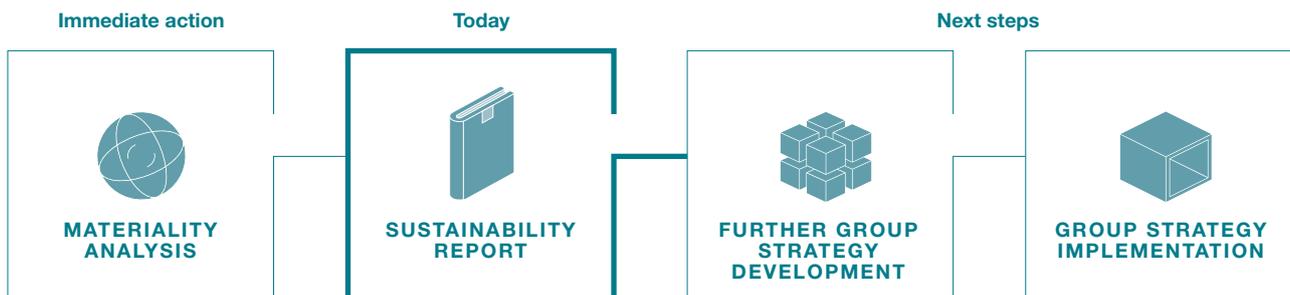
In 2022 and 2023, we conducted a comprehensive materiality analysis and classified the identified material topics based on their strategic significance. Throughout the sustainability strategy process, we received guidance from an external sustainability consultancy. The material topics were grouped into four key areas of focus: climate protection, environmental protection and resource efficiency, empowering every employee to reach their full potential, customer centricity and governance. Each focus area was further developed with a commitment to aligning with our focus SDGs and a roadmap that outlines future measures. Additionally, we established two priority levels. Priority 1 topics receive a Group-wide strategic focus, while priority 2 topics hold specific importance within certain areas of the organisation, rather than across the entire Group. The illustrate the assigned priorities.

The ESG Board determined the focus areas, which take into account the double-materiality impact assessment and stakeholder relevance. Each focus area has dedicated strategic topic owners who are responsible for advancing the strategy and guiding its future implementation.

Outlook

Our commitment extends to establishing transparent and measurable sustainability targets for each focus area moving forward. We are fully dedicated to continuously enhancing our approach to sustainability management and will further improve our reporting practices and ensure compliance with ESRS requirements. Moreover, we will continue to develop each strategy pillar by planning effective measures and setting goals.

06 / OUTLOOK

Immediate action	Today	Next steps	
MATERIALITY ANALYSIS	**SUSTAINABILITY REPORT**	**FURTHER GROUP STRATEGY DEVELOPMENT**	**GROUP STRATEGY IMPLEMENTATION**

PRINZHORN GROUP

*People,
Performance,
Responsibility.
We can make
a difference.*

Material topics

Material topics	Description of topics	Section/Page
Environment		
Energy usage and CO_2 emissions	Energy use and energy efficiency in production. This includes both the amount of energy as well as the type of energy used, e.g. distribution between renewable and non-renewable energy sources. This topic also covers the CO_2 emissions emitted during manufacturing and other stages in the value chain.	**Environment P. 30**
Circular business and waste	This topic covers the waste generated during production, the level of material efficiency in our production processes and the amount of recycled material used in production. It also covers circularity along the value chain.	**Environment P. 35**
Social		
Occupational health and safety	Occupational health and safety covers all aspects of workplace health and safety, with a focus on promoting both physical and mental well-being.	**Social P. 48**
Wages, work-life balance and employee well-being	This topic covers employee satisfaction, which involves creating a working environment that is conducive to employees' thriving and their reaching their full potential. It encompasses aspects such as freedom of association for all employees, job security, fair wages and benefits, as well as balanced working hours and conditions to promote a healthy work-life balance.	**Social P. 54**
Employee development and training	This topic explores development and training opportunities for all employees.	**Social P. 58**
Governance		
Governance, tax and anti-corruption	This topic describes corporate governance, which entails not only compliance with applicable laws, but also the establishment of self-imposed standards and corporate values that define morally responsible behaviour. This includes aspects such as business ethics, tax policies, and measures to prevent corruption and anti-competitive practices.	**Governance P. 68**
Quality and customer interaction	This topic covers the measures implemented to ensure active and ongoing customer communication, as well as the management of product and service quality to achieve the highest level of customer satisfaction.	**Governance P. 74**

Further important topics

Material topics	Description of topics	Section/Page
Environment		
Raw material origins and biodiversity	This topic outlines the extent to which raw materials are sourced from sustainable origins. It encompasses factors such as material traceability and the amounts of recycled and certified materials used.	**Environment P. 40**
Emissions into water and air	This topic covers the pollutants released into the air or water during production and transportation. It includes factors such as local air emissions (excluding CO_2), noise emissions from transportation activities and wastewater discharge.	**Environment P. 42**
Water usage	This topic covers the amount of water withdrawal and usage as well as water efficiency in production processes.	**Environment P. 44**
Eco-design of products	This topic focuses on the actions taken by product managers, product designers and product developers to ensure that their product is environmentally friendly throughout its entire life cycle. It specifically addresses measures aimed at improving the product's environmental footprint.	**Environment P. 45**
Social		
Diversity and equal opportunities	This topic covers diversity and equal opportunities for employees. Diversity includes aspects such as valuing individuals regardless of their gender, culture, language, religion or age. All employees are provided with access to education and training opportunities. Additionally, measures to prevent discrimination in the workplace and to create a harassment-free environment are in place.	**Social P. 61**
Social commitment, partnerships and transparency	This topic covers the community and society in the vicinity of the Prinzhorn locations, and addresses social dialogue, community involvement, responsible information sharing, and engaging in dialogue with stakeholders.	**Social P. 63**
Working conditions and human rights in the supply chain	This topic addresses fair working conditions and wages, as well as respect for human rights throughout the supply chain.	**Social P. 66**
Governance		
Material compliance, safe products and customer health and safety	This topic outlines measures and corresponding policies aimed at ensuring the quality assurance of products. The objective is to ensure customer health and safety whilst using the finished products.	**Governance P. 77**

ENVIRONMENT

Energy usage and CO$_2$ emissions

Our impacts, risks and opportunities

The effects of global warming have been felt across the world, and we recognize that as a company, our actions aren't exempt from contributing to this phenomenon. Our operations need energy that is required to generate process heat and power for our production facilities. Additionally, our use of fossil fuel-based energy sources in our logistics processes, as well as emissions released upstream and downstream within our value chain, also contribute to environmental stresses, necessitating our attention and consideration.

With concerted efforts towards reducing energy consumption, the enhancement of energy efficiency in our production processes and a transition to renewable energy sources, we can actively foster positive environmental, economic and societal impacts whilst also securing our strategic autonomy from fossil fuel dependencies. Leveraging advancements in energy efficiency and the integration of renewable energies and more advanced systems provides us with opportunities for further emissions reduction and targeted energy optimization.

Moreover, our commitment to manufacturing products from recycled paper serves as a viable alternative to fossil-based and non-renewable materials. This helps us support our customers along the value chain, including those in the retail sector, in reducing their embedded carbon dioxide emissions. Consequently, our actions can have a substantial positive impact on the environment whilst also providing society with climate-friendly alternatives.

Top risks identified
- Increased operational expenses caused by rising energy prices
- Reliance on non-renewable fossil fuels
- Fragile supply chains susceptible to disruption as a result of the impacts of climate change
- Growing expenditures for materials, products, activities (procurement) and energy
- Diminishing availability of water resulting from periods of drought
- Heightened cooling demands stemming from the effects of global warming

Top opportunities identified
- Embracing energy self-sufficiency through the incineration of biogenic waste
- Enhancing the use of renewable energy sources to reduce environmental impact
- Optimizing heat production efficiency in preparation of possible future hydrogen (H2) usage

Our policies and measures

We prioritize the responsible stewardship of energy management and reduction of emissions across our divisions. For this reason, they have already implemented a range of measures and initiatives aimed at curbing energy use and enhancing energy efficiency, thereby tangibly reducing our CO$_2$ emissions. We are increasingly adopting and building environmental and energy management systems, which enable us to uphold our existing environmental standards and drive further enhancements. A comprehensive overview of our certifications can be found in the Appendix.

Hamburger Recycling

To optimize energy efficiency and achieve tangible energy savings, Hamburger Recycling has adopted ISO 14001 in Türkiye, Romania, Hungary, Croatia and Bulgaria. This has led to the introduction of pertinent measures and projects aimed at reducing CO$_2$ emissions at a local level. Annual audits ensure ongoing compliance with established standards.

Aligned with efforts to promote increased energy efficiency and savings, Hamburger Recycling incorporated the topic of e-mobility into their car policies during the reporting year. 2022 also saw them successfully install a photovoltaic plant in Romania. Furthermore, investment decisions have been made to extend photovoltaic projects to Hungary, Poland, Croatia, and the Czech Republic. Other countries are currently being considered for such undertakings. The planned capacity amounts to 3,400 kWp, budgeted at EUR 2.7 million. Of this capacity, 1,100 kWp have already been ordered and are scheduled for installation in 2023.

Hamburger Recycling also expedited the transition to LED lighting, both indoors and outdoors, across all of its depots located in Romania and Croatia.

Hamburger Containerboard

Hamburger Containerboard is committed to running a top-tier energy management system, and has received certification for overall divisional compliance in line with ISO 14001 for all sites across the division and as well as ISO 50001 for Hungary, Austria and Germany. These systems are not only designed to increase efficiency and save energy but are also maintained year-round with internal and external auditing used to ensure their effectiveness. As an added measure of excellence, the Dunaújváros site, located in Hungary, has been EMAS-certified since 2014.

Successful implementation of energy and emission savings over recent years can be attributed to projects run under the ISO 50001 energy-saving programs. To illustrate, an overview of paper machine developments using these standards, and which were realized at Hamburger Containerboard during the reporting year, are listed below:

- Pitten features new cleaners, which improved two of its paper machines, as well as enhanced airflow in its vacuum system.
- Gelsenkirchen saw improvements to its refiner grinding design, as well as enhanced vacuum systems.

In terms of sustainable investment, the reporting year saw EUR 99.5 million dedicated primarily or indirectly to energy savings as well as other environmental endeavours. With an eye towards 2023, budgetary plans are in place for green projects, such as the installation of new blowers for vacuum generation and utilizing electric boilers to produce steam. The ultimate objective is to reduce demand not only in energy but also in the consumption of water, chemicals and raw materials, whilst cutting down associated costs as well.

Hamburger Containerboard is dedicated to working towards reducing global warming. To that end, they are creating a transition plan and launching a divisional decarbonisation program, which is being overseen by the Managing Director of Operations. To ensure the successful execution of these measures, the evaluation of steps for scope 1 and 2 are already underway and the pre-planning of corresponding measures is being undertaken.

As part of these efforts, Hamburger Containerboard participated in the EcoVadis rating process during 2022 and was awarded a bronze medal at divisional level.

Going forward, Hamburger Containerboard have appointed their Centre of Investment and Technology (CIT) team to focus on energy optimization with the Mill Managers and Managing Director Operations, providing coordination assistance via a structured process for design, implementation & evaluation.

Dunapack Packaging

To ensure global standards in environmental protection are met whilst keeping up with socio-economic needs and changing environmental conditions, Dunapack Packaging holds ISO 14001 and ISO 50001 certification at its various packaging plants.

All plants across Hungary, Romania, Poland, Bulgaria, Türkiye and Greece have the ISO 14001 certification whilst the Turkish (Eskisehir) plant holds both.

Limiting transportation emissions is an important goal for Dunapack Packaging. To help achieve this, the company has established logistics-swap agreements with paper suppliers. As part of these arrangements, Hamburger Containerboard can sell paper to swap partners' packaging plants while Dunapack can buy containerboard products locally from swap partners too. This localized purchasing allows for reduced transport distances, thus minimizing transportation emissions.

This reporting year saw a number of measures undertaken at local level to bring about an energy reduction and decrease carbon emissions. Initiatives to this end have included:

- Implementing compressed air optimization
- Exchanging cooling devices
- Heating optimization through the use or improvement of heat exchangers
- Switching to LED lighting
- Inspecting and repairing steam traps

- Replacing diesel and gasoline-powered forklift trucks with electric alternatives

An example of such activity is taking place in Spremberg, Germany where an energy manager and team have been appointed to oversee the introduction and maintenance of better energy policies. Staff are also actively involved in the implementation. Furthermore, metrics are used to discover unused energy efficiency potentials to support the reduction of harmful emissions and energy costs. Regular evaluations of all company-related energy consumption and energy performance metrics are carried out too.

Spremberg has seen the successful installation of the energy monitoring system é.VISOR, which has allowed for improved management, monitoring and conservation of energy, and achieved energy savings of 50,000 kWh in 2022. Certain technical issues as well as supply chain disruptions hindered the implementation of some planned measures within the projected time frame. To further maximize efficiency with regard to energy usage, the KPI "energy consumption in kWh per production volume" is now recorded each month.

With a goal of transitioning to a comprehensive use of renewable energies, Dunapack Packaging initiated a photovoltaic pilot project in 2022 in Greece. Evaluations of the project's potential for other countries are still being analysed in 2023. Additionally, Vienna is on schedule to make the switch to LED bulbs this year.

The total cost allotted for ESG-related endeavours is set at EUR 8.5 million in 2023.

Our performance

Our metrics
Please see figure 07 on page 33f.

Our targets
The ambition of the various divisions is clear: to reduce emissions and leave a better, safer world for future generations. To achieve this, all divisions are pursuing individual objectives.

Hamburger Recycling
Hamburger Recycling has ambitious goals to lower emissions, as considered already in the current budget process. The installation and use of photovoltaic panels in all depots will be pursued where it is technically and economically possible by 2026.

Hamburger Containerboard
Hamburger Containerboard has set ambitious goals for the utilization of biogas, biogenic content, advanced technology and affordable and clean energy. These include:
- Focus on increasing high quality biogas generation from sewage treatment plants
- Increasing the biogenic content of refuse-derived fuels in their EBS power plants
- Investing in renewable energy sources like solar, wind and water, and in new technologies such as battery operated forklifts
- Plans to increase the number of e-forklifts at the Pitten plant from one to three by next year with more to follow in coming years
- Promotion of sustainable sources of energy despite possible higher costs; use of an electrical boiler for steam generation during periods with high renewable energy availability on the grid

To measure progress towards achieving these goals specific targets have been determined locally.

Dunapack Packaging
Dunapack Packaging has several objectives they are working towards, including:
- Higher utilization of e-mobility forklifts and passenger cars
- Focus on CapEx which aids in lessening energy usage and CO_2 emissions
- A continuous decrease in energy consumption

07 / ENERGY USAGE & CO$_2$-EMISSIONS

in MWh and percent

	Prinzhorn Group 2021	Prinzhorn Group 2022 [1]	Prinzhorn Holding 2022	Hamburger Recycling 2022	Hamburger Containerboard 2022	Dunapack Packaging 2022
Energy consumption within the organisation and energy mix *in MWh*						
Total consumed primary energy including cogeneration	-	**4,319,616**	-	236	4,102,709	216,671
Renewable *(%)*	-	**31**	-	0	33	0
Non-renewable *(%)*	-	**69**	-	100	67	100
Total purchased steam/ district heating & cooling	-	**264,869**	-	0	248,302	20,508
Total self-produced electricity	-	**611,437**	-	0	611,437	0
Total purchased electricity	619,703	**707,259**	-	3,480	614,320	99,731
Renewable *(%)*	-	**46**	-	22	48	38
Non-renewable *(%)*	-	**54**	-	78	52	62

1) No direct comparison with previous year possible, due to different categories.

	Prinzhorn Group 2021	Prinzhorn Group 2022 [1]	Prinzhorn Holding 2022	Hamburger Recycling 2022	Hamburger Containerboard 2022	Dunapack Packaging 2022
Total electricity sold	-	**143,059** [2]	-	0	153,331	0
Energy intensity ratio (energy efficiency) *(in MWh/t of production output)*	-	**-** [3]	-	0.01	2.11	0.35

CO_2 emissions [4]
in metric tons CO_2-equivalents

	Prinzhorn Group 2021	Prinzhorn Group 2022 [1]	Prinzhorn Holding 2022	Hamburger Recycling 2022	Hamburger Containerboard 2022	Dunapack Packaging 2022
Direct CO_2 emissions (Scope1)	759,253	**789,482**	-	4,637	737,424	47,420
Indirect CO_2 emissions for electricity generation (Scope 2, market-based)	405,611	**340,163**	-	2,201	295,616	42,347
Indirect CO_2 emissions for electricity generation (Scope 2, location-based)	331,494	**335,743**	-	1,569	296,017	38,157
Indirect CO_2 emissions along the value chain (Scope 3)	-	**990,964** [5]	-	4,129	729,596	858,749

1) No direct comparison with previous year possible due to different categories. // 2) Intercompany not included. // 3) Not applicable at Group level. // 4) The consolidation is based on operational control. The GWP rates are CO_2 = 1 CO_2 eq., CH4 = 28 CO_2 eq., N_2O = 265 CO_2 eq., NF3 = 16,100 CO_2 eq., SF6 = 23,500 CO_2 eq., CFC = 13,900 CO_2 eq., HFC = 12,400 CO_2 eq. Prinzhorn reports Scope 1, 2 and 3 emissions according to the GHG Protocol. All relevant Kyoto gases have been included in the calculation. Emission factors from EcoInvent 3.9.1, Defra 2022, UBA 2022 and IEA 2022 have been used. // 5) Intercompany not included.

GHG emissions are divided into three different Scopes – Scope 1, Scope 2 and Scope 3.

Scope 1 involves direct emissions that occur at the source and are controlled by the different locations of Prinzhorn Group. This includes in particular heating and process heat. Refrigerants are not included as they were negligible in 2022. In 2022, Prinzhorn Group produced 789,482 metric tons CO_2 eq. of Scope 1 emissions, which is a minimal increase of 30,229 metric tons CO_2 eq. compared to 2021.

Scope 2 emissions are stemming from the generation of energy purchased by Prinzhorn Group. The main source of energy is electricity. In 2022, Scope 2 emissions (location based) amounted to 335,743 metric tons CO_2 eq., which does not differ significantly compared to the previous year. In contrast, Scope 2 emissions (marked based) decreased to a value of 340,163 metric tons CO_2 eq.

Prinzhorn calculated Scope 3 emissions for the first time this year. Scope 3 emissions include all other indirect emissions occurring in the value chain of Prinzhorn Group, both upstream and downstream. For Prinzhorn Group the following Scope 3 categories are material and thus included in the calculation: 3.1, 3.3, 3.4 and 3.12. A major part of the total Scope 3 emissions (990,964 metric tons CO_2 eq.) can be allocated to category 3.1 Purchased Goods and Services (694,577 metric tons CO_2 eq.).

Circular business and waste

Our impacts, risks and opportunities

The manufacturing of cardboard and packaging products generates waste. The main waste stream originates from the impurities contained in the paper for recycling, a key raw material. Other inevitable waste streams are sludge, rejects from paper production and water treatment as well as used trim offcuts and cutting dies. At the same time, using secondary raw materials, such as paper for recycling, reduces the strain on the economy's resources and supports the circular economy.

When materials are landfilled instead of recycled, the impact is far-reaching. Not only is natural land lost and resources become scarcer, but the cost of environmental protection can skyrocket too, thus negatively impacting the economy. It is therefore important to adopt a circular business model so that these potential negative impacts can be reduced – both on a broader and direct level through resource efficiency habits and better waste management. For more information on this, readers are directed to the chapter Eco-design of products.

Top risks identified

- Unrealistically high reuse targets for paper-based packaging (due to the EU Paper Packaging Waste Regulation, PPWR) may lead to a preference for synthetic materials, which could be detrimental to the containerboard and corrugated industry.
- Elevated administrative costs due to the EU Circular Economy Actions Plan
- Inability to sustain core production processes due to prohibitions of auxiliary materials

Top opportunities identified

- Rising awareness among end users for our circular products
- Existing high material efficiency levels in manufacturing (e.g. fibre utilization rate)
- Impressive recycling rates of nearly 72% in Europe for corrugated packaging
- End consumers are increasingly becoming more aware of and are more often requesting circular solutions

Our policies and measures

Preserving the environment and making judicious use of natural resources are key goals in our corporate objectives. As part of this, and in accordance with the waste hierarchy, each division focuses on preventing waste production as much as possible over other methods such as recycling and disposal. This helps capitalize on opportunities at becoming more resource-efficient in the production of goods. In the reporting year, we updated our mission to be: "We live circularity."

Hamburger Recycling

Hamburger Recycling is dedicated to preventing waste by collecting, sorting and upgrading the value of material to ensure additional cycles of use. Being mindful of secondary resources, Hamburger Recycling is focused on optimizing the use of resources and minimizing materials with hazardous substances. International standards for quality management systems are ensured with ISO 9001 and 14001 certifications, which are in place in plants across Türkiye, Bulgaria, Hungary, Croatia and Romania. For a full overview of certifications please refer to the Appendix.

The plant in Türkiye has earned a zero-waste certification and furthermore, provides zero waste consultancy services.

Hamburger Recycling has dedicated great efforts to educating the public on handling waste responsibly. These campaigns have spanned a range of countries, from Poland and Romania, to Bulgaria and Serbia. Programs like the national annual campaign "Lets clean Bulgaria together", collection projects throughout Poland and Romania, and paper recycling activities at elementary schools located within Slovakia are only some of the efforts that have been made. Additionally, information, education and awareness-raising on sorting and recycling waste is undertaken within Serbia when new partners are acquired.

To promote a more sustainable future, Hamburger Recycling is taking meaningful action in the form of local initiatives. Hungary has had plastics sorting plants for some years now, and one was installed in Poland during the reporting year, which is capable of processing 12,000 metric tons annually, contributing greatly to recycling rates. Plans are also being set into motion for Croatia to obtain its own plant by 2024, and another initiative is underway with the construction of a strapping strips recycling plant in Hungary, which will become operational in 2023.

Hamburger Containerboard

To guarantee optimal material efficiency in production, Hamburger Containerboard deploys several initiatives across its local operations, specifically by making sure waste produced in production is returned to its own production processes. Initiatives are backed by certifications under both ISO 9001 and ISO 14001. Regulations regarding potentially hazardous liquids, such as used oil, are implemented according to standards covered by the ISO 14001 certification. Moreover, material balance KPIs are tracked and evaluated routinely, namely on a monthly basis and at each facility, with corresponding values and objectives assigned at each particular location.

Reusing production waste has the potential to create a circular system. In this instance, paper from a factory is collected and recycled back into the production process. Additionally, trimmings from packaging are sent back to paper mills. Some locations even involve municipalities and local disposal companies in aiding this recycling effort. This cooperation includes the acceptance and use of paper for recycling in the companies' own production processes. Generally, rejects from paper mills are supplied to power plants or waste incinerators as energy sources.

At mill manager meetings, local measures are determined based on the comparison of KPIs and individual targets such as fibre yield, energy consumption, etc. Various initiatives have been taken to enhance resource efficiency and avoid waste across the reporting year, including:

- Installation of improved cleaning systems to optimize fibre preparation and -screening
- Expansion of the vertical sorters for more effective sorting
- Installation of advanced wet end equipment to achieve less starch consumption for better paper properties

It is expected that a sophisticated cleaning system with a defoamer will be installed at Spremberg in 2023.

Our Centre of Investment and Technology (CIT) team is focusing on further improvements by coordinating the design, implementation and assessment of new measures via a structured procedure with mill managers and the Managing Director Operations.

Dunapack Packaging

Dunapack Packaging locations are committed to high standards of quality and environmentally sustainable practices, as testified by their ISO 9001 and ISO 14001 certifications. Information regarding these accreditations can be found in the Appendix. Additionally, wherever feasible, testliner is used instead of kraftliner as it consists of recycled paper provided by Hamburger Containerboard mills that are located nearby.

To enhance the sustainability of Dunapack Packaging divisions, a Raw Material Efficiency project was established in November 2020, complete with a material efficiency squad dedicated to its cause. This initiative included large-scale work packages that were geared towards increasing a more efficient use of raw material and a reduction of waste and energy consumption during reprocessing. Workshops were held on a near daily basis, which allowed squad members to share insights throughout the division, culminating in the successful completion of their mission in January 2022, after starting in November 2020. The project was subsequently handed over to an overseeing community for long-term upkeep. As a result of this endeavour, 9,000 metric tons of paper were saved by switching cardboard grades. To further enhance these efforts, another division-wide squad project is planned for 2023 that will focus on reducing controllable waste to achieve added material savings.

To better track the progress of waste reduction and find suitable solutions, an appropriate monitoring system must be in place. To this end, waste material balance is used as an approach to help reduce the amount of waste generated by plants. By properly tracking development progress, suitable steps can be taken to achieve lowered levels of refuse from production.

Across all of Dunapack Packaging's production sites, waste materials such as paper and corrugated paper are collected and transported to the nearest Hamburger Containerboard mill (HCB) or other producers for recycling. This ensures that HCB is well supplied, and cuts down on needless shipments of material across long distances.

Our performance

Our metrics

Please see figure 08 and 09 on page 38f.

Our targets

Hamburger Recycling

Hamburger Recycling has set ambitious goals for their material efficiency, aiming to receive additional certifications by 2024. Particular attention is being paid to the Varsak and Bursa depots located within Türkiye, with efforts to gain TS EN 15713:2009 certifications.

Hamburger Containerboard

Going beyond what has already been achieved, Hamburger Containerboard is devoted to pushing responsible resource consumption and production further. This includes boosting the recycling process through incorporating recycled fibres into materials as well as creating recyclable materials that give consumers the opportunity to do their part for recycling efforts. Ultimately, this will result in more options for people to return paper products to recycling.

In addition, Hamburger Containerboard constantly strives to minimize the amount of chemical substances used and thus also minimize their share in waste.

To ensure this, internal benchmarking processes are used to set goals for chemical use and material efficiency for each location.

Dunapack Packaging

As part of an on-going improvement initiative, Dunapack Packaging has set waste reduction targets at its plants. By utilizing individual analyses, potentials for preventing waste are identified, as well as measures to meet those goals. This process is monitored on a continual basis to determine progress towards achieving these objectives.

08 / WASTE COMPOSITION

in metric tons and percent

	Prinzhorn Group 2021	Prinzhorn Group 2022 [1]	Prinzhorn Holding 2022	Hamburger Recycling 2022	Hamburger Containerboard 2022	Dunapack Packaging 2022
Waste *in metric tons*						
Hazardous waste diverted from disposal	99,539	15,179	-	-	14,973	206
Non-hazardous waste diverted from disposal	359,574	518,784	-	-	373,094	145,690
Total waste prevented	**459,113**	**533,963**	**-**	**-**	**388,067**	**145,896**
Hazardous waste directed to disposal	43,634	10,442	-	15	9,285	1,142
Non-hazardous waste directed to disposal	330,570	159,953	-	27,513	119,792	12,648
Total waste directed to disposal	**374,204**	**170,394**	**-**	**27,528**	**129,077**	**13,789**
Material Efficiency *in percent*						
Fibre loss (wet) *(%)*	-	-	-	-	12	-

1) Deviations from last year can be explained by more precise definitions and calculations.

09 / RENEWABLE AND RECYCLED RAW MATERIALS [1]

in metric tons and percent

	Prinzhorn Group 2021	Prinzhorn Group 2022	Prinzhorn Holding 2022	Hamburger Recycling 2022	Hamburger Containerboard 2022	Dunapack Packaging 2022
Materials used *in metric tons and percent*						
Total non-renewable raw materials used	118,258	**136,322**	-	0	133,040	3,282
Total renewable raw materials used	4,338,791	**3,543,868**	-	0	2,530,650	1,013,218
Thereof, total recycled raw materials used	-	**-** [2]	-	0	2,405,921 [3]	892,953 [4]
Renewable raw materials amongst all raw materials used *(%)*	97	**96**	-	0	95	100
Recycled key raw materials [5] **amongst all key raw materials used** *(%)*	97	**96**	-	0	99	90

1) raw materials = raw materials used in production (fibre and paper, starch, fillers, chemicals) excl. packaging material // 2) Not applicable at Group level. // 3) PFR = Paper for Recycling // 4) RCCM = Recycled Corrugator Case Material // 5) key raw materials = fibre and paper

Raw material origins and biodiversity

Our impacts, risks and opportunities

When it comes to our supply chain, the quantity of fresh fibres required is quite minimal due to their being exclusively used with Dunapack Packaging's kraftliner. The majority of these fibres are acquired from secondary material sources, i.e. recovered paper that has experienced prior consumer use.

The source of raw material in the pulp and paper industry is incredibly important. From an ecological point-of-view, the use of illegally logged timber in a supply chain, especially from areas, which are at risk for corruption, can cause severe damage to the environment. It can lead to deforestation and destruction of nature conservation areas, negatively impacting biodiversity. Unsustainable methods of clearing forests harm those ecosystems as well as the lives of local inhabitants, thus, creating potential negative social impacts. We try our best to avoid this by being committed to acting responsibly in all areas in which we operate.

Hamburger Recycling is a special division that is specifically dedicated to the collection and trade of secondary raw materials, which can be considered more sustainable than acquiring fresh resources. Not only does this practice have positive social and economic outcomes, it also significantly reduces the aforementioned negative environmental impacts by preserving the inherent value of materials for longer and reducing the consumption of fresh resources.

Our policies and measures

To avoid any adverse impacts on the environment and society, various standards and certifications have been introduced on a divisional level. Recent developments of legislation in due diligence for the supply chain have raised several questions for businesses worldwide. Our team is actively monitoring the market to make sure that our business relationships are stable and sustainable, while we are also working towards expanding our sources of supply to reduce risk for the company. There is potential for growth as customers become more aware of environmental challenges, which could subsequently lead to changes in demand. Detailed information about all certifications can be found in the Appendix.

Hamburger Containerboard

Hamburger Containerboard has held FSC® (Forest Stewardship Council® FSC®-C106599) certifications across several sites including Germany, Hungary, Austria and Türkiye since 2018. The credentials associated with the certifications are FSC® Recycled, FSC® Mix and FSC® Controlled Wood. During the year reported on, the Spremberg, Pitten & Dunaújváros locations were subject to a standard audit that followed the established FSC® audit plan. A central FSC® manual is used to manage overall FSC® operations and is integrated into plant-specific operational systems. Changes were implemented to ensure that the necessary responsibilities were up to date. In general there were no adjustments that were significant in nature.

Furthermore, plants must adhere to the European Timber Regulation (EUTR) when dealing with wood products such as virgin fibres. This means that risks associated with bringing these items into the European markets for the first time are accounted for.

Minimizing potential dangers is a key focus for Hamburger Containerboard. They ensure this by using FSC®-certified fibres and by carrying out a "preferred by nature" risk analysis. To further minimize negative impacts, their raw materials are acquired in accordance with EN 643. This European standard covers all aspects of paper and board recycling in the paper industry – from specified grades of paper and board to tolerances on unwanted materials as well as composition requirements for recycling. Furthermore, it outlines all prohibited and unwanted materials for the awareness of all involved in the management of paper and board for recycling.

Dunapack Packaging

To ensure sustainable sourcing and biodiversity protection, the whole division has a FSC® Chain of Custody certification[1]. By having this certification, credible assurance can be had that products sold are derived from safe forestry management, controlled sources and reclaimed materials. To prioritize sustainability within their procurement process from Hamburger Containerboard's nearby mills, the whole division prefers using testliner paper – made of recycled material – rather than relying on fresh fibre.

Thus, the use of primary raw materials is decreased whilst sustainable sourcing continues to be guaranteed and biodiversity is protected.

All plants have attained ISO certification. However, certain countries are enforcing further regulations, such as BRC. To adhere to these, every step in the company's material flow process – from inventory intake to the dispatch of finished goods – is carefully monitored. These traceability tests are conducted in both directions and assess the raw materials utilized during each stage of production.

Our performance

Our metrics
Please see figure 10 below.

Our targets
Hamburger Containerboard
The aim of Hamburger Containerboard is to achieve full FSC®-certification. With the targeted completion date set for 2023, they are striving for a 100% FSC® Recycled certification to be granted for specific grades by then. Additionally, their vision also includes acquiring FSC®-certification for plasterboard in the near future.

10 / RAW MATERIAL ORIGINS & BIODIVERSITY
in metric tons and percent

	Prinzhorn Group 2021	Prinzhorn Group 2022 [1]	Prinzhorn Holding 2022	Hamburger Recycling 2022	Hamburger Containerboard 2022	Dunapack Packaging 2022 [2]
FSC®-share *in metric tons and percent*						
FSC®-relevant sales quantity	-	3,104,583	-	0	2,261,650	-
thereof, sold FSC®-certified	-	2,181,964	-	0	1,983,410	-
FSC® sales share *(%)*	-	70	-	-	88	-
FSC®-relevant purchase quantity	-	22,326	-	0	22,326	-
thereof, purchased FSC®-certified	-	19,537	-	0	19,537	-
FSC® purchase share *(%)*	-	88	-	0	88	-

1) No direct comparison with previous year possible due to different categories. // 2) Currently, data is not available. Work is already under way to report this data next year.

Emissions into water and air

Our impacts, risks and opportunities

Potential environmental impacts of emissions and wastewater released from our plants may have detrimental effects on the environment and society. Without effective cleaning of wastewater before it enters ecosystems, over-fertilization and pollution can wreak havoc on water ecosystems. As responsible water usage is of utmost importance to Prinzhorn Group, we are committed to treat and purify used water and lead it back into the cycle with the smallest possible environmental impact. Thus, our plants have installed state-of-the-art water filtration systems. Additionally, air emissions from containerboard power plants are kept within legally prescribed limits too, preventing any additional harm to the environment.

This matter also includes air pollutants produced from burning fuel by trucks and other vehicles (e.g. NO_x), noise pollution generated from transportation and local air contamination that comes from production (dust). To minimize these possible undesirable consequences, our strategy is mainly focused on reducing emissions during manufacturing processes, amongst others.

Our policies and measures

In addition to meeting all legal stipulations when it comes to threshold values, the divisions have put in place multiple measures to further reduce emissions. These range from high-end wastewater treatment processes to the use of air filtration systems and beyond. For a comprehensive overview of the wastewater treatment, see tables water withdrawal and water discharge in the Environmental Performance Appendix.

Hamburger Recycling

Air emissions are a key point of consideration at Hamburger Containerboard and significant steps have been taken to reduce these emissions, e.g. through dust filters and other relevant measures. Water consumption is of little relevance as no process water is employed in the plant's operations.

Hamburger Containerboard

Protecting the environment is a top priority at Hamburger Containerboard, which is why processes there are designed to minimize chemical use and ensure that

effluent water released into drainage systems is clean and safe. Hamburger Containerboard is committed to reducing the amount of chemicals used throughout its practices, as well as the reduction of their presence in wastewater. Rigorous wastewater quality assessment tests are conducted on a regular basis to comply with legal standards for discharge.

The past few years have seen an array of wastewater treatment projects be implemented at the company's mills that are ISO 14001 certified. Two examples include Pitten, Austria and Trostberg, Germany. In 2019, the expansion of the water sewage plant (anaerobic sewage clarification) was executed in Pitten while Trostberg initiated a project to stabilize their wastewater processes in 2021. Additionally, the Dunaújváros site in Hungary completed an optimization of its paper machine wastewater system during this reporting year.

When it comes to air pollution, there are strict regulations, which must be followed within Spremberg. With the installation of updated machinery, they have successfully managed to reduce the amount of emissions released into the atmosphere and make sure that the power plant remains compliant with all relevant laws. Further examples of such activity are the recently installed fibre cleaners at Pitten. Furthermore, Hamburger Containerboard's efforts to collaborate more closely with local organisations are reducing transport distances.

Dunapack Packaging

Water plays an important role in Dunapack Packaging's operations, so they ensure that its use is closely monitored via electronic means. This is done in an effort to reduce the amount of water used in activities such as the dissolution of starch powder and colour mixing. To reduce

harmful environmental impacts, coloured water is collected and treated according to applicable legal requirements so that it can be reused. It should be noted that each country has different conditions regarding wastewater management.

Dunapack Packaging has run its own treatment plant in Romania for several years. Poland is a plant location where the contamination of water from dyes, lacquer and glue necessitates filtration via diatomaceous earth. The residual sludge is safely collected and managed by a company that holds the appropriate permits. After extensive filtration, the treated water meets the legal requirements for sewage and can be drained into the city's sewage system.

Our performance

Our targets
Hamburger Containerboard
Hamburger Containerboard strives to reduce wastewater even more in its future operations.

At Hamburger Containerboard, water consumption is constantly monitored and measures are taken to ensure on-going reduction of its use.

In an effort to increase environmental protection, Hamburger Containerboard is taking a number of steps to reduce its environmental impact. Their current initiatives include cutting down on the use of chemicals and starch as well as working towards lowering air emission levels and water consumption. To progress these efforts further, their Denizli paper mill in Türkiye will soon see the addition of further stages in the wastewater treatment plant.

Water usage

Our impacts, risks and opportunities

Given that fresh water is necessary for dissolving fibres in containerboard production, it is inevitable that environmental impacts arise from its use. Consequently, this is of concern in the containerboard production process. With efficiency measures and audits now commonplace across our plants, there are noticeable decreases in adverse effects though. Additionally, exercising responsible usage of water can lead to greater cost savings too.

As the availability of water is increasingly at threat, the possibility of experiencing water scarcity in areas that do not usually suffer from low levels of precipitation is growing. Although the sites we manage are usually unaffected, a potential risk remains for economic repercussions due to water stress in the future. This could be especially impactful during summer months across certain countries such as Bulgaria, Greece, Romania and Türkiye.

Our policies and measures

To ensure that highest possible water-use efficiency is maintained during the production process, all divisions strive to abide by legal requirements concerning threshold values. Comprehensive environmental management systems conforming to international standards and certifications have been developed and implemented to promote sustainable use of this important resource. A detailed overview of our water usage and wastewater treatment, as well as certifications can be found in the Appendix. Specific procedures at both divisional and site level are designed to meet all country-specific demands.

Hamburger Containerboard

The CIT Team actively advocates for improved water usage, and they are taking steps to do so with each individual site. Within the reporting year, every mill holding an ISO 14001 certification has initiated a series of projects to reach their objectives. To this end, a series of investments have been allocated for 2023 with the purpose of decreasing water consumption in paper production processes. Examples of these plans are outlined in the following points:

- Gelsenkirchen expects to use 110,000 m³/year less water by installing new vacuum blowers, whilst the optimization in starch cooking equipment should further reduce water requirements by 115,000 m³ per year.
- Pitten anticipates saving of 100,000 m³/year upon installation of new vacuum blowers.
- Spremberg plans for 260,000 m³/year savings from enhanced spray pipes on both their press and wet end equipment.

Dunapack Packaging

Due to certain technological factors, Dunapack Packaging has a relatively low requirement for the use of water in comparison to Hamburger Containerboard. The plant primarily requires water for dissolving starch in the cardboard manufacturing process and also needs a small amount for colour blending. This production line strictly follows industry-wide standards that have been adhered to by Dunapack Packaging for many years, and which they also require of their suppliers.

Our performance

Our metrics

Please see figure 11 below.

Our targets

Hamburger Containerboard
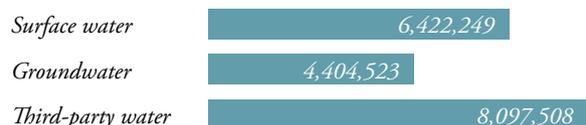
Hamburger Containerboard has set its sights on minimizing water consumption in the years to come.

Dunapack Packaging

To achieve this target, Dunapack Packaging is taking steps to reduce moisture content during production.

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11 / TOTAL WATER WITHDRAWAL FROM ALL AREAS BY SOURCE – PRINZHORN GROUP 2022
in m³

Surface water	6,422,249
Groundwater	4,404,523
Third-party water	8,097,508

Eco-design of products

Our impacts, risks, and opportunities

With the circular economy becoming a bigger focus for the public, legislators, businesses and financial entities, eco-design is now also receiving greater attention. This form of design necessitates that environmental considerations are taken into account when creating new products so that they have the most minimal possible impact on the environment during their product life cycle.

In a systematic effort to continually improve the life cycles of our products, we have taken an integrated approach to a business that encompasses packaging, paper and recycling. This system takes a step towards improving the life cycles of our products by keeping them in circulation for longer. This reduces ecological impact compared to linear business model products. Furthermore, the high share of fibres from recycled paper used in containerboard and packaging production contributes to a more circular use of natural resources.

Eco-designing our products allows us to maximize their useful life and, in turn, minimize their ecological footprint. That said, we recognize that producing these products may involve utilizing primary resources such as starch and that this can inevitably have a negative effect on both the environment and people. Nevertheless, technological advancements offer chances for recovering fibres and lowering additives, which could lessen this impact.

Our policies and measures

To maximize our positive effects on the environment, we have adopted eco-design principles which involve measures that lessen the use of natural resources, utilize renewable and recycled fibres, ensure that all products are easily recyclable and that adhere to specific standards such as FSC®. Information regarding the FSC®-share can be found in the chapter entitled Raw material origins and biodiversity.

From product development to disposal, our divisions are dedicated the reduction of waste via recycling. This concept is also anchored in the Code of Conduct that structures our business activities. The Code of Conduct points out that environmentally friendly and sustainable

practices should be a priority when considering product life cycles. This key performance target includes actively building this expectation into the product development stage.

By working together, all divisions are ensuring that actions taken to reduce the environmental damage caused by producing, using and disposing of products adhere to a circular economy. By implementing such measures, we can successfully minimize negative impacts on our environment.

Hamburger Recycling

Whilst Hamburger Recycling does not directly employ an approach of eco-design with regards to its products, it functions as a facilitator for international paper- and other industries. Through the practice of collecting sorting and trading secondary raw materials, Hamburger Recycling is able to contribute significantly to the recycling process of raw material already present in production processes. Thus, they are able to improve recycling process by minimizing the use of primary materials entering into the process whenever possible and whenever feasible from a technical and commercial vantage point.

Hamburger Containerboard

Hamburger Containerboard have implemented sustainable practices in the production of their high-quality containerboard and plasterboard products, which are made from recovered paper and feature a high share of recycled materials, thereby facilitating eco-design of products. In addition, all products are fully recyclable according to industrial standards, and any broke from the paper mills is recycled internally. Dunapack Packaging supplies some secondary raw materials directly, advancing sustainable resource use through internal cooperation.

Local initiatives are also undertaken to increase circularity. One example is the Spremberg (Germany) site, which has a sophisticated washer that recycles pigments for reuse. Additionally, Hungarian and German sites use various wastes such as plastic, metal, hot melts, adhesive tapes and other impurities in waste incinerators to generate power and thermal energy that can be used for production purposes.

Dunapack Packaging

Dunapack Packaging takes pride in producing eco-friendly recyclable packaging solutions for the market which are made of corrugated cardboard. Each manufacturing plant has a specialized team of designers and engineers who work in designated packaging engineering departments dedicated to optimizing custom packaging through the efficient use of materials. For years, these teams have been developing the most lightweight and resourceful solutions possible in cooperation with customers.

Our performance

Our targets
Dunapack Packaging

The goal of Dunapack Packaging is to continue decreasing material use wherever possible. They do this with the expertise provided by packaging engineers and Hamburger Containerboard – especially with regards to lightweight paper production.

Hamburger Containerboard

Moreover, Hamburger Containerboard is working hard to minimize the use of virgin fibre materials as much as possible. In fact, the majority of their paper grades are made up entirely from recycled papers.

SOCIAL

Occupational health and safety

Our impacts, risks and opportunities

The Prinzhorn Group is a leading manufacturing company with multiple plants and facilities across Europe and a workforce of around 10,000 employees (includes all Prinzhorn entities). We prioritize the safety and welfare of our employees, both in terms of work-related accidents and stress. As is the case in all manufacturing companies, conditions and situations such as shift work, operating dangerous machinery and handling chemicals require careful observation. Additionally, we recognize the impact of psychological factors such as stress and exhaustion on employee well-being. Our commitment is to ensure a safe and supportive work environment for all.

Top risks identified

- Potentially unsafe production processes
- Deficiencies in occupational safety due to international regulatory differences
- Staff shortages due to future pandemics
- Supplier failures due to future pandemics
- Deterioration of employees' mental health
- Unhappy employees due to lack of health management

Top opportunities identified

- Establish leadership in occupational health and safety
- Develop and implement industry standards within our Group, sharing expertise across sectors
- Embody our core values (people/performance/responsibility) by prioritizing the health and well-being of our employees, resulting in improved employer branding and a healthier workforce

Our policies and measures

Nearly all policies and actions related to this topic, such as health and safety trainings, acquiring relevant certifications (e.g., ISO), developing and implementing necessary procedures and employing qualified experts, are currently managed at the local level in all our plants to ensure compliance with local rules and regulations. There is currently no overarching occupational health and safety (OHS) policy at the Group level. This is primarily because the local regulations already prioritize OHS across all the countries where we operate.

Nevertheless, to further enhance our practices, the Prinzhorn Group has initiated a coordinated monitoring and goal-setting process for OHS key performance indicators (KPIs) at the Group level. In 2022, strategic implementations were launched to improve working conditions for our blue-collar workers, as referenced in the chapter on Wages, work-life balance and employee well-being. Additionally, a Group-wide HR dashboard has been implemented, providing the management team with accurate monthly data to aid them in informed strategic planning.

The COVID-19 pandemic had a significant global impact during 2020 and 2021 and could still be felt in 2022. We consequently placed particular emphasis on this issue in recent years. At Group level, our management established a COVID Crisis Committee in 2020, which remained active until the end of 2022. Due to our strong OHS culture, collaborative efforts among our plants and focused attention on occupational health and safety (OHS), we managed to successfully avoid business interruptions across all of our plants throughout the two-year period of the pandemic.

Ensuring the health and well-being of our employees continues to be one of our key priorities and primary concerns. To achieve this, each division has appointed local site managers and safety officers who are dedicated to OHS. These professionals possess specialized knowledge specific to their facilities and are well versed in complying with country-specific regulations. Our Dunapack Packaging and Hamburger Containerboard divisions have safety officers in place at every site. Furthermore, we have implemented occupational health and safety management systems, such as OHSAS 18001 or ISO 45001 certifications, in some of the countries where we operate.

We also use local-level monitoring systems, in accordance with legal requirements, or customer audit mandates at certain locations. SEDEX is used in Austria and Türkiye (Dunapack Packaging), for example. This ensures that all local occupational health and safety regulations and standards are consistently met and verified. To ensure full compliance, workplaces undergo regular assessments and risk evaluations to identify potential work-related hazards.

Necessary preventive measures are then implemented accordingly.

A comprehensive overview of our certifications can be found in the Appendix.

The Prinzhorn Group is committed to continuously reducing the number of accidents, and as such, we place a strong emphasis on promoting safety awareness among our employees. We do this with the help of regular training, campaigns and informative initiatives. Furthermore, we have put in place various programs policies, and initiatives at divisional level to support this too. Some examples are outlined below.

Hamburger Recycling

Hamburger Recycling does not have a division-wide occupational health and safety (OHS) policy. However, the company has implemented various local policies and measures. In Türkiye, specific procedures, directives and forms have been developed in line with OHS requirements. Moreover, OHS policies are in place, and an OHS committee

holds monthly meetings and discussions. The Environmental and Occupational Safety department collaborates with the plants to conduct risk analyses, whilst risk assessment teams identify hazards and implement measures to mitigate risks. Each plant either has a certified employee responsible for OHS or consultants who meet the regulatory standards. Furthermore OHS software is used and is monitored by the Ministry of Labour and Social Security. ISO 45001 certification has been achieved, and annual audits are conducted by TÜV Austria. Additionally, a specialist in OHS and fire safety performs monthly inspections.

Hamburger Containerboard

Hamburger Containerboard does not have a specific division-wide occupational health and safety (OHS) policy, but it has implemented regional policies and employs local safety officers. Furthermore, in 2022, the division signed the Policy Statement of the FSC® Core Labour Standards, which encompasses OHS standards and regulations. For more details, please refer to the Wages, work-life balance and employee well-being chapter.

The existing policies are designed to meet the requirements of the implemented quality, environment and OHS management systems. They aim to enhance the performance of the Integrated Management System by ensuring continuous improvement. The company is dedicated to providing a safe working environment to prevent injuries and safeguard the health of employees in relation to work-related activities. Continuous efforts are made to raise awareness among all employees regarding quality, environment and OHS, while also ensuring their active participation. In Türkiye, for instance, the division holds the ISO 14001 and ISO 45001 certifications related to HSE.

Additional local measures implemented in 2022 encompass employer's liability insurance associations and comprehensive risk assessments, which include assessments of psychological effects.

Dunapack Packaging

Dunapack Packaging does not currently have a division-wide occupational health and safety (OHS) policy. However, each plant has established its own local OHS operations, ensuring compliance with local laws and regulations. The designated local OHS responsible individuals and safety officers undergo regular training to stay updated on legal requirements. These safety officers are also responsible for managing ISO certificates and ensuring compliance with them. A few examples from various sites follow:

- In Bulgaria, a local OHS policy is in place that aligns with the requirements of ISO 45001.
- In Hungary, efforts to enhance safety awareness have already been initiated. As a result, there has been a significant reduction in the number of lost-time injuries (LTIs), and the targeted key performance indicators (KPIs) have been achieved. Prior to 2020, one person was responsible for environmental health and safety (EHS) at two plants. Since 2020, the number has risen to two employees. Having taken on the roles of health and safety responsibility, they report directly to the EHS manager and oversee day-to-day operational tasks. Daily meetings are conducted with the operational team and the EHS manager at both plants, and weekly safety meetings are held with the presence of middle management from the production sector. The primary objective of these meetings is to discuss relevant incidents and topics, and to devise tasks and actions to minimize potential hazards moving forward.

- In Poland, the "TOPidea" program was introduced in 2021 and has been successfully implemented in the factory. This program encourages employees to take initiative and contribute ideas to improve quality, process efficiency, safety and workplace comfort. Additionally, OHS specialists conduct daily workplace inspections and document their findings in graphical reports. The company also holds weekly OHS meetings, attended by unit managers. Furthermore, an OHS commission has been established to review working conditions, conduct periodic evaluations of OHS status and provide opinions on the employer's accident prevention measures. Every accident is registered and analysed, with preventive and corrective measures subsequently implemented. A specific program is used to support record keeping and training in compliance with relevant regulations.
- In Croatia, in 2021, a project focusing on the provision of protective gloves and hearing protection through an automatic service device was initiated and is currently ongoing. Additionally, special attention is given to instructing new employees on workplace safety during the onboarding process.

Our performance

Our metrics

Please see figure 12 below.

Our targets

Currently, there are no specific targets set at the Group level. As previously mentioned, health and safety matters are primarily addressed at the divisional level. Each division has established targets at the local level to reduce the number of work-related injuries, with the ultimate objective being to completely eliminate workplace accidents.

To emphasize the significance of this topic and promote a consistent approach within the division, the Hamburger Recycling Management Board has designated one of its members as the topic owner for Health and Safety (H&S) issues. The topic owner will provide regular updates on all relevant matters and, together with other members of the Management Board, propose key performance indicators (KPIs) and targets.

12 / OCCUPATIONAL HEALTH AND SAFETY
in incidents per million hours worked

	Prinzhorn Group 2021	Prinzhorn Group 2022	Prinzhorn Holding 2022	Hamburger Recycling 2022	Hamburger Containerboard 2022	Dunapack Packaging 2022
Total Recordable Injury Rate (TRIR)						
Total rate of recordable work-related injuries (excluding fatalities)	-	**13**	0	4	21	13

Our passionate employees have built who we are:
the Prinzhorn Group

Wages, work-life balance and employee well-being

Our impacts, risks and opportunities

As a leading manufacturing company, we have a direct impact on the lives and well-being of our 10,000 employees (includes all Prinzhorn entities) and their relatives. The working environment we provide, which encompasses wages and benefits, directly shapes their experiences. Moreover, as an employer that is active in rural and remote areas, we provide essential employment prospects that contribute significantly to local economies and livelihoods. Our dedication to nurturing employee well-being is unwavering, as we strive to cultivate a work setting that empowers individuals to reach their full potential.

Top risks identified

- Lack of attractiveness as an employer
- Drop in employee engagement without the monitoring of evolving employee requirements (e.g., improved work-life balance, a secure and pleasant work environment)
- Elevated staff turnover without the offer of a competitive benefits package

Top opportunities identified

- Attract talent through sense of purpose and benefits
- Facilitate lifelong learning and harmoniously manage different generations in the workplace
- Enhance employee engagement and relationships by fostering trust, fairness, and mutual understanding
- Enhance employee productivity and engagement levels
- Improve employee retention and foster loyalty
- Reduce absenteeism and promote better health outcomes
- Nurture a positive company culture and boost morale
- Emerge as a highly attractive employer

Our policies and measures

The well-being of our employees, which encompasses various crucial aspects, is of paramount importance to us. To ensure this and promote a good work-life balance, we not only meet all legal requirements and industry standards, but also adhere to our Code of Conduct (CoC). The Code of Conduct serves as our benchmark, setting out essential guidelines applicable to all Prinzhorn Group employees. It encompasses key principles related to legal compliance,

child labour, human rights, working hours, remuneration, health and safety. For a comprehensive overview of our Code of Conduct, please refer to the [Governance, tax and anti-corruption](#) chapter. Upholding our Code of Conduct entails granting employees the freedom of association, employment security, equitable remuneration and benefits, as well as balanced working hours and overall conditions that contribute to their well-being. The respective site manager ensures compliance with relevant regulations regarding working hours and statutory provisions. Furthermore, we have work councils established in most countries and a whistleblower hotline to address any complaints.

As a leading manufacturing company, we prioritize the implementation of appropriate statutory compensation measures and offer more flexible working time models to support a good work-life balance. To facilitate flexible work arrangements, the Prinzhorn Group has implemented comprehensive Teleworking Guidelines across the organisation, allowing employees more flexibility and the option of working from home. Currently, the majority of our workforce (95%) has permanent employment contracts. Moreover, we provide defined contribution plans in accordance with statutory pension schemes, along with performance- and contribution-based pension commitments, severance obligations, and obligations within statutory pre-retirement schemes. The Prinzhorn Group's Management by Objectives programme (MbO) rewards designated managerial positions with bonuses based on both Group financial achievements and individual objectives that align with the manager and their superior. In 2022, a total of 271 employees participated in the MbO programme.

Prinzhorn Holding (Austria) became a member of the KiBiS initiative in 2022 (www.kibis.at). This initiative is under the auspices of the federal department responsible for family affairs and serves as evidence of our commitment to being a family-friendly company, exemplified by our flexible working hours and part-time management positions. As a socially responsible employer with a focus on gender equality, our Austrian branch actively participated in the Equal Pay initiative, which recognizes efforts to address the gender pay gap.

Asides from the initiatives implemented at the Group and holding level, further divisional-level initiatives are in place.

Dunapack Packaging

To enhance working conditions further, Dunapack Packaging initiated its first division-wide employee engagement survey in 2021.
A subsequent survey was conducted in 2022 with an impressive response rate of 80% and an overall satisfaction rate of 78%. Following the presentation of results to management, local workshops were held to deliberate on the findings and identify areas for improvement, which are currently being implemented. The survey is to be conducted biennially.

Further initiatives at local level include:
- Analysis of existing working hours and conditions
- Establishment of works councils for blue- and white-collar workers in countries where applicable
- Job grading and banding using market benchmarks

Hamburger Containerboard

In 2022, Hamburger Containerboard committed to the FSC® Core Labour Standards by signing the Policy Statement, which, in addition to the general Prinzhorn Code of Conduct (CoC), encompasses policies concerning working conditions, child labour, working hours, discrimination, harassment, cruel treatment, forced labour and involuntary servitude. Hamburger Containerboard has established works councils at all its locations, and certain sites have collectively agreed upon allowances based on performance and function. Furthermore, Hamburger Containerboard set a specific target in 2021 to introduce company integration management, which was successfully implemented at all German sites in 2022.

Additional initiatives at the local level include:

- Mobile working and home office options (Germany, Austria, Hungary)
- Sports groups for employees (Spremberg, Germany)
- Team-building activities (Germany)
- Hamburger Recreation Centre (Hungary)

Our performance

Our metrics

Please see figure 13 below and figure 14 on page 57.

Our targets

As employee well-being is a key priority aligned with the Prinzhorn Group's overarching sustainability strategy, we are in the process of formulating more targeted Group objectives. A particular area of future emphasis is enhancing working conditions for blue-collar workers at the plant level. This initiative was launched in 2023. For further details, please refer to the Employee development and training chapter.

Another objective is to expand the employee engagement survey, currently conducted by Dunapack Packaging, to encompass all other divisions. Subsequently, workshops will be conducted at the plant level to address specific areas for improvement. Furthermore, we aspire to implement a salary benchmark system for regional wage structures. This initiative is scheduled for 2023 to ensure that our remuneration remains competitive, aligns with industry benchmarks and retains its appeal to employees.

13 / OVERVIEW OF BENEFITS [1]

Category	Examples of benefits
Bonus and allowances	Anniversary bonus, local bonus, motivation bonus, project bonus, food allowance, jubilee bonus
Insurance / pension plan	Accident insurance, medical insurance, life insurance
Health initiatives	Vaccinations, free COVID test, well-being – psychological consultant, prophylactic examination of tumour markers
Social events	Company trip, ski events, running events, teambuilding, BBQ, family day, New Year's celebration, charity events
Work schedule and equipment	Flex-time without core work hours, tele-working, mobile phone, 30 days of vacation per year, work clothes, extra permits
Memberships and subscriptions	Fitness studio membership, book subscriptions
Canteen and snacks	Fresh fruit, canteen, sandwiches, fasting meals
Gifts and discounts	Discounts available on website, presents for Easter, Saint Nicholas Day celebrations ("Nikolo"), birthday presents, vouchers for new-borns, International Women's Day present, gift vouchers

1) All employees and non-employee workers in the workforce are covered by social security protection.

14 / WAGES, WORK-LIFE BALANCE AND EMPLOYEE WELL-BEING
in percent and headcount

	Prinzhorn Group 2021	Prinzhorn Group 2022	Prinzhorn Holding 2022	Hamburger Recycling 2022	Hamburger Containerboard 2022	Dunapack Packaging 2022
Employee turnover *in percent*						
Total turnover rate	13	**20**	14	25	8	24
by gender						
female	12	**21**	9	26	8	24
male	14	**20**	18	25	8	24
by age						
under 30 years	30	**38**	13	56	13	47
30–50 years	10	**17**	14	21	7	19
over 50 years	9	**15**	16	20	8	18
Family-related leave *in headcount*						
Total number of employees that took family-related leave	62	**58**	3	12	18	29
female	40	**40**	2	12	8	22
male	22	**18**	1	0	10	7

Employee development and training

Our impacts, risks and opportunities

Ensuring high-quality education and training is integral to employee development within the Prinzhorn Group. By creating an environment that enables employees at all levels to enhance their skills and gradually assume more demanding roles, we not only benefit our workforce but also strengthen our company. Having knowledgeable, proficient and motivated employees is crucial for gaining a competitive edge in the market. Our comprehensive range of academies, internal training initiatives and talent programs foster a work environment that empowers individuals to achieve their personal development goals.

Top risks identified

- Talent attrition (employee departures)
- Risks associated with succession planning and key personnel
- Obsolescence of skills
- Slow adoption of key megatrends (cyber security, data literacy, ESG literacy, etc.)
- Lack of awareness regarding the business relevance of employee skill levels
- Challenges in recruiting skilled workers
- Inadequate availability of educated apprentices

Top opportunities identified

- Acquire highly trained and engaged employees
- Minimize turnover and enhance employer satisfaction
- Attract new talent and improve employee retention

Our policies and measures

We strongly encourage our employees to develop their work-related and personal skills through a range of training courses and further education programs. The effectiveness of these training initiatives is ensured through reviews and feedback rounds. With the implementation of a Group-wide Human Resources (HR) Information System, we have standardized and harmonized our HR processes, which facilitate efficient human resources management and support the company's growth strategy. As we continually strive to enhance our HR Information System, we introduced a Group-wide HR dashboard in 2022. This provides monthly reports for the Management Board, giving insights on HR turnover rates at division and country levels, as well as key performance indicators measured against ambitious benchmarks.
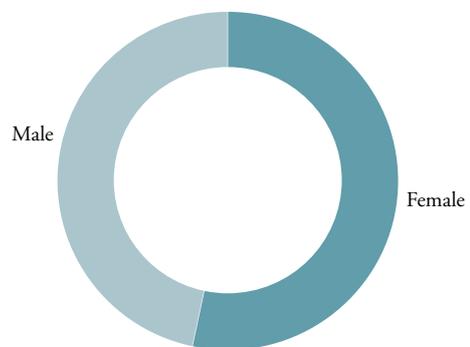
Among the measures already implemented across the Group, our training structure is as follows:

Learning Management System (LMS)

In 2021, we introduced our Learning Management System (LMS), a global learning module in our HR Information System, to cater to the evolving needs of our employees and our business. The LMS effectively monitors learners' progress, tracks their training history and satisfaction, provides online exams or quizzes, displays scores and issues certificates. Additionally, it manages resources and enables automatic email notifications. This streamlined interaction process benefits all stakeholders, allowing learners to assess their progress and enabling learning administrators and instructors to enhance the quality of the training provided.

15 / AVERAGE HOURS OF TRAINING THAT EMPLOYEES HAVE UNDERTAKEN BY GENDER – PRINZHORN GROUP 2022

in hours per headcount

Female	6.7
Male	5.8
Total	**5.9**

At the end of 2022 the LMS digital library was populated with the hundreds of E-learning courses in different languages, so that the company is ready to provide new self-paced digital learning opportunities to all its employees in 2023. Moreover, increased emphasis was placed on digital learning games and edutainment.

Leadership and Management Academy & Expert Academy

The Leadership and Management Academies serve as our primary Group learning programs, focused on enhancing the leadership skills of our executives. These academies cater to two distinct target groups while maintaining aligned content. The Leadership Academy aims to foster collaboration among senior management from various divisions and countries, providing a platform to explore topics that embody the core values of the Group and cultivate a shared understanding of our leadership culture.

The Management Academy aims to bring together middle management from all divisions, facilitating discussions on topics that reflect the core values of the Group and that foster a shared understanding of our leadership culture. Participants engage in a comprehensive program that encourages reflection on the role of leadership, its associated challenges, the importance of results and feedback, the nuances of leading diverse personality types and how to manage change effectively.

The Expert Academy, which is distinct from the other academies, provides an extensive training catalogue for all participants in the Leadership and Management Academy. The emphasis is on developing soft skills, including time and conflict management, coaching, communication, motivation and presentation skills. The training materials are regularly updated and enhanced with important subjects like project management, decision-making, meeting efficiency targets and goal setting. In 2022, considerable efforts were made to offer more strategic content, such as lean and agile management and intercultural training.

FIT (Talent Management) Process

FIT, which stands for Finding Inspiring Talents, was introduced in 2018. FIT's main objective is to identify and nurture talented individuals who contribute to the accomplishment of our strategic goals (Grow 2030), guaranteeing that the Prinzhorn Group can rely on enthusiastic employees who are eager to evolve and thrive within the company. With FIT, we are able to more effectively address business requirements, maintain our appeal as an employer and provide exceptional growth prospects for our high-potential individuals and top performers.

In 2022, a new tool was implemented: INSPIRE. It facilitates regular interaction with management, allowing them to share their personal development journeys with talented individuals. Additionally, a global FIT Talent Event (Creating Tomorrow) was held, bringing together more than 170 talents, persons from top management, and external speakers.

Succession Management

In 2021, a comprehensive succession planning initiative was implemented across the entire Group. Its primary objective is to identify and develop successors for the most crucial positions, enhancing organisational stability and resilience. The overarching goal is to prepare new leaders within the company, enabling them to assume greater responsibilities in the future and ensuring seamless transitions between key employees.

Furthermore, our divisions have introduced specific measures to provide additional development opportunities, complementing the aforementioned activities.

Examples at Hamburger Containerboard
- Assisting management through personnel coaching
- Providing a training cycle and monitoring training progress for each trainee
- Supporting dual study programs
- Maintaining contacts and fostering exchange with relevant universities

Examples at Dunapack Packaging
- Offering a training plan and orientation program to each new employee
- Providing function-specific training to ensure essential know-how, competencies and skills at the plant level

- Conducting a 360-degree feedback process within a two-year cycle (approximately 120 participants in 2021/2022)
- Implementing ISO 9001 standards

Examples at Hamburger Recycling

Hamburger Recycling participates in all Prinzhorn Group trainings and initiatives. Additionally, it offers a range of internal and externally supported development programs at the local level, including:
- Various waste management training courses/ certifications for local managers
- Implementation of a 360-degree feedback process for Leadership Academy participants
- Provision of English language training for interested staff members

Looking ahead to 2023, the Prinzhorn Group is focusing on the Development of Blue Collar workers initiative, similar to the other initiatives mentioned earlier. The goal is to assist managers in developing the skills of blue-collar workers on the shop floor. This involves providing enhanced training on machinery operations and offering training in social skills such as delivering structured feedback, discussing future development opportunities and effectively managing problems and stress. One more Academy for the First-Line Managers is planned to be implemented with the aim to assist in developing leadership and social skills of direct supervisors of Blue Collar workers.

In addition, the Prinzhorn Group will prioritize Sustainability and Corporate Social Responsibility (CSR) as a key focus area. As part of this initiative, an internal ESG (Environmental, Social, and Governance) Academy will be established. This academy aims to provide fundamental training on topics such as the significance of ESG and why it is important. Furthermore, specialized training sessions will be delivered for different departments, covering areas such as regulatory compliance, including the EU Taxonomy Regulation.

Our performance

Our metrics

Please see figure 15 on page 58 and figure 16 below.

Our targets

Currently, no specific Group-wide targets have been set. However, in alignment with our overall mission statement and strategy, we remain committed to prioritizing the development of our people and optimizing their growth. We will also further refine and expand the criteria for new candidates, and establish more specific targets in the future. Additionally, we are in the process of developing an updated Human Resources Strategy that places greater emphasis on blue-collar workers (as mentioned above) and introduces new training programs and initiatives centred around sustainability and ESG topics.

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16 / EMPLOYEE DEVELOPMENT AND TRAINING PER ACADEMY

in headcount and percent

	Prinzhorn Group 2021		Prinzhorn Group 2022		Prinzhorn Holding 2022		Hamburger Recycling 2022		Hamburger Containerboard 2022		Dunapack Packaging 2022	
Group Leadership Academy	150	(2%)	**157**	(2%)	30	24%)	21	(2%)	30	(2%)	76	(2%)
Group Management Academy	367	(5%)	**354**	(5%)	5	(4%)	26	(3%)	138	(8%)	185	(4%)
Group Management Academy International	64	(1%)	**72**	(1%)	4	(3%)	21	(2%)	19	(1%)	28	(1%)
Group Expert Academy	148 [1]	(2%)	**163**	(2%)	27	(21%)	23	(3%)	16	(1%)	97	(2%)
FIT nomination ratio	151	(2%)	**176**	(2%)	11	(9%)	13	(1%)	46	(3%)	106	(2%)

1) Numbers for Group Expert Academy as of the end of March 2022

Diversity and equal opportunities

Our impacts, risks and opportunities

As a leading manufacturing company, the Prinzhorn Group provides employment opportunities for individuals across Europe, encompassing diverse cultural, ethnic and religious backgrounds with differing values. Consequently, we place great importance on anti-discrimination, diversity, equal opportunities and the prevention of abuse. We recognize the uniqueness of every individual and are committed to respecting and promoting this diversity, ensuring equal opportunities across all areas. We believe that by creating inclusive working conditions that offer equal opportunities to employees at all levels and in all countries, we can harness the full potential of a diverse workforce. In doing so, we offer a wide range of career prospects for all employees, setting a positive and exemplary standard in the labour market.

Our policies and measures

We at the Prinzhorn Group are committed to providing equal rights and opportunities to all our employees. Our Group-wide Code of Conduct (CoC) serves as our foundational document to ensure equal opportunities. It addresses the essential needs of all employees and applies to each and every one of them. The Prinzhorn Group's Code of Conduct embodies our principles regarding the aforementioned employee matters, guaranteeing fair and equitable treatment for all.

We expect every employee to uphold the personal dignity, privacy and individual rights of others. Discrimination based on nationality, ethnic origin, skin colour, culture, religion, ideology, gender, age, sexual or political preference, disability or any other non-objective criterion is strictly prohibited. These principles extend to international cooperation and interactions with external partners too. Local management is responsible for ensuring compliance with the Code of Conduct (CoC). A comprehensive overview of our Code of Conduct can be found in the chapter on Governance, tax and anti-corruption.

The sections of our Code of Conduct (CoC) pertaining to diversity and equal opportunities, along with the core values of the Prinzhorn Group, are integrated into our compensation policies, flexible working hours, employment contracts, fair remuneration and pension schemes. A comprehensive overview of our employment benefits can be found in the chapter on Wages, work-life balance and employee well-being. Ensuring equal treatment of employees throughout the entire Group is of utmost importance to us. This approach is also evident in our educational programs and training initiatives, which encompass various employee development measures. Further details regarding our training courses can be found in the Employee development and training chapter.

At divisional level, no separate policies are implemented as all divisions adhere to the Prinzhorn Group Code of Conduct. Consequently, this overarching policy is incorporated into local working and employer policies. For instance, Hamburger Containerboard has implemented specific initiatives at the local level to promote diversity and equal opportunities. These initiatives include the appointment of "Representatives for severely disabled persons" (Germany) and "Youth representatives" (Germany). Similar examples can be found throughout the entire Group.

To enhance Group-wide adherence to our Code of Conduct, the Prinzhorn Group has established a whistle-blower hotline, enabling easier reporting and detection of any misconduct. Complaints can be submitted anonymously and are subsequently promptly investigated. This measure aims to ensure the swift resolution of any issues that may arise.

Our performance

Our metrics

Please see figure 17 on page 62.

Our targets

The general targets for diversity and equal opportunities are rooted in our corporate culture and values, as well as in our Code of Conduct. Beyond that, no specific targets at the Group or divisional level have been established at this time. Our future goal is to implement

empowerment initiatives and to actively increase the representation of women in senior management positions through dedicated programs and initiatives. Further key performance indicators (KPIs) and targets will be deliberated in 2023 and are intended to be included in the upcoming ESG report for 2024.

17 / DIVERSITY AND EQUAL OPPORTUNITY

in headcount

	Prinzhorn Group 2021	Prinzhorn Group 2022	Prinzhorn Holding 2022	Hamburger Recycling 2022	Hamburger Containerboard 2022	Dunapack Packaging 2022
Total number of employees	7,085	**7,141**	125	858	1,750	4,408
by gender						
Female	1,289	**1,330**	46	251	257	776
Male	5,796	**5,811**	79	607	1,493	3,632
Number of employees by employment type						
Total number of full-time employees	6,942	**6,982**	108	841	1,687	4,346
by gender						
Female	1,190	**1,218**	32	239	216	731
Male	5,752	**5,764**	76	602	1,471	3,615
Total number of part-time employees	143	**159**	17	17	63	62
by gender						
Female	99	**112**	14	12	41	45
Male	44	**47**	3	5	22	17
Diversity of governance bodies and employees						
Total number of governance body members [1]	60	**63**	9	17	21	16
share by gender						
Female	3	**4**	0	1	2	1
Male	57	**59**	9	16	19	15

1) Following job levels are included: Management Board, External Management Board, Managing Director, Cluster Managing Director, Regional Director

Social commitment, partnerships and transparency

Our impacts, risks and opportunities

In addition to maintaining strong financial and operational performance, the Prinzhorn Group is directing increased focus towards the environment, people and the community within its corporate culture. As a significant employer in the region, we strive to contribute as much as possible to the local communities and the individuals residing near our plants.

Our positive social impacts stem from our support of local education, income generation, collaboration and participation. We place specific emphasis on delivering high-quality education for the next generation. By actively engaging with these communities, we can generate positive effects that benefit both society and our business, fostering a strong local reputation. Alongside the social impact, our aim is for the public and key stakeholders to perceive the Prinzhorn Group as a positive local actor and a trusted partner.

Our policies and measures

We always take into account the concerns of the broader community at the national and international levels. Community engagement fosters trust and serves as a bridge to address the issues that hold significance for us. Local general managers and employees are expected to represent the Group within the local community and contribute positively to its development.

The following pillars are featured in the Prinzhorn Group's Corporate Social Responsibility (CSR) initiatives:

- Education: Supporting external projects in schools and universities to ensure quality education for our future employees. Examples include sponsoring professorships at technical universities/schools, supporting educational programs for prospective employees, donating corrugated material to technical schools, and collaborating on science and innovation projects.

- Environment: Supporting environmental projects in the vicinity of our plants. Examples include organizing waste collection initiatives with local communities, followed by a barbecue event and hosting "green days" on our premises to showcase our environmental efforts.
- Workforce: Sponsoring activities related to our employees' well-being. Detailed examples of these initiatives can be found in the Wages, work-life balance, and employee well-being chapter.
- Community: Supporting community projects and organisations. Examples include sponsoring charity events or organisations such as the Red Cross, supporting local fire brigades and participating in blood donation initiatives.

In the long run, our intention is to generate value through CSR projects that directly support our local businesses, creating benefits for all stakeholders and fostering a "win-win" situation for all involved. Currently, there are no Group-wide activities in place as initiatives and actions are managed at local and divisional levels. However, we have several initiatives at the divisional level, which are described below.

Hamburger Recycling

Hamburger Recycling actively engages in a variety of CSR activities and regional-level donations. An exemplary initiative is Hamburger Recycling Croatia's contributions to the areas affected by the earthquake in Sisak-Moslavina County in December 2020.

Additionally, in 2021 and 2022, Hamburger Recycling and L'Oréal collaborated on an awareness-raising campaign aimed at highlighting the significance of sorting and recycling cosmetics packaging to consumers in the Adriatic-Balkan region. This joint information campaign, featured on the websites beauty4thefuture.bg | beauty4thefuture.hr | beauty4thefuture.rs, began in October 2021 in Croatia, Serbia and Bulgaria, and

continued until the summer of 2022. The objective was to provide valuable answers to common questions individuals may have while educating the public about the possibilities of sorting and recycling beauty and hygiene products. The partnership with L'Oréal effectively showcased that waste reduction is the collective responsibility of all companies within the supply chain.

In the Czech Republic, Hamburger Recycling places special emphasis on education, charity and social support activities in the vicinity of its sites. In 2022, the plant successfully carried out various paper collection projects and competitions in collaboration with local schools. Similarly, in Hungary, Hamburger Recycling regularly organizes waste collection campaigns on Earth Day and conducts paper awareness campaigns for schools. These initiatives were carried out throughout 2022.

Hamburger Containerboard

In 2022, the Hamburger Containerboard division was awarded the prestigious EcoVadis Bronze Medal for its outstanding sustainability and CSR performance. The EcoVadis Medal is awarded to companies that have undergone a comprehensive assessment process and have exhibited a strong management system compared to their peers. Additionally, Hamburger Containerboard has consistently conducted CSR activities at the local level and has actively participated in community engagement initiatives for many years.

Hamburger Containerboard (HCB) in Dunaújváros is dedicated to providing assistance to primary schools, secondary schools, and kindergartens in Dunaújváros and the surrounding area. In 2022, the company continued its support program called "FOR THE FUTURE GENERATION," which involved contributing to the renovation projects of a primary school and a crèche in the region. Moreover, HCB Dunaújváros generously donated funds for an ultrasound machine to the local hospital. Additionally, HCB Dunaújváros serves as a steadfast sponsor for professional events, conferences and temporary exhibitions hosted by the Hungarian Paper Museum and Visitor Centre.

Other regional initiatives include:

- Participation in local interest groups (Trostberg and Spremberg, Germany)
- Support for a canoe club and children's home (Spremberg, Germany)
- Scholarships for local students (Gelsenkirchen, Germany)
- Regular Christmas donations to SOS Kinderdorf in Pitten, Austria
- Organizing fasting dinners for our employees and their families (Çorlu and Denizli, Türkiye)
- Environment and paper awareness campaigns at several local sites (Gelsenkirchen, Germany)
- Support for sports clubs and events in the local area (Pitten, Austria; Dunaújváros, Hungary)

Dunapack Packaging

Dunapack Packaging has established long-lasting partnerships and cooperation with local communities and organisations. During the Corona pandemic, the company emphasised supporting local schools and schoolchildren, providing schools in Bulgaria, Türkiye, Romania, Austria, Greece and Poland boards to offer an additional means of protecting children from infection at school. Additionally, cardboard tables were donated to schools in Croatia, benefiting several schools in the surrounding area of the plant.

Initiatives at the local level include:

- University internships and cooperation with local high schools in Türkiye through the MyIntern program
- Regional donation and aid campaigns in response to local natural disasters, such as the earthquake in Türkiye
- Collaborations with the regional fire departments and the Red Cross
- Inviting local schools to visit the plant and provide presentations on it to school classes

Our performance

Our targets

No specific targets have been defined at the Group level yet. One future objective is to place more emphasis on school and educational activities, as well as providing general support for the younger generation. Future targets are aimed at aligning with this focus. At the divisional level, the goal is to maintain the quality and quantity of activities and strengthen existing partnerships. This objective was largely achieved in 2022, as all major activities from 2021 were continued. Similarly, we aim to establish a clear and transparent process for selecting CSR activities to invest in.

Working conditions and human rights in the supply chain

Our impacts, risks and opportunities

As a leading manufacturing company, we have multiple suppliers and contractors at each of our sites, across the countries we operate in. Our suppliers and service providers play a vital role in enhancing the quality of life for many individuals. It is imperative that they adhere to human rights and social standards to avoid any potential negative impacts.

In the EU and Western countries, the likelihood of human rights violations and/or abuses in working conditions at our suppliers is relatively low due to the presence of strict standards and controls. However, there is still potential for such issues to arise. In countries outside the EU, the risk is somewhat higher, partly due to limitations in our own monitoring capabilities. This means, it can be challenging for us to ensure full compliance with all measures and standards throughout the entire supply chain. Moving forward, we are committed to actively addressing this issue by advocating for mandatory transparency from all suppliers regarding their adherence to human rights and social standards.

Our policies and measures

Our internal Code of Conduct (CoC), which encompasses human rights standards and working conditions, to some degree extends to external collaborations and working conditions at suppliers as well. Furthermore, Prinzhorn expects its suppliers and service providers to comply with high environmental and social working conditions. Furthermore, we are committed to actively participating in the establishment of effective control measures to ensure adherence to these standards, promoting transparency and accountability.

Our performance

Our targets

Guided by core values pertaining to people, performance and responsibility, we are committed to jointly developing rules and standards with our suppliers that embody a sense of responsibility towards employees, society and the environment. These standards are also meant to introduce innovative approaches to our business operations and growth. Moving forward, we will actively address challenges in collaboration with our partners, driving positive change together.

New legal requirements, including the EU Supply Chain Act, will be incorporated into our policy measures and a new Code of Conduct for external suppliers and partners. These will be implemented in accordance with the law. A key objective of the Prinzhorn Group is to enhance transparency within our supply chains. We will also mandate that all suppliers and partners adhere to human rights and social standards. Specific targets for achieving this will be established in 2023.

GOVERNANCE

Governance, tax and anti-corruption

Our impacts, risks and opportunities

We are conscious of our geographical position and the corresponding responsibility it carries. With facilities located in Central and Eastern Europe (CEE), Southeast Europe (SEE), Türkiye and Russia, our long-term objective is to bridge the development, wealth, income and social welfare gaps that exist between these regions and Western European countries. Additionally, we strive to elevate economic standards and are committed to ensuring our impact on society and relevant markets is a positive one. Consequently, we place significant emphasis on good corporate governance, taxation and anti-corruption measures. Our approach extends beyond mere compliance with applicable laws and encompasses self-imposed standards and corporate values that define morally responsible conduct.

Top risk identified:

- Reputational damage in the event of non-compliance with business-related legislation (e.g., anti-corruption, competition law, data protection)

Our policies and measures

We comply with all applicable laws in our geographical locations and also pay attention to competition and cartel laws as this is essential for establishing enduring business relationships, integrity and trust. We have also implemented a Group-wide Code of Conduct, Group Tax Policy and a whistleblower system. Dunapack Packaging and Hamburger Containerboard have established clear ownership over division processes and are adopting a governance life cycle approach to ensure effective governance practices. By implementing ISO certifications in their plants and adhering to the governance life cycle model for division processes, the divisions can enhance operational efficiency, inspire confidence in stakeholders and promote long-term sustainability. In our pursuit of optimization, Hamburger Recycling has also initiated an evaluation process to assess its governance management and to identify opportunities for improvement.

As of 31st December 2022, the governance body and its role are as follows:

Prinzhorn Holding GmbH's highest governance body is the Supervisory Board, which primarily oversees the company's Management Board. The nomination, selection process and tenure of members of the governance body and its committees are governed by legal requirements, such as the Limited Liability Companies Act (GmbHG) and the bylaws of Prinzhorn Holding's Supervisory Board. The Chair of the governance body does not hold a senior executive position within the organisation. The primary role of the Supervisory Board is to oversee impact management, as well as approve the budget and material investments for the upcoming fiscal year.

- Non-executive members: Gottwald Kranebitter (Chairman), Thomas Prinzhorn (Vice Chairman), Christian Planegger (Member), Volkmar Angermaier (Member), Josef Schinwald (Works Council), Josef Glatzl (Works Council), Gerald Prinzhorn (Member), and Alois Czipin (Member)
- Shareholder representatives: Thomas Prinzhorn, Christian Planegger, Gottwald Kranebitter, Volkmar Angermaier (minimum of three)
- Owners and beneficiaries are represented by Thomas Prinzhorn

The Annual General Meeting, representing 100% ownership of Prinzhorn Holding GmbH by the Thomas Prinzhorn Privatstiftung (TPPS), appoints, grants authority to and relieves the executives of Prinzhorn Holding and its Supervisory Board members. The TPPS Assembly of Beneficiaries appoints the TPPS Advisory Council, which in turn appoints TPPS Management. The TPPS Advisory Council comprises the following members: Christian Planegger, Philipp Harmer and Paul Rizzi.

The Supervisory Board has formed an Audit Committee, which oversees matters pertaining to audits and consolidated financial statements. It convenes twice a year and comprises the following members: Gottwald Kranebitter (Chair), Volkmar Angermaier and Josef

Schinwald. The Committee benefits from the financial expertise of two members who possess extensive professional experience and knowledge. Additionally, the Audit Committee approves the Internal Audit Department's audit plan, which covers topics related to effectiveness and process-related subjects.

Whilst management is responsible for developing the strategic program, Prinzhorn Holding GmbH's Supervisory Board, its highest legal entity, regularly reviews the Group strategy, and approves and authorizes investments. The mission and core values (People, Performance, Responsibility) are agreed upon with Prinzhorn Holding's Supervisory Board, and are periodically reviewed and adjusted as necessary. The Supervisory Body also assesses the impact of various plants on local communities, as well as their direct and indirect influence on the workforce, jobs and social welfare. This evaluation takes place during quarterly Supervisory Board meetings and on special occasions. The Supervisory Board addresses impacts on people, such as the COVID-19 bonus and the war in Ukraine, as separate matters. During the strategy review in the second quarter of 2022, our strategy was renamed to COMPASS. This newly formulated corporate strategy is solely aimed at enhancing the company's value and is built on dynamic targets.

Supervisory Board meetings are conducted quarterly, enabling the Management Board to provide updates on current business developments, to highlight any extraordinary occurrences, to request approval for transactions requiring Supervisory Board endorsement and to discuss pertinent topics identified by either Management Board members or the Supervisory Board. The Management Board, as well as the Extended Management Board, holds regular meetings. These meetings also address the company's purpose and environmental, social and governance (ESG) issues. In 2022, the findings of the materiality assessment were reported to the Supervisory Board. The responsibility for gathering this information was assigned to a project group comprising authorized personnel from all divisions, as well as representatives from the Holding.

Leadership culture and responsibility

As an essential component of our leadership culture, supervisors have the obligation of fulfilling their organisational and supervisory duties. It is their responsibility to ensure that no violations of law, internal policies or the Code of Conduct occur within their area of authority, which could have been prevented or mitigated by proper supervision of their subordinates. Even when responsibilities are delegated, the supervisor remains accountable. During the reporting period, no conflicts of interest were detected in accordance with relevant legislation.

Code of Conduct

Our Group-wide Code of Conduct (CoC) serves as a fundamental document that outlines our core principles, objectives, general guidelines for conduct and protocols for engaging with business partners and third parties. As such, it plays a central role in our anti-corruption efforts. The Code of Conduct, issued by the Management Board of Prinzhorn Holding, places strong emphasis on environmental and social concerns, setting clear priorities in these domains.

The guidelines specified in the Code of Conduct govern the conduct of employees within the company and their interactions with external third parties, specifically customers and business partners. The responsibility for implementing our commitments has been assigned to the relevant legal entities. The Code of Conduct explicitly places the responsibility on supervisors to ensure that all employees comply with its guidelines, with no possibility of transferring this responsibility. Additionally, it is communicated to every new employee upon joining Prinzhorn.

In addition to this fundamental document, we have implemented specific guidelines to address allegations, oversee political influence and regulate lobbying activities. For example, we adhere to the "four-eyes" principle for all payments made across the entire Group. These regulations are outlined in our policies, which encompass various areas including accounting, payment and treasury. These policies are stored in our knowledge base, ensuring accessibility for all individuals.

Conflicts of interest

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

The following guidelines have been established to prevent conflicts of interest and ensure loyalty:

1. Any personal interests related to job performance and any attempts by business partners to influence employees, their family members or close personal friends through benefits must be reported without delay.

2. A transparent procedure for awarding contracts is followed, prohibiting employees from awarding contracts to family members or close personal friends without prior written consent from their supervisor.

3. Employees should refrain from placing private orders with companies engaged in business with the Prinzhorn Group if they could gain undue benefits from such arrangements. This is particularly applicable if employees have direct or indirect influence on the selection of these companies or if they are professionally involved in handling orders from them.

4. Supervisors or managers are prohibited from exploiting their authority to direct employees' services for personal purposes.

5. Employees are prohibited from operating or working for a competing business or company that competes, either wholly or partially, with the Prinzhorn Group.

6. Employees are not allowed to have direct or indirect interests in non-listed companies that compete, either wholly or partially, with the Prinzhorn Group, except for subordinate interests in the form of share funds or similar investments where investors are not regularly informed of the specific shareholdings.

7. Written approval must be obtained for any interest in a company that is a business partner of the Prinzhorn Group. Such approval is granted by management and documented in the employee's personnel file. However, approval may not be granted or may be withdrawn if the employee has professional dealings with the concerned company.

8. If an employee's close relative has an interest in a competitor or a company of the kind described above, the employee must provide written notification to the Human Resources department. This information will be documented in the personnel file if such interests could potentially affect the company's interests.

Relationship with suppliers

The majority of our suppliers are located in Europe. In addition to adhering to strict regulations, we proactively address potential risks in the supply chain. To achieve this, we perform supplier checks, including assessments related to international trade sanctions. However, we currently lack a systematic approach to identify and manage risks associated with human rights and environmental pollution in the supply chain.

Group tax policy

Our approach to tax and interactions with tax authorities is guided by a proactive, responsible and reliable strategy. We are committed to managing taxes in alignment with our business ethics, which entails complying with international tax regulations, such as the OECD guidelines on transfer pricing and ensuring no withholding of taxes. Our tax planning is aligned with our business operations, and we actively refrain from participating in tax evasion, intricate tax structures or activities associated with tax havens. In 2023, we will be reviewing our Group's tax policy to further improve our practices in this domain.

To reduce potential tax risks and strengthen tax compliance in accordance with the Group's tax policy, Dunapack Packaging has introduced regular educational updates on local tax matters. It is mandatory for each legal entity to ensure that at least one employee, responsible for local taxes, attends an annual training session lasting a minimum of one working day, which provides updates on local tax legislation. The attendees' details are recorded in the MY HR Software Workflow report, where they must upload relevant topics and certificates. Additionally, this information is included in the annual tax memo submitted by the local legal entities to the Group's tax department.

18 / WHISTLEBLOWER SYSTEM

WHISTLEBLOWER MESSAGE

Whistleblower sends message regarding e.g. financial crime, property crime, competition-law, employee treatment, data protection

RECEIVE & ALLOCATE

Message received by Observer Group & Case Allocators

MANAGE & PROCESS

Case Allocators distribute messages to Case Managers for processing

Whistleblower system

Introduced in 2021, the whistleblower system is an online platform that enables both employees and external individuals to submit messages through a web link, either anonymously or by providing contact details. This facilitates the logging and proper handling of incidents. Additionally, the whistleblower system incorporates a policy to safeguard the protection of whistleblowers. Company websites in almost all Group countries feature links to the system, which is available in the respective languages. A rollout to Austria and Germany is currently underway.

We have established internal controls that cover risks in various areas, including procurement and sales. Additionally, our Group Audit conducts routine evaluations of the Internal Control System. As of the end of the reporting year, Group Audit consisted of two full-time employees (FTE), and another FTE is to be hired in 2023. Furthermore, corruption and bribery are encompassed within the scope of our annual external financial audits, which are conducted across the entire organisation and have varying focal points each year.

In 2022, we established the Group Lead ESG Management as the central coordinating function for ESG management and a central function for legal compliance at the Group level. Following a thorough evaluation of how to best integrate their expertise into the business strategy using

an appropriate process, they now oversee the implementation and comprehensive rollout of measures in their respective areas of expertise.

After establishing an ESG management structure within the Group, the Group Lead ESG Management is responsible for coordinating and advancing the structure, as well as ensuring a deeper integration of the strategy throughout the Group. Acting as a vital link between the holding company and the business units, the Group Lead ESG oversees all ESG topics and collaborates with divisional topic owners to implement the strategy across the organisation. Furthermore, it facilitates professional engagement with relevant umbrella organisations.

The legal compliance function is staffed with one full-time employee (FTE) and encompasses various areas including corporate law (Supervisory Board, Private Foundation, resolutions), competition law, and compliance (Corporate Directive, financial market regulations, Beneficial Owners Register Act, whistleblower system).

In 2023, we are planning to formulate a strategy for business conduct training, which will outline the content and participants for various focus areas within corporate compliance. Alongside this training plan, we are presently assessing multiple prospective measures for the coming years:

- Joining Global Compact
- Reviewing the suitability of revising our Code of Conduct
- Establishing comprehensive policies on specific compliance topics
- Implementing a systematic and proactive compliance reporting system and generating regular status reports
- Implementing a learning management system that offers compliance training and integrating it into the training platform

Our performance

Our metrics

Please see figure 19 on page below and page 73.

Our targets

As we are currently developing the strategy, we will establish targets in the future.

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19 / GOVERNANCE, TAX AND ANTI-CORRUPTION

in number of incidents or cases, number of legal actions, in EUR and number of days and of legal proceedings

	Prinzhorn Group 2021	Prinzhorn Group 2022	Prinzhorn Holding 2022	Hamburger Recycling 2022	Hamburger Containerboard 2022	Dunapack Packaging 2022
Confirmed incidents of corruption and actions taken *in number of incidents or cases*						
Confirmed incidents of corruption or bribery	-	**0**	0	0	0	0
Confirmed incidents in which employees were dismissed or disciplined for corruption	-	**0**	0	0	0	0
Confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	-	**0**	0	0	0	0
Public legal cases regarding corruption brought against the organisation or its employees	-	**0**	0	0	0	0

	Prinzhorn Group 2021	Prinzhorn Group 2022	Prinzhorn Holding 2022	Hamburger Recycling 2022	Hamburger Containerboard 2022	Dunapack Packaging 2022
Anti-competitive behavior and violations of anti-trust and monopoly legislation *in number of legal actions*						
Legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant	-	**0**	0	0	0	0
Political influence and lobbying activities *in EUR*	-	**0**	0	0	0	0
Payment practices *in number of days and number of legal proceedings*						
Average time to pay an invoice	-	**30**	30	-	-	-
Legal proceedings (currently outstanding) during the reporting period for late payments	-	**1**	0	0	1 [1]	0

1) One legal dispute with a supplier in connection to a large investment in building a paper machine.

Quality and customer interaction

Our impacts, risks and opportunities

Due to the substantial potential adverse effects on our customers and end users downstream, fostering a lasting and interactive exchange, as well as maintaining strong customer relationships, holds immense importance for us. Neglecting customer requirements and failing to address complaints adequately can result in reduced customer satisfaction, which may also have financial consequences.

We mitigate this impact by consistently engaging with our customers, which includes conducting customer surveys and proactively addressing complaints. We consider customer feedback, inquiries and complaints valuable opportunities for development and improvement. Our primary goal is to deliver the highest level of service to our customers, ensuring prompt and effective responses to all inquiries.

Top risks identified

- Failure to review and implement potential improvements through active complaints management
- Loss of clients and profit due to quality issues

Our policies and measures

Overall, all divisions adhere to a unified approach to achieve a continuous process of improvement. Establishing appropriate management systems and guidelines, monitoring processes and the derivation and implementation of corresponding measures achieve this. Our newly developed COMPASS strategy exemplifies our unwavering dedication to quality and customer-centricity. With the introduction of our new purpose, this aspect will receive even greater emphasis in the future. For more comprehensive details on our new strategy, particularly our new purpose, please refer to our Annual Report.

Hamburger Recycling

In addition to being ISO 9001 certified in Türkiye, Bulgaria, Croatia, Hungary and Romania, Hamburger Recycling is committed to complying with the European List of Standard Grades of Recovered Paper and Board (EN 643).

Hamburger Recycling maintains direct and personal communication with its customers. As a result, customer inquiries and complaints are promptly addressed by reaching out to the designated main contact person. The documentation of such claims is an integral part of the regular communications processes.

Hamburger Containerboard

All Hamburger Containerboard sites are ISO 9001 certified, and a corresponding management handbook is also in place. The specifics of quality management are established at the plant level and are incorporated into the overarching division-wide strategy. Each facility designates a quality manager appointed by management. Monitoring is conducted to continuously measure processes and key performance indicators (KPIs) to identify deviations. These deviations are addressed in internal process meetings, and appropriate actions are taken, if needed.

Based on this, further meetings, such as impulse gate meetings, are held to determine potential implementations. By following this structured and documented process, Hamburger Containerboard strives to continuously improve its efforts each day.

For many years, Hamburger Containerboard has maintained a well-structured management system for customer inquiries and complaints throughout the division. All inquiries are directed to the customer service organisation and are meticulously analysed. The findings are then documented and communicated back to the source, where suitable measures for improvement are initiated.

To ensure on-going improvement, customer satisfaction analyses are conducted at least once every three years. The feedback obtained during this process is incorporated into the continual development of the management systems. Considering the challenging circumstances in the reporting year, Hamburger Containerboard plans to carry out the next survey in 2023.

Hamburger Containerboard demonstrates strong customer engagement with its expansive distribution network. A skilled technical customer service team that is always available to address subject-specific inquiries bolsters this network. Further technical application consultancy is provided through the Paper College, an established institution that has offered proactive customer training for several years.

Moving forward, there are general plans to further incorporate the benefits of New Work into the sales structure. Specifically, Hamburger Containerboard aims to establish a digital sales platform in 2023.

Dunapack Packaging

All Dunapack Packaging facilities hold ISO 9001 certification, signifying the presence of a robust quality management system. In countries with multiple plants, these are consolidated at the national level, resulting in the formulation of specific quality policies for each country. Additionally, Dunapack Packaging has formed a cross-divisional working group called the Quality Management Community. This community comprises quality managers from each plant who engage in regular communication, sharing best practices and jointly deciding on suitable initiatives to be implemented at the local level.

In general, there is a clearly defined and structured process in place to handle each individual claim that arises. The claims are directed to the Quality Department, where cases are meticulously analysed, and suitable action plans are devised to prevent the recurrence of similar incidents. Following this, customers are promptly notified about the implemented measures.

To integrate customer perspectives into the decision-making process, Dunapack Packaging conducts annual online surveys to gauge customer satisfaction at the divisional level. These surveys are conducted in collaboration with an external research company. They provide the basis for a methodical analysis of the primary concerns, which is undertaken not only by the Quality Management Community but also at the individual plant level. Recommendations and action plans are subsequently devised, implemented and promptly communicated to customers.

In 2022, the survey was distributed to around 6,500 customers, achieving an impressive feedback rate of 40% and a commendable net promoter score of 66%. Taking into account the substantial customer criticism regarding the response time for claims in 2022, Dunapack Packaging intends to conduct a comprehensive investigation in 2023 to identify and implement appropriate solutions.

Our performance

Our metrics

Please see figure 20 below.

Our targets

As outlined in our strategy, all divisions are committed to continuous improvement.

Hamburger Recycling

Consequently, Hamburger Recycling has established specific targets within its internal operations, including ones regarding delivery times.

Hamburger Containerboard

Hamburger Containerboard utilises a comprehensive sales control report that encompasses vital key performance indicators (KPIs), including the evaluation of complaints. The following targets and KPIs are pursued in this context, based on monthly progress: development of volumes per product category and customers, freight costs, warehouse development per month and order confirmation duration, amongst others. These KPIs play a critical role in monitoring and shaping the HCB sales strategy.

Dunapack Packaging

One of the primary objectives pursued by Dunapack Packaging is to maintain the maximum claims level below 0.15% of total revenue. Additionally, local targets are established, covering areas such as the frequency of claims.

20 / QUALITY AND CUSTOMER INTERACTION
in TEUR

	Prinzhorn Group 2021	Prinzhorn Group 2022	Prinzhorn Holding 2022	Hamburger Recycling 2022	Hamburger Containerboard 2022	Dunapack Packaging 2022
Claims						
Claims	-	**4,250**	-	192	2,460	1,598
Claims affiliated	-	**0**	-	0	217	0

1) Intercompany not included.

Material compliance, safe products and customer health and safety

Our impacts, risks and opportunities

The health and safety of our customers is of paramount importance to us. We acknowledge our indirect influence on their health and safety during the usage phase of goods packaged in our products. We know that potential health risks can arise from the migration of pollutants into food. Moreover, non-compliance with relevant regulations, guidelines and laws can have adverse consequences. Inadequate product safety or insufficient testing evidence can lead to product recalls, resulting in adverse economic effects, including compensation payouts for indirect costs borne by customers, as well as damage to our reputation.

To mitigate these impacts, we conduct comprehensive analyses of pollutants and substances of concern in our products, implementing quality assurance measures and taking further actions as required. Through these product-related measures, we ensure our customers receive the highest level of health protection possible.

In this context, opportunities primarily emerge from the development of innovative packaging solutions. These solutions not only provide a high level of safety for the packaged goods and consumers but also offer environmental benefits, such as resource conservation.

Our policies and measures

Our divisions take necessary action and implement relevant policies to ensure that material compliance conforms with applicable laws, products maintain safety standards and the well-being of our customers remains uncompromised. These principles are integral to our Code of Conduct (CoC), which emphasizes the inseparable connection between the success of our products and services and their consistently high level of quality. A comprehensive overview of our Code of Conduct can be found in the Governance, tax and anti-corruption chapter. Additionally, it is imperative for every employee to promptly identify and report any quality defects. Raising staff awareness regarding quality is an ongoing responsibility of leadership.

Hamburger Recycling

Hamburger Recycling maintains ISO 9001 certification compliance in Türkiye, Bulgaria, Croatia, Hungary and Romania. Additionally, the company adheres to EN 643, the European List of Standard Grades of Recovered Paper and Board, demonstrating its alignment with the European standards.

Hamburger Containerboard

All Hamburger Containerboard sites are ISO 9001 certified. Additionally, Hamburger Containerboard has long upheld the GMP (good manufacturing practice) policy, which mandates that additives comply with the BfR (German Federal Institute for Risk Assessment) Recommendation 36. This ensures compliance with the requirements for materials that come into contact with food. Furthermore, a GMP guideline has been established, outlining hygiene standards through risk analysis. It is based on the CEPI food contact guidelines and undergoes internal audits annually. The compliance declaration was updated in 2021 according to CEPI.

Furthermore, all sites and paper grades possess ISEGA certification for food contact materials, including guidelines for heavy metals and toy safety. Independent testing by the German ISEGA institute is conducted every two years to ensure a high level of food safety. This means the paper grades can be safely used for food packaging.

In Europe, all suppliers must comply with the REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) regulation. Accordingly, additives (SVHC) listed in the REACH regulation are permitted to use if the mass is less then 1%.

Dunapack Packaging

Dunapack Packaging has implemented a range of measures and management systems across its sites to ensure material compliance and the safety of products and consumers. Besides holding ISO 9001 certification for all its sites, some plants are also certified in accordance with the food hygiene ISO 22000 (FSSC) standard, a significant food standard. Moreover, plants in Romania, Poland and Türkiye have obtained BRC certification, a globally recognized standard that establishes precise requirements for food safety. During the reporting year, the subjected sites successfully underwent BRC certification audits, achieving A+/AA ratings. Depending on the location, regular analyses are conducted to uphold food safety, comply with relevant laws and implement specific processes to meet customer requirements.

Our performance

Our targets

As clear limit value requirements exist, no specific quantitative targets are established in this domain. However, our commitment remains focused on adhering to all guidelines and meeting the minimum requirements.

Appendix

Certifications

	ISO 14001	ISO 9001	ISO 45001	ISO 10002	ISO 27001	ISO 50001	ISO 22000 (FSSC)
Hamburger Recycling							
Türkiye	x	x	x	x	x		
Bulgaria	x	x	x				
Croatia	x	x					
Hungary	x	x					
Romania	x	x	x				
Poland							
Czech Republic							
Slovakia							
Serbia							
Austria							
Hamburger Containerboard							
Hungary	x	x	x			x	
Austria	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.

ISO 8000	EMAS	FSC®	TS EN 15713	DIN EN 15593	TS COVID 19	EFB [1]	ISEGA	BRC	Sedex	Ecovadis
			x		x					
						x				
	x	x					x			
		x					x			
		x					x			
		x					x			
		x					x			
		x					x			
		x					x			

	ISO 14001	ISO 9001	ISO 45001	ISO 10002	ISO 27001	ISO 50001	ISO 22000 (FSSC)
Dunapack Packaging							
Hungary (Budapest, Dunaújváros)	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	x	x	x				
Croatia		x					x
Germany		x				x	
Türkiye (Adana, Denizli, Çorlu)	x	x	x				
Türkiye (Eskisehir)	x	x	x			x	
Greece	x	x					x
Urkaine (Khodoriv)		x					x
Urkaine (Oleshky)		x					
Russia (SFT Packaging Kuvshinovo)		x					x
Russia (SFT Packaging Maykop)		x					x
Russia (SFT Packaging Taganrog)		x					
Russia (SFT Packaging Aleksin)		x					

ISO 8000	EMAS	FSC®	TS EN 15713	DIN EN 15593	TS COVID 19	EFB	ISEGA	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	
		x							x	
		x							x	
		x							x	
		x							x	
		x						x	x	

Environmental performance

GRI 302		Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Energy consumption within the organisation and energy mix *in MWh and percent*						
Consumed primary energy total including cogeneration						
Natural gas	n-r	1,259,651	-	236	1,057,390	202,025
Heating oil, light	n-r	14,737	-	0	91	14,646
Biogas	r	140,545	-	0	140,545	-
Biomass	r	399,984	-	0	399,984	-
Sludge (biogenic)	r	25,719	-	0	25,719	-
Hard coal	n-r	875,867	-	0	875,867	-
Diesel for emergency generators	n-r	127	-	-	127	-
RDF (biogenic)	r	776,122	-	0	776,122	-
RDF (fossil)	n-r	826,864	-	0	826,864	-
Total primary energy, renewable	r	1,342,370	-	0	1,342,370	0
Total primary energy, non-renewable	n-r	2,977,246	-	236	2,760,339	216,671
Total primary energy		**4,319,616**	**-**	**236**	**4,102,709**	**216,671**
Renewable *(%)*	r	31.1	-	0	32.7	0.0
Non-renewable *(%)*	n-r	68.9	-	100.0	67.3	100.0
Purchased steam / District heating & cooling						
Purchased steam (external – outside PH Group)		264,869	-	0	248,302	16,567
Purchased steam (intercompany from CB)		0	-	0	0	3,941
Total purchased steam/district heating & cooling		**264,869**	**-**	**0**	**248,302**	**20,508**

r = renewable // n-r = non-renewable

GRI 302		Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Energy consumption within the organisation and energy mix *in MWh and percent*						
Produced electricity & electricity mix						
Produced electricity (internal)		**611,437**	-	0	611,437	0
Purchased electricity						
Purchased electricity		**707,259**	-	3,480	614,320	99,731
Renewable *(%)*	r	**46.1**	-	21.9	47.5	37.7
Non-renewable *(%)*	n-r	**53.9**	-	78.1	52.5	62.3
Sold energy						
Electricity sold (external – outside Prinzhorn Group)		**143,059**	-	0	143,059	0
Electricity sold (intercompany – to other division)		**0**	-	0	10,272	0
Steam sold (external – outside Prinzhorn Group)		**0**	-	0	0	0
Steam sold (intercompany – to other division)		**0**	-	0	3,941	0
Total electricity sold		**143,059**	-	0	153,331	0
Total steam sold		**0**	-	0	3,941	0
Total energy sold		**143,059** [1]	**-**	**0**	**157,272**	**0**
Fuels/transport consumption (own fleet)						
Diesel *(l)*		**4,076,106**	-	1,791,406	1,660,471	624,230
Petrol *(l)*		**224,520**	-	54,082	44,112	126,325
LPG *(l)*		**919,792**	-	5,000	135,972	778,820
CNG *(kg)*		**2,035**	-	187	0	1,848

r = renewable // n-r = non-renewable // 1) Intercompany not included.

GRI 301, 302		Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Material output *in metric tons and m²*						
Production output						
Paper for recycling grades in accordance with EN 643		**1,387,887**	-	1,387,887	-	-
thereof, paper for recycling trade	t	**1,000,421**	-	1,000,421	-	-
thereof, paper for recycling collection	p	**387,466**	-	387,466	-	-
Plastics (for recycling)		**45,217**	-	45,217	-	-
thereof, plastics trade	t	**19,513**	-	19,513	-	-
thereof, plastics collection	p	**25,704**	-	25,704	-	-
Metals		**2,930**	-	2,930	-	-
thereof, metals trade	t	**333**	-	333	-	-
thereof, metals collection	p	**2,596**	-	2,596	-	-
RDF		**42,516**	-	42,516	-	-
thereof, RDF trade	t	**27,905**	-	27,905	-	-
thereof, RDF collection	p	**14,611**	-	14,611	-	-
Waste		**2,402**	-	2,402	-	-
thereof, waste trade	t	**2,219**	-	2,219	-	-
thereof, waste collection	p	**183**	-	183	-	-
Other recycleables		**20,193**	-	20,193	-	-
thereof, other recycleables trade	t	**1,727**	-	1,727	-	-
thereof, other recycleables collection	p	**18,466**	-	18,466	-	-
RCCM production	p	**1,985,424**	-	-	1,985,424	-
Plasterboard production	p	**290,145**	-	-	290,145	-
Box production (external) *(m²)*		**1,673,081,349**	-	-	-	1,673,081,349
Sheet production (external) *(m²)*		**319,422,081**	-	-	-	319,422,081
Box production (external)	p	**810,112**	-	-	-	810,112
Sheet (external)	p	**149,147**	-	-	-	149,147
Total produced	p	**3,683,854**	-	449,026	2,275,569	959,258
Total trade	t	**1,052,119**	-	1,052,119	-	-
Total output		**4,735,972**	**-**	**1,501,144**	**2,275,569**	**959,258**

t = trade // p = produced

GRI 301, 302	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging [1]
Material output *in metric tons and percent*					
FSC®-share					
FSC®-relevant sales quantity	3,104,583	-	0	2,261,650	-
thereof, sold FSC®-certified	2,181,964	-	0	1,983,410	-
FSC® sales share *(%)*	70.3	-	0.0	87.7	-
FSC®-relevant purchase quantity	22,326	-	0	22,326	-
thereof, purchased FSC®-certified	19,537	-	0	19,537	-
FSC® purchase share *(%)*	87.5	-	0.0	87.5	-

1) Currently, data is not available. Work is already under way to report this data next year.

Energy intensity ratio
in MWh and MWh/t

	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Total energy consumption [2] *(MWh)*	4,820,996	-	3,716	4,820,996	336,911
Metric tons of produced product	3,683,854	-	449,026	2,275,569	959,258
Energy intensity ratio *(MWh/t)*	– [3]	-	0.01	2.11	0.35

2) Total energy consumption includes total consumed primary energy, total purchased steam, as well as electricity, and excludes the total energy sold. // 3) Not applicable at Group level.

GRI 301, ESRS E5-4, ESRS E2-5	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Material input *in metric tons*					
Major non-renewable Raw materials used					
Fillers	5,251	-	-	5,251	-
Biocide	5,306	-	-	5,278	28
Colouring agent	1,628	-	-	1,628	-
Strength additives	5,703	-	-	2,462	3,241
Retention agent	7,220	-	-	7,220	-
Defoamer	1,749	-	-	1,736	13
Glue	5,824	-	-	5,824	-
Deinking chemicals	6,816	-	-	6,816	-
Coating colour	79,643	-	-	79,643	-
Sand	4,865	-	-	4,865	-
Flue gas chemicals	9,967	-	-	9,967	-
Other chemicals	2,350	-	-	2,350	-
Non-renewable raw materials used	136,322	-	-	133,040	3,282

GRI 301, ESRS E5-4, ESRS E2-5	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Material input *in metric tons*					
Major renewable raw materials used					
PFR (Paper for recycling)	**2,405,921**	-	-	2,405,921	-
Virgin fibres	**21,460**	-	-	21,460	-
RCCM	**892,953**	-	-	-	892,953
Virgin paper	**101,338**	-	-	-	101,338
Starch	**122,195**	-	-	103,268	18,926
Renewable raw materials used	**3,543,868**	**-**	**-**	**2,530,650**	**1,013,218**
Total raw materials used	**3,680,190**	**-**	**-**	**2,663,690**	**1,016,500**
Renewable raw materials amongst all raw materials used *(%)*	**96.3**	-	-	95.0	99.7
Recycled key raw materials amongst all key raw materials used *(%)*	**96.4**	-	-	99.1	89.8

GRI 303	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Water withdrawal and wastewater *in m³*					
Total water withdrawal from all areas by source					
Surface water	**6,422,249**	-	10,675	6,398,024	13,550
Groundwater	**4,404,523**	-	557	4,256,191	147,775
Seawater	**0**	-	0	0	0
Third-party water	**8,097,508**	-	5,557	7,790,894	301,057
Total water withdrawal by source	**18,924,280**	**-**	**16,789**	**18,445,109**	**462,382**
Water discharge (wastewater) by destination					
Surface water	**6,293,848**	-	0	6,247,786	46,062
Groundwater	**191**	-	191	0	0
Seawater	**0**	-	0	0	0
Third-party water	**8,912,501**	-	6,739	8,654,415	251,348
Total water discharge	**15,206,540**	**-**	**6,930**	**14,902,201**	**297,409**

GRI 303	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Water withdrawal and wastewater *in m³*					
Wastewater by treatment type					
Direct discharge without treatment	448,332	-	6,134	393,283	48,915
Direct discharge after treatment	6,036,205	-	60	5,854,503	181,642
Primary treatment	2,263,807	-	0	2,244,077	19,730
Indirect discharge without treatment	6,458,196	-	736	6,410,338	47,122
Total water treated / discharged	**15,206,540**	**-**	**6,930**	**14,902,201**	**297,409**

GRI 306, ESRS E5-5		Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Waste *in metric tons*						
Waste composition						
Plastic rejects	n-h	149,538	-	-	149,407	131
Waste diverted from disposal	n-h	110,375	-	-	110,325	50
Waste directed to disposal	n-h	39,163	-	-	39,083	80
Ash	n-h	134,914	-	-	134,914	0
Waste diverted from disposal	n-h	86,015	-	-	86,015	0
Waste directed to disposal	n-h	48,899	-	-	48,899	0
Sludge	n-h	187,180	-	-	186,299	881
Waste diverted from disposal	n-h	170,733	-	-	170,549	184
Waste directed to disposal	n-h	16,447	-	-	15,749	697
Other non-hazardous	n-h	207,106	-	27,513	22,267	157,326
Waste diverted from disposal	n-h	151,661	-	-	6,205	145,457
Waste directed to disposal	n-h	55,445	-	27,513	16,062	11,870
Other hazardous	h	25,620	-	15	24,258	1,347
Waste diverted from disposal	h	15,179	-	-	14,973	205
Waste directed to disposal	h	10,442	-	15	9,285	1,142
Total hazardous waste	h	25,620	-	15	24,258	1,347
Total non-hazardous waste	n-h	678,738	-	27,513	492,887	158,338
Total waste		**704,359**	**-**	**27,528**	**517,145**	**159,685**

n-h = non-hazardous // h = hazardous

GRI 306, ESRS E5-5		Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Waste *in metric tons*						
Hazardous waste diverted from disposal						
Prepared for reuse	T	0	-	-	-	0
	On	0	-	-	-	0
	Off	0	-	-	-	0
Recycling	T	1	-	-	-	1
	On	0	-	-	-	0
	Off	1	-	-	-	1
Other recovery operations (incl. incineration with energy recovery)	T	15,178	-	-	14,973	204
	On	1,270	-	-	1,203	67
	Off	13,908	-	-	13,770	137
Total hazardous waste prevented		**15,179**	**-**	**-**	**14,973**	**206**
Non-hazardous waste diverted from disposal						
Prepared for reuse	T	6	-	-	-	6
	On	0	-	-	-	0
	Off	6	-	-	-	6
Recycling	T	146,203	-	-	621	145,582
	On	137,232	-	-	43	137,190
	Off	8,971	-	-	579	8,392
Other recovery operations (incl. incineration with energy recovery)	T	372,575	-	-	372,473	102
	On	208,987	-	-	208,987	0
	Off	163,588	-	-	163,486	102
Total non-hazardous waste prevented		**518,784**	**-**	**-**	**373,094**	**145,690**

T = Total // On = Onsite // Off = Offsite

GRI 306, ESRS E5-5		Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Waste *in metric tons*						
Total Waste diverted from disposal						
Total waste prevented	T	**533,963**	-	-	388,067	145,896
Hazardous waste directed to disposal						
Incineration (without energy recovery)	T	**48**	-	-	45	3
	On	**0**	-	-	0	0
	Off	**48**	-	-	45	3
Landfilling	T	**9,058**	-	-	9,046	12
	On	**0**	-	-	0	0
	Off	**9,058**	-	-	9,046	12
Other disposal operations	T	**1,337**	-	15	194	1,127
	On	**0**	-	-	0	0
	Off	**1,337**	-	15	194	1,127
Total hazardous waste directed to disposal	**T**	**10,442**	**-**	**15**	**9,285**	**1,142**

T = Total // On = Onsite // Off = Offsite

GRI 306, ESRS E5-5		Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Waste *in metric tons*						
Non-hazardous waste directed to disposal						
Incineration (without energy recovery)	T	**56,814**	-	3,855	52,881	78
	On	**9,908**	-	-	9,908	0
	Off	**46,906**	-	3,855	42,973	78
Landfilling	T	**65,499**	-	20,097	44,073	1,330
	On	**0**	-	-	-	0
	Off	**65,499**	-	20,097	44,073	1,330
Other disposal operations	T	**37,640**	-	3,562	22,839	11,239
	On	**1,611**	-	-	1,611	0
	Off	**36,028**	-	3,562	21,228	11,239
Total non-hazardous waste directed to disposal	**T**	**159,953**	**-**	**27,513**	**119,792**	**12,648**
Total waste directed to disposal						
Total waste directed to disposal	T	**170,395**	-	27,528	129,077	13,789

T = Total // On = on-site // Off = off-site

	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Material Efficiency *in metric tons and percent*					
Material efficiency					
Fibre loss (wet) *(%)*	-	-	-	11.6	-
Spec. material consumption bone-dry *(%)*	-	-	-	111.0	-
Loss of material measured	-	-	-	59,261	-

Social performance

GRI 2-7, ESRS S1–6	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Employees *in headcount*					
Total number of employees					
by country					
Austria	**1,068**	125	30	315	598
Bulgaria	**255**	0	40	0	215
Croatia	**281**	0	41	0	240
Czech Republic	**34**	0	34	0	0
Germany	**1,108**	0	0	837	271
Greece	**207**	0	0	0	207
Hungary	**1,278**	0	143	372	763
Poland	**672**	0	120	0	552
Romania	**416**	0	96	0	320
Serbia	**138**	0	138	0	0
Slovakia	**51**	0	51	0	0
Slovenia	**6**	0	6	0	0
Türkiye	**1,447**	0	159	226	1,062
Ukraine	**180**	0	0	0	180
Total	**7,141**	**125**	**858**	**1,750**	**4,408**
by gender					
Female	**1,330**	46	251	257	776
Male	**5,811**	79	607	1,493	3,632
Total	**7,141**	**125**	**858**	**1,750**	**4,408**
by age					
Under 30 years	**1,122**	16	102	306	698
30–50 years	**4,519**	78	514	981	2,946
Over 50 years	**1,500**	31	242	463	764
Total	**7,141**	**125**	**858**	**1,750**	**4,408**

GRI 2-7, ESRS S1–6	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Employees *in headcount*					
Number of employees					
by employment contract					
Permanent contract					
Female	**1,257**	46	221	243	747
Male	**5,560**	79	565	1,407	3,509
Total	**6,817**	**125**	**786**	**1,650**	**4,256**
Temporary contract					
Female	**44**	0	29	2	13
Male	**149**	0	38	20	91
Total	**193**	**0**	**67**	**22**	**104**
Other contracts					
Female	**29**	0	1	12	16
Male	**102**	0	4	66	32
Total	**131**	**0**	**5**	**78**	**48**
by employment type					
Full-time employment					
Female	**1,218**	32	239	216	731
Male	**5,764**	76	602	1,471	3,615
Total	**6,982**	**108**	**841**	**1,687**	**4,346**
Part-time employment					
Female	**112**	14	12	41	45
Male	**47**	3	5	22	17
Total	**159**	**17**	**17**	**63**	**62**

GRI 401, ESRS S1–6	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
New employees and employee turnover *in headcount and percent*					
Number of employees that left the company					
by country					
Austria	**103**	18	3	17	65
Bulgaria	**58**	0	7	0	51
Croatia	**51**	0	5	0	46
Czech Republic	**4**	0	4	0	0
Germany	**125**	0	0	73	52
Greece	**57**	0	0	0	57
Hungary	**286**	0	49	27	210
Poland	**79**	0	21	0	58
Romania	**117**	0	44	0	73
Serbia	**26**	0	26	0	0
Slovakia	**22**	0	22	0	0
Slovenia	**1**	0	1	0	0
Türkiye	**210**	0	32	30	148
Ukraine	**278**	0	0	0	278
Total	**1,417**	**18**	**214**	**147**	**1,038**
Rate of employee turnover					
Austria *(%)*	**9.6**	14.4	10.0	5.4	10.9
Bulgaria *(%)*	**22.7**	0.0	17.5	0.0	23.7
Croatia *(%)*	**18.1**	0.0	12.2	0.0	19.2
Czech Republic *(%)*	**11.8**	0.0	11.8	0.0	0.0
Germany *(%)*	**11.3**	0.0	0.0	8.7	19.2
Greece *(%)*	**27.5**	0.0	0.0	0.0	27.5
Hungary *(%)*	**22.4**	0.0	34.3	7.3	27.5
Poland *(%)*	**11.8**	0.0	17.5	0.0	10.5
Romania *(%)*	**28.1**	0.0	45.8	0.0	22.8
Serbia *(%)*	**18.8**	0.0	18.8	0.0	0.0
Slovakia *(%)*	**43.1**	0.0	43.1	0.0	0.0
Slovenia *(%)*	**16.7**	0.0	16.7	0.0	0.0
Türkiye *(%)*	**14.5**	0.0	20.1	13.3	13.9
Ukraine *(%)*	**154.4**	0.0	0.0	0.0	154.4
Total *(%)*	**19.8**	**14.4**	**24.9**	**8.4**	**23.5**

GRI 401, ESRS S1–6	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
New employees and employee turnover *in headcount and percent*					
Number of employees that left the company					
by gender					
Female	272	4	65	21	182
Male	1,144	14	149	126	855
Total	**1,416**	**18**	**214**	**147**	**1,037**
Rate of employee turnover					
Female *(%)*	20.5	8.7	25.9	8.2	23.5
Male *(%)*	19.7	17.7	24.5	8.4	23.5
Total *(%)*	**19.8**	**14.4**	**24.9**	**8.4**	**23.5**
by age					
Under 30 years	428	2	57	41	328
30–50 years	760	11	109	68	572
Over 50 years	229	5	48	38	138
Total	**1,417**	**18**	**214**	**147**	**1,038**
Rate of employee turnover					
Under 30 years *(%)*	38.1	12.5	55.9	13.4	47.0
30–50 years *(%)*	16.8	14.1	21.2	6.9	19.4
Over 50 years *(%)*	15.3	16.1	19.8	8.2	18.1
Turnover					
Turnover, voluntary *(%)*	10.7	9.6	15.6	4.9	12.0
Turnover, involuntary *(%)*	9.2	4.8	9.3	3.5	11.5
Exits, voluntary and involuntary					
Exits, voluntary	762	12	134	85	531
Exits, involuntary	655	6	80	62	507

GRI 401, ESRS S1–6	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
New employees and employee turnover *in headcount and percent*					
Number of new employee hires					
by country					
Austria	**109**	17	3	32	57
Bulgaria	**58**	0	12	0	46
Croatia	**48**	0	6	0	42
Czech Republic	**15**	0	15	0	0
Germany	**137**	0	0	93	44
Greece	**60**	0	0	0	60
Hungary	**373**	0	43	38	292
Poland	**108**	0	41	0	67
Romania	**137**	0	40	0	97
Serbia	**29**	0	29	0	0
Slovakia	**29**	0	29	0	0
Slovenia	**1**	0	1	0	0
Türkiye	**228**	0	67	35	126
Ukraine	**9**	0	0	0	9
Total	**1,341**	**17**	**286**	**198**	**840**
Rate of new employee hires					
Austria *(%)*	**10.2**	13.6	10.0	10.2	9.5
Bulgaria *(%)*	**22.7**	0.0	30.0	0.0	21.4
Croatia *(%)*	**17.1**	0.0	14.6	0.0	17.5
Czech Republic *(%)*	**44.1**	0.0	44.1	0.0	0.0
Germany *(%)*	**12.4**	0.0	0.0	11.1	16.2
Greece *(%)*	**29.0**	0.0	0.0	0.0	29.0
Hungary *(%)*	**29.2**	0.0	30.1	10.2	38.3
Poland *(%)*	**16.1**	0.0	34.2	0.0	12.1
Romania *(%)*	**32.9**	0.0	41.7	0.0	30.3
Serbia *(%)*	**21.0**	0.0	21.0	0.0	0.0
Slovakia *(%)*	**56.9**	0.0	56.9	0.0	0.0
Slovenia *(%)*	**16.7**	0.0	16.7	0.0	0.0
Türkiye *(%)*	**15.8**	0.0	42.1	15.5	11.9
Ukraine *(%)*	**5.0**	0.0	0.0	0.0	5.0
Total *(%)*	**18.8**	**13.6**	**33.3**	**11.3**	**19.1**

GRI 401, ESRS S1–6	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
New employees and employee turnover *in headcount and percent*					
Number of new employee hires					
by gender					
Female	247	9	78	22	138
Male	1,094	8	208	176	702
Total	**1,341**	**17**	**286**	**198**	**840**
rate of new employee hires					
Female *(%)*	18.6	19.6	31.1	8.6	17.8
Male *(%)*	18.8	10.1	34.3	11.8	19.3
Total *(%)*	**18.8**	**13.6**	**33.3**	**11.3**	**19.1**
by age					
Under 30 years	509	2	76	91	340
30–50 years	681	14	146	91	430
Over 50 years	151	1	64	16	70
Total	**1,341**	**17**	**286**	**198**	**840**
Rate of new employee hires					
Under 30 years *(%)*	45.4	87.5	143.1	29.7	61.6
30–50 years *(%)*	15.1	1.3	12.5	1.6	2.4
Over 50 years *(%)*	10.1	6.5	31.4	19.7	44.5

GRI 401, ESRS S1–15	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Family-related leave *in headcount and percent*					
Parental leave					
Employees entitled to take family-related leave / total	**7,141**	125	858	1,750	4,408
Percentage of employees entitled to take family-related leave / total *(%)*	**100.0**	100.0	100.0	100.0	100.0
Employees that took family-related leave					
Female	**40**	2	12	8	22
Male	**18**	1	0	10	7
Total	**58**	**3**	**12**	**18**	**29**
percentage of entitled employees that took family-related leave					
Female *(%)*	**0.6**	1.6	1.4	0.5	0.5
Male *(%)*	**0.3**	0.8	0.0	0.6	0.2
Total *(%)*	**0.8**	**2.4**	**1.4**	**1.0**	**0.7**

GRI 403, ESRS S1–14	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Health & safety *in hours, incidents (i) and incidents per million hours worked (i/mhw)*					
Hours worked					
by category					
Employees	**12,495,383**	193,165	1,666,943	2,939,025	7,696,251
Non-employee workers	**304,725**	-	-	-	304,725
Total	**12,800,108**	**193,165**	**1,666,943**	**2,939,025**	**8,000,976**
Number of fatalities as a result of work-related injuries					
by category					
Fatal work-related injuries					
Employees *(i)*	**0**	0	0	0	0
Non-employee workers *(i)*	**-**	-	-	-	-
Total *(i)*	**0**	0	0	0	0
Rate of fatal work-related injuries					
Employees *(i/mhw)*	**0.0**	0.0	0.0	0.0	0.0
Non-employee workers *(i/mhw)*	**-**	-	-	-	-
Total *(i/mhw)*	**0.0**	0.0	0.0	0.0	0.0

GRI 403, ESRS S1–14	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Health & safety *in incidents (i) and incidents per million hours worked (i/mhw)*					
Number of recordable work-related injuries (excluding fatalities)					
by category					
Recordable work-related injuries					
Employees *(i)*	**166**	0	7	63	96
Non-employee workers *(i)*	**-**	-	-	-	-
Total *(i)*	**166**	**0**	**7**	**63**	**96**
Rate recordable work-related injuries					
Employees *(i/mhw)*	**13.3**	0.0	4.2	21.4	12.5
Non-employee workers *(i/mhw)*	**-**	-	-	-	-
Total *(i/mhw)*	**13.3**	**0.0**	**4.2**	**21.4**	**12.5**

GRI 404, ESRS S1–13	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Total training hours per year *in total training hours*					
by country					
Austria	**6,536**	1,845	231	1,960	2,501
Bulgaria	**479**	-	119	-	360
Croatia	**2,457**	-	125	-	2,332
Czech Republic	**302**	-	302	-	-
Germany	**4,526**	-	-	4,330	196
Greece	**456**	-	-	-	456
Hungary	**3,808**	-	40	3,440	328
Poland	**999**	-	14	-	985
Romania	**625**	-	45	-	580
Serbia	**129**	-	129	-	-
Slovakia	**77**	-	77	-	-
Slovenia	**28**	-	28	-	-
Türkiye	**21,541**	-	2,453	1,582	17,505
Ukraine	**342**	-	-	-	342
Total	**42,305**	**1,845**	**3,564**	**11,312**	**25,585**

GRI 404, ESRS S1–13	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Average hours of training per year, per employee *in hours per headcount (h/hc)*					
by country					
Austria	**6.12**	14.76	7.71	6.22	4.18
Bulgaria	**1.88**	-	2.97	-	1.67
Croatia	**8.74**	-	3.05	-	9.72
Czech Republic	**8.87**	-	8.87	-	-
Germany	**4.08**	-	-	5.17	0.72
Greece	**2.21**	-	-	-	2.21
Hungary	**2.98**	-	0.28	9.25	0.43
Poland	**1.49**	-	0.12	-	1.78
Romania	**1.50**	-	0.47	-	1.81
Serbia	**0.94**	-	0.94	-	-
Slovakia	**1.51**	-	1.51	-	-
Slovenia	**4.70**	-	4.70	-	-
Türkiye	**14.89**	-	15.43	7.00	16.48
Ukraine	**1.90**	-	-	-	1.90
Total	**5.92**	**14.76**	**4.15**	**6.46**	**5.80**

GRI 404, ESRS S1–13	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Total training hours per year, per gender *in total training hours*					
Female	**8,865**	603	1,484	2,734	4,043
Male	**33,440**	1,241	2,080	8,578	21,542
Total	**42,305**	**1,845**	**3,564**	**11,312**	**25,585**
Average hours of training per year, per gender *in hours per headcount*					
Female	**6.67**	13.12	5.91	10.64	5.21
Male	**5.75**	15.71	3.43	5.75	5.93
Total	**5.92**	**14.76**	**4.15**	**6.46**	**5.80**

GRI 404, ESRS S1–13	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Total hours of training per year *in total training hours*					
by category					
Management	**12,493**	1,069	1,180	2,667	7,578
Non-management	**29,812**	776	2,384	8,645	18,007
Total	**42,305**	**1,845**	**3,564**	**11,312**	**25,585**
Average hours of training per year, per employee *in hours per headcount*					
Management	**9.78**	34.47	8.14	13.89	8.34
Non-management	**5.08**	8.26	3.34	5.55	5.15
Total	**5.92**	**14.76**	**4.15**	**6.46**	**5.80**
Employee education by training *in headcount and percent*					
Group Leadership Academy	**157**	30	21	30	76
Group Management Academy	**354**	5	26	138	185
Group Management Academy International	**72**	4	21	19	28
Group Expert Academy	**163**	27	23	16	97
FIT number of nominated employees	**176**	11	13	46	106
Group Leadership Academy *(%)*	**2.2**	24.0	2.4	1.7	1.7
Group Management Academy *(%)*	**5.0**	4.0	3.0	7.9	4.2
Group Management Academy International *(%)*	**1.0**	3.2	2.4	1.1	0.6
Group Expert Academy *(%)*	**2.3**	21.6	2.7	0.9	2.2
FIT nominated employees ratio *(%)*	**2.5**	8.8	1.5	2.6	2.4

GRI 403-8, ESRS S1–14	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Workers covered by an occupational health and safety management system *in headcount and percent*					
Employees and workers, who are covered by such a system ...					
Employees covered	**2,634**	-	884	1,750	4,408
Employees covered *(%)*	**36.9**	-	103.0	100.0	100.0
... that has been internally audited					
Employees covered	**1,708**	-	556	1,152	-
Employees covered *(%)*	**23.9**	-	64.8	65.8	-
... that has been audited or certified by an external party					
Employees covered	**926**	-	328	598	-
Employees covered *(%)*	**13.0**	-	38.2	34.2	-

GRI 405, ESRS S1–9	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Diversity of management, governance bodies and employees *in headcount and percent*					
Number of management members [1]					
by gender					
Female	**174**	6	42	25	101
Male	**1,103**	25	103	167	808
Total	**1,277**	**31**	**145**	**192**	**909**

1) Following job levels are included: Extended Management Board, Management Board, Regional Manager, Cluster Managing Director, General Manager, Senior Manager, Mid Manager/Department Head, Team Leader of White Collars, Team Leader of Blue Collars.

Gender distribution among management members	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
by gender					
Female *(%)*	**13.6**	19.4	29.0	13.0	11.1
Male *(%)*	**86.4**	80.6	71.0	87.0	88.9

GRI 405, ESRS S1–9	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Diversity of management, governance bodies and employees *in headcount and percent*					
Number of management members					
by age					
Under 30 years	**92**	1	11	2	78
30–50 years	**899**	18	105	124	652
Over 50 years	**286**	12	29	66	179
Share of management members					
by age					
Under 30 years *(%)*	**7.2**	3.2	7.6	1.0	8.6
30–50 years *(%)*	**70.4**	58.1	72.4	64.6	71.7
Over 50 years *(%)*	**22.4**	38.7	20.0	34.4	19.7
Number of governance body members [1]					
by gender					
Female	**4**	0	1	2	1
Male	**59**	9	16	19	15
Total	**63**	**9**	**17**	**21**	**16**

1) Following job levels are included: Management Board, Extended Management Board, Management Board, Managing Director, Cluster Managing Director, Regional Director

	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Gender distribution among governance body members					
by gender					
Female *(%)*	**6.3**	0.0	5.9	9.5	6.3
Male *(%)*	**93.7**	100.0	94.1	90.5	93.8

GRI 405, ESRS S1–9	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Diversity of management, governance bodies and employees *in headcount and percent*					
Number of governance body members					
by age					
Under 30 years	**0**	0	0	0	0
30–50 years	**31**	2	10	9	10
Over 50 years	**32**	7	7	12	6
Share of governance body members					
by age					
Under 30 years *(%)*	**0.0**	0.0	0.0	0.0	0.0
30–50 years *(%)*	**49.2**	22.2	58.8	42.9	62.5
Over 50 years *(%)*	**50.8**	77.8	41.2	57.1	37.5
Number of non-managements					
by gender					
Female	**1,156**	40	209	232	675
Male	**4,708**	54	504	1,326	2,824
Total	**5,864**	**94**	**713**	**1,558**	**3,499**
Share of non-managements					
by gender					
Female *(%)*	**19.7**	42.6	29.3	14.9	19.3
Male *(%)*	**80.3**	57.4	70.7	85.1	80.7

GRI 405, ESRS S1–9	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Diversity of management, governance bodies and employees *in headcount and percent*					
Number of non-managements					
by age					
Under 30 years	**1,030**	15	91	304	620
30–50 years	**3,620**	60	409	857	2,294
Over 50 years	**1,214**	19	213	397	585
Share of non-managements					
by age					
Under 30 years *(%)*	**17.6**	16.0	12.7	19.5	17.7
30–50 years *(%)*	**61.7**	63.8	57.4	55.0	65.6
Over 50 years *(%)*	**20.7**	20.2	29.9	25.5	16.7
Number of white-collars					
by gender					
Female	**945**	46	169	200	530
Male	**1,300**	79	119	379	723
Total	**2,245**	**125**	**288**	**579**	**1,253**
Share of white-collars					
by gender					
Female *(%)*	**42.1**	36.8	58.7	34.5	42.3
Male *(%)*	**57.9**	63.2	41.3	65.5	57.7
Number of white-collars					
by age					
Under 30 years	**272**	16	37	73	146
30–50 years	**1,538**	78	208	344	908
Over 50 years	**435**	31	43	162	199
Share of white-collars					
by age					
Under 30 years *(%)*	**12.1**	12.8	12.9	12.6	11.6
30–50 years *(%)*	**68.5**	62.4	72.2	59.4	72.5
Over 50 years *(%)*	**19.4**	24.8	14.9	28.0	15.9

GRI 405, ESRS S1–9	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Diversity of management, governance bodies and employees *in headcount and percent*					
Number of blue-collars					
by gender					
Female	**385**	0	82	57	246
Male	**4,511**	0	488	1,114	2,909
Total	**4,896**	**0**	**570**	**1,171**	**3,155**
Share of blue-collars					
by gender					
Female *(%)*	**7.9**	0.0	14.4	4.9	7.8
Male *(%)*	**92.1**	0.0	85.6	95.1	92.2
Number of blue-collars					
by age					
Under 30 years	**850**	0	65	233	552
30–50 years	**2,981**	0	306	637	2,038
Over 50 years	**1,065**	0	199	301	565
Share of blue-collars					
by age					
Under 30 years *(%)*	**17.4**	0.0	11.4	19.9	17.5
30–50 years *(%)*	**60.9**	0.0	53.7	54.4	64.6
Over 50 years *(%)*	**21.8**	0.0	34.9	25.7	17.9

ESRS S1–12	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Persons with disabilities [1] *in headcount and percent*					
Total	**-**	**0**	**17**	**33**	**56**
Percentage *(%)*	-	0.0	2.0	1.9	1.3

1) Verification requires the severely disabled person's ID card or the letter for equalization.

Governance performance

| GRI 205, ESRS E1-4	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Anti-corruption incidents & bribery *in number of incidents and EUR*					
Confirmed incidents in which employees were dismissed or disciplined for corruption	**0**	0	0	0	0
Confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	**0**	0	0	0	0
Public legal cases regarding corruption brought against the organisation or its employees	**0**	0	0	0	0
Total number of confirmed incidents of corruption or bribery	**0**	**0**	**0**	**0**	**0**
Convictions for violation of anti-corruption and anti-bribery laws	**0**	0	0	0	0
Fines for violation of anti-corruption and anti-bribery laws *(EUR)*	**0**	0	0	0	0
Confirmed incidents in which own workers were dismissed or disciplined for corruption or bribery-related incidents	**0**	0	0	0	0

GRI 206	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Anti-competitive behaviour *in number of incidents*					
Legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant	**0**	0	0	0	0

GRI 205, ESRS G1-5	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Political influence and lobbying activities *in EUR*					
Financial and in-kind political contributions	**0**	0	0	0	0

GRI 205, ESRS G1-6	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Payment practices *in number of days and number of incidents*					
Average time to pay an invoice	**30**	30	-	-	-
Legal proceedings (currently outstanding) during the reporting period for late payments	**1**	0	0	1 [1]	0

1) One legal dispute with a supplier in connection to a large investment in building a paper machine.

	Prinzhorn Group	Prinzhorn Holding & Others	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Claims *in TEUR*					
Claims	**4,250**	0	192	2,460	1,598
Claims affiliated	**0** [1]	0	0	217	0

1) Intercompany not included.

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GRI content index

Statement of use	PRINZHORN HOLDING GmbH has reported the information cited in this GRI content index for the period 01.01.2022–31.12.2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure		Location	Further information
GRI 2: General disclosures 2021	2-1	Organisational details	10–12, 15, 115	
	2-2	Entities included in the organisation's sustainability reporting	12-13, 16	
	2-3	Reporting period, frequency and contact point	16, 115	annual publication, published August 2023
	2-4	Restatements of information		no restatements
	2-5	External assurance		no external assurance
	2-6	Activities, value chain and other business relationships	11–13, 17	
	2-7	Employees	93–94	
	2-9	Governance structure and composition	68–69	
	2-13	Delegation of responsibility for managing impacts	18, 68–69	
	2-15	Conflicts of interest	70	
	2-22	Statement on sustainable development strategy	5–7	
	2-23	Policy commitments	54–55, 69	Code of Conduct
	2-24	Embedding policy commitments	61, 66, 69	
	2-28	Membership associations	2	UN Global Compact, austropapier
	2-29	Approach to stakeholder engagement	18–21	
GRI 3: Material topics 2021	3-1	Process to determine material topics	18–21	
	3-2	List of material topics	27	
Energy usage and CO$_2$ emissions				
GRI 302: Energy 2016	3-3	Management of material topics	30-32	
	302-1	Energy consumption within the organisation	33–34, 84–85	
	302-3	Energy intensity	34, 87	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	34	
	305-2	Energy indirect (Scope 2) GHG emissions	34	
	305-3	Other indirect (Scope 3) GHG emissions	34	
Circular business and waste				
GRI 306: Waste 2020	3-3	Management of material topics	35–37	
	301-1	Materials used by weight or volume	39, 87–88	
	306-3	Waste generated	38, 89–92	
	306-4	Waste diverted from disposal	38, 89, 90–91	
	306-5	Waste directed to disposal	38, 89, 92	

GRI Standard	Disclosure		Location	Further information
Occupational health and safety				
GRI 403: Occupational health and safety 2018	3-3	Management of material topics	48–51	
	403-8	Workers covered by an occupational health and safety management system	103	
	403-9	Work-related injuries	51, 99–100	
Wages, work-life balance and employee well-being				
GRI 401: Employment 2016	3-3	Management of material topics	54–56	
	401-1	New employee hires and employee turnover	57, 95–98	
	401-3	Parental leave	57, 99	
Employee development and training				
GRI 404: Training and education 2016	3-3	Management of material topics	68–72	
	404-1	Average hours of training per year, per employee	72, 108	
Governance, tax and anti-corruption				
GRI 205: Anti-corruption 2016	3-3	Management of material topics	68–72	
	205-3	Confirmed incidents of corruption and actions taken	72, 108	
GRI 206: Anti-competitive behavior 2016	206-1	Anti-competitive behaviour	73, 108	
Quality and customer interaction				
Company-specific	3-3	Management of material topics	74–76	
	own	Claims	76, 109	
	own	Claims affiliated	76, 109	

Further important topics				
Emissions into water and air				
GRI 303: Water and effluents 2018	303-4	Water discharge	88–89	
Water usage				
GRI 303: Water and effluents 2018	303-3	Water withdrawal	88	
Diversity and equal opportunities				
GRI 405: Diversity and equal opportunities 2016	405-1	Diversity of governance bodies and employees	103–107	

Abbreviations

BFR	German Federal Institute for Risk Assessment
BRC	British Retail Consortium Global Standards
CDO	Chief Direction Officer
CEE	Central and Eastern Europe
CEO	Chief Executive Officer
CEPI	European Containerboard Organisation
CFO	Chief Financial Officer
CNG	Compressed Natural Gas
CO$_2$	Carbon Dioxide
CoC	Code of Conduct
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
DP	Dunapack Packaging
EBS	Substitute Fuel (Ersatzbrennstoffe)
EHS	Environment, Health and Safety
EMAS	Eco-Management and Audit Scheme
ERP	Enterprise Resource Planning
ESG	Environment, Social, Governance
EUTR	European Timber Regulation
FEFCO	European Federation of Corrugated Board Manufacturers
FIT	Finding Inspiring Talents
FSC®	Forest Stewardship Council®
FSSC	Food Safety System Certification
GmbH	Limited liability company (Gesellschaft mit beschränkter Haftung)
GMP	Good Manufacturing Practice
GRI	Global Reporting Initiative
HCB	Hamburger Containerboard
HR	Human Ressources
ISEGA	ISEGA independent testing and certification institute (ISEGA Forschungs- und Untersuchungsgesellschaft mbH)

ISO	International Organization for Standardization
IT	Information Technology
KIBIS	Competence Center for Work-life and Familiy-conscious Human Resources Management (Kompetenzzentrum für Work-Life bzw. familienbewusstes Personalmangement)
KPI	Key Performance Indicator
kWh	Kilowatt Hour
LED	Light-emitting Diode
LMS	Learning Management System
LNG	Liquefied Natural Gas
LPG	Liquefied Petroleum Gas
LTI	Lost-Time Injuries
m²	Square Meter
MbO	Management by Objective
MD	Managing Director
MJ	Megajoule
MOAH	Mineral Oil Aromatic Hydrocarbons
MOSH	Mineral Oil Saturated Hydrocarbon
OECD	Organisation for Economic Co-operation and Development
OHS	Occupational Health and Safety
PFR	Paper for Recycling
RCCM	Recycled Corrugator Case Material
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
SDGs	Sustainable Development Goals
SEE	Southeast Europe
SVHC	Substances of Very High Concern
TPPS	Thomas Prinzhorn private foundation (Thomas Prinzhorn Privatstiftung)
TÜV	Technical Supervisory Association (Technischer Überwachungsverein)
UGB	Austrian Commercial Code (Unternehmensgesetzbuch)
UN	United Nations

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