

People. Performance. Responsibility.





WE SUPPORT

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

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Foreword by the Management

Dear Readers,

In 2023, we have once again shown how we as a company rise to the challenges, even in more turbulent times: we always look ahead, set ourselves ambitious goals and powerfully pursue the path we have chosen. These strengths have not only enabled us to achieve the third-best result in our company's history in the challenging financial year of 2023. In the area of sustainability in particular, we took many decisive steps forward, initiated developments, took further measures and set ourselves new challenging targets.

At Prinzhorn Group, sustainability is much more than just a thought experiment – we take concrete measures based on decades of experience and profound insights into our business, customers, and the market. Recognizing the inherent connection between strategic corporate development and sustainability, we have long understood that they are interwoven and mutually reinforcing, they go hand in hand. Due to our Group's business model alone, combining these elements is a self-evident process and requires no particular mental effort. We view them as inseparable components, seamlessly incorporated in a comprehensive planning process.

“We live circularity” describes our business model most aptly. It serves as our purpose, the cornerstone that makes everything even stronger, more stable, and enables the company to weather any market situation. Because

our business model is already circular, sustainability is not something that we have to laboriously reinvent; it is inherent to our entrepreneurial activities.

However, this does not mean that we are resting on our laurels. On the contrary: performance is the driving force behind our entrepreneurial success, it is our goal and our passion at the same time. Continuously seeking fresh approaches and creating the best solutions for our customers is ingrained in our pursuit of enduring performance. Our circular business model stands as compelling evidence that performance and sustainability are intricately connected, mutually reinforcing each other. Sustainability is a key success factor, and its importance is expected to even increase in the future.

The path leads through sustainable corporate development. We see decarbonization as one of the major challenges facing the economy and an absolute necessity for the future. It requires targeted solutions and substantial investments. In 2023, with an investment volume of EUR 250 million in strategically important CO₂ reduction measures, we proved that we are not just announcing that we are following the path to CO₂ reduction, but we have visibly set the course and we find ourselves on an ambitious path to constant improvement.

With our commitment to the Science Based Targets initiative (SBTi) in 2023, we made it clear that we take decarbonization seriously. In full awareness that ambitious



Prinzhorn Group Management: f.l.t.r.: Max Hölbl, Andreas Walser, Harald Ganster, Michael Schütz

non-financial targets and corresponding measures are and will be necessary to follow up this commitment with action, we have decided to take this step. We don't want to wait for optimal conditions to move. We look for solutions, we move forward consistently and, if necessary, run faster in order to achieve what we have set out to do.

As a family-owned business, we adhere to a long-term perspective, aiming to enhance our performance continually. Our commitment lies in preserving a robust foundation essential for enduring success across generations – a commitment also rooted in sustainability. Acknowledging our responsibility to act sustainably as a Group prompts comprehensive considerations and is evident in our strategic investments as well as in the social support we provide. The latter is provided to employees in need, in particular through our hardship fund, if they have fallen on hard times as a result of war, natural disasters or specific crises.

With the construction of the refuse-derived fuel power plant at our facility in Spremberg, Germany, and the renewing of energy production from hard coal to a gas turbine in Pitten, we took a significant step towards reducing our carbon footprint. In conjunction with other initiatives,



PERFORMANCE

“Decarbonization is the key to long-term sound corporate development. Providing ESG as a service to our customers is an important contribution to this path.”

HARALD GANSTER / CHAIRMAN
MANAGING DIRECTOR PRINZHORN HOLDING / DIVISION CONTAINERBOARD



RESPONSIBILITY

“With our commitment to the Science Based Targets initiative in 2023, we are clearly demonstrating what we stand for: on our decarbonization journey, we turn words into action.”

MAX HÖLBL
MANAGING DIRECTOR PRINZHORN HOLDING / DIVISION PACKAGING

such major projects form the big picture of our efforts to consistently drive forward CO₂ reduction. Transitioning forklift trucks from gas-powered to electrically-operated, and generating energy from solar panels or wind power, are merely a few of the measures that are being implemented to optimize the environmental impact and consequently benefit the company.

Our deepest appreciation is first and foremost directed towards our employees. Since our accomplishments are most effectively achieved in teamwork – this embodies our corporate culture, our leadership approach and the company's spirit. As the management team, we are happy to take responsibility for our employees and place our trust in them. We are convinced that this approach provides our employees with the basis to strive and motivates them to take on responsibility, both on a small and large scale.

In view of our circular business model, ESG is not something fundamentally new for us and is anchored in our mindset, but needs to be formalized in our organization. The dedication of our employees was particularly evident in the company-wide progression of sustainability throughout the past year. In 2022, we have created and implemented an

ESG structure that requires active participation of everyone: the holding company and the divisions, the managers and the employees. In 2023, we brought this structure to life, transitioning it from a project to process mode, which has become integrated into our day-to-day work.

Despite the inherent challenges that new processes pose to corporate structures, the motivated adoption of the ESG organizational structure shows what defines us as Prinzhorn Group. The roles of ESG Topic Owners and ESG Ambassadors are actively embraced, and constant exchange and networking leads to concrete measures and visible development across areas of responsibility and divisions. Moreover, the stringent requirements of regulations and associated projects demand a notably high level of commitment from the many employees who contribute to their successful implementation.

People are a cornerstone of our corporate purpose. Every single employee contributes to the company's development and equipping it for future challenges. It is the sum of all these contributions that makes Prinzhorn successful. Our drive is fueled by the belief that constant evolution is a fundamental part of progress. Training and



WE LIVE CIRCULARITY

“The pursuit of a circular economy is one of the global and social challenges these days. At Prinzhorn, we remain committed to our investments for a successful and resource-efficient circular economy.”

ANDREAS WALSER
MEMBER MANAGEMENT BOARD / DIVISION RECYCLING



PEOPLE

“Our focus is on our employees. Fostering a valuing and motivating leadership culture at all levels forms the basis for excellent output.”

MICHAEL SCHÜTZ
CFO PRINZHORN GROUP

ongoing education, particularly for managers, is therefore a central element of Prinzhorn's sustainability strategy. We train our colleagues to equip them with the skills necessary for their leadership roles, cultivating a modern and appreciative leadership culture throughout the Group.

A highly skilled workforce is the key to the success of our company. Our approach is deeply rooted in identifying and nurturing talent within the Group. We take pride in our recently launched programme (LearnPlus) that not only offers a broad spectrum of voluntary personal development to all employees, but also serves as a platform for them to enhance their skills on a variety of topics. As a result, we pave the way for new opportunities and skillsets that not only enhance Prinzhorn's growth, but significantly contribute to the personal and professional advancement of our employees.

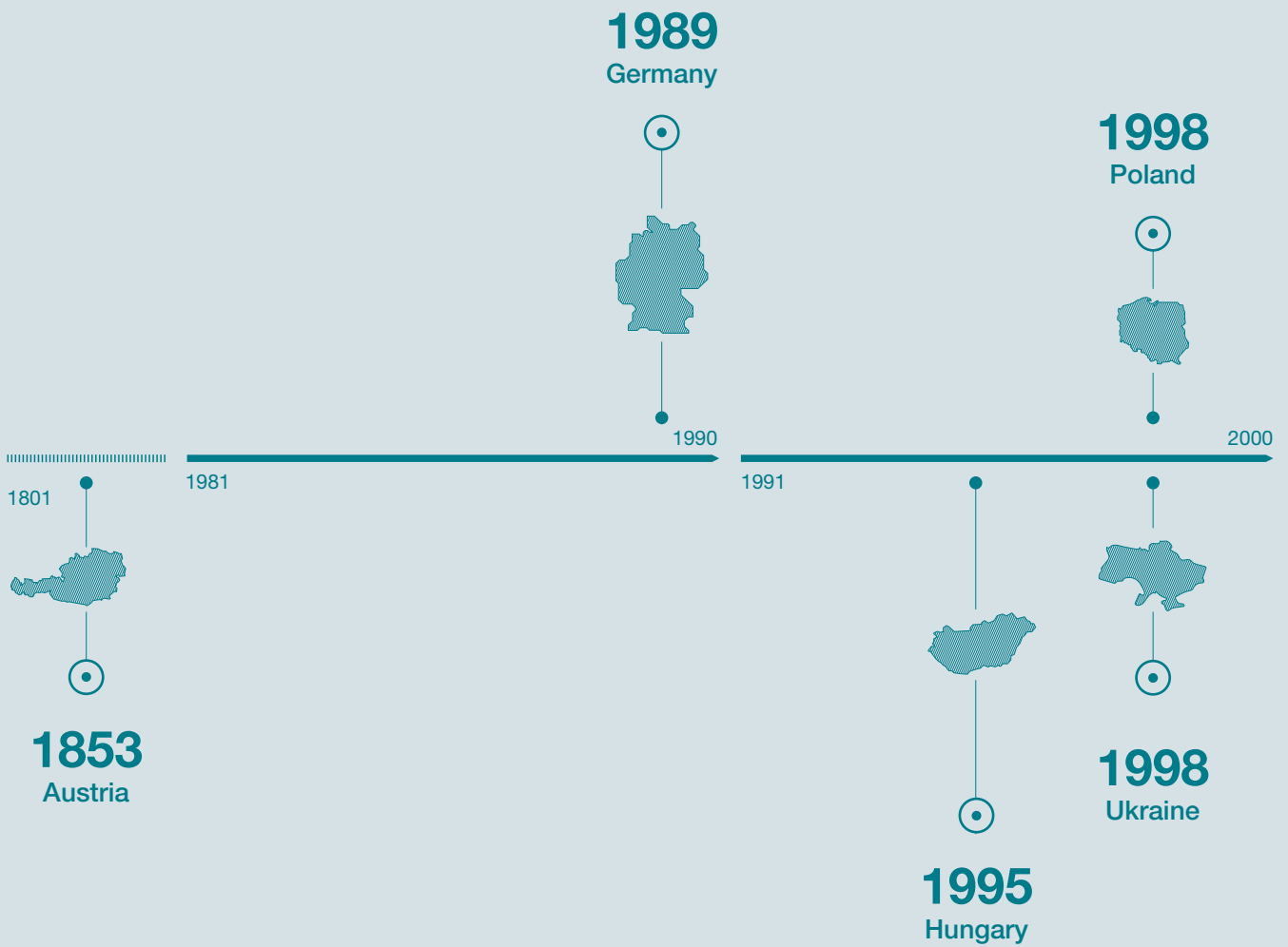
In summary, one can say: growing value is our strategy. We create value for and through the company, for and through our employees. We know that this path can and does only lead through sustainability. That is what we stand for.

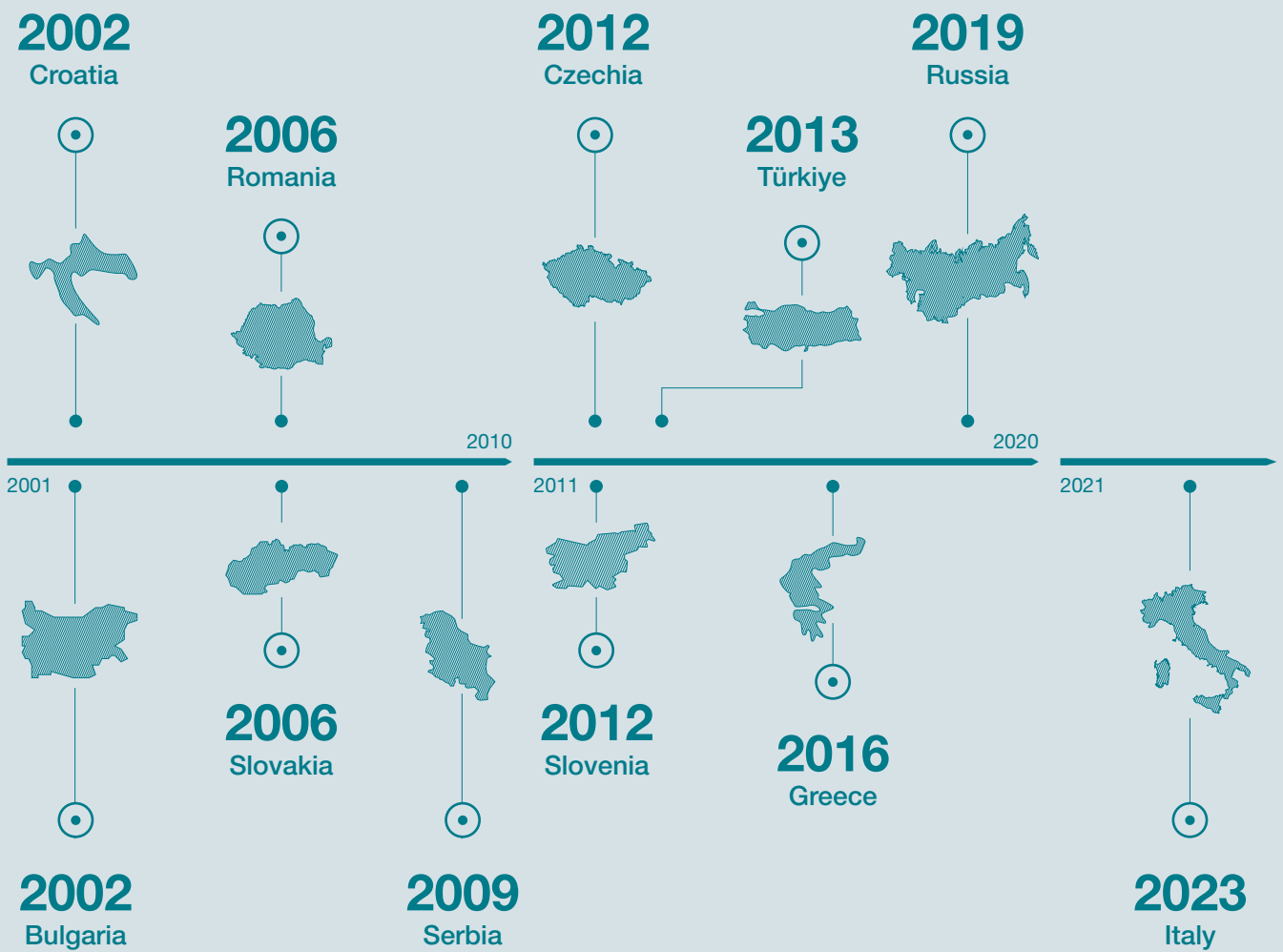
Your Management Board

Vienna, 30 May 2024

Milestones in the company's history

Markets entered 1853–2023





About Prinzhorn

Prinzhorn exemplifies circularity like no other. Every day, we demonstrate how a circular business model can succeed and lead to constant, reliable results. Our value chain forms the foundation of this success and is at the same time the driving force. Our three business units, Hamburger Recycling, Hamburger Containerboard and Dunapack Packaging, both form the value chain and generate the financial result. Each division plays a pivotal role and contributes to the achievements of the others. One business area shapes and promotes the other and together they are fully committed to Prinzhorn's common goal of economic and sustainable growth.

The basis for our circular business model is easily explained: fibre-based packaging enables real recycling. In fact, 100% of our products are recyclable, and they are made from over 90% recycled raw material. Thanks to the circular networking of our divisions, we keep valuable raw materials in use for as long as possible and contribute to relieving the burden on the system in times of constant scarcity of resources. That is how we live circularity.

The corporate values: the pillars of our purpose

Our purpose "We live circularity" describes us perfectly; it shows who we really are and what we stand for. It is enclosed by our strong corporate values: people, performance, and responsibility. These core values are the stable pillars on which our corporate success is built. They provide orientation and set the framework for our goals and our measures. The purpose was developed with the involvement and the contribution of the entire organization in 2022 and has been rolled out to the Group in 2023. Therefore, it comes from within and provides a deep insight into our DNA. This is how we function and how we work.

Realizing our strategy

After profound reevaluation, we redefined our corporate strategy in 2022. Our new strategy COMPASS expresses in words our long-standing commitment to sustainability, which has always been reflected in the circularity of our business model. The objective of continuously strengthening sustainability is evident in

all parts of the strategy: in growth, investments and finance, in customer centricity, in enhancing the governance and, of course, in sustainable, long-term employee development.

A cross-strategic focus of COMPASS is to further strengthen mutual support and links between the divisions and to further intensify their mutual integration. With the acquisition of two companies in Italy in 2023, Prinzhorn not only managed to enter one of Europe's largest paper markets and to further diversify its market presence in Europe. In addition, the new plants further strengthen the Group's integration rate and thus its independence from external influences and potential market turbulences.

Decarbonization in the spotlight

COMPASS also clearly formulates our path to decarbonization. Its consistent implementation is reflected in numerous measures within the Prinzhorn Group in 2023. With an investment volume of 250 million euros, we were able to achieve a particularly positive effect on the CO₂ footprint of our production by building an RDF power plant in Spremberg and renewing energy production from lignite to a gas turbine in Pitten. Together with other measures, like the installation of solar panels at various locations, these steps significantly contribute to meeting our decarbonization targets.

The implementation of our strategy is all the more reflected not least in our commitment to the objectives of the Science Based Targets initiative (SBTi), which we established in September 2023. We are convinced that this commitment and the resulting ambitious goals and measures will drive us ahead and take us another major step forward in progressing and promoting sustainability. In 2023, we initiated the process of constantly and continuously refining group-wide sustainability goals, with the focus on further detailing our objectives in the future.

Organizational structure

The Prinzhorn Group consists of Prinzhorn Holding GmbH and four operational divisions: Hamburger Recycling, which manages the collection and trading of recyclable materials; Hamburger Containerboard,

Our Purpose



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.

which is responsible for producing corrugated base paper; Dunapack Packaging, which specializes in customer-oriented corrugated board packaging solutions, and the SFT Group, in which Prinzhorn Holding has been a shareholder since the 2019 financial year and which also covers the entire value chain. The Prinzhorn Group is family-owned and all shares in Prinzhorn Holding GmbH are held by the Thomas Prinzhorn Private Foundation. As an internationally operative Group and regional market leader in Central and Eastern Europe (CEE), Prinzhorn is responsible for approximately 10,000 employees at its locations in 16 countries: Austria (headquarters), Bulgaria, Croatia, the Czech Republic, Germany, Greece, Hungary, Italy, Poland, Romania, Russia, Serbia, Slovakia, Slovenia, Türkiye and Ukraine.

Hamburger Recycling

Hamburger Recycling accomplishes collecting, processing and treating secondary raw materials. While being predominantly used within the Prinzhorn Group, these materials are also supplied to the global paper sector and other industries. Thus, Hamburger Recycling plays a vital role in Prinzhorn’s value chain. As a leader in the regional market, the company stands out in the collection, processing, trading and transportation of recyclables. Continuous investments 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.

As of 2023, Hamburger Recycling had a workforce of 1,490 individuals, operating across 40 production sites in 12 countries, recently also in Italy. They collected, sorted and traded a substantial 1,979,761 metric tonnes of material in 2023, of which 31% was sold to external partners, while about 69% was allocated internally within the Group, in line with Prinzhorn’s circular business model.

Hamburger Containerboard

Hamburger Containerboard is a leading manufacturer of high-quality recycled corrugated base papers in Europe and stands out for its well-regarded brands such as AustroLiner, RiegerCoat, SpreeWhite and SpreeGips. Dedicated to the principles of sustainability and the circular economy, the division prioritizes the use of recovered paper throughout its production process. Within the Prinzhorn Group’s value chain, Hamburger Containerboard is the crucial link between the recycling division and packaging production. There is a close connection to Hamburger Recycling, which supplies a significant proportion of secondary raw materials. In 2023, Hamburger Containerboard employed 2,798 individuals. The company operated ten production sites in five countries and produced a total of 2,714,200 tonnes of corrugated base paper, of which 472,000 tonnes were attributable to 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 / ORGANIZATION CHART

PRINZHORN
GROUP



Dunapack Packaging

Aligned with the Prinzhorn Group's circular business model, Dunapack Packaging delivers customized packaging solutions 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. Exceptional flexibility, dependable service, customer-centric approach and its unwavering commitment to sustainable production is what sets Dunapack apart. It utilizes 90% recycled paper, primarily sourced from the Hamburger Containerboard Division, to manufacture its corrugated board boxes and sheets. Upon entering the Italian market in 2023, Dunapack Packaging is operating 24 production facilities across 12 countries and manufactured 2,786 million square metres of packaging. Dunapack employed a workforce of 5,628 individuals as of the end of 2023. An essential part of Dunapack's corporate strategy is to consistently increase the automation and digitalization of the entire process chain as well as to constantly invest in employee development.

Prinzhorn Holding

Prinzhorn Holding GmbH forms the strategic parent company of the Prinzhorn Group. It determines the strategic direction of the Group 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 main objective is the management of projects and the provision of individual and customer-oriented services, always aiming to generate the highest value for the Prinzhorn Group. The Prinzhorn Group's operating divisions and profit centres are the key clients of Prinzhorn Holding GmbH. 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 to continuously enhance the Group's ESG development. The strategic responsibility for this topic lies with the ESG Board. It comprises the Management Board of Prinzhorn Holding,

Division Top Management, the Group Tribe Lead and the Group Lead ESG Management. Within the divisions, ESG Strategy Topic Owners and ESG ambassadors are responsible for all high-level strategy implementation. They steer the material topics and form both the link to all responsible people in the plants as well as to the strategic functions in the Prinzhorn Holding.

SFT Group

The SFT Group is a joint venture of the Prinzhorn Group and one of the leading Russian companies in the paper and packaging industry. In 2023, it achieved revenues of EUR 307 million and employed approximately 2,700 individuals, which makes SFT Group an important player in the Russian market. Through its legal entities, it operates in the recycling, containerboard and packaging sectors, and operates along the identical value chain as the Prinzhorn Group.

Transparency in a new look

Sustainability is not only an inherent part of our circular business model. Since the Green Deal at the latest, it has been a central focus of the European Commission's work and is reflected in numerous legal initiatives. The European requirements for transparency, as imposed on companies in the future by the Corporate Sustainability Reporting Directive (CSRD) and the Taxonomy Regulation, form a central pivotal point.

The Prinzhorn Group will be required to report in accordance with the CSRD and the Taxonomy Regulation in 2026 for the 2025 financial year. We are fully aware of the responsibility that these new legal obligations entail and are preparing for them conscientiously. Prinzhorn is already on the way to corresponding reporting. The first steps have already been taken and the reporting to date is set up on the basis of an initial materiality analysis and holds the basic structures of the ESRS and the future obligations in mind. In 2023, we have initiated company-wide projects that will ensure the usual high reporting quality also under the new legal requirements. Nothing less is expected of internationally active companies, and nothing less we expect from ourselves. We are fully committed to transparency.

Prinzhorn Group

~10,000

employees

16

countries

100

percent
of our products can be recycled

2.2

billion euros
in net revenue

2.6

billion m²
of packaging

2.7

million tonnes
of recycled corrugated board
produced

96

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 Sustainability Report, we aim to reaffirm our commitment and showcase our progress in further enhancing sustainability within the Prinzhorn Group. This third Sustainability Report aims to provide an insight into our efforts to weave sustainability into our corporate structures and to drive it forward by not only setting ourselves ambitious goals, but also developing concrete measures in a targeted manner.

Developments within sustainability management in 2023

Several updates have been made in the current report from the last Sustainability Report, which covered the year 2022. For instance, comprehensive structural measures that anchor ESG sustainably in our corporate governance were implemented and respective responsibilities and functions were established and filled with life. Furthermore, reaffirming our commitment to decarbonization, we performed an in-depth assessment and completed a comprehensive decarbonisation roadmap for the entire Group. Moreover, we committed to the Science Based Targets initiative (SBTi), which defines and ensures best practice in science-based target setting with regard to decarbonization.

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, 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 (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
- ✓ In 2023, acquired Italian sites of the Recycling and Dunapack Packaging Divisions

Depending on the chapter, different timeframes are presented in the report. Key performance indicators (KPIs), material topics and the chapter “Sustainability at Prinzhorn” are based on and reflect the business year 2023.

Sustainability at Prinzhorn

Living sustainability requires constant improvement

At Prinzhorn Group, we make an unwavering and unequivocal commitment to sustainability. For us, this means much more than just a statement that is made out of expectation or market demand. Genuine sustainability requires the business model as the basis for sustainable business management and a strategy aimed at continuous improvement.

Our business model offers just that: for decades, circularity has been and continues to be the basis of all our economic activities. Our divisions form an integrated value chain, from the collection and processing of secondary raw materials and the production of high-quality recycled corrugated base papers to tailor-made packaging solutions made from sustainable and renewable raw materials. In doing so, we keep raw materials in the economic cycle as well as depict the circularity as a Group.

As a family-owned business, our strategy is long-term and value-based, and therefore oriented towards sustainability. The path to long-term achievements leads through the willingness to act, the will to enhance and to continuously improve. We constantly monitor environmental developments, social conditions, technical possibilities and the market environment with a keen eye, and of course always listen to our customers. We are constantly ready to improve ourselves, to further developments and to offer optimal solutions that meet our customers' high expectations – including the high demand for the sustainability of our products.

Our sustainability strategy is an integral part of our strategic business development. Regardless of whether it is about growth, decarbonization, employee development or internal structures - we see sustainability as an unmitigated package. In the long run, we know that continuously developing our company is possible and sensible when all pillars of sustainability are taken into account as well as developed. It is not a single measure that leads to success: it is the willingness to continuously improve, adapt and implement measures that live up to our purpose and corporate vision.

Rooting the ESG Governance

In 2022, we solidified the integration of ESG (Environmental, Social and Governance) considerations within our organization by creating respective structures and responsibilities. We established a quarterly ESG Board, created a comprehensive ESG Ambassador Programme and launched the Group-wide ESG Academy. In addition, 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 Prinzhorn Holding's CEO, Harald Ganster.

In 2023, we actively pursued our goal of comprehensively incorporating sustainability at all levels and in all organizational units, and further substantiated and deepened these structures and its tasks, resonating from top through all levels throughout the organization, building firm roots in our company's grounds. The aim and particularity of the structure chosen by the Prinzhorn Group is to anchor responsibility in the divisions and plants. This ensures the availability of profound expertise on products, production processes and specifics of markets at the high level of insight. By integrating responsibility throughout the company, we both enable a broad commitment to sustainability and its efficient implementation as well as optimum results with lean structures. Sustainability at Prinzhorn is not a task for one team or one person: sustainability at Prinzhorn is deeply woven into the entire Group and upheld by a large number of employees who are committed and contribute their labour and vision to it.

The ESG Board comprises Prinzhorn Holding's Management Board, divisional Management Boards, the Group Tribe Lead, the Group HR Director and the Group Lead ESG Management. It convenes quarterly to define major action fields, to establish and refine strategic goals, and, overall, to steer corporate sustainability. The Group Lead ESG management is responsible for advancing sustainability in the organization by developing concepts and solutions and implementing measures at company level, in addition to being the contact point for questions and concerns related to the subject.

At the divisional Management Board level, ESG Strategy Topic Owners have been appointed to coordinate the implementation of ESG strategies within their respective divisions. They define interfaces and translate strategic targets into operative targets. Furthermore, we have appointed ESG ambassadors who – by their profound expertise in daily operations – provide strategic support to the organization and also contribute to ESG implementation activities.

At all locations of the entire organization, responsible persons are entrusted with the implementation of operational targets. Within their areas of responsibility, they make their expertise available for target scenario development and address current and future ESG challenges. In continuous exchange, we use existing knowledge and experience and apply best practices to create the best possible overall development.

In 2023, we further advanced the ESG Academy providing education and opportunities to learn new skills to equip all members across our organization with necessary knowledge and capabilities to navigate future ESG-related challenges. Additionally, we introduced LearnPlus, a voluntary e-learning platform offering employees the opportunity to expand their knowledge on various topics, including sustainability issues. The enthusiasm of our employees in accepting this opportunity for further training and actively utilizing it shows the right track we are on.

We have implemented certified management systems in numerous areas such as those pertaining to quality, environment, energy and the chain of custody of wood. For comprehensive information on these certifications, please refer to the table in the [Appendix](#).

Materiality analysis

In 2022 and 2023, we conducted 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 both a sustainability impact analysis to assess our environmental

and social impacts from an inside-out perspective, as well as a financial impact analysis from an outside-in perspective. The analysis also included stakeholder engagement throughout the process.

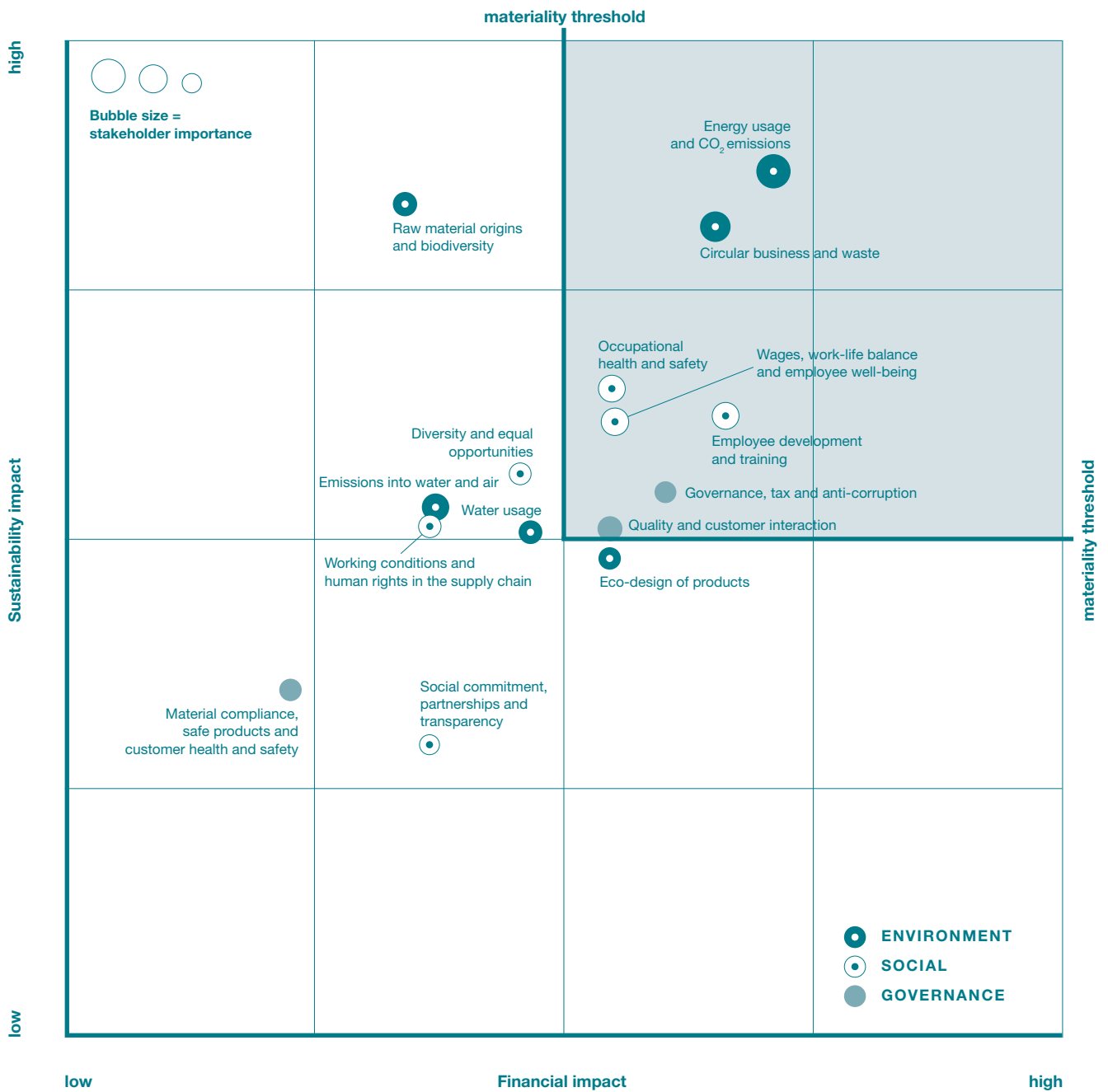
To guide our analysis, we utilized the methodological and conceptual framework provided by the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) drafts. We enlisted the support of an external sustainability consultancy throughout the assessment. 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 irrevocability 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.

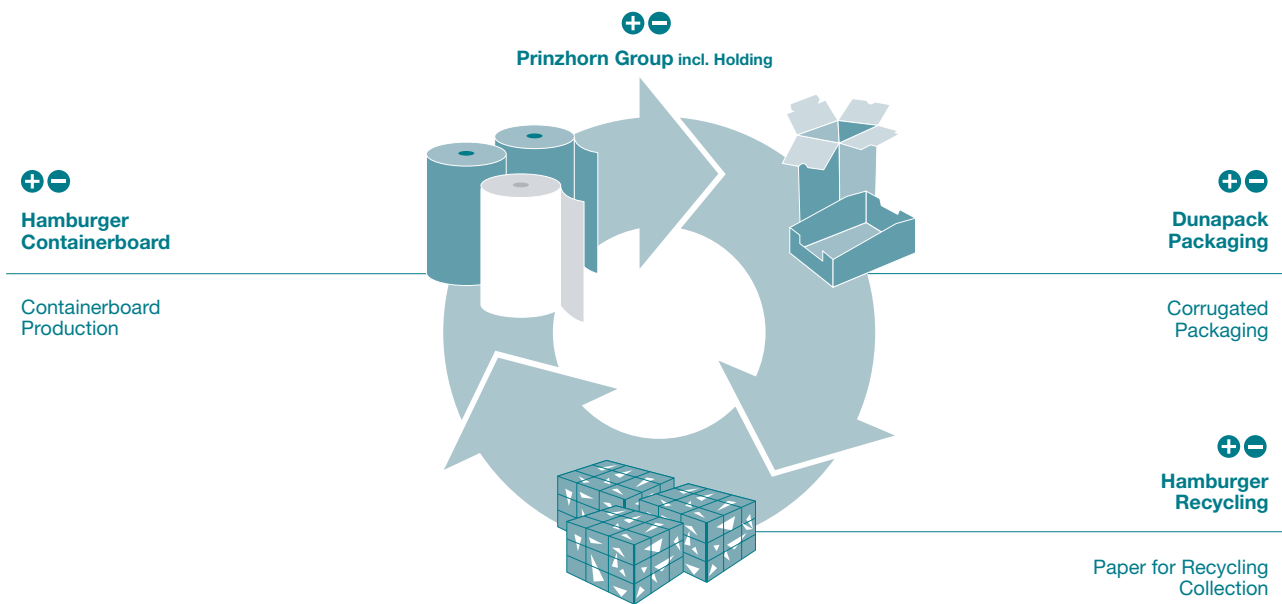
Furthermore, we conducted stakeholder surveys to gather additional insights. We actively involved key stakeholders (company management and experts; employees (HR community, workers' council); market (sales, customers, suppliers, purchasing); investors, banks) and requested their input on rating the importance of Prinzhorn's engagement in each of the 15 topics.

The resulting materiality matrix 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.

02 / MATERIALITY MATRIX



03 / VALUE CHAIN SDG MAPPING



+ Potential to increase positive impact



- Potential to minimize negative impact



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.

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 for the Group:

Environment

- ✔ Energy usage and CO₂ 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 initial materiality analysis provided a robust and systematic foundation for advancing our comprehensive Group-wide sustainability strategy. In order to continuously develop and improve our strategies, we see it as our ongoing task to continuously evaluate the top risks and opportunities and to adapt and improve them if and where necessary. For 2024, we intend to re-evaluate our entire materiality analysis and go one step further. Observing the CSRD and the final ESRS adopted in July 2023 and applying a refined methodology adapted to the latest standards of the CSRD, we will update our double material analysis and review our material topics. Although we do not expect significant changes in the material topics per se, the refined analysis will provide an even more accurate picture of both our impact and financial materiality and will allow us to formulate our objectives even more accurately and to advance our sustainability strategy in a precise and effective way.

Sustainable Development Goals (SDGs)

In 2015, the members of the United Nations adopted the “2030 Agenda 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, in the pursuit of which the private sector plays an important role.

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 the sustainability impact assessed during the materiality analysis into account.

As a result, we have determined 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 our ESG strategy’s four strategic focus areas.

In order to express our commitment to environmental protection, occupational safety and human rights even more strongly, we have signed and joined the United Nations Global Compact (UNGC) in 2023. Striving for shaping a sustainable future, the UNGC describes itself as a voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support UN goals.



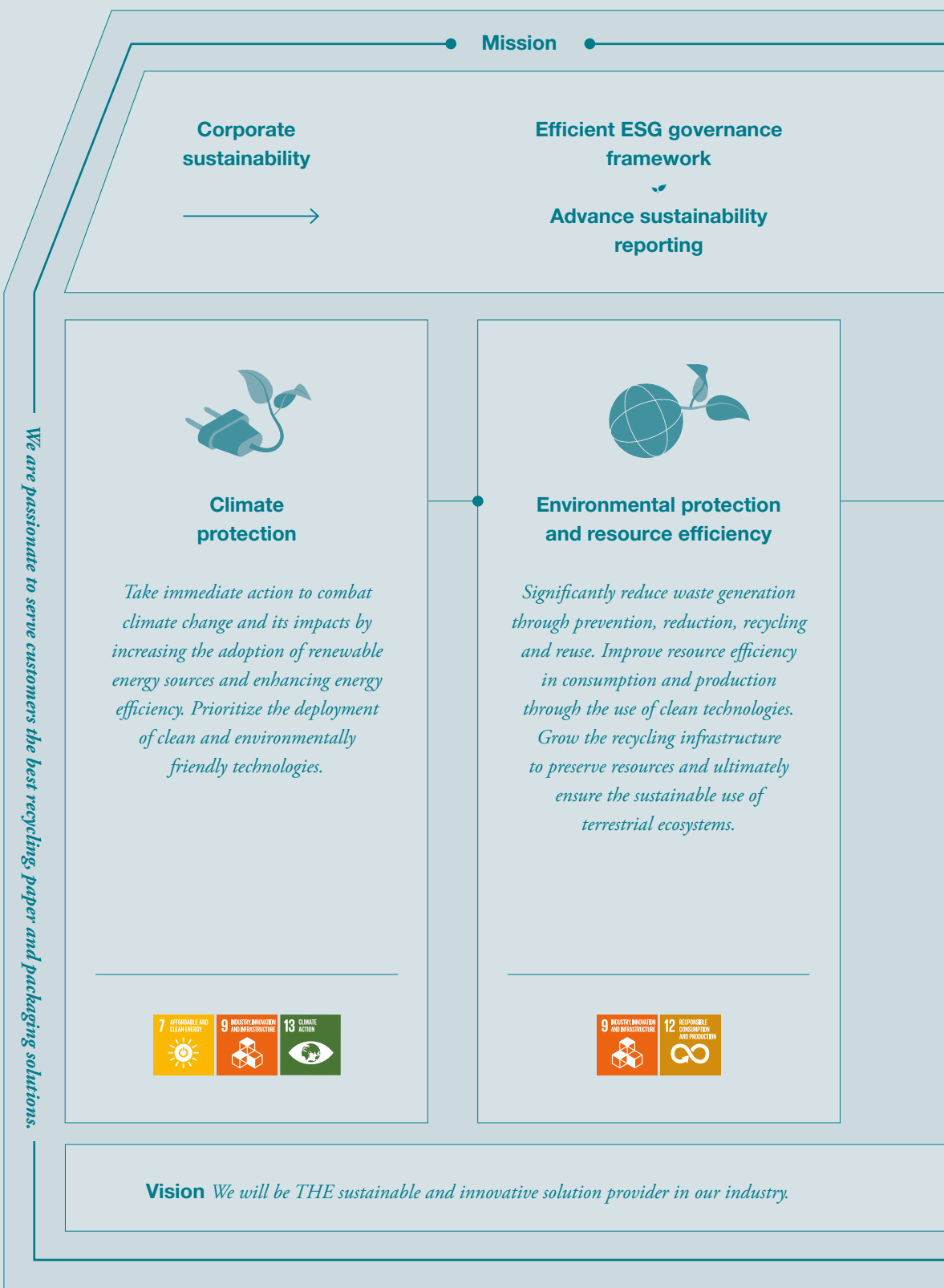
04 / STRATEGY HOUSE

04 Corporate level Commitments

03 ESG Focus Area level Commitments

02 ESG Focus Area level Focus SDGs

01 Foundation Vision & core values





● Purpose ●

Ambitious ESG goals and measures

Increase ESG literacy across the organization

Enhance data management landscape



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

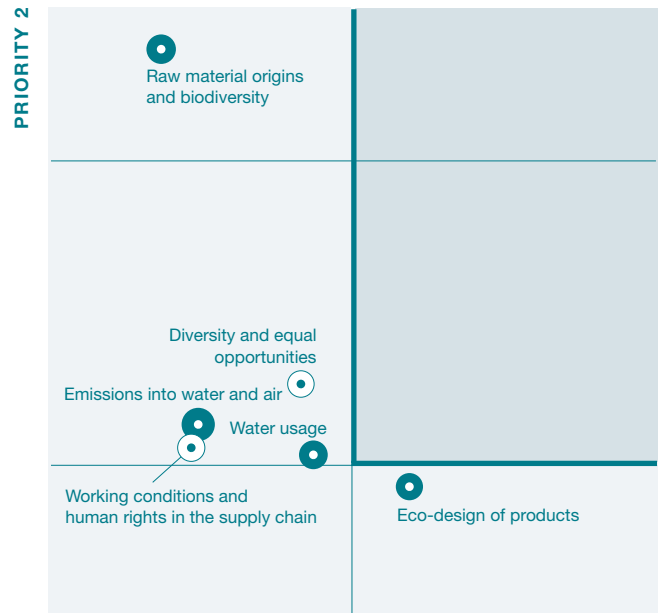
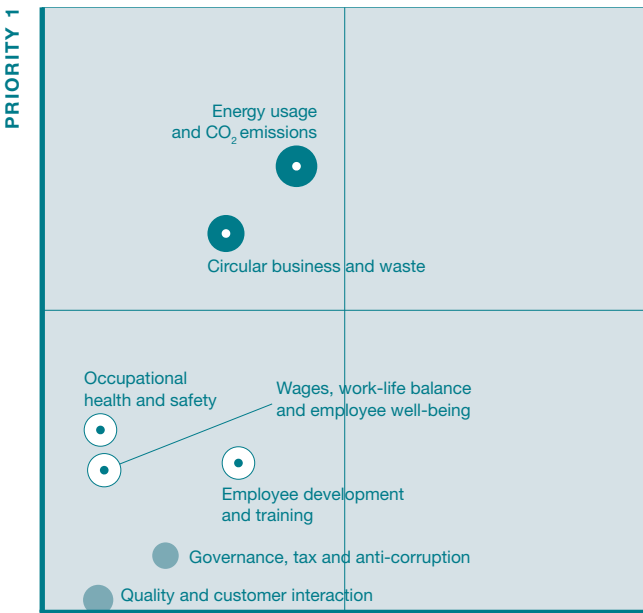
Prioritize transparency, align with customer needs and act as a proactive business partner to ensure individuals everywhere have the relevant information and awareness to promote solutions for sustainable development. Promote responsible governance, legal compliance and ethical business practices in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



People. Performance. Responsibility.

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

05 / STRATEGY DEVELOPMENT / PRIORITY 1 AND 2



ESG strategy

Strategy development

Based on a comprehensive materiality analysis conducted in 2022 and 2023, material topics were identified and classified according to their strategic significance to the Group. Throughout the sustainability strategy process, we received guidance from external sustainability consultants. The material topics were clustered in four key areas of focus: climate protection, environmental protection and resource efficiency, empowering every employee to reach their full potential as well as customer centricity and governance. Each focus area was advanced 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 organization, rather than across the entire Group.

Enhancing the strategy: our four strategic focus areas

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. Our comprehensive materiality analysis has revealed in which areas the Prinzhorn Group has a significant impact on society or the environment. These material topics show relevant fields of action where critical impact can be reduced and positive impact can be intensified by developing and implementing appropriate strategies and measures.

By assigning our material topics to the four strategic focus areas, we created a functional framework for driving forward the development of key strategies in a structured and targeted manner. Both at the holding level as well as at the level of all three divisions, members of the ESG Board jointly took ownership of the individual material topics

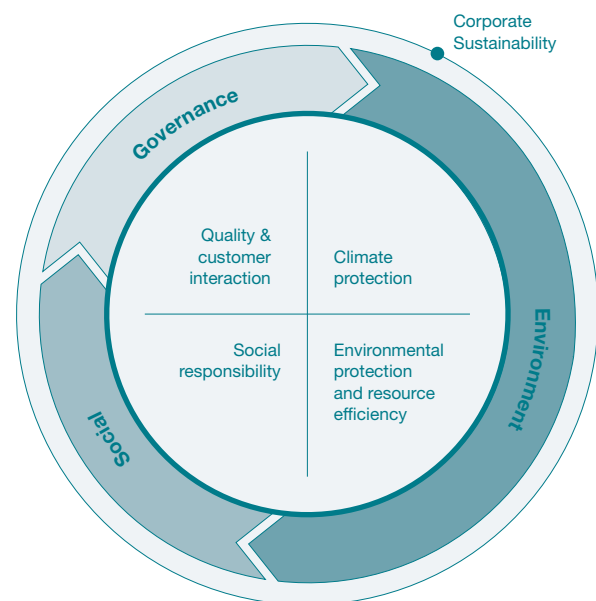
and the respective workshops, which we set up to define specific objectives and measures for each strategic area of action.

Within our four ESG focus areas, we developed tangible commitments in 2023, aiming to fulfil and adhere to them in a way that directly contributes to the material topics and the assigned SDGs. By thoroughly evaluating and discussing potential objectives and measures in several working groups, we are in the process of defining the right targets, enabling us to fulfil the commitments made within our strategic focus areas. We are devoted to achieving the greatest possible effect, nevertheless this requires special efforts.

Within the Climate protection focus area we specifically concentrate on taking action to combat climate change and its impacts by increasing the share of renewable energy and improving energy efficiency as well as increasing the deployment of clean and environmental sound technologies. Prinzhorn is aware that the path will and must lead to the decarbonization of our production processes. In particular, we aim to reduce the corporate carbon footprint (CCF) and the product carbon footprint (PCF) and finalized a comprehensive decarbonization roadmap for our entire Group. In 2023, we have already placed special emphasis on decarbonization measures and achieved outstanding results with an investment volume of 250 million euros. This has once again encouraged us to actively work on implementing further measures. In addition, Prinzhorn committed to the Science Based Targets initiative (SBTi), which ensures both best practice in setting targets for decarbonization and providing full transparency towards our stakeholders regarding our progress. Based on the strict criteria of the SBTi, Prinzhorn's commitment includes a Group-wide reduction of -4.3% CO₂ emission equivalent per year and will lead to a further enhancement and detailing of our decarbonization plan. We are convinced that our commitment and work with the SBTi will lead us on an even more ambitious path and drive us to set even higher-reaching goals.

Within the other three focus areas, the Prinzhorn Group is dedicated to filling its commitments with life and setting specific targets for maximum improvements in all respective areas. Devoted working groups are in the process of elaborating, aligning and refining overall targets to contribute to the committed focus areas.

06 / OUR FOUR STRATEGIC FOCUS AREAS OF CORPORATE SUSTAINABILITY



Sustainability reporting

We are committed to transparency, 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 that our readers gain a comprehensive overview of our sustainability initiatives.

In 2026, the Prinzhorn Group will for the first time be legally obliged to report for the financial year 2025 in accordance with the Corporate Sustainability Reporting Directive (CSRD) and, as a result, also in accordance with the Taxonomy Regulation. Even if we are already preparing our sustainability reports in an exemplary manner and with full transparency, the new legal obligations will nonetheless lead to some changes we must carefully prepare for. Sustainability reporting being a part of the annual report will be the biggest visible change in the future. In addition, the ESRS specify in great detail the form of information preparation and KPIs. In addition, an audit must be carried out, which has an effect on the timeline of reporting preparation.

Prinzhorn has followed the legal developments and prepared for the new legal obligations in a timely manner. We are therefore already on the way to CSRD-compliant reporting. The first steps have already been taken: reporting to date is based on an initial materiality analysis and takes both the underlying structures of the ESRS as well as the future obligations into account.

Additionally, we have initiated Group-wide projects regarding the implementation of CSRD and Taxonomy in 2023, aiming to ensure our usual high reporting quality under new legal requirements. Within dedicated working groups covering various topics resulting from the new regulations, we put great effort into identifying fields of action, developing solutions and defining KPIs that provide for monitoring as well as a basis for enhancing our sustainability strategy. The projects extend into the year 2024, and their results will already be reflected in the next report for the financial year 2024.

KPIs play a key role in reporting, which will further increase by new standardization and extension of reporting specified by the CSRD. They serve as a guide for external stakeholders to review progress and as a tool for internal stakeholders to monitor, guide and challenge projects and measures. In anticipation of the upcoming legal obligations, we have evaluated, revised and will, if necessary, supplement the existing KPIs together with our external partner.

Outlook

Prinzhorn's commitment to the Science Based Targets initiative (SBTi) is tantamount to the commitment to further enhance the efforts depicted in our decarbonization plan prepared in 2023, and will therefore result in re-evaluation and recalibration of the respective targets. In addition, the objectives of the other key focus areas will be further refined and aligned in order to create a consistent overall concept. Moreover, we will continue to develop each strategy pillar by setting measurable goals and planning effective measures. We continue to evolve our reporting, ensuring timely and full compliance with future legislation and the ESRS. Overall, we are fully dedicated to continuously reinforcing our approach to sustainability management.

Material topics

Material topics	Description of topics	Section/Page
Environment		
Energy usage and CO₂ 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. 37
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. 52
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 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. 56
Employee development and training	This topic explores development and training opportunities for all employees.	Social P. 62
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. 74
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. 82

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. 42
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. 45
Water usage	This topic covers the amount of water withdrawal and usage as well as water efficiency in production processes.	Environment P. 47
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 lifecycle. It specifically addresses measures aimed at improving the product's environmental footprint.	Environment P. 49
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. 66
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. 69
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. 72
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. 85



Matthias Smertnig

*Designer with a love
for sustainability.*

Matthias works in our company's construction and design department. His interest in sustainability has inspired him to pursue studies in this field, to support our customers to find the best and most sustainable solution possible.

ENVIRONMENT

Energy usage and CO₂ emissions

Our impacts, risks and opportunities

The effects of global warming are evident across the world, and as a company, we acknowledge our role in contributing to this phenomenon. Our operations demand energy to generate process heat and power in our production facilities. Additionally, our utilization of fossil fuel-based energy sources in logistics, coupled with emissions released upstream and downstream in our value chain, contribute to environmental stresses, necessitating our attention and consideration.

With concerted efforts towards reducing energy consumption, enhancing energy efficiency in production and support processes and transitioning to renewable energy sources, we can actively promote positive environmental, economic and societal outcomes whilst securing our strategic independence from fossil fuel reliance. Leveraging advancements in energy efficiency and integrating renewable energies and advanced systems offer opportunities for further emissions reduction and targeted energy optimization.

Moreover, our commitment to manufacturing products from recycled paper presents a viable alternative to fossil-based and non-renewable materials. This enables us to support our customers across the value chain, particularly those in the retail sector, in lowering their embedded carbon dioxide emissions. Consequently, our actions can have a substantial positive impact on the environment while offering society climate-friendly alternatives.

Top risks identified

- ✓ Increased operational expenses caused by rising energy prices
- ✓ Reliance on non-renewable fossil fuels
- ✓ Contribution to global warming through CO₂ emissions
- ✓ Fragile supply chains susceptible to disruptions 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

- ✓ Further increasing energy efficiency
- ✓ 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
- ✓ Possible future hydrogen (H₂) usage
- ✓ Capture and utilization of CO₂ emissions (CCS / CCU)
- ✓ Fulfilment of customer demands to support them in achieving their Scope 3 targets

Our policies and measures

We prioritize the responsible stewardship of energy management and reduction of CO₂ emissions across all our divisions. To achieve this, a range of measures and initiatives have already been implemented, aiming at curbing energy use and enhancing energy efficiency. These efforts are expected to result in tangible reductions in our CO₂ emissions.¹⁾ Additionally, we are increasingly adopting and developing environmental systems to maintain our current environmental standards and pursue further enhancements. Energy management systems will help us to reduce emissions and optimize the use of energy sources. For a comprehensive overview of our certifications, please refer to the [Appendix](#).

In the reporting year, we have taken a specific step to reduce CO₂ emissions by signing the commitment letter for the Science Based Targets initiative (SBTi) near-term commitment for Prinzhorn Holding GmbH. Our action steps within the next two years include:

- ✓ Finalizing our Corporate Carbon Footprint calculation: calculating remaining Scope 3 categories, SFT Group and biogenic emissions
- ✓ Assessing levers for decarbonization: finalizing the analysis of the potential CO₂ reduction initiatives and necessary investments for Hamburger Containerboard and Dunapack Packaging
- ✓ Submitting Science Based Targets: determining target ambition and coverage and finally submitting decarbonization targets to SBTi for target validation

1) CO₂ emissions from 2023 are not fully comparable with 2022, as the scope has been expanded and the data quality has been improved.

Hamburger Recycling

In order to enhance energy efficiency and achieve significant energy savings, Hamburger Recycling has maintained ISO 14001 certifications in Türkiye, Romania, Hungary, Croatia and Bulgaria. This has facilitated the continuation of implementing relevant measures and projects aimed at reducing CO₂ emissions at a local level. Annual audits are conducted to ensure continual compliance with established standards.

To further increase energy efficiency and savings, Hamburger Recycling has taken steps to implement the Prinzhorn Group's e-mobility policy.

The installation of photovoltaic energy production systems on the roof of Hamburger Recycling depots holds significant importance at local level. Initially, plans were set for the installation of 3,400 kWp of photovoltaic capacity, budgeted at EUR 2.7 million. However, feasibility studies for locations in Serbia, Türkiye and Hungary yielded unfavourable results. Consequently, total planned capacity has been downscaled to 1,460 kWp and the budget lowered accordingly to EUR 1.7 million.

About 1,100 kWp were scheduled for installation in 2023. In fact, 296 kWp were installed in 2023 with 50 kWp in the Czech Republic and 246 kWp in Croatia. 590 kWp are currently awaiting external approvals and permits for installation in 2024. A further allocation of EUR 0.46 million (451 kWp) is earmarked in 2024 for implementing photovoltaic capacity at two locations in Hungary. In addition, the acquisition of 60% of the Italian company Eurocart in 2023 opened up possibilities for further photovoltaic projects in the future.

In 2023, Hamburger Recycling switched to LED lighting for both indoor and outdoor areas across all its depots in Romania and Croatia. Hamburger Recycling has also scheduled a transition to LED lighting in its facilities in Hungary and Bulgaria.

Hamburger Containerboard

Hamburger Containerboard is committed to maintaining a top-tier energy management system and has obtained certification for comprehensive adherence to ISO 14001 standards at all division sites, along with ISO 50001 certification in Hungary, Austria and Germany. These systems are not only designed to increase efficiency and save energy, but are also rigorously upheld throughout the year, with internal and external audits conducted to verify their efficiency. As an additional benchmark for excellence, the Dunaujváros site in Hungary has held EMAS certification since 2014. Successful implementation of energy and emission savings over recent years can be attributed to projects that run under the ISO 50001 energy-saving programmes, which already contribute to the SBTi's near-term commitment.

Below, we outline both implemented measures and future plans at Hamburger Containerboard:

In 2023, significant upgrades were implemented at two paper machines in Pitten, including the installation of new cleaners and improvements to the air flow in the vacuum system, resulting in an impressive 60–80% reduction in reject rates and fibre loss. Additionally, a coal-fired power plant has been replaced by a gas turbine, promising a reduction in CO₂ emissions. With the potential to power the turbine with hydrogen in the future, alignment with the hydrogen strategy is possible. The vacuum system for the turbo blower was successfully completed in 2023. Looking ahead, there are plans to launch another project for the improvement of recovery and separation of reject fibre in Pitten. Furthermore, efforts are under way to harness waste heat from the machines to support district heating in the local community. Moreover, a photovoltaic project is planned for Pitten.

Following the successful reduction in reject rates in Pitten and the subsequent decrease in waste, similar measures are set to be implemented in our German plants in Spremberg and in Trostberg. Furthermore, plans are under way for a photovoltaic project and a transition to LED lighting in Trostberg. In Spremberg, the construction of Line 2 of the RDF (Refused Derived Fuels) is under way.

The deployment of RDF, which consists of approximately 50% biomass, will replace the use of heat coming from an external lignite power plant and, thus, will lead to noticeable CO₂ reductions. Furthermore, there are plans to integrate climate elements into the process control system and enhance the thermal insulation of the pre-dryer section. In Gelsenkirchen, the refiner's grinding unit and the vacuum systems were optimized in 2022, followed by the launch of a new vacuum blower installation in 2023.

In Hungary, a ventilation upgrade for the paper machine hall is scheduled for 2024, resulting in additional energy savings.

Various energy and CO₂-related projects are currently being implemented or planned in Türkiye, including the installation of solar panels, utilizing waste heat for office heating and setting up an e-charging station.

Hamburger Containerboard's sustainability investments totalled EUR 100 million in the reporting year, primarily or indirectly allocated to energy savings (EUR 76 million) as well as other environmental initiatives (EUR 24 million). As outlined above, a number of budgetary plans for projects along the green path for 2024 are under way, with the ultimate objective of reducing energy, water, chemical and raw material consumption, while lowering associated costs as well.

Hamburger Containerboard is dedicated to climate protection, initiating a transition plan and divisional decarbonization programme, including projects in power plants 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 under way and the pre-planning of corresponding measures is being undertaken. Thereby, Hamburger Containerboard already contributes to the SBTi Near-Term Commitment of the Prinzhorn Holding GmbH. As part of its ongoing efforts, Hamburger Containerboard participated once more in the EcoVadis rating process in 2023 and, like the previous year, achieved a bronze medal at the divisional level.

Moving forward, Hamburger Containerboard has appointed its Centre of Investment and Technology (CIT) team to focus on energy optimization alongside Mill Managers and Managing Director Operations. The CIT team will provide coordination support through a structured process for design, implementation and 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 certifications at its various packaging plants. All plants across Hungary, Romania, Poland, Bulgaria, Türkiye and Greece hold ISO 14001 certification whilst one Turkish plant (Eskisehir) holds both.

Limiting and reducing transportation emissions is a key objective for Dunapack Packaging. To achieve this, the company has established logistics-swap agreements with paper suppliers. Under these arrangements, Hamburger Containerboard can sell paper to swap partners' packaging plants, while Dunapack Packaging can purchase Hamburger Containerboard's products locally from swap partners. This localized purchasing allows for reduced transport distances, thus minimizing transportation emissions.

The energy monitoring system project commenced in 2023, involving the installation of energy meters on all machines and connecting them to the branch office. This setup enables the retrieval of standardized values and facility improvements. An IT interface solution is to be developed in 2024.

At Dunapack Packaging, various local measures are being undertaken to reduce energy consumption and CO₂ emissions in alignment with the SBTi Near-Term Commitment. These initiatives include:

- ✓ 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
- ✓ Expansion of the energy monitoring system

For instance, in Spremberg, Germany, an energy manager and team have been appointed to oversee the implementation and maintenance of improved energy policies. Staff actively participate in these efforts. Additionally, metrics are employed to uncover untapped energy efficiency potentials, contributing to the reduction of harmful emissions and energy costs. Regular evaluations of all company-related energy consumption and energy performance metrics are conducted.

The initial installation of an energy monitoring software in Spremberg took place in 2021, enabling improved management, monitoring and saving of energy. However, technical issues and disruptions in the supply chain hindered the timely implementation of some planned measures. 60 energy consumption measuring points have been successfully installed. Currently, efforts are under way to establish the baseline data, with several ideas being explored to identify areas for potential energy savings, such as steam consumption within the corrugator. It is estimated that approximately 3,000 MWh of energy savings could be achieved from March to December 2023 across all participating plants in the project. Furthermore, the KPI “energy consumption in kWh per production volume” is monitored monthly to further optimize energy efficiency.

As a result of supply chain disruptions, the installation of the photovoltaic pilot project in Greece was delayed, with commissioning now scheduled for 2024. In 2024, assessments of the photovoltaic potential in other countries will be conducted. To facilitate the implementation of future photovoltaic projects, a comprehensive photovoltaic project manual has been developed, outlining the processes from initial planning stages to installation and commissioning.

Additionally, Vienna completed its transition to LED bulbs in 2023. At Dunapack Packaging, there are similar plans in place for Nyiregyhaza in Hungary and Zabok in Croatia.

The total budget allocated for energy and CO₂-related initiatives in 2024 is set at EUR 8.6 million.

Our performance

Our metrics

Please see figure 07 on page 35f.

Following the requirements of the Greenhouse Gas Protocol (GHG Protocol), 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 2023. In 2023, Prinzhorn Group produced 794,012 metric tonnes CO₂ eq. of Scope 1 emissions, which is a reduction of 71,563 metric tonnes CO₂ eq. compared to 2022.

Scope 2 emissions are stemming from the generation of energy purchased by Prinzhorn Group. The main source of energy is electricity. In 2023, Scope 2 emissions (location-based) amounted to 376,872 metric tonnes CO₂ eq., which represents an increase of 41,129 metric tons CO₂ eq.. Comparably, Scope 2 emissions (market-based) increased to a value of 388,702 metric tonnes CO₂ eq.

Prinzhorn calculated Scope 3 emissions for the second 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.

In 2023, the Scope 3 calculations were also extended by category 3.5. Total Scope 3 emissions are therefore not directly comparable with the previous year's figure. The remaining Scope 3 categories will be surveyed as part of the ongoing SBTi project (see page 30). A major part of the total Scope 3 emissions (1,122,776 metric tonnes CO₂ eq.) can be allocated to category 3.1 Purchased Goods and Services (646,862 metric tonnes CO₂ eq.)

Our targets

The determination of each division is clear: to reduce emissions and leave a better, safer world for future generations. In pursuit of this goal, each division is working towards individual specific objectives, contributing to the SBTi near-term commitment of the Prinzhorn Holding GmbH.

Hamburger Recycling

Hamburger Recycling has set ambitious goals to reduce emissions, which are already being factored into the current budget planning. The aim is to install and utilize photovoltaic panels across all depots by 2026, wherever it is both technically and economically possible. The ongoing data collection efforts are intended to aid in setting targets in line with the Science Based Targets initiative (SBTi).

Hamburger Containerboard

Hamburger Containerboard has set ambitious goals for the utilization of biogas, biogenic content, advanced technology as well as affordable and clean energy. These objectives include:

- ✔ Emphasize the enhancement of 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 electric-operated forklifts
- ✔ Scheduling an increase in the quantity of e-forklifts at the Pitten plant from one to three by next year, with further expansions planned in subsequent years
- ✔ Advocating for sustainable energy sources despite potential higher costs; use of an electrical boiler for steam generation during periods with high renewable energy availability on the grid
- ✔ Enhancing data quality by adopting an energy management software for the entire division.

Specific local targets have been established to measure progress towards these goals.

Dunapack Packaging

Dunapack Packaging's various objectives include:

- ✔ Higher utilization of e-mobility forklifts and passenger cars
- ✔ Focus on CapEx, which aids in lessening energy usage and CO₂ emissions
- ✔ A continuous effort in energy consumption monitoring and decreasing

07 / ENERGY USAGE & CO₂ EMISSIONS*in MWh and percent*

	Prinzhorn Group 2022	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
Energy consumption within the organization and energy mix <i>in MWh</i>						
Total consumed primary energy including cogeneration	4,319,616	4,239,917	-	572	4,015,418	223,928
Renewable (%)	31.1	31.9	-	9.3	33.7	0.0
Non-renewable (%)	68.9	68.1	-	90.7	66.3	100.0
Total purchased steam	264,869	311,367	-	0	295,683	15,684
Total self-produced electricity	611,437	622,356	-	6	622,350	0
Total purchased electricity	707,259	708,721	-	4,938	602,907	100,875
Renewable (%)	46.1	44.6	-	15.4	47.3	29.5
Non-renewable (%)	53.9	55.5	-	84.6	52.7	70.5
Total energy sold ¹⁾	143,059	178,733	-	1	180,505	0
Total electricity sold	143,059	178,733	-	1	178,955	0
Total steam sold	0	0	-	0	1,550	0

1) Intercompany not included

	Prinzhorn Group 2022 ¹⁾	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
CO₂ emissions ²⁾ <i>in metric tonnes CO₂ equivalents</i>						
Direct CO ₂ emissions (Scope 1)	865,575	794,012	-	4,067	738,947	50,998
Indirect CO ₂ emissions for electricity generation (Scope 2, market-based)	340,163	388,702	-	4,066	338,947	45,689
Indirect CO ₂ emissions for electricity generation (Scope 2, location-based)	335,743	376,872	-	2,102	332,468	42,302
Indirect CO ₂ emissions along the value chain (Scope 3) ³⁾	1,083,430 ⁴⁾	1,122,776 ⁴⁾	2,034	8,870	821,057	853,650

1) Scope 1 and Scope 3.3 emissions have been revised due to an calculation error and incorrect emission factor. The restatement improves the accuracy of CO₂ emissions and fosters comparability across the reporting years. Nevertheless, CO₂ emissions from 2023 are not fully comparable with 2022, as the scope has been expanded and the data quality has been improved. // 2) The consolidation is based on operational control. The GWP rates are CO₂ = 1 CO₂ eq., CH₄ = 28 CO₂ eq., N₂O = 265 CO₂ eq., NF₃ = 16,100 CO₂ eq., SF₆ = 23,500 CO₂ eq., CFC = 13,900 CO₂ eq., HFC = 12,400 CO₂ eq. Prinzhorn reports Scope 1, 2 and 3 emissions according to the GHG Protocol. All relevant Kyoto gases have been included in the calculation. Emission factors from UBA, DBEIS, UNEP, EPA, IPCC AR6, Ecoinvent 3.10, IEA as well as literature have been used. // 3) Includes Scope 3.1, 3.3, 3.4, 3.5 and 3.12. No direct comparison with previous year possible, due to different categories (3.5 added). // 4) Intercompany not included.

Circular business and waste



Our impacts, risks and opportunities

The manufacturing of containerboard 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 may direct to the [chapter Eco-design of products](#).

Top risks identified

- ✓ Elevated administrative costs due to the EU Circular Economy Action 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)
- ✓ The upcoming publication of the Packaging and Packaging Waste Regulation PPWR will lead to an even higher awareness of recyclability and create additional opportunities for our business model supporting the Green Deal.

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 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. Since 2022, our mission is: “We live circularity.”

Hamburger Recycling

Hamburger Recycling is committed to minimizing waste through a comprehensive approach of collecting, sorting and upgrading the value of material for continued use. Being mindful of secondary resources, the company prioritizes optimized use of resources and reduction of hazardous substances. Certifications according to ISO 9001 and 14001 ensure adherence to international quality management standards across the plants in Türkiye, Bulgaria, Hungary, Croatia and Romania. For a detailed list of certifications, please see the [Appendix](#).

Plants in Türkiye hold a zero-waste certification and offer consultancy services in zero-waste and environmental regulation requirements to their suppliers in accordance with their sustainability targets. Collaborating with partners, Hamburger Recycling in Türkiye participates actively in local sustainability initiatives. One such initiative, the “Upcycle Project”, involved repurposing work uniforms into bags and was conducted in 2023 in partnership with the Women’s Initiative Association. Additionally, white- and blue-collar employees voluntarily participated in the Izmir Marathon, a charitable event to support The Hope Foundation for Children with Cancer (KAÇUV). Prior to the race, Hamburger Recycling conducted charity campaigns and successfully gathered a significant amount of donations for children with cancer. Looking ahead to 2024, the company plans to engage in more social responsibility activities, including another charity run in Izmir and new projects with suppliers. They aim to organize environment week events and workshops to further advocate for environmental sustainability among employees. With the addition of the Bursa depot in 2023, all four plants in Türkiye hold TS EN15713:2009 certificate.

In Bulgaria, Hamburger Recycling actively promotes environmental awareness and recycling through initiatives like the “Weekend Recycling Market” and collaboration with bTV Media Group for clean-up campaigns. They also work with Vitosha Nature Park to combat illegal dumping and provide training on waste segregation to companies like Sofia Med AD.

In Croatia, Hamburger Recycling sponsors the “Environmental Olympics,” demonstrating their commitment to environmental stewardship and community engagement. They also are in the process of constructing a new collection center for paper. Additionally, in the second half of 2024, Hamburger Recycling is scheduled to install a modern sorting line for mixed household plastics, enhancing the recycling capabilities in the country.

In Hungary, Hamburger Recycling has been operating sorting plants for several years, and in 2022, Hamburger Recycling installed another facility in Poland with the capacity to process 12,000 metric tonnes annually, significantly boosting recycling rates in the region. Hamburger Recycling also plans to expand the existing plastic sorting lines in Hungary and Poland by 25% capacity and increase the sorting depth to recover even more recycling material from mixed collections in 2024. Regarding the strapping stripes recycling plant in Hungary, Hamburger Recycling anticipates being in full operation by the second half of 2024. Currently, Hamburger Recycling is in the testing phase and investing in near-infrared (NIR) technology to improve the cleanliness of the material.

In Poland, Hamburger Recycling has invested in a greenfield project and initiated the planning phase for a new competence centre dedicated to sorting mixed household paper and plastic. Construction is scheduled to begin in 2025.

Hamburger Recycling’s recent acquisition of 60% of Eurocart, a recycling company in Italy, further strengthens its positive impact by expanding operations into new regions. Eurocart specializes in collecting paper for recycling (PpR) and operates across three locations. The company also places a strong emphasis on public education

about responsible waste management, offering educational programmes in Poland, Czech Republic, Slovakia and Croatia, with plans for expansion in 2024.

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 the packaging plants are sent back to paper mills. Some locations even involve municipalities and local waste management companies in aiding this recycling effort. This cooperation includes the public acceptance and use of paper for recycling in the companies' own production processes. Generally, rejects from paper mills are supplied to - partly own - power plants or waste incinerators as energy sources. For details, please see [chapter Eco-design of products](#).

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

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 are continuously taken to enhance resource efficiency and avoid waste, including:

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

A sophisticated cleaner system was installed at Spremberg in 2023 as scheduled and is planned to be installed at other plants as well. For further information on the reject project see [chapter Energy usage and CO₂ emissions](#).

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](#). Furthermore, whenever possible, Testliner is preferred over Kraftliner, as it is made from recycled paper supplied by nearby Hamburger Containerboard mills.

To bolster sustainability efforts, Dunapack Packaging implemented a Raw Material Efficiency project in November 2020, establishing a dedicated material efficiency squad team. This initiative focused on enhancing the efficient use of raw materials and reducing waste and energy consumption during reprocessing. Through regular workshops, squad members shared insights, leading to successful completion of the project in January 2022. Subsequently, long-term oversight of the project was handed over to continuous improvement community. This endeavour resulted in saving 9,000 metric tonnes of paper by switching cardboard grades. In 2023, another division-wide project aimed to reduce controllable waste, achieving a net waste reduction of 0.6 percentage points. These achievements are seamlessly integrated into ongoing plant-level initiatives.

To monitor waste reduction progress effectively, a waste material balance approach is employed, aiding in the reduction of waste generated by plants. Proper tracking allows for suitable steps to be taken to minimize production refuse.

Across all Dunapack Packaging production sites, waste materials such as paper and corrugated paper are collected and transported to the nearest Hamburger Recycling location or other producers for recycling. This ensures steady supply for Hamburger Containerboard and cuts down on needless shipments of material across long distances.

Also, all activities formerly categorized as projects are transitioning to plant level through a systematic handover process in 2024. For every division-wide project, there is a transfer of responsibility to the individual plants involved. In 2024, the total budget for circular and waste-related projects is set at EUR 1.3 million.

Our performance

Our metrics

Please see figure 08 on page 41.

Our targets

Hamburger Recycling

Hamburger Recycling has set ambitious goals for their material efficiency, aiming to receive additional certifications by 2024. Plants without certification are working towards obtaining certification in the future.

Hamburger Recycling aims to actively contribute to shaping producer responsibility through its participation in the establishment of IMAVIDA GmbH, a company based in Austria that provides services in connection with Extended Producer Responsibility (EPR) and the circular

economy in general. Hamburger Recycling's goal is to advocate for the implementation of EPR, which extends the accountability of manufacturers of consumer goods throughout the entire lifecycle, including production, use, repair, disposal, treatment and recycling of secondary raw materials. By collaborating with disposal experts and EPR systems, Hamburger Recycling aims to ensure compliance with the Waste Management Act (AWG) and facilitate long-term access to PFR (paper for recycling) and other secondary raw materials.

Hamburger Containerboard

Beyond its accomplishments, Hamburger Containerboard is devoted to advancing responsible resource consumption and production. This includes enhancing the recycling process through incorporating recycled fibres into materials as well as creating recyclable materials, empowering consumers to contribute to recycling initiatives. Ultimately, this initiative aims to expand the avenues for returning paper products for recycling. In addition, Hamburger Containerboard strives to minimize the use of virgin fibre materials as far as possible. In fact, the majority of their paper grades consist entirely of recycled papers. The fibre utilization rate is currently 108%. Additionally, Hamburger Containerboard constantly strives to minimize the number of chemical substances used and consequently decrease their presence 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 ongoing 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 ¹⁾*in metric tonnes*

	Prinzhorn Group 2022	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
Waste						
<i>in metric tonnes</i>						
Hazardous waste diverted from disposal	15,179	17,524	-	1	16,585	938
Non-hazardous waste diverted from disposal	518,784	637,527	-	342	494,496	142,690
Total waste prevented	533,963	655,052	-	343	511,081	143,628
Hazardous waste directed to disposal	10,442	8,106	-	0	7,003	1,103
Non-hazardous waste directed to disposal	159,953	6,634	-	45	5,705	885
Total waste directed to disposal	170,394	14,740	-	45	12,708	1,988

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

Raw material origins and biodiversity



Our impacts, risks and opportunities

Regarding our supply chain, the demand for fresh fibres is quite minimal as they are exclusively utilized with Dunapack Packaging's Kraftliner. The majority of the fibres are sourced from secondary material outlets, namely recovered paper previously used by consumers.

The origin of raw materials in the pulp and paper industry holds significant importance. Ecologically, the utilization of illegally harvested timber in a supply chain, particularly from regions prone to the risk of corruption, can result in substantial environmental damage. It can lead to deforestation and destruction of nature conservation areas, both negatively impacting biodiversity. Unsustainable forest clearing methods further deteriorate ecosystems and impact the livelihood of local communities, potentially leading to negative social impacts and repercussions. We try our best to mitigate these risks by being committed to responsible practices in all operational areas.

Hamburger Recycling is a specialized division specifically dedicated to the collection and trade of secondary raw materials, which is considered inherently more sustainable than acquiring fresh resources. This approach not only yields positive social and economic benefits, but also significantly reduces the aforementioned negative environmental impacts by prolonging the material's intrinsic value and reducing 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 divisional level. Recent legislative developments regarding supply chain due diligence have prompted several questions for businesses worldwide. Our team actively monitors the market to ensure stable and sustainable business relationships, while also striving towards expanding our sources of supply to mitigate company risks. There is potential for growth as customers become increasingly aware of environmental challenges,

potentially leading to shifts in demand. Additionally, new EU regulations such as the Regulation on Deforestation-free products present positive prospects for Prinzhorn's current business model, given its reliance on recycled materials. For detailed information on all certifications, please refer to the [Appendix](#).

Hamburger Containerboard

Hamburger Containerboard has held FSC® (Forest Stewardship Council® FSC®-C106599) certifications across multiple sites, including Germany, Hungary, Austria and Türkiye, since 2018. The credentials associated with the certifications are FSC® Recycled, FSC® Mix and FSC® Controlled Wood. Typically, locations undergo standard audits following the established FSC® audit plan. A central FSC® manual is utilized to manage overall FSC® operations, integrated into plant-specific operational systems. The SpreeGips Plasterboard Liner, produced by Hamburger Containerboard at the Gelsenkirchen and Spremberg sites, has obtained an Environmental Product Declaration (EPD), based on data from 2022.

Additionally, plants must adhere to the European Timber Regulation (EUTR) when dealing with wood products like virgin fibres. This ensures that risks associated with introducing these items into European markets for the first time are addressed and accounted for.

Hamburger Containerboard attaches great importance to minimizing potential hazards and ensure this by using FSC®-certified fibres and conducting a “preferred by nature” risk analysis. To further minimize negative impacts, their raw materials are acquired in accordance with EN 643. This European standard comprehensively covers all aspects of paper and board recycling in the paper industry, addressing specified grades of paper and board, tolerances on unwanted materials and composition requirements for recycling. Furthermore, it outlines all prohibited and unwanted materials for the awareness of all involved in managing of paper and board for recycling.

Dunapack Packaging

To ensure sustainable sourcing and biodiversity protection, the entire division holds FSC® Chain of Custody certification* (see footnote page 44). This certification provides credible assurance that products sold originate from responsibly managed forests, controlled sources and reclaimed materials. Prioritizing sustainability within their procurement process from Hamburger Containerboard's nearby mills, the whole division prefers using Testliner paper made of recycled material over relying on fresh fibre.

Consequently, the use of primary raw materials is reduced while guaranteeing sustainable sourcing and biodiversity protection.

All plants have achieved ISO certification (see [Appendix](#)). However, certain countries are enforcing additional regulations, such as BRC, a globally recognized standard that sets specific requirements for food safety. To comply with these regulations, every step in the company's material flow process – from inventory intake to dispatching finished goods – is carefully monitored. Traceability tests are conducted bidirectionally, evaluating the raw materials utilized during each stage of production.

Our performance

Our metrics

Please see figure 09 on page 44.

Our targets

Hamburger Containerboard

Hamburger Containerboard successfully obtained full FSC® Recycled certification for specific grades by the targeted completion date set for 2023. Additionally, their vision and future plans entail obtaining FSC® certification for plasterboard in the near term.

Dunapack Packaging

Dunapack Packaging aims to retain its FSC® certifications.

09 / RENEWABLE AND RECYCLED RAW MATERIALS ¹⁾

in metric tonnes and percent

	Prinzhorn Group 2022	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
Materials used in metric tonnes and percent						
Total non-renewable raw materials used	136,322	136,779	-	0	132,048	4,732
Total renewable raw materials used	3,543,868	3,563,547	-	0	2,527,116	1,036,430
Thereof, total recycled raw materials used	- ²⁾	- ²⁾	-	0	2,407,796 ³⁾	885,199 ⁴⁾
Renewable raw materials amongst all raw materials used (%)	96.3	96.3	-	0.0	95.0	99.6
Recycled key raw materials ⁵⁾ amongst all key raw materials used (%)	96.4	95.6	-	0.0	99.2	87.1

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

* Plant name, Certificate Code, Licence Code: Mosburger GmbH Werk Straßwalchen, GFA-COC-002444, FSC® C112436 // Dunapack Rambox Prodimpex SRL (Romania), SGSCH-COC-010412, FSC® C124538 // Valoviti papir-Dunapack d.o.o. (CRO), DNV-COC-001425, FSC® C133985 // Eurobox Polska Sp. z o.o. (Ujazd), SGSCH-COC-070024, FSC® C116625 // Eurobox Polska Sp. z o.o., SGSCH-COC-070024, FSC® C116625 // Mosburger GmbH Werk Wien, GFA-COC-002445, FSC® C112545 // Dunapack Papír és Csomagolóanyag Kft. (Hungary), SGSCH-COC-009854, FSC® C116354 // Dentaş Ambalay ve Kağıt San. A.Ş.-Adana Plant (Turkey-Adana plant), TUEV-COC-001594, FSC® C154577 // Dunapack Spremberg GmbH & Co. KG, GFA-COC-002447, FSC® C112543 // Dentaş Ambalay ve Kağıt San. A.Ş. (Turkey-Corlu plant), TUEV-COC-001411, FSC® C145487 // Dunapack Packaging Hellas, TAH-COC-057678, FSC® C130221 // Eskişehir Oluklu Mukawa Sanayi A.Ş. (Turkey-Eskişehir plant), TUEV-COC-001322, FSC® C143138 // Dunapack Packaging (Rodina, Plovdiv), TUEV-COC-001065, FSC® C137176.

Emissions into water and air



Our impacts, risks and opportunities

The potential environmental repercussions stemming from emissions and wastewater discharge from our plants can have adverse effects on the environment and communities. Without proper treatment of wastewater prior to its release into ecosystems, there is a risk of overfertilization and pollution, potentially disrupting water ecosystems. Recognizing the critical importance of responsible water management, Prinzhorn Group is committed to the treatment and purification of used water to return it back to the cycle in the most environmentally friendly way possible. In doing so, we often fall below the limits specified by the respective licences and regulations. To achieve this goal, our plants are equipped with state-of-the-art water filtration systems. Additionally, we ensure that air emissions from Hamburger Containerboard's power plants remain within legally prescribed limits, thereby preventing any further harm to the environment.

This concern also extends to air pollutants generated from combustion of fuel by trucks and other vehicles (e.g. NO_x), as well as noise pollution from transportation

and local air contamination resulting from production activities (e.g. dust). To mitigate these potential adverse effects, our strategy primarily focuses on reducing emissions during manufacturing processes, amongst other measures.

Our policies and measures

In addition to complying with all legal requirements regarding threshold values, the divisions have implemented numerous measures to further decrease emissions. These measures encompass high-end wastewater treatment processes, utilization of air filtration systems and more. For a comprehensive overview of wastewater treatment, see tables water withdrawal and water discharge in the Environmental Performance [Appendix](#).

Hamburger Recycling

Air emissions are a vital focal point at Hamburger Recycling and significant efforts have been made to mitigate these emissions. For instance, dust filters and other relevant measures have been implemented. Water consumption holds minimal significance as the plant's operations do not utilize process water.

Hamburger Containerboard

Protecting the environment is a top priority at Hamburger Containerboard, with processes tailored to minimizing chemical usage and ensuring that effluent water released into drainage systems is clean and safe. The Company is committed to reducing chemical usage amounts across its operations as well as lowering of their presence in wastewater. Rigorous and regular assessment of wastewater quality is conducted to ensure compliance with legal discharge standards.

In recent years, several wastewater treatment projects have been implemented at the company's mills, all of which hold ISO 14001 certification. Two notable examples include Trostberg in Germany and Dunaújváros in Hungary. Trostberg initiated a project to stabilize its wastewater processes in 2021, which was successfully completed during the reporting year. Similarly, the Dunaújváros site in Hungary completed an optimization of its paper machine wastewater system in 2022.

Regarding air pollution, stringent and strict regulations must be adhered to in Spremberg. Through the installation of updated machinery, emissions released into the atmosphere have been significantly reduced, ensuring compliance with all relevant laws at the power plant. Additional initiatives, such as the installation of fibre cleaners at Pitten, further demonstrate the company's commitment to reducing environmental impact. Efforts to collaborate more closely with local organizations have led to reductions in transport distances.

Wastewater treatment plants at the Gelsenkirchen and Pitten sites have been optimized and expanded, leading to improved wastewater quality. A similar expansion is planned for the Denizli paper mill in Türkiye, which is currently undergoing commissioning scheduled for completion in 2024.

Dunapack Packaging

Water management is a crucial aspect of Dunapack Packaging's operations, with electronic monitoring systems closely overseeing water usage. This is done in an effort to reduce the amount of water used, particularly in activities such as starch powder dissolution and colour mixing. To reduce adverse environmental impacts, coloured water is collected and treated in accordance with applicable legal standards for reuse. It is important to note that wastewater management practices vary between countries due to legal requirements.

Dunapack Packaging has operated its own treatment plant in Romania for several years. Also, the company has allocated investments totalling EUR 780,000 in 2024 for projects aimed at reducing emissions into water and air.

Our performance

Our targets

Hamburger Containerboard

Hamburger Containerboard strives to reduce wastewater even more in its future operations. Continuous monitoring of water consumption is in place at Hamburger Containerboard, with ongoing measures and efforts to reduce its usage.

In an effort to enhance environmental protection, Hamburger Containerboard is taking various measures. Current initiatives include endeavors to reduce air emission levels and minimize the usage of chemicals and starch. The corresponding measures are currently being developed and implemented.

Irrespective of these measures, the amount of starch used decreased by 5% in the reporting year due to the production volumes.

Dunapack Packaging

An ongoing objective is to maintain compliance with legal regulations while further leveraging available technical possibilities.

Water usage

Our impacts, risks and opportunities

Since fresh water is essential for dissolving fibre in containerboard production, it is inevitable that environmental impacts arise from its usage. This makes it a potential concern in the containerboard production process. However, with efficiency measures and audits becoming standard practices across our plants, there have been noticeable reductions in adverse effects. Additionally, practicing responsible water usage can lead to significant cost savings. As water availability becomes increasingly threatened, the possibility for water scarcity in regions not typically prone to low precipitation levels is growing. While the sites we manage are generally unaffected, a potential risk for economic repercussions due to water stress in the future remains. This risk could be particularly significant during summer months in certain countries like Bulgaria, Greece, Romania and Türkiye.

Our policies and measures

To ensure the highest possible water use efficiency throughout the production process, all divisions strive to comply with legal requirements regarding threshold values. Comprehensive environmental management systems, aligned with international standards and certifications, have been established and put into practice to encourage the sustainable use of this vital resource. A detailed overview summarizing our water usage, wastewater treatment and certifications can be found in the [Appendix](#). Specific procedures at both divisional and site level have been devised to meet the specific demands of each country.

Hamburger Containerboard

The CIT Team is actively advocating for improved water usage practices and is taking steps to reach this goal at each site. In the reporting year, every mill holding an ISO 14001 certification has initiated a range of projects aimed at reaching their objectives. To achieve this, investments were allocated for 2023 specifically to reduce water consumption in paper production processes. The volumes of water saved are outlined in the following points:

- ✓ Gelsenkirchen used 110,000 m³/year less water by installing new vacuum blowers, all the while the

optimization in starch cooking equipment should further reduce water requirements by 115,000 m³/year.

- ✓ Pitten saved 100,000 m³ of water per year upon installing new vacuum blowers.
- ✓ Spremberg saved 260,000 m³/year from enhanced spray pipes on both its press and wet end equipment.

In Hungary, the construction of a more efficient water intake plant for process water is planned, ensuring a better pre-purifying of water, and therefore lower water consumption. Additionally, there are plans to optimize spray pipes and fabric cleaners with the aim of further reducing water consumption.

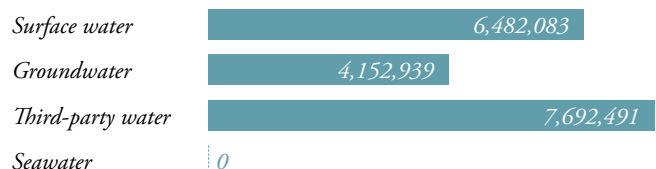
Dunapack Packaging

Due to specific technological factors, Dunapack Packaging has a relatively minimal need for water compared to Hamburger Containerboard. The plants primarily utilize water for dissolving starch in the cardboard manufacturing process and small amounts for colour blending. The production lines strictly adhere to industry-wide standards that Dunapack Packaging has followed for many years, which are also required of its suppliers. Nonetheless, investments totalling EUR 417,000 are planned for optimizing water usage in 2024.

Dunapack Packaging is also implementing measures to decrease moisture content during production. This is achieved through continuous improvement processes, such as reducing starch consumption, resulting in lower steam requirements for the drying system. Machine operators can

10 / TOTAL WATER WITHDRAWAL FROM ALL AREAS BY SOURCE – PRINZHORN GROUP 2023

in m³



directly impact the amount of starch utilized. By upgrading all corrugators with a machine control system (PLC), variables like starch consumption and consequently water consumption can be optimized.

Our performance

Our metrics

Please see figure 10 on page 47 and figure 11 below.

Our targets

Hamburger Containerboard

Hamburger Containerboard is committed to further reducing water consumption in the upcoming years.

Progress towards this goal is evident in the current trend of decreasing freshwater usage. To enhance monitoring of this goal, the KPI for water consumption is being reported for the first time this year.

Dunapack Packaging

Dunapack Packaging is committed to taking further steps to decrease the moisture content during production in order to reduce steam requirements for the drying system. We pursue this goal by implementing continuous improvement measures.

11 / WATER CONSUMPTION

in m³ and percent

	Prinzhorn Group 2022	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
Total water consumption	-	3,882,605	-	2,006	3,760,099	120,500
Total water consumption recycled and reused (%) ¹⁾	-	86.8	-	0.0	100.0	0.0
Total water consumption in high & very high areas of water risk ²⁾	-	1,149,294	-	125	1,052,540	96,629

1) Water used more than once in own facility/site. // 2) Screening per location with Aqeduct Water Risk Atlas tool.

Eco-design of products

Our impacts, risks, and opportunities

The fact that circular economy is gaining in importance among the public, legislators, businesses and financial entities is also increasing the attention paid to eco-design.

This approach to design requires considering environmental factors when developing new products to minimize their impact on the environment throughout their product lifecycle. To continually improve the lifecycles of our products systematically, we adopted an integrated business approach that encompasses recycling, paper and packaging. This system aims to prolong both lifecycles and circulation of our products, reducing ecological impact compared to linear business model products. Moreover, the high share of fibres from recycled paper used in containerboard and packaging production promotes a more circular utilization of natural resources.

Eco-designing our products allows us to maximize their useful life and, in turn, minimize their ecological footprint. However, we acknowledge that producing these products may involve the use of primary resources such as starch, which can have adverse effects on the environment and people. Nonetheless, advancements in technology present opportunities to recover fibres and reduce additives, potentially mitigating these impacts.

Our policies and measures

To minimize any harmful effects on the environment, we have adopted eco-design principles, encompassing strategies to decrease the use of natural resources, incorporate renewable and recycled fibres, ensure product recyclability and adhere to specific standards such as FSC®. Information on FSC® compliance can be found in the [chapter Raw material origins and biodiversity](#).

From product development to disposal, our divisions are dedicated to waste reduction through recycling, as anchored in the Code of Conduct governing our business practices. Emphasizing environmentally friendly and sustainable practices, the Code of Conduct underscores the importance of prioritizing product lifecycle considerations. This entails actively integrating these principles into product development stages.

Through collaboration throughout all divisions, we are ensuring actions to mitigate environmental impacts of producing, using and disposing of products with the principles of a circular economy. By implementing such measures, we can effectively minimize adverse effects on our environment.

Hamburger Recycling

Although Hamburger Recycling does not directly implement an eco-design approach for its products, it serves as a facilitator for Prinzhorn Group and international paper and other industries. By collecting, sorting and trading secondary raw materials, Hamburger Recycling significantly contributes to the recycling of raw material. Consequently, it enhances recycling processes by minimizing the use of primary materials whenever technically and commercially feasible and viable.

Hamburger Containerboard

Hamburger Containerboard has integrated sustainable practices in the production of its high-quality containerboard and plasterboard products. These products predominantly consist of recovered paper and boast a significant share of recycled materials, promoting eco-design. In addition, all products adhere to industrial standards for full recyclability, and any paper mill waste is internally recycled. Dunapack Packaging directly provides certain secondary raw materials, advancing sustainable resource utilization through internal collaboration.

Local initiatives are also implemented to increase circularity. For instance, the Spremberg site in Germany operates a sophisticated washer that recycles pigments for reuse. Moreover, both Hungarian and German sites utilize various wastes, including plastic, metal, hot melts, adhesive tapes and other impurities in their waste incinerators to generate power and thermal energy for production purposes. Additionally, some of the rejects from other plants are repurposed in the incineration plants in Hungary and Germany. Exemplarily, rejects from Trostberg plant are transported to the incineration facility in Dunaujváros.

Dunapack Packaging

Dunapack Packaging takes great pride in producing environmentally sustainable, recyclable packaging solutions for the market, all crafted from corrugated cardboard. At each manufacturing plant, a specialized team of designers and engineers operates within designated packaging engineering departments. Their primary focus is in enhancing and optimizing custom packaging by maximizing material efficiency. Over the years, these dedicated R&D teams have closely collaborated with customers to develop solutions, as detailed in the [chapter Quality and customer interaction](#).

Measures relating to eco-design of products are listed below:

- ✓ Reduction of void space in packaging
- ✓ Usage of packaging simulations to simulate optimal placement of packaging units on pallets
- ✓ Development of light double or heavy single wall solutions
- ✓ Space savings in the warehouse or better handling at the customer, which leads to less material used and cost savings

Our performance

Our targets

Hamburger Containerboard

As outlined in the “Circular business and waste” chapter, Hamburger Containerboard is committed to minimizing the utilization of virgin fibre materials, pushing technology as far as possible. In fact, the majority of their paper grades already consist entirely of recycled papers, with a current fibre utilization rate of 92.6%. Hamburger Containerboard is actively working towards enhancing this efficiency, with potential improvements achievable through refined cleaners. Additionally, another focus is to optimize coating formulations in white top test liner.

The ongoing objective is to achieve equivalent strength while reducing paper thickness and, as a consequence, the consumption of raw materials and energy through eco-design.

Dunapack Packaging

Dunapack Packaging’s goal is to continuously reduce material use whenever possible, leveraging the expertise provided by packaging engineers and Hamburger Containerboard, particularly in lightweight paper production.

To achieve this goal, a continuous improvement process is implemented, focusing on market observations and adopting best practices to increase flexibility, innovation and innovation readiness. This approach takes a holistic view, encompassing design, production coordination and machine manufacturability. The strategy is decentralized, relying on the capabilities of individual plant machines to ensure feasibility. Development efforts are rooted in the local research and development (R&D) areas, fostering knowledge sharing across all plants through a highly connected community network. While specific targets are not currently set, the intention is to closely monitor the initiatives, especially regarding the replacement of plastic or polystyrene packaging with paper-based alternatives, and to assess resulting reduction in plastic usage.



Bernhard & Michael Lang

Two generations, one goal.
Father and son work together in our company, combining experience and innovation. Sustainability is a tradition for us, that is passed on from generation to generation.

SOCIAL

Occupational health and safety



Our impacts, risks and opportunities

The Prinzhorn Group is a leading manufacturing company with several plants and facilities across Europe and around 10,000 employees (including all Prinzhorn entities). The safety and welfare of our employees, both in terms of accidents at work and stress, is our top priority. As in all manufacturing companies, conditions and situations such as shift work, operating dangerous machinery and handling chemicals must be carefully observed. We also recognize the impact of psychological factors such as stress and exhaustion on employee well-being. We are committed to ensuring a safe and supportive work environment for all.

Top risks identified

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

Top opportunities identified

- ✓ Developing a leadership position in occupational health and safety
- ✓ Developing and implementing industry standards within our Group, sharing expertise across sectors
- ✓ Embodying 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

All countries in which we operate prioritize occupational health and safety (OHS) in their local regulations. In order to comprehensively ensure compliance with all the specific local rules and regulations, the guidelines and measures on this topic are not summarized in an overarching OHS policy at Group level, but are managed at local level in all our plants. This includes, for example, health and safety training,

the acquisition of relevant certifications (e.g. ISO), the development and implementation of necessary procedures and the employment of qualified experts.

Ensuring the health and well-being of our employees remains one of our top priorities and a key concern. To achieve this, each division has appointed local site managers and safety officers who are dedicated to occupational health and safety. These specialists have specific knowledge of their sites and are very familiar with country-specific regulations. Our Dunapack Packaging and Hamburger Containerboard divisions have safety officers at each site. In addition, we have introduced management systems for occupational health and safety in some countries, such as OHSAS 18001 or ISO 45001 certification.

In accordance with legal requirements, we also use monitoring systems at local level to ensure that all local occupational health and safety regulations and standards are consistently adhered to and verified. In addition, workplaces are subject to regular evaluations and risk assessments to identify potential work-related hazards.

To further improve our practices, the Prinzhorn Group has initiated a coordinated monitoring and target-setting process for OHS key performance indicators (KPIs) in 2023. Additionally, we have launched various projects, including to improve working conditions for production employees. Based on employee surveys, fluctuation trends and exit interviews, we have started to define a package of measures that can be implemented locally at each site to optimize working conditions.

The Prinzhorn Group endeavors to continuously reduce the number of accidents. We therefore attach great importance to promoting the safety awareness of our employees through regular training, campaigns and information initiatives. In addition, we have introduced various programmes, guidelines and initiatives at divisional level.

For a comprehensive overview of our certifications, please refer to the [Appendix](#).

Hamburger Recycling

Hamburger Recycling developed a division-wide occupational health and safety directive in 2023, which is to be implemented in 2024 and serves as a minimum standard for employees and visitors in all legal entities. If local laws and regulations are stricter than the HS minimum standards, the stricter regulations must be applied.

Türkiye, Romania, Hungary, Croatia and Bulgaria hold ISO 14001 and ISO 9001 certifications. In addition, the company has implemented various policies and measures at local level. In Türkiye, specific procedures, guidelines and forms have been developed to meet health and safety requirements. Health and safety guidelines are also in place and a health and safety committee holds monthly meetings and discussions. The Environmental and Occupational Health and Safety Department conducts risk analyses in cooperation with the plants, while risk assessment teams identify hazards and implement risk mitigation measures. Each plant has either a certified employee responsible for occupational health and safety or consultants who fulfil the legal standards. Occupational health and safety software is also used, which is monitored by the Ministry of Labour and Social Security. The company is ISO 45001-certified and TÜV Austria carries out annual audits. In addition, a specialist in occupational health and safety and fire protection carries out monthly inspections.

Hamburger Containerboard

Hamburger Containerboard does not have a specific division-wide health and safety policy, but has introduced regional guidelines and employs local safety officers. In addition, the division signed the FSC® Core Labour Standards Policy Statement in 2022, which also encompasses occupational health and safety standards and regulations.

The policies in place are designed to meet the requirements of our quality, environmental and OHS management systems. They aim to improve the performance of the integrated management system by ensuring continuous improvements. The company aims to create a safe working environment in order to prevent injuries and safeguard the health of employees in the course of work-related activities.

Continued efforts are being made to raise employee awareness regarding quality, environment and occupational safety and health and at the same time to ensure their active participation. In Türkiye, for example, the department has ISO 14001 and ISO 45001 certifications related to HSE.

Further measures at local level include the employers' liability insurance associations and comprehensive risk assessments, which also include an assessment of the psychological effects. In Germany, employees at all locations are offered a mobile fitness app as well as an app to promote mental health and the healthy nutrition coach "Lifesum". We also organize health days for all employees in Austria and Germany.

Dunapack Packaging

Dunapack Packaging does not have a division-wide occupational health and safety (OHS) policy, but each plant has established local OHS operations, ensuring compliance with local laws and regulations. Designated employees responsible for OHS and safety officers undergo regular training to stay updated on legal requirements. These safety officers are also responsible for managing ISO certificates and ensuring respective compliance.

Dunapack Packaging conducts an Employee Engagement Survey bi-annually and invites all employees to share feedback on desired workplace improvements. As a consequence, the Group-wide project "Improving Working Conditions on Shopfloor" was launched and resulted in a comprehensive list of recommendations and better practices.

Our performance

Our metrics

Please see the figures 12 and 13 on page 55.

Our targets

As part of the ESG "Social" roadmap, Health & Safety Key Performance Indicators (KPIs) are to be introduced in all business units in 2024 to further promote and safeguard the health and safety of our employees. These KPIs include key figures such as the number/rate of recordable work-related accidents (for our own employees), the number of days lost due to work-related injuries and fatalities in workplace accidents, work-related ill health and fatalities from ill health related to employees, the number of workdays lost due to sick leave, and sick leave per person and year. The introduction of the KPIs will be accompanied by a Group-wide monitoring.

This initiative aims to reduce the number of accidents at work and improve working conditions to ensure that every employee returns home physically and mentally healthy after work.

The insights we gain from monitoring these KPIs after their introduction will result in target setting in the future.

12 / OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

in percent

	Prinzhorn Group 2022	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
Workers covered by an occupational health and safety management system ¹⁾						
Employees covered	-	97.2	100.0	91.4	99.9	97.3
Non-employees covered ²⁾	-	79.3	-	79.9	94.3	73.9

1) Calculation has been changed. Thus, numbers are not available for last year. // 2) Individual contractors supplying labour and people provided by companies primarily engaged in "employment activities".

13 / WORK-RELATED ACCIDENTS AND ILL HEALTH

in incidents per million hours worked (i/mhw) and number of days

	Prinzhorn Group 2022	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
Rate of recordable work-related accidents that caused at least 1 day of sick leave (lost time) ¹⁾						
Employees (i/mhw)	13.3	13.2	0.0	13.1	15.7	12.6
Non-employee workers (i/mhw)	-	2.4	-	0.0	0.0	4.2
Total (i/mhw)	-	12.9	0.0	12.3	15.4	12.4

Number of days lost ²⁾

Employees (days)	-	3,784	-	226	1,375	2,183
Non-employee workers (days)	-	126	-	-	-	126
Total (days)	-	3,910	-	226	1,375	2,309

1) This figure has been reported in the 2022 Prinzhorn Sustainability Report as "Total Recordable Injury Rate (TRIR)". More detailed figures related to work accidents, that also reflect CSRD requirements, can be found in the Appendix. // 2) Days lost due to work-related accidents and fatalities from work-related accidents, work-related ill health and fatalities from ill health.

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 create and the wages and benefits we provide directly influence and shape their living standards and social security. Moreover, as an employer that is active in rural and remote areas, we provide important employment opportunities that contribute significantly to local economies and livelihoods. Our dedication to nurturing employee well-being is unwavering and is not least reflected in our efforts to offer a working environment in which each individual can develop 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

As a part of our purpose, People is one of our core values for good reason: we care about our employees and constantly strive to improve and enhance our performance. We support our employees in their development and promote our internal talent pool across divisions and countries. As we also set out in our Code of Conduct (CoC), we strengthen our teams and base our leadership culture on the trust we place in our employees and their abilities, to create a trusting working environment. We are convinced that this approach leads to commitment and satisfaction – and to employees who are proud to work at Prinzhorn. This is not only the basis for long-term employee loyalty. In a tight labour market, which fights for the best talent, satisfied employees act as spokespeople and ambassadors for a positive working environment and good working conditions. In addition, we aim to maintain our position as a fair-paying employer as stated in our Code of Conduct, and also distinguish ourselves internally through equal pay for equal work (“equal pay”). We always stand by our employees and aim to keep this long-term promise also in the future.

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 HR strategy 2023 clearly demonstrates our commitment to fostering a fair, diverse, caring and collaborative culture. We strive to create an environment where our employees feel proud, engaged and empowered to contribute to the performance and success of the company. We aim to attract the best talent, create the foundation for our employees to actively work together and support them to achieve their full potential.

The HR Strategy 2023 is aligned with the Prinzhorn Group's purpose and also takes future legal requirements into account. Additionally, it includes several projects to improve the well-being of employees. A central focus in 2023 was on improving working conditions for production employees. On the basis of employee surveys, employee turnover trends and exit interviews, in which the reasons for voluntary resignation were collected, a package of measures was defined which is currently implemented at local level and is expected to have a lasting positive impact on working conditions.

First, we conducted employee surveys at all locations to gather insights into working conditions and concerns. The insights gained from the feedback were compiled in a comprehensive document. We then incorporated best practice examples from the Prinzhorn Group in a collaborative approach to share experiences and promote mutual learning between the various sites. Finally, effective strategies for improving working conditions and ensuring employee well-being were identified.

In addition, we have planned the implementation of key performance indicators (KPIs) as part of our ESG "Social" initiatives for 2024: Employee Survey Results, Employee Turnover and Internal Pay Equity Indicator (per job grade & level). These KPIs are intended to help us set specific targets and plan actionable steps to further enhance our social responsibility efforts.

Prinzhorn Holding (Austria) is a member of the KiBiS initiative (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. Besides from the initiatives implemented at the Group and holding level, further divisional-level initiatives are in place.

Hamburger Recycling

In order to gain a deeper insight and a better understanding of working conditions, Hamburger Recycling is planning to conduct a division-wide employee survey. The survey is to be developed in 2024.

Hamburger Containerboard

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

In 2023, employee surveys were conducted at all locations to gain a better understanding of working conditions and concerns of blue-collar workers and to identify opportunities for improvement. As a result, employees wish that certain maintenance measures will be taken. Additionally, there is also a desire for in-depth training and further education programmes tailored to the respective operations. 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)

Dunapack Packaging

To further improve working conditions, Dunapack Packaging conducts a division-wide Employee Engagement Survey (EES) every two years. The next survey will take place in 2024.

The EES conducted in 2022 showed an impressive response rate of 80% and an overall satisfaction rate of 78%. After presenting the results to management and teams, workshops were held at local level to discuss the results and derived findings and identify areas for improvement, which are currently being implemented.

Further initiatives at local level include:

- ✓ Analysis and improvement of existing working conditions
- ✓ Establishment of works councils for blue- and white-collar workers in countries, where applicable
- ✓ Job grading and banding pre-work using market benchmarks
- ✓ Improvement of leadership skills on the shop floor
- ✓ Development plans for blue collar employees

Our performance

Our metrics

Please see the figures 14 below and 15 on page 59.

Our targets

In 2023, a Group-wide initiative was launched to improve the working conditions of employees at plant level. Measures and programmes were developed on the basis of a comprehensive employee survey and will be rolled out in 2024.

In addition, monitoring of the new Key Performance Indicators (KPIs) resulting from our ESG “Social” initiatives will be introduced. Based on the insights we will gain from these KPIs, we will be able to set specific targets and plan actionable steps to further improve our social responsibility efforts.

14 / 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 newborns, International Women's Day present, gift vouchers

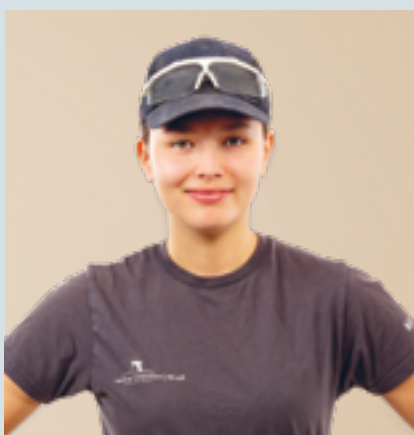
¹⁾ All employees and non-employee workers in the workforce are covered by social security protection.

15 / WAGES, WORK-LIFE BALANCE AND EMPLOYEE WELL-BEING*in percent and headcount (HC)*

	Prinzhorn Group 2022	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
Employee turnover						
<i>in percent</i>						
Total turnover rate	19.8	19.9	14.1	28.9	9.2	22.4
by gender						
female	20.5	15.8	13.5	19.7	11.9	15.9
male	19.7	20.9	14.6	32.6	8.7	23.9
by age						
under 30 years	38.2	38.2	11.1	81.9	11.9	43.9
30–50 years	16.8	16.7	15.8	22.0	7.4	18.8
over 50 years	15.3	15.6	10.5	24.4	11.1	15.6
Family-related leave ¹⁾						
<i>in headcount</i>						
Total number of employees who took family-related leave	58	356	3	87	62	204
female	40	120	3	45	22	50
male	18	236	0	42	40	154

1) Definition of family-related leave has been extended to maternity leave, paternity leave, parental leave and carers' leave that is available under national law or collective agreements. Thus, numbers are not comparable with last year's figures.





Employee development and training

Our impacts, risks and opportunities

Ensuring high-quality development and training is integral to employee engagement within the Prinzhorn Group. Creating an environment that enables employees at all levels to enhance their skills and gradually assume more demanding roles not only benefits our employees but also strengthens our company. Knowledgeable, competent and motivated employees are essential for a successful company to gain a competitive advantage in the market. Our comprehensive range of academies, in-house training initiatives and talent programmes fosters a work environment that empowers individuals to achieve their personal development goals.

Top risks identified

- ✓ Fluctuation of talent (employees leaving)
- ✓ Risks associated with succession planning and key personnel
- ✓ Obsolescence of skills
- ✓ Slow adoption of key megatrends (cyber security, data literacy, ESG literacy, AI, 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

Long-term employee retention has numerous advantages. As part of our HR strategy launched in 2023, we are therefore intensifying our focus on retaining our employees at Prinzhorn, not least in the context of a competitive labour market. We are committed to supporting our employees in their professional and personal development. We therefore strongly encourage employees to develop their work-related and personal skills through a range of training courses and further education programmes. In addition, we support talent and promote them across different divisions within the organization.

To promote employee satisfaction, we also endeavour to create a positive working environment. For details, please refer to the [chapter Wages, work-life balance and employee well-being](#).

HR Strategy 2023

The HR strategy for 2023, which is aligned with our purpose and the ESG sustainability focus on “Social”, encompassed various projects aimed at enhancing employee development. These projects include:

Appreciative leadership is important for all employees, regardless of whether they are white-collar or blue-collar workers. With the introduction of the First Line Manager Academy, we are comprehensively strengthening management skills in the plants with a training programme for first-line managers, such as shift supervisors and machine operators. The programme focuses on respectful and constructive communication in order to enhance employee engagement. The training concept aims to improve personal leadership abilities and provides managers with tools to conduct respectful feedback conversations and focus on psychological safety on the shop floor, in order to achieve optimal team performance.

A special development process for production employees was designed in close connection with the First Line Manager Academy. Based on practical approaches, a Group-wide concept for efficient development of production employees was created, which is easy to apply at an operational level. The programme includes a skills assessment based on a skills matrix as part of the onboarding process as well as annual individual employee talks in which development perspectives and measures are also discussed. This newly established process will be gradually rolled out to the Dunapack Packaging Division in 2024.

An innovative addition to our training concept is the introduction of the “LearnPlus@Prinzhorn” e-learning programme. This enables us to offer all employees high-quality e-learning courses on a wide range of topics to foster the sustainable development of all employees.

Leadership and Management Academy

The Group-wide Leadership and Management Academies focus on enhancing the leadership skills of our executives. These academies are aimed at two different target groups, whereby the content is harmonized. The Leadership Academy aims to foster collaboration among senior management from different divisions and countries. It provides a platform to explore topics that embody the Group’s core values and cultivates a shared understanding of our leadership culture.

The Management Academy aims to bring together middle management from all divisions and facilitate discussions on topics that reflect the core values of the Group. Participants take part in a comprehensive programme that encourages reflection on the role of leadership, the challenges involved, the importance of results and feedback, the nuances of leading diverse personality types and how to deal effectively with change.

Expert Academy

The Expert Academy, which differs from the other academies, offers a comprehensive training catalogue for all managers and FIT Talents throughout the Group. The focus is on developing soft skills such as time and conflict management, communication, motivation and presentation techniques as well as mastering the Group’s standards in project management, agile and lean. The training materials are regularly updated and expanded to include strategic topics. The courses are mainly run in local languages.

FIT (Talent Management) Process

FIT stands for Finding Inspiring Talents and was introduced in 2018. The main objective is to identify and nurture talent who eagerly contribute to the achievement of our strategic goals and to ensure that the Prinzhorn Group can rely on enthusiastic employees who are passionate about evolving and thriving within the organization. Through this process, we aim to more effectively meet business needs, maintain our attractiveness as an employer and offer exceptional development prospects to our high potentials and high performers. In addition to the Group-wide initiatives and training offers, our divisions have taken specific measures to create complementing development opportunities.

16 / AVERAGE HOURS OF TRAINING THAT EMPLOYEES HAVE UNDERTAKEN BY GENDER – PRINZHORN GROUP 2023

in hours/headcount (HC)



Female	14.4
Male	8.4
Total	9.5

Examples at Hamburger Containerboard

- ✓ Assisting management through personnel coaching
- ✓ Provision of a training cycle and monitoring training progress for each trainee
- ✓ Support for dual study programmes
- ✓ Maintaining contacts and exchanges with relevant universities

Examples at Dunapack Packaging

- ✓ Providing a training plan and an onboarding programme to new employees
- ✓ Providing function-specific training to ensure the required know-how, competences and skills at plant level
- ✓ Implementation of a 360-degree feedback process for middle management
- ✓ Extensive offer of LEAN training sessions and workshops to ensure that LEAN working principles and techniques are well conceived and applied

Examples at Hamburger Recycling

- ✔ Various waste management training courses and certifications for local managers
- ✔ Implementation of a 360-degree feedback process for Leadership Academy participants
- ✔ Provision of English courses for interested employees

Looking ahead to 2024, we are placing a particular emphasis on the ESG aspect of “Social” and concentrating on Key Performance Indicators (KPIs) combined with clear targets and actions in the area of employee development. Our key performance indicators will include:

- ✔ Average hours of training per employee: this metric measures the average number of training hours completed by each employee over a specific period. It reflects our commitment to investing in the continuous learning and development of our workforce.
- ✔ Percentage of employees participating in regular performance and career development reviews: this KPI will track the percentage of employees who engage in regular performance and career development talks with their managers. It demonstrates our commitment to providing all employees with opportunities for continuous feedback, goal setting and professional development.

By implementing and monitoring these KPIs, we aim to strengthen our employee development initiatives and promote a culture of continuous learning and growth within our organization that is aligned with our strategic social responsibility and sustainability goals.

Our performance

Our metrics

Please see figure 16 on page 63 and the figures 17 and 18 on page 65.

Our targets

We continue to support our employees in their professional and personal development and promote our internal talent pool across divisions. In view of the tight labour market, we aim to step up our efforts to retain dedicated employees. Our aim is to implement measures that lead to dedicated and satisfied employees who are proud to work for the Prinzhorn Group. We believe that satisfied employees are the ambassadors of the positive working environment of the Prinzhorn Group.

In addition, Hamburger Containerboard aims to increase data competence on each employment level and support the offered e-learning as well as jointly develop use cases in peer groups.

17 / EMPLOYEE DEVELOPMENT AND TRAINING PER ACADEMY*in headcount*

	Prinzhorn Group 2022	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
Group Leadership Academy	157	153	24	21	31	77
Group Management Academy	354	355	2	25	148	180
Group Management Academy International	72	81	6	22	22	31
Group Expert Academy	163	547	55	69	88	335
FIT nomination	176	160	6	9	40	105

18 / PERFORMANCE AND CAREER DEVELOPMENT REVIEWS*in percent*

	Prinzhorn Group 2022	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
Total employees who participated in regular performance and career development reviews	-	34.8	0.0	23.8	55.9	28.8
by gender						
Female	-	53.1	0.0	30.3	65.5	58.0
Male	-	30.6	0.0	21.1	54.3	22.4

Diversity and equal opportunities



Our impacts, risks and opportunities

As a manufacturing company, the Prinzhorn Group is dedicated to fostering an inclusive working environment that embraces individuals from diverse cultural, ethnic and religious backgrounds with their own values. Our commitment to anti-discrimination, diversity, equal opportunities and abuse prevention is unwavering. We highly value the individuality of each member of our team and are dedicated to upholding and celebrating this diversity, ensuring equal opportunities in all areas of our organization.

We firmly believe that by creating inclusive workplaces that offer equal opportunities to all employees, regardless of their position or location, we can fully harness the rich potential of a diverse workforce. In this effort, we offer every employee a wide array of career advancement opportunities, setting a positive and exemplary standard in the labour market.

Our policies and measures

The Prinzhorn Group is committed to offering equal rights and opportunities to all our employees. Our Group-wide Code of Conduct (CoC) serves as the basic document for ensuring equal opportunities. It addresses the essential needs of all employees and applies to each and every one of them, guaranteeing fair and equitable treatment for all. The Code of Conduct and its principles apply to each division and each and every employee of the Group.

As we make clear in our Code of Conduct, we expect every employee to uphold the personal dignity, privacy and individual rights of each individual. 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 apply to both international cooperation and our conduct towards external partners. A comprehensive overview of our Code of Conduct, which has been revised and expanded to include our commitment to ESG and social responsibility in 2023, can be found in the [chapter Governance, tax and anti-corruption](#).

The requirements and commitments of our Code of Conduct with regard to diversity and equal opportunities are reflected in our remuneration policy, our employment contracts, fair pay and our pension plans. A comprehensive overview of our employment benefits can be found in chapter [Wages, work-life balance and employee well-being](#). Our commitment to ensuring equal treatment of employees throughout the Group is also reflected in our education programmes and training initiatives. Further details regarding our training courses can be found in [chapter Employee development and training](#).

In order to promote Group-wide compliance with our Code of Conduct, the Prinzhorn Group has set up a whistleblower hotline. This is an online platform that enables both employees and external persons to report irregular behaviour and other misconduct by submitting messages via a web link. Incidents can be reported either anonymously or by providing contact information and will be investigated immediately. By addressing reported issues appropriately, we support diversity and equal opportunities.

Hamburger Containerboard

Hamburger Containerboard has implemented special initiatives at local level to promote diversity and equal opportunities. These initiatives include the appointment of “Severely Disabled Representatives” and “Youth

Representatives” at the plant in Spremberg, Germany. In Austria, the division offers specific support in the form of separate learning and development programmes.

Our performance

Our metrics

Please see figure 19 on page 67 and 68.

Our targets

The general objectives for diversity and equal opportunities are embedded in our Company purpose and corporate culture, as well as in our Code of Conduct. To further strengthen our commitment to fairness and equality within the organization, a new key performance indicator (KPI), namely the internal equal pay indicator, will also be introduced in 2024. In addition, programmes such as certification for family-friendly companies are currently being evaluated in order to strengthen diversity and promote work-life balance.

Although no specific targets are currently set at Group or business unit level, our future goal is to launch initiatives to promote diversity and equal opportunities aimed at actively increasing the proportion of women in senior management.

19 / DIVERSITY AND EQUAL OPPORTUNITY

in headcount (HC) and percent

	Prinzhorn Group 2022	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
Total number of employees	7,141	7,216	85	908	1,754	4,469
by gender						
Female	1,330	1,346	37	264	252	793
Male	5,811	5,870	48	644	1,502	3,676

	Prinzhorn Group 2022	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
Number of employees by employment type						
Total number of full-time employees	6,982	7,041	67	890	1,678	4,406
by gender						
Female	1,218	1,225	23	252	201	749
Male	5,764	5,816	44	638	1,477	3,657
Total number of part-time employees	159	175	18	18	76	63
by gender						
Female	112	122	14	12	51	45
Male	47	53	4	6	25	18
Diversity of governance bodies						
Total number of top management ¹⁾	63	59	7	17	19	16
by gender						
Female	4	4	0	1	2	1
Male	59	55	7	16	17	15
Non-employees ²⁾						
Average number of non-employees	-	187	0	70	31	86
Persons with disabilities ³⁾						
Total number of persons with disabilities	-	136	0	19	41	76
Gender Pay Gap ⁴⁾						
Difference of average pay levels (%)	-	-11.4	-	-	-	-

1) The following job levels are included: Management Board, Extended Management Board, Managing Director, Cluster Managing Director, Regional Director // 2) Non-employee workers in own workforce, i.e. either individuals with contracts with the undertaking to supply labour ("self-employed workers") or workers provided by undertakings primarily engaged in "employment activities" (NACE Code N78). Figure is reported for the first time, which means that there is no data available for the previous year. // 3) The disability, its documentation and data collection restrictions are defined according to the local country legal requirements. Figure is reported for the first time, which means that there is no data available for the previous year. // 4) The composition of the Prinzhorn workforce, with a predominance of male blue-collar workers, results in an average male salary that is lower than the female average, as female workers typically hold white-collar administrative positions. This observation requires nuanced understanding, as analyses at different job levels and across countries yield diverse perspectives on gender pay disparities. With no grading system within the Prinzhorn Group, we will actively develop an Internal Equity Pay Indicator in 2024, in line with our commitment to the ESG "Social Roadmap". This initiative is dedicated to establishing a fair and equitable compensation framework, ensuring pay parity for comparable roles throughout our organization. Figure is reported for the first time, which means that there is no data available for the previous year.

Social commitment, partnerships and transparency



Our impacts, risks and opportunities

In addition to maintaining a strong financial and operational performance, the Prinzhorn Group attaches high importance to the environment, people and community as part of its corporate culture. This is not least clearly expressed in our Code of Conduct (CoC). As a major employer in the region, we endeavour to contribute as much as possible to the local communities and people near our plants.

Our positive social impact is reflected in our support for local education, income generation, collaboration and participation. We place particular emphasis on providing quality education to the next generation. By actively engaging with communities, we can create a positive impact that benefits both society and our Company and promotes a good local reputation. The Prinzhorn Group profits especially in the long term to be recognized by the public and key stakeholders as a collaborative local employer and trusted partner.

Our policies and measures

As a company that thinks and acts for the long term, the Prinzhorn Group is dedicated to social responsibility and engagement, partnerships and maintaining transparency. We are committed to making a tangible difference in the world around us.

Recognizing our shared responsibility for social well-being, we actively support socio-political initiatives and strive to help disadvantaged individuals within and beyond our communities. Moreover, we encourage our employees to engage meaningfully in community endeavors, enabling them to make a positive contribution to social progress. In addition, we demonstrate responsibility by making donations to education, scientific research, art, culture, sport and social causes. In line with our core values, we have defined guidelines for donations in our new Code of Conduct, which we conscientiously apply to donation requests that we receive from a wide range of organizations, institutions and associations.

The Prinzhorn Group's corporate social responsibility (CSR) initiatives address in particular:

- ✔ Education: we support projects in schools and universities to ensure quality education for our future employees. Examples of this include sponsoring professorships at technical universities/schools, supporting educational programmes for prospective employees, donating corrugated material to technical schools and collaborating on science and innovation projects.
- ✔ Environment: we promote environmental projects in the vicinity of our plants. Examples include waste collection initiatives in cooperation with local communities and hosting "green days" on our premises, where we showcase our environmental efforts.
- ✔ Workforce: we sponsor activities related to our employees' well-being. Examples of these initiatives can be found in [chapter Wages, work-life balance, and employee well-being](#).
- ✔ Community: we sponsor community projects such as charity events or organizations such as the Red Cross and local fire brigades and participate in blood donation initiatives.

In the long run, generating value through CSR projects creates benefits for all stakeholders, including our local businesses, and fosters a "win-win" situation for all involved. Initiatives and actions are usually managed at local and divisional levels.

Hamburger Recycling

Hamburger Recycling has long been actively involved in a wide range of CSR activities and donations at regional level. The efforts in 2023 were particularly impressive. Through various donations, we wanted to promote sportsmanship, education and environmental awareness, especially among the younger generations. A large number of valuable initiatives were launched throughout the division and numerous projects were supported:

- ✔ In Türkiye, colleagues engaged in a project in cooperation with the Women's Initiative Association in which work uniforms were collected and made into cloth bags and then distributed to the staff again. In addition, the Company's running team ran for The Hope Foundation

for Children with Cancer and collected a significant amount of donations.

- ✔ In the Czech Republic, Hamburger Recycling continued to organize school competitions in Hustopece to collect paper for recycling and extended the project to Brno.
- ✔ Hamburger Recycling Adria contributed to the areas affected by the flood disaster in Slovenia in the summer of 2023.
- ✔ Hamburger Recycling Bulgaria was a partner of the campaign "Let's clean Bulgaria together", which led to the collection of more than 400 kg of waste transported from Vitosha Mountain to a licensed landfill. In cooperation with the Bulgarian Antarctic Institute, the Company provided a baling machine on Livingston Island, which was used to collect and bale more than 9 tonnes of metal waste, and transport it to Bulgaria for recycling.
- ✔ In Serbia, we renovated several primary school classrooms in Belgrade and organized interactive lessons on ecological topics for the pupils.
- ✔ In a similar project in Slovakia, Hamburger Recycling participated in the renovation of the local hospital and nursery.
- ✔ Hamburger Recycling Hungary regularly organizes waste collection campaigns on Earth Day and conducts paper awareness campaigns for schools.
- ✔ In Croatia, we continued to promote an active and healthy lifestyle among children and students by making donations to sport clubs and sponsoring sports equipment for the high school and the children's football club. A donation to the City Ecology Association was used to produce educational material on waste separation.

Each of these initiatives reflects our belief in nurturing the potential of the younger generation and our commitment to the well-being of the community. We take pride in contributing and look forward to seeing the positive impacts unfold.

Hamburger Containerboard

Hamburger Containerboard division was awarded the prestigious EcoVadis Bronze Medal for its outstanding sustainability and CSR performance in 2022. Hamburg Containerboard is again part of the EcoVadis evaluation process in 2023. In addition, Hamburger Containerboard

consistently carries out CSR activities at a local level and has been actively involved in social engagement initiatives for many years.

Hamburger Containerboard (HCB) in Dunaújváros has been actively supporting the region for years. In 2023, the Company dedicated itself in particular to supporting health care and to promoting education. In 2023, the Company focused in particular on supporting the healthcare system and promoting education. As part of the “For the Future Generation” programme, it supported schools and nurseries in the region by funding sports equipment for schools and play equipment for the youngest children. In addition, events at the university and schools were supported with materials such as give-aways, paper and bags. HCB Dunaújváros also financed complex urological equipment and several air conditioning units at the local hospital and provided the ambulance service with a monitoring device. The spring conference and exhibition at the Hungarian Paper Museum in 2023, which focused on the future of packaging, also received significant support from HCB Dunaújváros.

Other important regional initiatives should also not go unmentioned, examples:

- ✓ 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)

Dunapack Packaging

Dunapack Packaging has established long-lasting partnerships and cooperation with local communities and organizations. For example, the initiatives launched during

the coronavirus pandemic for schools in Bulgaria, Türkiye, Romania, Austria, Greece, Poland and Croatia are still being maintained. In addition, numerous local projects were supported throughout the division in 2023, either through financial or material donations from the Company, through the transfer of specific knowledge and experience, such as in Poland, or through the actions and helping hands of our dedicated employees, such as in Croatia.

To get a better impression of the various initiatives that have been implemented, the following are mentioned explicitly:

- ✓ Dunapack Packaging Poland committed to sharing its business knowledge and experience with the students of the Technical School of Mechanical Engineering;
- ✓ Dunapack Packaging Vienna, Strawa and Spremberg channelled their Christmas donations to “Die Tafeln”, which provide disadvantaged people with affordable food;
- ✓ Dunapack Packaging Bulgaria donated funds earmarked for corporate Christmas gifts to the SOS Children’s Villages;
- ✓ Dunapack Packaging Romania supported the Caritas Association with white cardboard sheets for their community centre;
- ✓ In Hungary, we supported the Kucko Volunteer Program with corrugated cardboard boxes, raising EUR 33,000 from which they made Advent packages for children in state care;
- ✓ On International Earth Day, volunteers from Dunapack Packaging Croatia joined the “From Source to Sea” campaign, aiming to clean waterways and collect waste throughout Croatia.

Our performance

Our targets

No specific goals have yet been set at Group level. One objective for the future is to place more emphasis on school and educational activities as well as general support for the younger generation. Future goals should be orientated towards this focus. At divisional level, the aim is to maintain the quality and quantity of activities and strengthen existing partnerships. In future, we want to establish a transparent and clear process for selecting CSR activities in which to invest.

Working conditions and human rights in the supply chain

Our impacts, risks and opportunities

As a leading manufacturing company, we have several suppliers and contractors at each of our sites in all the countries in which we operate. Our suppliers and service providers play an essential role in improving the quality of life for many people. It is imperative that they also adhere to human rights and social standards in order to avoid possible negative impacts.

In the EU and Western countries, the likelihood of human rights violations and/or abusive labour conditions at our suppliers is relatively low as there are strict standards and controls in place. However, there is still the possibility of such issues occurring. In countries outside the EU, the risk is slightly higher, partly due to our limited monitoring capabilities. For this reason, it can be challenging for us to ensure full compliance with all measures and standards by our suppliers throughout the entire supply chain. Moving forward, we are committed to actively addressing this issue by advocating for mandatory transparency of all suppliers in terms of their compliance with human rights and social standards.

Our policies and measures

Our Group-wide Code of Conduct (CoC) sets out our core principles, objectives, general guidelines for conduct and protocols for engaging with business partners and third parties and is addressed to all employees throughout the entire Group. Evaluated and revised in 2023 and reissued in 2024, the Code of Conduct encompasses a strong commitment to human rights standards and occupational safety as well as to acting in accordance with the applicable laws. This assurance was also reflected in our commitment to the United Nations Global Compact (UNGC) in 2023. In addition, the Code of Conduct explicitly states that Prinzhorn Group also demands such behaviour from its business partners and suppliers.

This reflects our commitment to continuously upholding ethical principles and ensuring responsible practices throughout our supply chain. We acknowledge the importance of promoting fair and safe working conditions not only within our own operations, but also among our external partners and suppliers. We therefore strive for transparency and accountability in all our business relationships and promote a culture of integrity and respect across the entire value chain.

Our performance

Our targets

In line with our purpose “We live circularity” and our corporate values People, Performance and Responsibility, the Prinzhorn Group is committed to conducting business in a responsible, legally-compliant and sustainable manner. We clearly commit ourselves to environmental protection, occupational safety and human rights. In addition, we expressly state in our Code of Conduct that we take the principles of the International Bill of Human Rights and the principles of the International Labour Organization (ILO) into account when making decisions and taking measures.

We also demand this behaviour from our business partners and suppliers. In addition, we require our business partners to prevent discrimination and to comply with the applicable regulations on the protection of human rights and the prohibition of child labour.

Our expectation of our business partners to assume responsibility in connection with environmental protection and occupational safety, to adhere to human rights and to comply with the relevant laws will also be expressed in a Supplier Code of Conduct in future. We plan to initiate the development of a Supplier Code of Conduct in 2024.



Sandra Frühwald

Passionate sustainability expert.

Sandra is an experienced sustainability expert. With her strong commitment, she is an advocate for environmentally friendly and sustainable practices in our Company.

GOVERNANCE



Governance, tax and anti-corruption

Our impacts, risks and opportunities

From a global perspective, we operate in an environment that is characterized by a variety of different economic, geopolitical and ecological risks. These require a sustainable business model, a forward-looking management approach as well as a pronounced risk, sustainability and governance culture in order to remain profitable in the long term. We also see our geographical location as being associated with a special responsibility. 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 are committed to ensuring our impact on society and relevant markets is a positive one. Consequently, we place significant emphasis on good corporate governance, legally-compliant taxation and anti-corruption measures. Building on our self-evident compliance with applicable laws, we set self-imposed standards and corporate values that define morally-responsible conduct.

Top risk identified:

- ✓ Reputational damage and the risk of business interruption 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 at our locations and continuously ensure compliance with competition and antitrust laws. This is also essential for building lasting business relationships based on integrity and trust. We have also implemented a Group-wide Code of Conduct, a Group tax guideline and a whistleblower system.

Prinzhorn Holding, Hamburger Containerboard and Dunapack Packaging use a governance lifecycle approach to ensure effective and up-to-date governance practices and have established clear accountability for the processes. A key element of the lifecycle is a central governance library where all corresponding documents are stored and can be easily accessed by all employees. Transparent documentation of policy ownership and regular review procedures ensure the continued currency and effectiveness of each policy and guideline within the organization's governance framework. By implementing ISO certifications in their plants and adhering to the governance lifecycle model for division processes, the divisions enhance operational efficiency, inspire confidence in stakeholders and promote long-term sustainability.

Hamburger Recycling has chosen to rely predominantly on the guidelines drafted and managed by Prinzhorn Holding and stored in the governance library. To ensure a better overview and easier retrievability of its divisional policies, directives and guidelines, the division is in the process of also including its divisional documents in the governance library.

As of 31 December 2023, 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 rules of procedure of Prinzhorn Holding's Supervisory Board. The Chair of the governance body does not hold a senior executive position within the organization. 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), Cord Prinzhorn (Vice Chairman), Gerald Prinzhorn (Member), Christian Planegger (Member), Sabine Kelmayer-Tippow (Member), Wilfried Ensinger (Works Council) and Josef Glatzl (Works Council)
- ✔ Shareholder representatives: Cord Prinzhorn, Christian Planegger, Gottwald Kranebitter
- ✔ Owners and beneficiaries are represented by Cord 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 Management comprises the following members: Christian Planegger, Philipp Harmer and Paul Rizzi.

The Supervisory Board has formed an Audit Committee, which oversees matters pertaining to consolidated financial statements and audits. The Committee also approves the Internal Audit Department's audit plan, which covers topics related to process-related subjects and effectiveness. It convenes twice a year and comprises the following members: Gottwald Kranebitter (Chair), Cord Prinzhorn and Josef Glatzl. The Audit Committee has the relevant expertise and experience in the financial field.

In 2024, Prinzhorn Group plans to establish a Personnel Committee which will account for nomination and remuneration of management functions.

The Management Board of Prinzhorn Holding GmbH consists of four members: Harald Ganster, Chairman of the Management Board and Managing Director of Hamburger Containerboard, Michael Schütz, CFO of the Prinzhorn Group, Max Hölbl, Managing Director of Dunapack

Packaging and Andreas Walser, Managing Director of Hamburger Recycling. The composition of the MB clearly shows what Prinzhorn is all about - there is a close connection and interlocking between Prinzhorn Holding and the divisions. This enables us to think, plan and act in an integrated manner on the basis of continuous exchange and in-depth mutual understanding.

In order to intensify and accelerate the exchange of information and opinions, we have established an Extended Management Board, which includes the Prinzhorn Holding GmbH's Management Board, the management of the divisions and central functions of the Group, such as the Head of Group HR. The Extended Management Board meets three to four times a year, but has no decision-making authority.

Whilst management is responsible for developing and implementing the strategic programme, Prinzhorn Holding GmbH's Supervisory Board, its highest legal entity, regularly reviews the Group strategy and approves and authorizes investments. Prinzhorn's mission and core values (People, Performance, Responsibility) are agreed upon with Prinzhorn Holding's Supervisory Board and are periodically reviewed.

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. These topics may also include environmental, social and governance (ESG) issues.

Management meetings are held every 14 days and are conducted in accordance with the Management Board's rules of procedure. Accordingly, transactions requiring Supervisory Board approval are submitted to the Supervisory Board. The meetings of the Management Board deal with ongoing matters and decisions arising from steering and managing an internationally active group. They also address the Company's purpose and development as well as environmental, social and governance (ESG) issues.

The ESG Board, established in 2022, comprises Prinzhorn Holding's Management Board, representatives of the divisional Management Boards, the Group Tribe Lead and the Group Lead ESG Management. It convenes quarterly to define major action fields with regard to ESG, to establish and refine respective strategic goals and, overall, to steer corporate sustainability.

Leadership culture and responsibility

Teamwork and responsibility embody our corporate culture and our leadership approach. First and foremost, the Management Board works as a team, taking responsibility, acting together for the benefit and in the interests of the Company and driving its development forward. They place trust in each other, in their management team and in the employees of Prinzhorn. Our leadership culture is characterized by the conviction that trust offers employees the basis to grow beyond themselves and motivates them to take responsibility themselves.

This is also fully reflected in Prinzhorn's Code of Conduct, as well as the obligation of the supervisors to fulfil their organizational 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.

Code of Conduct

Our Group-wide Code of Conduct 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 efforts to combat corruption. 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. It is stored electronically and centrally and is accessible to all employees. Moreover, it is communicated to suppliers and customers.

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.

To ensure that the Code of Conduct reflects all of the Group's developments, it was evaluated in 2023 and reissued with a number of adaptations and brought to the attention of employees. One of the most significant additions is the explicit inclusion of a chapter on ESG and Corporate Social Responsibility, which sets out in writing our commitment to environmental protection and occupational safety and documents our membership and signing of the United Nations Global Compact (UNGC). In addition, Prinzhorn Group expressly states that it takes into account the principles of the International Bill of Human Rights and the principles of the International Labour Organization (ILO) when making decisions and taking measures. Moreover, Prinzhorn demands from its business partners and suppliers to assume responsibility in connection with environmental protection and occupational health and safety.

In addition to the CoC, 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. We not only adhere to strict regulations, but also proactively address potential risks in the supply chain. To this end, we perform supplier checks, including assessments related to international trade sanctions. However, to maintain a systematic approach to identifying and managing risks associated with human rights and environmental pollution in the supply chain accordingly, we plan to put emphasis on developing a Supplier Code of Conduct in 2024.

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.

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.

In 2023, Dunapack Packaging commenced the implementation of a tax control system within a single legal entity as a pilot initiative. In addition to a standardized tax calculation, the system also ensures that the dual control principle is adhered to at all times. We anticipate the completion of this project by the end of the first quarter of 2024. While there are plans to extend the tax control system to all other legal entities, the specifics of this rollout will be determined after the completion of the pilot phase.

Whistleblower system

Introduced in 2021, the whistleblower system is an online platform that enables both employees and external individuals to report irregular behaviour and other incidents by submitting messages through a web link, either anonymously or by providing contact details. The whistleblower system incorporates a policy to safeguard the protection of whistleblowers and confidential treatment is of course guaranteed. The system not only facilitates the logging and proper handling of incidents. We understand it as a helpful tool for uncovering misconduct where necessary and making improvements. We therefore actively promote it within the Company.

20 / WHISTLEBLOWER SYSTEM



Since the end of 2023, Company websites in all Group countries feature links to the whistleblower system, which is available in the respective languages. The system has been well received and we have seen active use, particularly since the end of the reporting year. All reports are immediately and thoroughly reviewed in compliance with strict confidentiality regulations and the relevant processes. The results of this review lead to clear action being taken where appropriate.

Internal controls

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. In 2023, the number of Group Audits increased to three full-time equivalents (FTE). Furthermore, corruption and bribery are encompassed within the scope of our annual external financial audits, which are conducted across the entire organization and have varying focal points each year.

ESG Management function

After establishing an ESG management structure within the Group in 2022, the focus of the Group Lead ESG Management function lay on comprehensively incorporating sustainability at all levels and in all organizational units and further substantiating these structures and its tasks in 2023. The ESG Management function forms the linchpin of the Prinzhorn Group's ESG governance and, together with the ESG topic owners and the ESG Ambassadors, ensures consistent implementation of the Company's sustainability approach across its three divisions. A particular focus in 2023 lay on the further development of the ESG goals. Furthermore, the ESG management function facilitates professional engagement with relevant umbrella organizations.

Preparing for CSRD

We keep a close eye on all legal developments and innovations on national and international level that could affect our Group. In the area of sustainability, the Corporate

Sustainability Reporting Directive (CSRD), the Taxonomy Directive, the CSDDD and the Green Claims Directive are particularly worthy of mention here.

In 2026, the Prinzhorn Group will be legally obliged to report in accordance with the CSRD and thus also in accordance with the Taxonomy Regulation for the first time for the 2025 financial year. Even though we already generate our sustainability reports in an exemplary and transparent manner, the new legal obligations will nevertheless lead to a number of changes for which we are carefully preparing. Immediately after the adoption of the ESRS, which specify in great detail the structure and form of information preparation and the KPIs of the new CSRD reporting, we initiated corresponding projects under the leadership of Group Controlling.

The projects are steered by the Management on a regular basis. In several working groups on various topics, expertise providers from different areas develop the necessary content and processes together with an external partner. Currently, we especially focus on the quantitative and qualitative key performance indicators (KPIs) in order to tackle the corresponding collection and preparation of data in a timely manner. We also intend to implement a suitable software solution. After pre-selection by our external partner, the offer phase is planned for the second quarter of 2024.

Compliance

In 2023, we conducted a thorough assessment of compliance risks in order to gain an overview and deeper insight into how the status of our internal regulations relates to the existing risks and in which areas there might be a need for additional regulation or an adaptation or even tightening of the existing regulations would be sensible and advisable. In order to quickly address the findings from the

report submitted at the end of 2023, we decided to cooperate with an external partner in January 2024, who will provide us with intensive support in formulating a comprehensive compliance strategy and implementing measures until mid-2024. As a major player in the paper market, our main focus in this context is on competition law, anti-corruption, compliance with tax laws, compliance with sanctions and data protection. Our aim is to adopt suitable policies for the entire Group, accompanied by appropriate tools for approvals and monitoring.

In 2024, we are planning to implement compliance and business conduct trainings, which will outline the requirements for management and employees in connection with corporate compliance. The compliance training initiatives will be staggered and offered via our e-learning platforms. In addition, targeted compliance training is planned for the top management of the Prinzhorn Group. In addition, we are currently drawing up a Group guideline on dealing with conflicts of interest and preventing and combatting bribery and corruption.

Our performance

Our metrics

Please see figure 21 on page 81.

Our targets

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

21 / GOVERNANCE, TAX AND ANTI-CORRUPTION*in number of incidents, number of days and TEUR*

	Prinzhorn Group 2022	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
Confirmed incidents of corruption and actions taken						
<i>in number of incidents and TEUR</i>						
Number of convictions for violation of anti-corruption and anti-bribery laws	0	0	0	0	0	0
Amount of fines for violation of anti-corruption and anti-bribery laws	0	0	0	0	0	0
Payment practices						
<i>in number of days and number of incidents</i>						
Average time to pay an invoice	30	36 ¹⁾	-	-	-	-
Legal proceedings (currently outstanding) during the reporting period for late payments	1 ²⁾	6	0	5 ³⁾	1 ⁴⁾	0

1) Intercompany not included. Only countries with SAP as ERP system covered by the analysis, but this only excludes Ukraine, which is responsible for only 0.5% of the net revenue of the reported scope. // 2) One legal dispute with a supplier in connection with a large investment in building a paper machine. // 3) Legal proceedings with a supplier in Croatia in relation to unauthorized invoicing. // 4) Existing legal dispute from last year with a supplier in connection with a large investment in building a paper machine.

Quality and customer interaction

Our impacts, risks and opportunities

The satisfaction of customers and end users with the quality of products and services is the foundation of every company's success in the short and long term. As set out in our Code of Conduct (CoC), we continuously aim to ensure the outstanding and consistent quality of our products. In addition, it is equally important to us to cultivate a lasting and interactive exchange, as well as maintain strong customer relationships. Neglecting customer requirements and failing to address complaints adequately and in a timely manner can result in reduced customer satisfaction, which may also have financial consequences.

We mitigate this impact by consistently engaging with our customers, including conducting customer surveys, and place particular emphasis on the proactive handling of complaints. Our primary goal is to provide our customers with the highest level of service and ensure quick and effective responses to all enquiries. We regard customer feedback, enquiries and complaints as valuable opportunities for development and improvement.

Top risks identified

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

Our policies and measures

Overall, all divisions pursue a uniform approach in order to achieve continuous improvement. We achieve this by establishing appropriate management systems and guidelines as well as by setting up monitoring processes and deriving corresponding measures from any cognitions. Our CoC as well as our COMPASS strategy demonstrate our unwavering dedication to quality and customer centricity. This is further underlined by our purpose and vision.

Hamburger Recycling

In addition to being certified according to ISO 9001 and ISO 140001 in Bulgaria, Croatia, Hungary and Romania, and Türkiye, 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 enquiries 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 certified to ISO 9001, and a corresponding management manual is also available. The specifics of quality management at plant level are incorporated into the overarching division-wide strategy. With the approach "Getting better every day", we focus on continuous improvement and progress and follow a structured and documented process to improve our efforts. A quality manager is appointed at each site and appropriate monitoring and KPIs are established. Divergences are discussed in internal process meetings and appropriate measures are taken, if necessary. In addition, we use the gathered information to discuss and determine potential implementations. In addition, the qualifications of our employees play an important role in quality management. We therefore attach great importance to further training and skills development.

For many years, Hamburger Containerboard has maintained a well-structured management system for customer enquiries and complaints throughout the division. All enquiries are directed to the customer service organization and meticulously analyzed. The findings are documented and reported to the persons in charge, who initiate suitable measures for improvement.

In addition, Hamburger Containerboard's expansive distribution network demonstrates our strong customer engagement. This network is bolstered by a competent technical customer service team, which is available at all times to deal with subject-specific enquiries. Further technical application consultancy is offered via the Paper College, an established institution that has been providing proactive customer training on a regular basis for years.

To further increase transparency and security for customers, an Environmental Product Declaration (EPD) in accordance with ISO 14025 and EN 15804 was issued for the Hamburger Containerboard's Product SpreeGips Plasterboard Liner. The EPD comprises the complete product range of the SpreeGips product portfolio, which is manufactured at the sites in Spremberg and Gelsenkirchen.

In order to foster continuous improvement, customer satisfaction analyses are conducted approximately every three years. The feedback gained from these surveys is incorporated into the ongoing development of the management systems. The next survey is planned for 2025.

With the aim of incorporating the benefits of New Work into our sales structure, we started establishing a digital sales platform for a limited range of products at the end of 2023 and are planning to expand it step by step.

Dunapack Packaging

All Dunapack Packaging facilities hold ISO 9001 certification, which demonstrates the presence of a robust quality management system. In countries with multiple plants, the certifications 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, which comprises quality managers from each plant. They engage in regular exchange, sharing best practices and jointly discussing and deciding on suitability of initiatives to be implemented at the local level.

One of the key outcomes of our customer journey project, which was carried out in 2023, was the formation of a cross-functional group with quality and sales representatives whose task is to further enhance the policies and processes relating to quality and customer interaction.

There is a clearly defined and structured process to handle any claims that arise. The claims are forwarded to the Quality Department, where cases are meticulously analyzed and suitable action plans are elaborated to prevent similar incidents from happening again. Customers are then immediately informed of the measures taken.

We also always endeavour to include the customer's perspective in our decision-making processes. Dunapack Packaging therefore conducts regular online surveys to evaluate customer satisfaction at the divisional level. They serve as the basis for methodical analyses of customers' main concerns, which are carried out both at divisional and individual plant level. Recommendations and action plans are then developed, implemented and communicated to customers in a timely manner. In 2022, a customer survey revealed that the response time for claims needs to be improved. We have therefore defined a corresponding KPI. The next customer survey, for which we would also like to further develop the process, is planned for the beginning of 2025.

Our performance

Our metrics

Please see figure 22 below.

Our targets

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

Hamburger Recycling

Hamburger Recycling has set itself the goal of ensuring the required quality of the various Paper for Recycling grades, considering the EN643 standards. For internal deliveries to Hamburger Containerboard, suppliers are categorized according to the quality of the delivered goods per grade. In addition, a delivery performance of at least 95% is targeted and measured.

Hamburger Containerboard

Hamburger Containerboard uses a comprehensive sales control report that encompasses essential key performance indicators (KPIs). The Company monitors a wide number of KPIs and related targets within monthly reports, including the development of volumes per product category and customers, freight costs, warehouse development per month and order confirmation duration. These KPIs play a decisive role in constantly evaluating and shaping the HCB sales strategy. At the end of 2023, the Company started a pilot project with an external partner to develop further KPIs advancing the quality management.

Dunapack Packaging

One of Dunapack Packaging's main objectives is to maintain the maximum claims level below 0.15% of total revenue. Standardized Company-wide KPIs are monitored in order to track developments and consider measures if necessary. Additionally, local targets are set for areas such as the frequency of incidents.

22 / QUALITY AND CUSTOMER INTERACTION

in TEUR

	Prinzhorn Group 2022	Prinzhorn Group 2023	Prinzhorn Holding 2023	Hamburger Recycling 2023	Hamburger Containerboard 2023	Dunapack Packaging 2023
Claims						
Claims external	4,250	3,498	0	128	1,654	1,717
Claims affiliated	0 ¹⁾	0 ¹⁾	0	0	289	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 are aware that potential health risks can arise from the migration of pollutants into food and acknowledge our indirect influence on our customer's health and safety during the usage phase of goods packaged in our products. 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 have product-related measures and processes in place ensuring our customers receive the highest level of health protection possible. We conduct comprehensive analyses of pollutants and substances of concern in our products, implement quality assurance measures and take further actions as required.

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. Our Code of Conduct (CoC) underlines these principles, recognizing and emphasizing the inseparable link between the consistently high quality of our products

and services and our market success. We understand product safety as the basis of our product responsibility, which is why every employee is obliged to promptly eliminate and report quality defects. Raising staff awareness regarding quality is an ongoing managerial task. A comprehensive overview of our Code of Conduct can be found in [chapter Governance, tax and anti-corruption](#).

Hamburger Recycling

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

Hamburger Containerboard

All Hamburger Containerboard sites are ISO 9001-certified. By following the principles of good manufacturing practice (GMP), which stipulate that additives must comply with BfR Recommendation 36 (German Federal Institute for Risk Assessment), Hamburger Containerboard ensures that the requirements for materials that come into contact with food are met. Furthermore, we implemented an internal standard for good manufacturing practice, which is based on the CEPI food contact guidelines. It defines hygiene standards based on risk analyses and undergoes annual internal audits. Compliance declarations are updated on a regular basis according to CEPI.

Moreover, all sites and paper grades possess ISEGA certification for food contact materials, including guidelines for heavy metals and toy safety. To ensure a consistently high level of food safety, the German ISEGA institute conducts independent tests biannually to confirm 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, the use of additives listed in the REACH regulation is permitted if the mass is less than 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. In addition to ISO 9001 certification for all sites, the plants in Budapest, Dunavarsány, Nyíregyháza, Sfântu Gheorghe, Zabok, Schimatari and Khodoriv are also certified in accordance with the significant food hygiene standard ISO 22000 (FSSC). Besides, plants in Romania,

Poland and Türkiye hold BRC certification and achieved A+/AA ratings. This globally-recognized standard establishes precise requirements for food safety. Depending on the location, regular analyses are carried out to maintain high food safety standards, comply with relevant laws and implement specific processes to meet customer requirements.

Our performance

Our targets

As clear limit value requirements exist to which we strictly adhere, no specific quantitative targets are established in this domain. However, our commitment remains focused on observing all guidelines and meeting the respective requirements comprehensively.

Appendix

Certifications

	ISO 14001	ISO 9001	ISO 45001	ISO 10002	ISO 27001	ISO 50001	ISO 22000 (FSSC)	ISO 8000
Hamburger Recycling								
Türkiye	x	x	x	x	x			
Bulgaria	x	x	x					
Croatia	x	x						
Hungary	x	x						
Romania	x	x	x					
Italy	x	x	x					
Poland								
Czech Republic								
Slovakia								
Slovenia								
Serbia								
Austria								
Hamburger Containerboard								
Hungary	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.

	EPD	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		x					x			x
			x					x			x
			x					x			x

	ISO 14001	ISO 9001	ISO 45001	ISO 10002	ISO 27001	ISO 50001	ISO 22000 (FSSC)	ISO 8000
Dunapack Packaging								
Hungary (Budapest, Dunaújváros)	x	x	x				x	x
Hungary (Nyíregyháza)	x	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	
Italy		x						
Ukraine (Khodoriv)		x					x	
Ukraine (Oleshky)		x						

Environmental performance

GRI 302, ESRS E1-5		Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Energy consumption within the organization and energy mix <i>in MWh and percent</i>						
Total consumed primary energy including cogeneration						
Natural gas	n-r	1,508,411	-	488	1,285,381	222,542
Heating oil, light	n-r	707	-	0	504	203
Propane	n-r	49	-	31	0	18
Biogas	r	141,865	-	0	141,865	0
Biomass	r	224,870	-	53	224,817	0
Sludge (biogenic)	r	39,771	-	0	39,771	0
Hard coal	n-r	371,942	-	0	371,942	0
Lignite (brown coal)	n-r	127,800	-	0	127,800	0
Diesel for emergency generators	n-r	1,284	-	0	119	1,165
RDF ¹⁾ (biogenic)	r	946,221	-	0	946,221	0
RDF (fossil)	n-r	876,998	-	0	876,998	0
Total primary energy, renewable	r	1,352,727	-	53	1,352,674	0
Total primary energy, non-renewable	n-r	2,887,191	-	519	2,662,744	223,928
Total primary energy		4,239,917	-	572	4,015,418	223,928
Renewable (%)	r	31.9	-	9.3	33.7	0.0
Non-renewable (%)	n-r	68.1	-	90.7	66.3	100.0
Produced electricity						
Total own produced electricity		622,356	-	6	622,350	0
Renewable (%)	r	41.9	-	100.0	41.9	0.0
Non-renewable (%)	n-r	58.1	-	0.0	58.1	0.0
Purchased steam						
Purchased steam (external – outside PH Group)		311,367	-	0	295,683	15,684
Total external purchased steam renewable		0	-	0	0	0
Total external purchased steam non-renewable		311,367	-	0	295,683	15,684
Total external purchased steam		311,367	-	0	295,683	15,684

r = renewable // n-r = non-renewable // 1) RDF = reused derived fuel

GRI 302, ESRS E1-5	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
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Energy consumption within the organization and energy mix

in MWh and percent

Purchased electricity

Purchased electricity	708,721	-	4,938	602,907	100,875	
Renewable (%)	r	44.6	-	15.4	47.3	29.5
Non-renewable (%)	n-r	55.4	-	84.6	52.7	70.5

Sold energy ¹⁾

Electricity sold (external – outside Prinzhorn Group)	178,733	-	1	178,732	0
Electricity sold (intercompany – to other division)	0	-	0	223	0
Steam sold (external – outside Prinzhorn Group)	0	-	0	0	0
Steam sold (intercompany – to other division)	0	-	0	1,550	0
Total electricity sold	178,733	-	1	178,955	0
Total steam sold	0	-	0	1,550	0
Total energy sold	178,733	-	1	180,505	0

Total energy consumption for own operations from fossil sources

Coal and coal products	475,104	-	0	475,104	0
Crude oil and petroleum products	1,991	-	0	624	1,368
Natural gas	1,460,084	-	0	1,237,523	222,560
Other fossil sources	652,392	-	0	652,392	0
Purchased or acquired electricity, heat, steam or cooling from fossil sources	704,349	-	4,177	613,340	86,832

Total energy consumption for own operations from renewable sources

Fuel consumption for renewable sources ²⁾	1,080,845	-	0	1,080,845	0
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	315,739	-	761	285,250	29,728
Consumption of self-generated non-fuel renewable energy	15,402	-	5	15,402	0

r = renewable // n-r = non-renewable // 1) Intercompany not included. // 2) Renewable sources include biomass (also comprising industrial and municipal waste of biological origin), biofuels, biogas, hydrogen from renewable sources, etc.

GRI 302, ESRS E1-5	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
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Energy consumption within the organization and energy mix
in MWh

Total energy production

Renewable	r	1,295,053	-	6	1,295,047	0
Non-renewable	n-r	2,069,778	-	0	1,865,326	204,452

Fuels/transport consumption (own fleet) ¹⁾

Diesel		35,963	-	14,537	16,331	5,095
Petrol		2,917	-	202	396	2,319
LPG		6,513	-	121	908	5,483
CNG		56	-	0	0	56
Consumed fuels for transport		45,449	-	14,861	17,635	12,953

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

GRI 301, ESRS E5-5	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
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Material output
in metric tonnes

Production output

Paper for recycling grades in accordance with EN 643		1,601,986	-	1,601,986	-	-
<i>thereof, paper for recycling trade</i>	t	1,192,156	-	1,192,156	-	-
<i>thereof, paper for recycling collection</i>	p	409,829	-	409,829	-	-
Plastics (for recycling)		45,469	-	45,469	-	-
<i>thereof, plastics trade</i>	t	19,247	-	19,247	-	-
<i>thereof, plastics collection</i>	p	26,222	-	26,222	-	-
Metals		4,477	-	4,477	-	-
<i>thereof, metals trade</i>	t	264	-	264	-	-
<i>thereof, metals collection</i>	p	4,213	-	4,213	-	-
RDF		67,795	-	67,795	-	-
<i>thereof, RDF trade</i>	t	52,367	-	52,367	-	-
<i>thereof, RDF collection</i>	p	15,427	-	15,427	-	-
Waste		4,039	-	4,039	-	-
<i>thereof, waste trade</i>	t	312	-	312	-	-
<i>thereof, waste collection</i>	p	3,728	-	3,728	-	-

t = trade // p = produced

GRI 301, ESRS E5-5		Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Material output						
<i>in metric tonnes</i>						
Production output						
Other recyclables		94,038	-	94,038	-	-
<i>thereof, other recyclables trade</i>	t	55,319	-	55,319	-	-
<i>thereof, other recyclables collection</i>	p	38,719	-	38,719	-	-
RCCM production	p	1,953,968	-	-	1,953,968	-
Plasterboard production	p	288,403	-	-	288,403	-
Box production (external)	p	798,858	-	-	-	798,858
Sheet (external)	p	129,141	-	-	-	129,141
Total produced	p	3,668,508	-	498,139	2,242,371	927,998
Total trade	t	1,319,666	-	1,319,666	0	0
Total output		4,988,174	-	1,817,804	2,242,371	927,998

t = trade // p = produced

GRI 301, ESRS E5-4		Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Material input						
<i>in metric tonnes</i>						
Major non-renewable raw materials used						
Fillers		5,496	-	-	5,496	0
Biocide		5,334	-	-	5,255	78
Colouring agent		1,514	-	-	1,514	0
Strength additives		3,618	-	-	2,583	1,035
Retention agent		6,858	-	-	6,858	0
Defoamer		1,807	-	-	1,790	16
Glue		6,512	-	-	5,804	707
Deinking chemicals		4,283	-	-	4,283	0
Coating colour		80,103	-	-	80,103	0
Sand		2,858	-	-	2,858	0
Flue gas chemicals		8,670	-	-	8,670	0
Printing inks		2,894	-	-	-	2,894
Other chemicals		6,833	-	-	6,833	0
Non-renewable raw materials used		136,779	-	-	132,048	4,732

GRI 301, ESRS E5-4	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Material input					
<i>in metric tonnes and percent</i>					
Major renewable raw materials ¹⁾ used					
PFR ²⁾	- ³⁾	-	-	2,407,796	0
Virgin fibres	20,749	-	-	20,749	0
RCCM ⁴⁾	885,199	-	-	0	885,200
Virgin paper	131,579	-	-	0	131,579
Starch	118,224	-	-	98,571	19,652
Renewable raw materials used	3,563,547	-	-	2,527,116	1,036,430
Total raw materials used	3,700,325	-	-	2,659,164	1,041,162
Renewable raw materials amongst all raw materials used (%)	96.3	-	-	95.0	99.6
Recycled key raw materials ⁵⁾ amongst all key raw materials used (%)	95.6	-	-	99.2	87.0

Finished good packaging material

Total packaging material used	34,422	-	935	5,107	28,380
Recyclable content of the product and packaging (%)	99.8	-	100.0	98.8	100.0

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

GRI 303	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Water withdrawal and wastewater					
<i>in m³</i>					
Total water withdrawal from all areas by source					
Surface water	6,482,083	-	10,109	6,364,261	107,713
Groundwater	4,152,939	-	58	4,007,245	145,636
Seawater	0	-	0	0	0
Third-party water	7,692,491	-	7,455	7,528,479	156,557
Total water withdrawal by source	18,327,513	-	17,622	17,899,985	409,906

GRI 303, ESRS E3-4	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Water withdrawal and wastewater					
<i>in m³, percent and m³/million EUR</i>					
Water discharge (wastewater) by destination					
Surface water	6,040,362	-	0	5,948,921	91,441
Groundwater	-	-	0	0	0
Seawater	-	-	0	0	0
Third-party water	8,404,546	-	15,616	8,190,964	197,965
Total water discharge	14,444,908	-	15,616	14,139,885	289,406
Wastewater by treatment type					
Direct discharge without treatment	302,758	-	13,454	228,807	60,497
Direct discharge after treatment	5,853,678	-	-	5,720,114	133,564
Primary treatment	2,026,989	-	-	1,990,129	36,860
Indirect discharge without treatment	6,261,482	-	2,162	6,200,835	58,485
Total water treated / discharged	14,444,908	-	15,616	14,139,885	289,406
Water consumption					
Total water consumption	3,882,605	-	2,006	3,760,099	120,500
Total water consumption recycled and reused ¹⁾	3,760,099	-	-	3,760,099	-
Total water consumption recycled and reused (%)	100.0	-	-	100.0	-
Total water consumption in high & very high areas of water risk ²⁾					
High areas of water risk	931,535	-	125	915,463	15,947
Very high areas of water risk	217,759	-	-	137,077	80,682
Total water consumption in high & very high areas of water risk	1,149,294	-	125	1,052,540	96,629
Total water stored and changes in storage					
Total water storage end of last year/period	0	-	0	0	0
Total water storage end of actual (reporting) year/period	0	-	0	0	0
Total water change in storage	0	-	0	0	0
Water intensity					
Water consumption per net revenue (<i>m³/million EUR</i>)	2,291	-	11	3,508	125

1) Water used more than once in own facility/site. // 2) Screening per location with Aqueduct Water Risk Atlas tool.

GRI 303, GRI 306-4, ESRS E5-5	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
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Waste

in metric tonnes

Waste composition

Total non-hazardous waste	644,161	-	387	500,200	143,574
<i>diverted from disposal</i>	637,527	-	342	494,496	142,690
<i>directed to disposal</i>	6,634	-	45	5,705	885
Total hazardous waste	25,630	-	1	23,588	2,041
<i>diverted from disposal</i>	17,524	-	1	16,585	938
<i>directed to disposal</i>	8,106	-	0	7,003	1,103
Total waste	669,792	-	388	523,788	145,616
<i>diverted from disposal</i>	655,052	-	343	511,081	143,628
<i>directed to disposal</i>	14,740	-	45	12,708	1,988

Hazardous waste diverted from disposal

Prepared for reuse	T	-	-	0	0	0
	On	-	-	0	0	0
	Off	-	-	0	0	0
Recycling	T	17,524	-	1	16,585	938
	On	-	-	0	0	0
	Off	17,524	-	1	16,585	938
Other recovery operations (incl. incineration with energy recovery)	T	-	-	0	0	0
	On	-	-	0	0	0
	Off	-	-	0	0	0
Total hazardous waste prevented		17,524	-	1	16,585	938

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

GRI 306-4, GRI 306-5, ESRS E5-5		Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Waste						
<i>in metric tonnes</i>						
Non-hazardous waste diverted from disposal						
Prepared for reuse	T	-	-	-	-	-
	On	-	-	-	-	-
	Off	-	-	-	-	-
Recycling	T	637,527	-	342	494,496	142,690
	On	286,381	-	184	166,765	119,432
	Off	351,146	-	158	327,731	23,258
Other recovery operations (incl. incineration with energy recovery)	T	-	-	-	-	-
	On	-	-	-	-	-
	Off	-	-	-	-	-
Total non-hazardous waste prevented		637,527	-	342	494,496	142,690
Total waste diverted from disposal						
Total waste prevented	T	655,052	-	343	511,081	143,628
Hazardous waste directed to disposal						
Incineration (without energy recovery)	T	60	-	-	60	-
	On	-	-	-	-	-
	Off	60	-	-	60	-
Landfilling	T	7,932	-	0	6,834	1,098
	On	-	-	-	-	-
	Off	7,932	-	0	6,834	1,098
Other disposal operations	T	114	-	-	109	5
	On	3	-	-	3	-
	Off	111	-	-	106	5
Total hazardous waste directed to disposal	T	8,106	-	0	7,003	1,103

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

GRI 306-5, ESRS E5-5		Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Waste						
<i>in metric tonnes</i>						
Non-hazardous waste directed to disposal						
Incineration (without energy recovery)	T	4,739	-	-	4,739	0
	On	-	-	-	-	-
	Off	4,739	-	-	4,739	0
Landfilling	T	1,292	-	45	872	376
	On	-	-	-	-	-
	Off	1,292	-	45	872	376
Other disposal operations	T	603	-	-	95	508
	On	-	-	-	-	-
	Off	603	-	-	95	508
Total non-hazardous waste directed to disposal	T	6,634	-	45	5,705	885
Total waste directed to disposal						
Total waste directed to disposal	T	14,740	-	45	12,708	1,988

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

Social performance

GRI 207, GRI 405,
ESRS S1-6, ESRS S1-9

Prinzhorn
Group

Prinzhorn
Holding

Hamburger
Recycling

Hamburger
Containerboard

Dunapack
Packaging

Employees

in headcount (HC) and percent

Total number of employees

by country

	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Austria	1,045	85	36	336	588
Bulgaria	276	0	40	0	236
Croatia	287	0	44	0	243
Czech Republic	32	0	32	0	0
Germany	1,123	0	0	848	275
Greece	226	0	0	0	226
Hungary	1,213	0	135	345	733
Poland	711	0	134	0	577
Romania	420	0	95	0	325
Serbia	153	0	153	0	0
Slovakia	43	0	43	0	0
Slovenia	6	0	6	0	0
Türkiye	1,498	0	190	225	1,083
Ukraine	183	0	0	0	183
Total	7,216	85	908	1,754	4,469

by gender

Female	1,346	37	264	252	793
Male	5,870	48	644	1,502	3,676
Total	7,216	85	908	1,754	4,469

Gender distribution

Female (%)	18.7	43.5	29.1	14.4	17.7
Male (%)	81.3	56.5	70.9	85.6	82.3

by age

Under 30 years	1,166	9	94	312	751
30–50 years	4,513	57	560	965	2,931
Over 50 years	1,537	19	254	477	787
Total	7,216	85	908	1,754	4,469

GRI 2-7, ESRS S1-6	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Employees					
<i>in headcount (HC)</i>					
Total number of employees					
by employment contract and gender					
Permanent contract					
Female	1,278	37	229	235	777
Male	5,575	48	600	1,413	3,514
Total	6,853	85	829	1,648	4,291
Temporary contract					
Female	66	0	32	17	17
Male	293	0	43	89	161
Total	359	0	75	106	178
Non-guaranteed hours employees					
Female	3	0	3	0	0
Male	1	0	1	0	0
Total	4	0	4	0	0
by employment type and gender					
Full-time employment					
Female	1,225	23	252	201	749
Male	5,816	44	638	1,477	3,657
Total	7,041	67	890	1,678	4,406
Part-time employment					
Female	122	14	12	51	45
Male	53	4	6	25	18
Total	175	18	18	76	63

GRI 401, ESRS S1-6	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
New employees and employee turnover <i>in headcount (HC) and percent</i>					
Number of employees who left the Company					
by country					
Austria	101	12	5	22	62
Bulgaria	42	-	2	-	40
Croatia	24	-	3	-	21
Czech Republic	7	-	7	-	-
Germany	95	-	-	68	27
Greece	46	-	-	-	46
Hungary	306	-	29	49	228
Poland	91	-	46	-	45
Romania	106	-	37	-	69
Serbia	22	-	22	-	-
Slovakia	17	-	17	-	-
Slovenia	1	-	1	-	-
Türkiye	566	-	93	22	451
Ukraine	14	-	-	-	14
Total	1,438	12	262	161	1,003
Rate of employee turnover					
Austria (%)	9.7	14.1	13.9	6.5	10.5
Bulgaria (%)	15.2	-	5.0	-	16.9
Croatia (%)	8.4	-	6.8	-	8.6
Czech Republic (%)	21.9	-	21.9	-	-
Germany (%)	8.5	-	-	8.0	9.8
Greece (%)	20.4	-	-	-	20.4
Hungary (%)	25.2	-	21.5	14.2	31.1
Poland (%)	12.8	-	34.3	-	7.8
Romania (%)	25.2	-	38.9	-	21.2
Serbia (%)	14.4	-	14.4	-	-
Slovakia (%)	39.5	-	39.5	-	-
Slovenia (%)	16.7	-	16.7	-	-
Türkiye (%)	37.8	-	48.9	9.8	41.6
Ukraine (%)	7.7	-	-	-	7.7
Total (%)	19.9	14.1	28.9	9.2	22.4

GRI 401, ESRS S1-6	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
New employees and employee turnover <i>in headcount (HC) and percent</i>					
Number of employees who left the Company					
by gender					
Female	213	5	52	30	126
Male	1,225	7	210	131	877
Total	1,438	12	262	161	1,003
Rate of employee turnover					
Female (%)	15.8	13.5	19.7	11.9	15.9
Male (%)	20.9	14.6	32.6	8.7	23.9
Total (%)	19.9	14.1	28.9	9.2	22.4
by age					
Under 30 years	445	1	77	37	330
30–50 years	753	9	123	71	550
Over 50 years	240	2	62	53	123
Total	1,438	12	262	161	1,003
Rate of employee turnover					
Under 30 years (%)	38.2	11.1	81.9	11.9	43.9
30–50 years (%)	16.7	15.8	22.0	7.4	18.8
Over 50 years (%)	15.6	10.5	24.4	11.1	15.6
Turnover					
Voluntary (%)	9.2	12.9	17.8	3.9	9.5
Involuntary (%)	9.2	1.2	10.2	5.0	10.9
Exits					
Voluntary	666	11	162	69	424
Involuntary	667	1	93	88	485

GRI 401, ESRS S1-6	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
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New employees and employee turnover

in headcount (HC) and percent

Number of new employee hires

by country

Austria	82	9	7	28	38
Bulgaria	62	-	2	-	60
Croatia	30	-	7	-	23
Czech Republic	5	-	5	-	-
Germany	108	-	-	74	34
Greece	65	-	-	-	65
Hungary	237	-	19	21	197
Poland	120	-	61	-	59
Romania	118	-	40	-	78
Serbia	36	-	36	-	-
Slovakia	9	-	9	-	-
Slovenia	1	-	1	-	-
Türkiye	622	-	125	26	471
Ukraine	10	-	-	-	10
Total	1,505	9	312	149	1,035

Rate of new employee hires

Austria (%)	7.8	10.6	19.4	8.3	6.5
Bulgaria (%)	22.5	-	5.0	-	25.4
Croatia (%)	10.5	-	15.9	-	9.5
Czech Republic (%)	15.6	-	15.6	-	-
Germany (%)	9.6	-	-	8.7	12.4
Greece (%)	28.8	-	-	-	28.8
Hungary (%)	19.5	-	14.1	6.1	26.9
Poland (%)	16.9	-	45.5	-	10.2
Romania (%)	28.1	-	42.1	-	24.0
Serbia (%)	23.5	-	23.5	-	-
Slovakia (%)	20.9	-	20.9	-	-
Slovenia (%)	16.7	-	16.7	-	-
Türkiye (%)	41.5	-	65.8	11.6	43.5
Ukraine (%)	5.5	-	-	-	5.5
Total (%)	20.9	10.6	34.4	8.5	23.2

GRI 401, ESRS S1-6	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
New employees and employee turnover					
<i>in headcount (HC) and percent</i>					
Number of new employee hires					
by gender					
Female	231	4	65	20	142
Male	1,274	5	247	129	893
Total	1,505	9	312	149	1,035
Rate of new employee hires					
Female (%)	17.2	10.8	24.6	7.9	17.9
Male (%)	21.7	10.4	38.4	8.6	24.3
Total (%)	20.9	10.6	34.4	8.5	23.2
by age					
Under 30 years	649	4	88	78	479
30–50 years	745	4	176	60	505
Over 50 years	111	1	48	11	51
Total	1,505	9	312	149	1,035
Rate of new employee hires					
Under 30 years (%)	55.7	44.4	93.6	25.0	63.8
30–50 years (%)	16.5	7.0	31.4	6.2	17.2
Over 50 years (%)	7.2	5.3	18.9	2.3	6.5

GRI 404, ESRS S1-13	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Average hours of training per year, per employee <i>in hours and hours/headcount (h/HC)</i>					
Total training hours per year					
by country					
Austria	7,174	1,496	471	2,819	2,387
Bulgaria	3,539	-	53	-	3,485
Croatia	4,701	-	148	-	4,553
Czech Republic	222	-	222	-	-
Germany	9,687	-	-	8,635	1,052
Greece	438	-	-	-	438
Hungary	8,943	-	1,354	2,453	5,137
Poland	8,426	-	147	-	8,279
Romania	719	-	66	-	653
Serbia	98	-	98	-	-
Slovakia	71	-	71	-	-
Slovenia	58	-	58	-	-
Türkiye	22,761	-	558	843	21,360
Ukraine	1,917	-	-	-	1,917
Total	68,754	1,496	3,247	14,749	49,262
Average hours of training					
Austria (h/HC)	6.9	17.6	13.1	8.4	4.1
Bulgaria (h/HC)	12.8	-	1.3	-	14.8
Croatia (h/HC)	16.4	-	3.4	-	18.7
Czech Republic (h/HC)	6.9	-	6.9	-	-
Germany (h/HC)	8.6	-	-	10.2	3.8
Greece (h/HC)	1.9	-	-	-	1.9
Hungary (h/HC)	7.4	-	10.0	7.1	7.0
Poland (h/HC)	11.9	-	1.1	-	14.3
Romania (h/HC)	1.7	-	0.7	-	2.0
Serbia (h/HC)	0.6	-	0.6	-	-
Slovakia (h/HC)	1.7	-	1.7	-	-
Slovenia (h/HC)	9.6	-	9.6	-	-
Türkiye (h/HC)	15.2	-	2.9	3.7	19.7
Ukraine (h/HC)	10.5	-	-	-	10.5
Total (h/HC)	9.5	17.6	3.6	8.4	11.0

GRI 404, ESRS S1-13	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Average hours of training per year, per employee <i>in hours and hours/headcount (HC)</i>					
Total hours of training					
by gender					
Female	19,408	700	1,567	3,737	13,404
Male	49,347	796	1,680	11,013	35,859
Total	68,755	1,496	3,247	14,749	49,263
Average hours of training					
Female (<i>hours/HC</i>)	14.4	18.9	5.9	14.8	16.9
Male (<i>hours/HC</i>)	8.4	16.6	2.6	7.3	9.8
Total (<i>hours/HC</i>)	9.5	17.6	3.6	8.4	11.0
Total hours of training					
by category					
Management	19,594	705	2,012	3,894	12,984
Non-management	49,160	791	1,235	10,855	36,279
Total	68,755	1,496	3,247	14,749	49,262
Average hours of training					
Management (<i>hours/HC</i>)	15.4	33.6	13.5	20.0	14.4
Non-management (<i>hours/HC</i>)	8.3	12.4	1.6	7.0	10.2
Total (<i>hours/HC</i>)	9.5	17.6	3.6	8.4	11.0
Total hours of training					
by category					
Blue Collars	25,348	-	217	2,955	22,175
White Collars	43,407	1,496	3,030	11,794	27,087
Total	68,755	1,496	3,247	14,749	49,262
Average hours of training					
Blue Collars (<i>hours/HC</i>)	5.1	-	0.4	2.6	7.0
White Collars (<i>hours/HC</i>)	19.0	17.6	10.1	19.7	20.9
Total (<i>hours/HC</i>)	24.1	17.6	10.4	22.2	27.8

GRI 404, ESRS S1-13	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Average hours of training per year, per employee <i>in headcount (HC) and percent</i>					
Employee education by training					
Group Leadership Academy	153	24	21	31	77
Group Management Academy	355	2	25	148	180
Group Management Academy International	81	6	22	22	31
Group Expert Academy	547	55	69	88	335
FIT nomination	160	6	9	40	105
Group Leadership Academy (%)	2.1	28.2	2.3	1.8	1.7
Group Management Academy (%)	4.9	2.4	2.8	8.4	4.0
Group Management Academy International (%)	1.1	7.1	2.4	1.3	0.7
Group Expert Academy (%)	7.6	64.7	7.6	5.0	7.5
FIT-nominated employees ratio (%)	2.2	7.1	1.0	2.3	2.3

GRI 405, ESRS S1-9	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Diversity of governance bodies and employees <i>in headcount (HC) and percent</i>					
Number of top management ¹⁾					
by gender					
Female	4	0	1	2	1
Male	55	7	16	17	15
Total	59	7	17	19	16
Female (%)	6.8	-	5.9	10.5	6.3
Male (%)	93.2	100.0	94.1	89.5	93.8

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

GRI 405, ESRS S1-9	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Diversity of governance bodies and employees					
<i>in headcount (HC) and percent</i>					
Number of top management ¹⁾					
by age					
Under 30 years	0	0	0	0	0
30–50 years	28	2	9	8	9
Over 50 years	31	5	8	11	7
Under 30 years (%)	-	-	-	-	-
30–50 years (%)	47.5	28.6	52.9	42.1	56.3
Over 50 years (%)	52.5	71.4	47.1	57.9	43.8
Number of management ²⁾					
by gender					
Female	175	6	45	24	100
Male	1,094	15	104	171	804
Total	1,269	21	149	195	904
Female (%)	13.8	28.6	30.2	12.3	11.1
Male (%)	86.2	71.4	69.8	87.7	88.9
Number of management ²⁾					
by age					
Under 30 years	88	0	10	1	77
30–50 years	857	14	101	120	622
Over 50 years	324	7	38	74	205
Under 30 years (%)	6.9	-	0.8	0.1	6.1
30–50 years (%)	67.5	66.7	67.8	61.5	68.8
Over 50 years (%)	25.5	33.3	25.5	37.9	22.7

1) The following job levels are included: Management Board, Extended Management Board, Managing Director, Cluster Managing Director, Regional Director // 2) The 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

GRI 405, ESRS S1-9	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
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Diversity of governance bodies and employees

in headcount (HC) and percent

Number of non-management

by gender

Female	1,172	31	219	228	694
Male	4,775	33	540	1,331	2,871
Total	5,947	64	759	1,559	3,565
Female (%)	19.7	48.4	28.9	14.6	19.5
Male (%)	80.3	51.6	71.1	85.4	80.5

Number of non-management

by age

Under 30 years	1,078	9	84	311	674
30-50 years	3,656	43	459	845	2,309
Over 50 years	1,213	12	216	403	582
Under 30 years (%)	18.1	0.2	1.4	5.2	11.3
30-50 years (%)	61.5	67.2	60.5	54.2	64.8
Over 50 years (%)	20.4	18.8	28.5	25.8	16.3

Number of white collars

by gender

Female	962	37	174	201	550
Male	1,322	48	127	398	749
Total	2,284	85	301	599	1,299
Female (%)	42.1	43.5	57.8	33.6	42.3
Male (%)	57.9	56.5	42.2	66.4	57.7

Number of white collars

by age

Under 30 years	275	9	35	82	149
30-50 years	1,531	57	214	338	922
Over 50 years	478	19	52	179	228
Under 30 years (%)	12.0	0.4	1.5	3.6	6.5
30-50 years (%)	67.0	67.1	71.1	56.4	71.0
Over 50 years (%)	20.9	22.4	17.3	29.9	17.6

GRI 405, ESRS S1-9	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
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Diversity of governance bodies and employees

in headcount (HC) and percent

Number of blue collars

by gender

Female	384	-	90	51	243
Male	4,548	-	517	1,104	2,927
Total	4,932	-	607	1,155	3,170
Female (%)	7.8	-	14.8	4.4	7.7
Male (%)	92.2	-	85.2	95.6	92.3

Number of blue collars

by age

Under 30 years	891	-	59	230	602
30-50 years	2,982	-	346	627	2,009
Over 50 years	1,059	-	202	298	559
Under 30 years (%)	18.1	-	1.2	4.7	12.2
30-50 years (%)	60.5	-	57	54	63
Over 50 years (%)	21.5	-	33.3	25.8	17.6

ESRS S1-16	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
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Gender pay gap ^{1) 2)}

in EUR and percent

Average gross monthly salary

Female	2,456	-	-	-	-
Male	2,205	-	-	-	-
Gender pay gap (%)	-11.4	-	-	-	-

1) The composition of the Prinzhorn workforce, with a predominance of male blue-collar workers, results in an average male salary that is lower than the female average, as female workers typically hold white-collar administrative positions. This observation requires nuanced understanding, as analyses at different job levels and across countries yield diverse perspectives on gender pay disparities. With no grading system within the Prinzhorn Group, we will actively develop an Internal Equity Pay Indicator in 2024, in line with our commitment to the ESG "Social Roadmap". This initiative is dedicated to establishing a fair and equitable compensation framework, ensuring pay parity for comparable roles throughout our organization. // 2) Only Prinzhorn Group Total (no division level) due to confidential data.

ESRS S1-7	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Non-employees headcount					
<i>in headcount (HC)</i>					
Average total headcount number of non-employee workers in own workforce ¹⁾					
per month					
January	151	0	51	25	75
February	167	0	73	27	67
March	166	0	68	28	70
April	158	0	64	29	65
May	160	0	65	29	66
June	161	0	61	29	71
July	191	0	65	30	97
August	220	0	73	35	112
September	218	0	78	36	104
October	216	0	83	33	100
November	221	0	85	34	103
December	221	0	79	35	107
Average HC	187	0	70	31	86

1) Non-employee workers in own workforce, i.e. either individuals with contracts with the undertaking to supply labour ("self-employed workers") or workers provided by undertakings primarily engaged in "employment activities" (NACE Code N78).

GRI 403, ESRS S1-14	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Health & safety					
<i>in headcount (HC) and percent</i>					
Workers covered by an occupational health and safety management system					
by category					
Employees	7,016	85	830	1,752	4,349
Employees (%)	97.2	100.0	91.4	99.9	97.3
Non-employee workers ¹⁾	175	-	63	33	79
Non-employee workers (%)	79.3	-	79.9	94.3	73.9

1) Individual contractors supplying labour and people provided by companies primarily engaged in "employment activities".

GRI 403, ESRS S1-14	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Health & safety					
<i>in hours, incidents (i) and incidents per million hours worked (i/mhw)</i>					
Hours worked					
by category					
Employees	13,417,942	159,524	1,677,616	3,000,391	8,580,411
Non-employee workers	408,762	-	117,539	53,859	237,364
Total	13,826,704	159,524	1,795,155	3,054,250	8,817,775
Number of fatalities as a result of work-related accidents or ill health ¹⁾					
by category					
Employees (i)	0	0	0	0	0
Non-employee workers (i)	0	-	0	0	0
Total	0	0	0	0	0
Number of recordable work-related accidents					
by category					
Employees (i)	436	-	38	160	238
Non-employee workers (i)	3	-	-	2	1
Total	439	-	38	162	239
Rate of recordable work-related accidents					
by category					
Employees (i/mhw)	32.5	0.0	22.7	53.3	27.7
Non-employee workers (i/mhw)	7.3	-	0.0	37.1	4.2
Total (i/mhw)	31.8	0.0	21.2	53.0	27.1

1) Austria and Germany not included due to data protection restrictions.

GRI 403, ESRS S1-14	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Health & safety					
<i>in incidents, incidents per million hours worked (i/mhw), cases and days</i>					
Number of recordable work-related accidents that caused at least 1 day of sick leave					
by category					
Employees	177	-	22	47	108
Non-employee workers	1	-	0	0	1
Total	178	-	22	47	109
Rate of recordable work-related accidents that caused at least 1 day of sick leave					
by category					
Employees (i/mhw)	13.2	0.0	13.1	15.7	12.6
Non-employee workers (i/mhw)	2.4	-	0.0	0.0	4.2
Total (i/mhw)	12.9	0.0	12.3	15.4	12.4
Number of cases of recordable work-related ill health ¹⁾					
by category					
Employees (cases)	0	-	0	0	0
Non-employee workers (cases)	0	-	0	0	0
Total (cases)	0	-	0	0	0
Number of days lost ²⁾					
Employees (days)	3,784	-	226	1,375	2,183
Non-employee workers (days)	126	-	-	-	126
Total (days)	3,910	-	226	1,375	2,309

1) Austria and Germany not included due to data protection restrictions. // 2) Days lost due to work-related accidents and fatalities from work-related accidents, work-related ill health and fatalities from ill health.

GRI 2-30, ESRS S1-8	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Collective bargaining coverage and social dialogue					
<i>in headcount (HC) and percent</i>					
Number of employees covered by collective bargaining agreements					
by country					
Austria	1,045	85	36	336	588
Bulgaria	236	-	0	-	236
Croatia	-	-	0	-	0
Czech Republic	-	-	0	-	-
Germany	1,032	-	-	777	255
Greece	218	-	-	-	218
Hungary	1,027	-	0	343	684
Poland	577	-	0	-	577
Romania	325	-	0	-	325
Serbia	-	-	0	-	-
Slovakia	-	-	0	-	-
Slovenia	4	-	4	-	-
Türkiye	201	-	0	-	201
Ukraine	177	-	-	-	177
Total	4,842	85	40	1,456	3,261
Austria (%)	100.0	100.0	100.0	100.0	100.0
Bulgaria (%)	85.5	-	0.0	-	100.0
Croatia (%)	0.0	-	0.0	-	0.0
Czech Republic (%)	0.0	-	0.0	-	-
Germany (%)	91.9	-	-	91.6	92.7
Greece (%)	96.5	-	-	-	96.5
Hungary (%)	84.7	-	0.0	99.4	93.3
Poland (%)	81.2	-	0.0	-	100.0
Romania (%)	77.4	-	0.0	-	100.0
Serbia (%)	0.0	-	0.0	-	-
Slovakia (%)	0.0	-	0.0	-	-
Slovenia (%)	66.7	-	66.7	-	-
Türkiye (%)	13.4	-	0.0	-	18.6
Ukraine (%)	96.7	-	-	-	96.7
EEA ¹⁾ (%)	82.9	100.0	7.1	95.2	90.0
Non-EEA (%)	20.6	-	-	-	29.9
Total (%)	67.1	100.0	4.4	83.0	73.0

1) EEA = European Economic Area

GRI 404, ESRS S1-13	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
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Regular performance and career development reviews

in headcount (HC) and percent

Total employees who participated in regular performance and career development reviews

by gender

Female	714	-	80	165	460
Male	1,798	-	136	816	825
Total	2,512	-	216	981	1,285
Female (%)	53.0	0.0	30.3	65.5	58.0
Male (%)	30.6	0.0	21.1	54.3	22.4
Total (%)	34.8	0.0	23.8	55.9	28.8

by category and gender

Employees who are MBO members

Female	45	7	3	16	19
Male	213	17	30	79	87
Total	258	24	33	95	106

Employees who are FIT members

Female	66	2	4	11	49
Male	94	4	5	29	56
Total	160	6	9	40	105

GRI 404, ESRS S1-13	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Family-related leave <i>in headcount (HC) and percent</i>					
Employees entitled to take family-related leave ¹⁾					
by gender					
Female	1,345	37	263	252	793
Male	5,859	48	641	1,500	3,670
Total	7,204	85	904	1,752	4,463
Female (%)	99.9	100.0	99.6	100.0	100.0
Male (%)	99.8	100.0	99.5	99.9	99.8
Total (%)	99.8	100.0	99.6	99.9	99.9

Employees who took family-related leave

by gender					
Female	120	3	45	22	50
Male	236	0	42	40	154
Total	356	3	87	62	204
Female (%)	8.9	8.1	17.1	8.7	6.3
Male (%)	4.0	0.0	6.6	2.7	4.2
Total (%)	4.9	3.5	9.6	3.5	4.6

1) Definition of family-related leave has been extended to maternity leave, paternity leave, parental leave, and carers' leave that is available under national law or collective agreements.

ESRS S1-12	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Persons with disabilities <i>in headcount (HC) and percent</i>					
Persons with disabilities ¹⁾					
Total	136	0	19	41	76
Total (%)	1.9	0.0	2.1	2.3	1.7

1) The disability, its documentation and data collection restrictions are defined according to the local country legal requirements.

Governance performance

GRI 205-3, ESRS G1-4	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Anti-corruption incidents & bribery					
<i>in number of incidents and TEUR</i>					
Amount of fines for violation of anti-corruption and anti-bribery laws	0	0	0	0	0
Amount of fines for violation of anti-corruption and anti-bribery laws	0	0	0	0	0
Total number of confirmed incidents of corruption or bribery	0	0	0	0	0

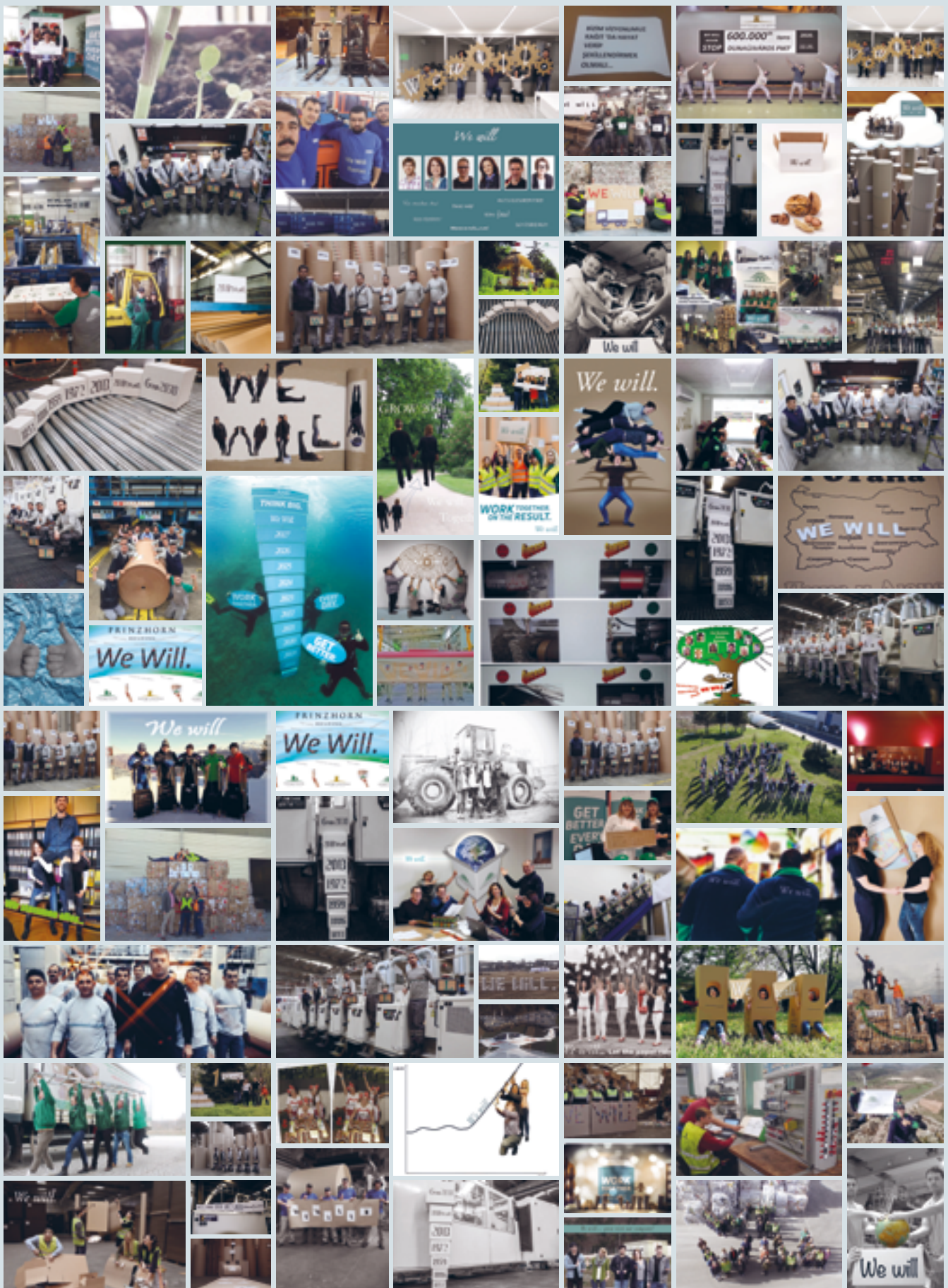
ESRS G1-6	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Payment practices					
<i>in number of days and number of incidents</i>					
Average time to pay an invoice	36 ¹⁾	-	-	-	-
Legal proceedings (currently outstanding) during the reporting period for late payments	6	0	5 ²⁾	1 ³⁾	0

1) Intercompany not included. Only countries with SAP as ERP system covered by the analysis, but this only excludes Ukraine, which is responsible for only 0.5% of the net revenue of the reported scope. // 2) Legal proceedings with a supplier in Croatia in relation to unauthorized invoicing. // 3) Existing legal dispute from last year with a supplier in connection with a large investment in building a paper machine.

	Prinzhorn Group	Prinzhorn Holding	Hamburger Recycling	Hamburger Containerboard	Dunapack Packaging
Claims					
<i>in TEUR</i>					
Claims external	3,498	0	128	1,654	1,717
Claims affiliated	0 ¹⁾	-	0	289	0

1) Intercompany not included.





GRI content index

Statement of use PRINZHORN HOLDING GmbH has reported the information cited in this GRI content index for the period 01.01.2023–31.12.2023 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	Organizational details	12, 88–91, 127	
	2-2	Entities included in the organization's sustainability reporting	16	
	2-3	Reporting period, frequency and contact point	16, 25, 127	Annual publication, published on 26 June 2024
	2-4	Restatements of information		Restatements have been made for Scope 1 and Scope 3.3 emissions due to a calculation error and incorrect emission factor. This improves the accuracy of CO ₂ emissions and fosters comparability across the reporting years.
	2-5	External assurance	36	No external assurance
	2-6	Activities, value chain and other business relationships	10–13, 15, 20	
	2-7	Employees	67–68, 101–102	
	2-8	Workers who are not employees	68, 113	
	2-9	Governance structure and composition	74–75	
	2-11	Chair of the highest governance body	74	
	2-13	Delegation of responsibility for managing impacts	17–18, 76	
	2-22	Statement on sustainable development strategy	4–7	
	2-23	Policy commitments	2, 53–54, 56–57, 66–67, 72, 74, 76–78	Code of Conduct, UN Global Compact
	2-24	Embedding policy commitments	66–67, 72, 76–77	
	2-26	Mechanisms for seeking advice and raising concerns	78–79	
	2-28	Membership associations	2, 57, 72	UN Global Compact, austropapier, KIBiS initiative
	2-29	Approach to stakeholder engagement	18–19	
	2-30	Collective bargaining agreements	116	
	GRI 3: Material topics 2021	3-1	Process to determine material topics	18–21, 24–25
		3-2	List of material topics	19, 27–28
Energy usage and CO₂ emissions				
GRI 302: Energy 2016	3-3	Management of material topics	30–34	
	302-1	Energy consumption within the organization	35, 92–94	
GRI 305: Emissions 2016	305-1	Scope 1	33, 36	
	305-2	Scope 2	33, 36	
	305-3	Scope 3	33–34, 36	
Circular business and waste				
GRI 306: Waste 2020	3-3	Management of material topics	37–40	
	306-3	Waste generated	41, 98	
	306-4	Waste diverted from disposal	41, 98–99	
	306-5	Waste directed to disposal	41, 98–100	

GRI Standard	Disclosure	Location	Further information
Occupational health and safety			
GRI 403: Occupational health and safety 2018	3-3	Management of material topics	52–54
	403-8	Workers covered by an occupational health and safety management system	55, 113
	403-9	Work-related injuries	52–55, 114–115
Wages, work-life balance and employee well-being			
GRI 401: Employment 2016	3-3	Management of material topics	56–58
	401-1	New employee hires and employee turnover	59, 103–106
	401-3	Parental leave	59, 118
Employee development and training			
GRI 404: Training and education 2016	3-3	Management of material topics	62–64
	404-1	Average hours of training per year, per employee	63, 107–108
	404-3	Percentage of employees receiving regular performance and career development reviews	65, 117
Governance, tax and anti-corruption			
GRI 205: Anti-corruption 2016	3-3	Management of material topics	74–80
	205-3	Confirmed incidents of corruption and actions taken	81, 119
Quality and customer interaction			
Company-specific	3-3	Management of material topics	82–84
	own	Claims external	84, 119
	own	Claims affiliated	84, 119
Further important topics			
Raw material origins and biodiversity			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	44, 94–96
Emissions into water and air			
GRI 303: Water and effluents 2018	303-4	Water discharge	97
Water usage			
GRI 303: Water and effluents 2018	303-3	Water withdrawal	47, 96
	303-5	Water consumption	48, 97
Diversity and equal opportunities			
GRI 405: Diversity and equal opportunities 2016	405-1	Diversity of governance bodies and employees	67–68, 109–112

Abbreviations

BFR	German Federal Institute for Risk Assessment	ISO	International Organization for Standardization
BRC	British Retail Consortium Global Standards	IT	Information Technology
CDO	Chief Direction Officer	KIBIS	Competence Centre for Work-life and Family-conscious Human Resources Management (Kompetenzzentrum für Work-Life bzw. familienbewusstes Personalmanagement)
CEE	Central and Eastern Europe	KPI	Key Performance Indicator
CEO	Chief Executive Officer	kWh	Kilowatt Hour
CEPI	European Containerboard organization	LED	Light-emitting Diode
CFO	Chief Financial Officer	LMS	Learning Management System
CNG	Compressed Natural Gas	LNG	Liquefied Natural Gas
CO₂	Carbon Dioxide	LPG	Liquefied Petroleum Gas
CoC	Code of Conduct	LTJ	Lost-Time Injuries
CSR	Corporate Social Responsibility	m²	Square Metre
CSRD	Corporate Sustainability Reporting Directive	MbO	Management by Objective
DP	Dunapack Packaging	MD	Managing Director
EBS	Substitute Fuel (Ersatzbrennstoffe)	MJ	Megajoule
EHS	Environment, Health and Safety	MOAH	Mineral Oil Aromatic Hydrocarbon
EMAS	Eco-Management and Audit Scheme	MOSH	Mineral Oil Saturated Hydrocarbon
ERP	Enterprise Resource Planning	OECD	Organisation for Economic Co-operation and Development
ESG	Environment, Social, Governance	OHS	Occupational Health and Safety
EUTR	European Timber Regulation	PFR	Paper for Recycling
FEFCO	European Federation of Corrugated Board Manufacturers	PPWR	Packaging and Packaging Waste Regulation
FIT	Finding Inspiring Talents	RCCM	Recycled Corrugator Case Material
FSC®	Forest Stewardship Council®	REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
FSSC	Food Safety System Certification	SDGs	Sustainable Development Goals
GmbH	Limited liability company (Gesellschaft mit beschränkter Haftung)	SEE	Southeast Europe
GMP	Good Manufacturing Practice	SVHC	Substances of Very High Concern
GRI	Global Reporting Initiative	TPPS	Thomas Prinzhorn private foundation (Thomas Prinzhorn Privatstiftung)
HCB	Hamburger Containerboard	TÜV	Technical Supervisory Association (Technischer Überwachungsverein)
HR	Human Resources	UGB	Austrian Commercial Code (Unternehmensgesetzbuch)
ISEGA	ISEGA independent testing and certification institute (ISEGA Forschungs- und Untersuchungsgesellschaft mbH)	UN	United Nations

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We will