STI GROUP

PLATINUM Top 1%
ecovadis
Sustainability Rating
SEP 2025

CORPORATE SOCIAL RESPONSIBILITY 2025

Target and key figure cockpit

19/06/26 | PIONEERS IN PACKAGING

PACKAGING POS SOLUTIONS SERVICES

REPORT 2025

The STI Group's 2025 CSR Report is aligned with the Global Reporting Initiative (GRI) standards and the ISO 26000 guidelines and provides transparent information about our commitment to sustainability. The report addresses the STI Group's core sustainability values and sets out targets, measures and progress in the areas that are material to us. The scope covers the entire group of companies, unless otherwise stated. The target groups for this report are our internal and external stakeholders: employees and management, customers, suppliers, business partners and the interested public.

With this report, we are also documenting the further development of our sustainability reporting with a view to future regulatory requirements. In principle, our reporting for 2025 will continue to be aligned with the GRI Standards. In parallel, we are voluntarily preparing for future reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Although, under current legislation – particularly in light of the so-called 'omnibus' regulations – the STI Group is not currently subject to direct CSRD reporting requirements, our strategic aim is to align our sustainability reporting with European requirements in the long term. During the 2025 reporting year, the relevant regulatory developments were closely monitored and initial conceptual work was undertaken. This includes, in particular, the dual materiality analysis as the basis for future ESRS-oriented reporting.

Over the course of 2026, we will implement the next steps towards structured and consistent ESRS-oriented sustainability reporting. The aim is to integrate regulatory requirements at an early stage into internal processes, whilst further enhancing transparency and comparability for our stakeholders.

CONTENTS

OVERVIEW

REPORT 2025 2

CONTENTS 3

CEO STATEMENT 4

ABOUT STI GROUP

About STI Group 6
Vision and values 7
Organisation 8
Adding value 9
Companies 10
Locations 11
Network 12
Investments 13
Forecast: ESRS-based reporting 14

CSR ROADMAP

Forecast: dual materiality 16
Materiality analysis 17
Action areas 18
Stakeholders 19
CSR Roadmap 2025 20

#1 COMPANY

Products 22
Innovation 24
Best Practice 25
Standards 26
Responsibility 28
Corporate Conduct 29

#2 PEOPLE

Health and safety 31
Fairness 33
Development 34
Transparency 35
Participation 36

#3 SOCIAL COMMITMENT

Commitment and projects 38
Promotion of children 39
Foundations 40
Information and education 41

#4 ECOLOGY

PPWR 43
Environment 44
Climate protection 46
Recycling 48
Supply chains 49
Waste 51

TARGET AND KEY FIGURE COCKPIT 2025

Our targets and key performance indicators 53
Partner 54
Sustainable Development Goals 55
Target cockpit 56
KPI Cockpit 2023-2025 66
GRI Index 71

YOUR FEEDBACK IS IMPORTANT TO US

Image sources 82

Note on language and gender equality

At the STI Group, we use gender-neutral language wherever possible. If gender-neutral language is not possible or does not make linguistic sense, we prefer to refer to all genders. In this document, the masculine form is frequently used for the sake of readability and linguistic simplicity. This refers to and includes people of all genders equally.

CEO STATEMENT

"Sustainable innovations must be practicable, marketable and economically viable."

Jakob Rinninger, CEO STI Group

Sustainability and innovation have been central components of the STI Group's corporate strategy for many years. We view them not only as a corporate responsibility, but also as a key factor in the success of our customers, our competitiveness and the long-term development of our company.

The packaging industry is undergoing profound change. Regulatory requirements, rising expectations regarding recyclability and resource efficiency, and the demand for sustainable packaging solutions are fundamentally transforming markets and business models. We are actively shaping this change – strategically, through innovation and in close partnership with our customers.

Our aim is to develop packaging solutions that combine environmental responsibility with economic performance. After all, sustainable innovation can only have a lasting impact if it is simultaneously practical, marketable and economically viable.

INNOVATION PARTNER

Innovation is the result of a strategic development process. We make targeted investments in research, new materials and technological expertise in order to develop solutions for future market requirements at an early stage.

We are convinced that the future of packaging is recyclable, resource-efficient and fibre-based. At the same time, it will only be successful if it meets our customers' requirements in terms of functionality, efficiency and brand impact. It is precisely at this intersection that the STI Group positions itself as an innovation partner.

SHAPING THE FUTURE TOGETHER

"Be a Pioneer" is our guiding principle. For decades, the STI Group has stood for a pioneering spirit in the packaging industry. Our STI brand embodies sustainability, technology and innovation – values that shape everything we do on a daily basis.

Our approximately 2,000 employees embody this ethos with commitment, responsibility and innovative drive.

We create a working environment that fosters development, strengthens entrepreneurial thinking and is characterised by a strong understanding of our values.

Together, we are shaping the sustainable world of packaging for today and tomorrow.

Jakob Rinninger

ABOUT STI GROUP

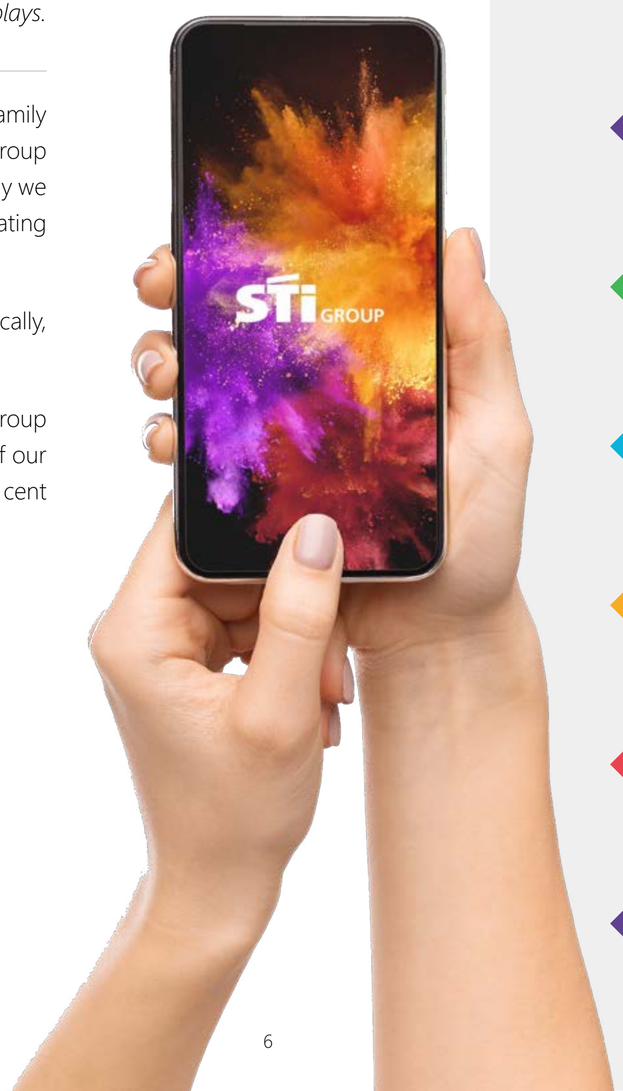
ABOUT STI GROUP

Pioneering spirit, innovation and creativity have characterised STI Group's past and present. With a focus on sustainability, we develop marketable packaging and displays.

STI - Gustav Stabernack GmbH, trading as STI Group, is a fourth-generation family company owned by Dr Kristina Stabernack. Since its foundation in 1879, STI Group has grown into a globally active group of companies with 2,000 employees. Today we produce packaging and displays at seven specialised locations in Europe, generating over €300 million turnover, of which 1% comes from our sourcing office in Asia.

We have sales and design offices throughout Europe to serve our customers locally, as well as working with a global network.

Our European focus is also reflected in our procurement strategy. The STI Group defines local suppliers as those based in Europe (EU/UK). Around 99 per cent of our procurement volume comes from European suppliers, whilst only around 1 per cent comes from suppliers outside Europe, predominantly in Asia.



2020s
Circular innovator: focus on new sustainable products, materials and technologies; joining the Science Based Targets Initiative (SBTi)

2010s
Value chain connector: customers <-> STI Group
Climate protector: pioneering cooperation with Climate Partner begins

2000s
Digitalisation adopter: Introduction of DAM database & digital printing
Sustainable forestry supporter: First company in the industry to become FSC® -certified (licence number FSC-C021442)

1990s
Sustainable pioneer:
First Corporate Policy on environmental sustainability

1980s
Retail pioneer:
Linking expertise with the European Retail Institute

1970s
Creative pioneer:
Winning new product competitions in the industry

1960s
Display pioneer:
First manufacturer and marketer of corrugated displays in Europe

1950s
Technology pioneer:
developed the means to produce offset-laminated corrugated board (litho-laminates)

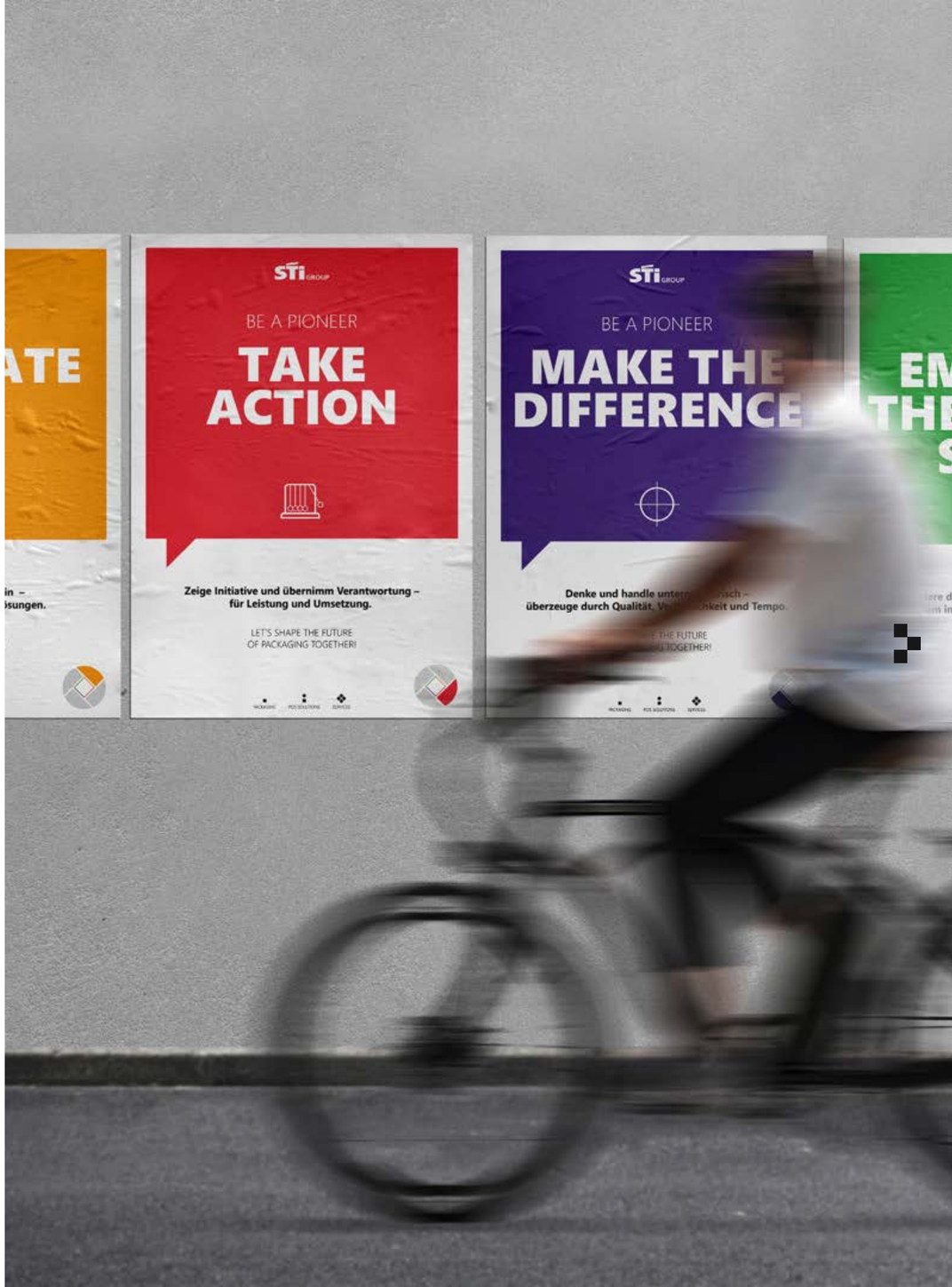
VISION AND VALUES

As a pioneer in the packaging industry, we are uniquely positioned to deliver innovative, sustainable and creative products and services that shape markets and make us a strong partner for strong brands.

We see ourselves as pioneers of our customers' success at the point of sale. We aim to be a holistic problem solver that reduces complexity and creates a unique shopping experience through excellent advice, outstanding service and the most efficient processes.

Sustainability is at the heart of everything we do. In designing our products and services and when making key business decisions, we are guided by environmental and climate protection values and the principles of a circular economy. A management system based on international standards, which we continuously review and develop, helps us to achieve our goals. Our employees share this commitment, which is firmly anchored in our corporate values:

INNOVATE	***Be open to new ideas –*** *come up with innovative solutions.*
TAKE ACTION	***Be active and take responsibility –*** *focus on performance and execution.*
MAKE THE DIFFERENCE	***Adopt an entrepreneurial mindset –*** *show quality, reliability and promptness.*
EMBRACE THE FAMILY SPIRIT	***Play an active role in our local and international teams –*** *embrace diversity.*



ORGANISATION

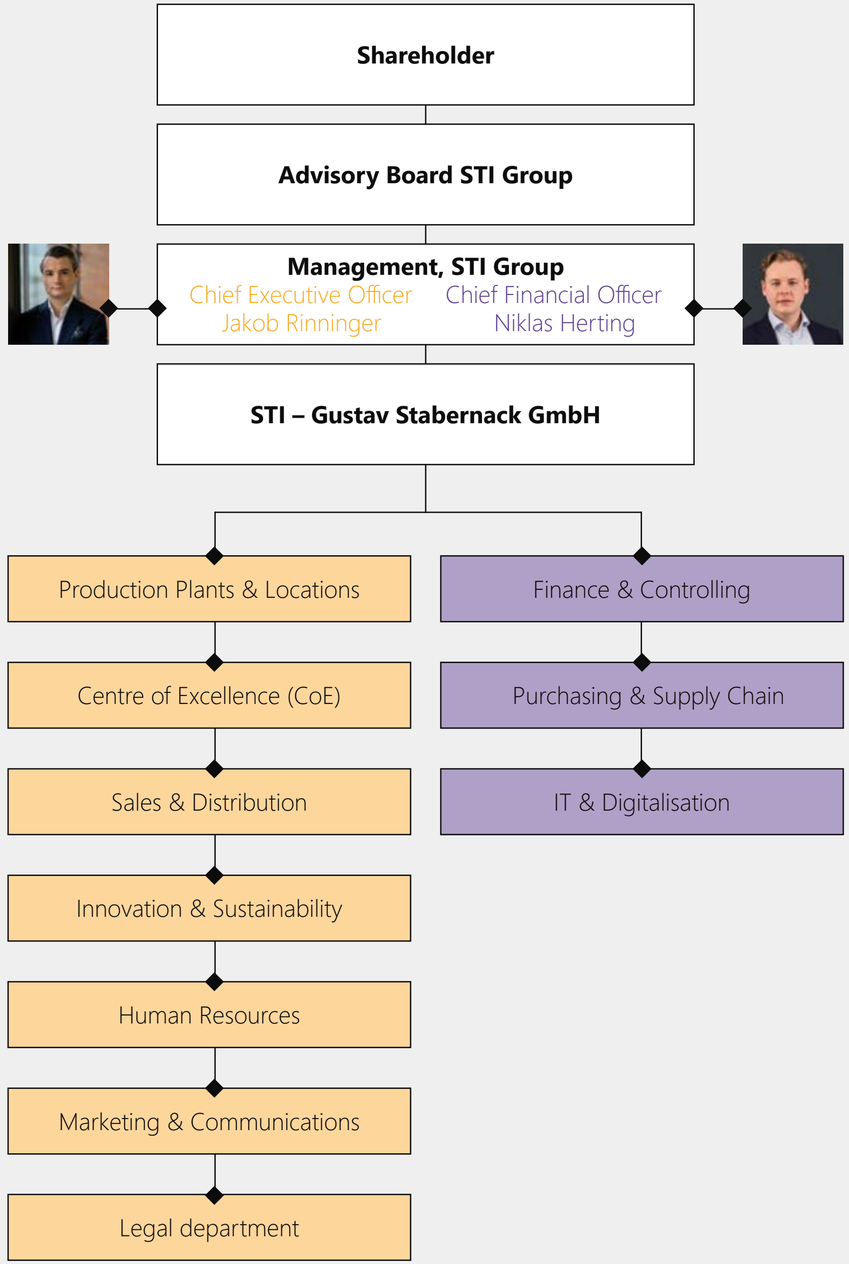
A family business, STI Group has been owner-managed for more than 140 years.

Since 1999, Dr Kristina Stabernack has been the 100% shareholder of STI Group, whose holding company operates under the name of STI - Gustav Stabernack GmbH. CEO Jakob Rinninger and CFO Niklas Herting manage this holding company as the highest governing body, as well as all associated entities within the operating business. Chaired by Rainer Springstein, the Advisory Board advises, supports and monitors the management team.

The STI Group's governance structures are designed to minimise potential conflicts of interest. This includes, in particular, the separation of ownership, advisory and management functions. Potential conflicts of interest are managed through internal guidelines and control mechanisms. Members of the Executive Board and of the management and supervisory bodies are obliged to disclose potential conflicts of interest. Such cases are reviewed and, where necessary, referred to the Advisory Board to ensure independent decision-making. No material conflicts of interest were identified during the reporting period.

CSR-COUNCIL

STI Group's CSR organisation is decentralised. It consists of a committee of representatives from the Innovation Management, Human Resources, Legal, Operations, Sales and Communications departments, chaired by the CEO. This CSR Council ensures the exchange of information and the building of knowledge among all parties, defines and steers CSR objectives and measures, and takes joint decisions on the further development of Corporate Social Responsibility within the Group.



ADDING VALUE

STI Group produces recyclable packaging for current and future generations. Our sustainable material cycle is based on well-established and effective recycling systems.

STI Group designs, develops and produces packaging and POS solutions for brand manufacturers in the FMCG, food, beverage, non-food, pharmaceutical and cosmetics sectors.

Our fibre-based products consist of board, corrugated board or refined corrugated board made from virgin fibre or recycled paper. With more than 90% of our raw material requirements made up of paper and board, these materials represent the most significant share of the Group's resource use. Other materials we process include printing inks and varnishes as well as auxiliary materials such as adhesives. We continuously work to optimise raw material efficiency, and any unused raw materials are recycled by selected certified waste management companies.

Following the design phase, based on individual customer briefings, the production of packaging and POS solutions takes place at one of our seven manufacturing sites. Inventory management and delivery of packaging and displays to customers, and in the case of displays in some instances directly to the retailer, are also part of STI Group's service.

At the point of use – whether by the consumer or at the retailer – our paper-based packaging and displays can be disposed of in the wastepaper stream, allowing their fibres to be recycled into new paper. Well-functioning paper recycling systems in Germany and across Europe ensure maximum recovery, high-quality reuse and a reliable circular flow of materials.

COMPANIES

LAUTERBACH

STI - Gustav Stabernack GmbH (Holding)
- ISO 9001:2015
- ISO 50001:2018
- Forest-Stewardship-Council-certified (FSC®-certified)

STI Lauterbach Verpackung GmbH
- ISO 9001:2015
- ISO 50001:2018
- ISO 14001:2015
- FSC®-certified
- FSSC 22000

STI CAD Laser Form GmbH

STI Pro Grafik GmbH
- PSO-certified

ALSFELD

STI Corrugated GmbH
- ISO 9001:2015
- ISO 50001:2018
- EN 15593:2008
- ISO 14001:2015
- FSC®-certified

GREVEN

STI Schräder Verpackungen GmbH
- ISO 9001:2015
- FSC®-certified

NEUTRAUBLING

STI d+v Display + Verpackung GmbH & Co KG
- ISO 9001:2015
- ISO 50001:2018
- FSC®-certified

KECSKEMÉT

STI Petöfi Nyomda Kft.
- ISO 9001:2015
- ISO 50001:2018
- ISO 14001:2015
- BRCGS
- FSC®-certified
- PEFC-certified

RUMBURK

STI Česko s.r.o.
- ISO 9001:2015
- ISO 14001:2015
- EN 15593:2008
- BRCGS
- FSC®-certified
- PEFC-certified

GILLINGHAM

STI Line Ltd.
- ISO 9001:2015
- ISO 14001:2015
- ISO 45001:2018
- FSC®-certified

HONGKONG/SHENZHEN

STI Asia Pacific Ltd.
- FSC®-certified

STI POS Solutions (Shenzhen) Co Ltd.
- FSC®-certified

PARIS

STI - Display Emballage Création S.A.R.L.
- FSC®-certified

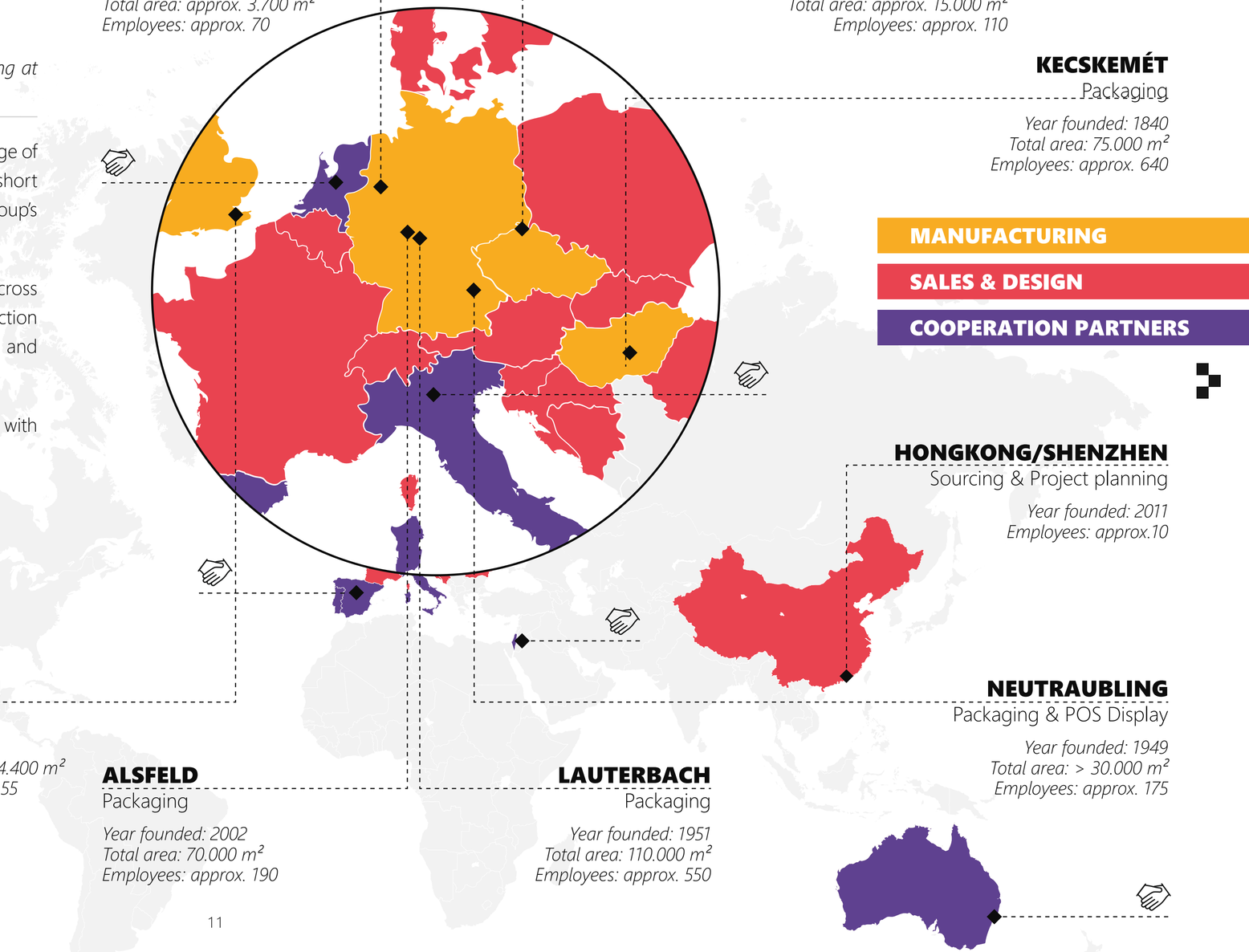
LOCATIONS

STI Group produces packaging and displays using offset, flexo and digital printing at seven specialised European sites.

The Group also has its own corrugated board production facility. With a wide range of technologies in house, such as high-quality inline finishing, machinery suited to short or long runs and small or large formats, as well as extensive certifications, STI Group's plant portfolio offers a broad spectrum of packaging and displays.

We also serve our customers locally through our sales and design offices across Europe. Our sourcing offices in Hong Kong and Shenzhen coordinate the production of packaging and displays in Asia for companies that manufacture, package and import their products into their respective sales markets.

By working with long-standing partners, we are able to combine local expertise with an international network to deliver global campaigns.



COOPERATION PARTNERS

Australia: Blue Star Group Australia PTY LTD
Israel: Infinya Packaging IND.
Italy: Ondapack
Netherlands | Belgium: Vlastuin CDI B.V.
Spain: Miralles Cartonajes S.A.

NETWORK

- Active & Intelligent Packaging Industry Association (AIPIA)
- German Packaging Institute (dvi)
- EcoVadis
- EHI Retail Institute
- Fachverband Faltschachtel-Industrie e. V. (FFI)
- Fraunhofer Society for the Promotion of Applied Research e. V.
- GS1 Germany GmbH
- Pro Carton
- Paper Technology Foundation (PTS)
- Science Based Targets initiative (SBTi)
- Sedex
- SHOP! D-A-CH
- POPAI UK
- Philipps University of Marburg

INVESTMENTS

STI Group continues to drive packaging growth by investing in innovation and sustainability.

TECHNOLOGY

In 2025, STI Group dynamically expanded its Packaging business unit and achieved sustainable growth in this segment. To support this positive development, the company made targeted investments in the technological capabilities and future viability of its international sites.

At the Lauterbach site, the new high-performance laminating machine was successfully integrated into production. The technology, which was specially configured for us, is unique worldwide and enables the production of particularly sustainable packaging solutions with finer flutes and lower grammages. The site's machinery was expanded in 2025 to include a new die-cutting machine in order to further increase production capacity.

In addition, the STI Group invested in new printing, die-cutting and digital printing technologies in the Czech Republic, Hungary and the UK.

SOLAR POWER

As part of our decarbonisation strategy, we are stepping up investment in sustainable energy supply, with around nine million euros invested in photovoltaic projects since 2023 alone. The existing systems already cover a significant proportion of production's energy requirements, and in 2025 a combined rooftop and ground-mounted solar power system was added in Kecskemét, Hungary.

A cross-plant balancing group model was implemented for the German sites in 2025. This allows unused electricity from the sites' own PV systems to be utilised across all German sites. The sites thus benefit from cost-effective electricity generated on-site, which also has a positive impact on their carbon footprint.

CERTIFICATIONS

In 2025, the Rumburk site was certified to BRCGS and ISO 14001:2015. The Czech folding carton factory thus joins the other sites, which are already certified for occupational health and safety, product safety and quality, as well as environmental management. STI's Asian sales subsidiaries, STI Asia Pacific Ltd. and STI POS Solutions (Shenzhen) Co Ltd., have been awarded FSC® certificates, thereby ensuring end-to-end traceability and security throughout the supply chain.

GREEN FINANCE

With an ESG-linked loan, which is directly tied to the achievement of defined sustainability targets, the STI Group underlines its consistent commitment to responsible business practices. Furthermore, the company is committed to climate-neutral sourcing and, as part of its investments to improve energy efficiency, also benefits from government-funded investment grants from the Federal Office for Economic Affairs and Export Control (BAFA).

INVESTMENTS 2024/2025

FORECAST: ESRS-BASED REPORTING

The further development of our sustainability reporting remains a key component of our strategic direction. Even though the regulatory framework has changed, we continue to pursue the goal of enhancing transparency and developing our reporting in a forward-looking manner.

With the introduction of the Corporate Sustainability Reporting Directive (CSRD), the requirements for sustainability reporting within the European Union have been significantly expanded. The aim of the directive is to integrate environmental, social and governance (ESG) aspects more closely into corporate management and reporting, and to create greater comparability and transparency through the application of the European Sustainability Reporting Standards (ESRS).

Based on the current legal framework, the STI Group is not currently subject to a direct legal obligation to report under the CSRD. Regardless of this, we regard the requirements of the ESRS as an important guiding framework for the further development of our sustainability activities and our reporting practices.

For this reason, we will continue to report for the 2025 financial year in accordance with the established GRI Standards. At the same time, we are continuously monitoring regulatory developments and laying the groundwork for future ESRS-based reporting. During the reporting year, the initial conceptual foundations for this were established, including the preparation of a dual materiality analysis as a central component of the future reporting structure.

As 2026 progresses, we will implement the next steps towards the systematic integration of relevant sustainability information into internal processes and management tools. Our aim is to address regulatory requirements at an early stage whilst continuously improving the quality, transparency and comparability of our sustainability reporting.

This report therefore not only documents our current sustainability performance, but also the ongoing expansion of our reporting structures with a view to future requirements and the expectations of our stakeholders.

CSR ROADMAP

PACKAGING POS SOLUTIONS SERVICES

FORECAST: DUAL MATERIALITY

In 2025, we began the conceptual preparations for an ESRS-oriented dual materiality analysis. Our aim is to implement ESRS-oriented reporting from 2026 onwards.

Although, based on the current legal framework, the STI Group is not currently subject to any direct reporting obligations under the CSRD, we regard the ESRS requirements as an important guiding framework for the further development of our sustainability activities and our reporting. For 2025, we will therefore continue to report on the basis of the established GRI Standards whilst simultaneously laying the groundwork for future ESRS-oriented reporting.

REPORTING IN LINE WITH ESRS

In the 2025 reporting year, the initial conceptual foundations for this were laid, including the preparation of a dual materiality analysis as a central element of the future reporting structure. Dual materiality considers both the impact of our business activities on the environment and society, and the financial impact of sustainability issues on our company. In this way, we are strengthening the integration of environmental, social and governance (ESG) aspects into our corporate management and reporting.

Our aim is to report on the basis of the dual materiality analysis from the 2026 reporting year onwards.

MATERIALITY ANALYSIS

In 2021, the STI Group's current CSR focus areas were prioritised on the basis of a stakeholder survey.

From 2021 up to and including the reporting year 2025, the materiality matrix shown here formed the basis for prioritising our CSR areas of action. It reflected the relevance of the identified issues both for our stakeholders and for the STI Group.

These will remain the basis for our reporting until we begin reporting in accordance with ESRS using the dual materiality analysis.

The materiality analysis was reviewed on a regular basis by the STI Group's CSR and Executive Committee. Measurable targets were defined for topics of the highest relevance, and progress towards these was reported annually. Key strategic areas of action were managed and assessed using Key Performance Indicators (KPIs), whilst other topics were addressed through the presentation of relevant measures and activities.

The X-axis represents materiality for the STI Group, whilst the Y-axis represents importance to our stakeholders on a scale of 1 to 7. 7 represents the highest level of relevance and 1 the lowest. The axes of the matrix start at 3 and 4 respectively, taking into account the lowest ratings in each case.

ACTION AREAS

Our action areas reflect STI Group's holistic approach to CSR. We have classified them based on four areas: company, people, social commitment and environment. These provide the framework for our CSR strategy and activities.

#1 COMPANY

We focus on developing STI Group and our products responsibly.

- Quality and product safety
- Product and process innovation
- Standards in the value chain
- Sustainability and risk awareness in governance
- Integrity and compliance

#2 PEOPLE

People are at the centre of our family business. Fairness, safety and health, alongside professional development and training, are the values that guide us.

- Occupational health and safety
- Fair working conditions, diversity, equality and inclusion
- Employer attractiveness and people development
- Complaints management and whistleblowing system
- Decision-making and communication

#3 SOCIAL COMMITMENT

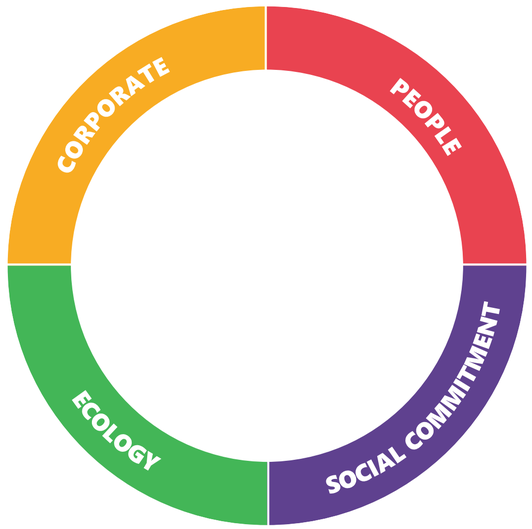
STI Group is a company with a caring attitude. An active part of society, we are committed to social responsibility and sustainability.

- Community involvement
- Supporting charitable organisations and projects
- Supporting children's education and development
- Supporting those in need
- Consumer and sustainability education

#4 ECOLOGY

Recycling, climate protection and resource conservation are key to developing a truly sustainable economy.

- Environmental protection and standards
- Climate protection and carbon offsetting
- Recyclability
- Supply chain sustainability
- Waste prevention and recycling



STAKEHOLDERS

The interests of our internal and external stakeholders are reflected in our current and forthcoming Dual materiality Matrix, which we have been working on since 2025.

EMPLOYEES AND MANAGEMENT

Our employees and management team are the drivers of innovation, sustainability and success for our Group. We foster a culture of open communication with a focus on dialogue and exchange, so that we actively shape the company's development together. Regular management meetings, staff assemblies, departmental meetings and 1:1 updates provide opportunities for feedback at any time. In addition, vodcasts from the CEO, business development updates on the Group wide intranet and regular personal exchanges ensure that all our internal stakeholders are kept informed about relevant business issues in a transparent and timely way.

CUSTOMERS, SUPPLIERS AND PARTNERS

We are in constant dialogue with our customers, suppliers and partners on operational and strategic issues. Site visits, business reviews and meetings enable our business partners to gain a comprehensive picture of our activities. In addition, workshops on current industry and sustainability topics provide the opportunity for an in-depth exchange on market developments, raw materials, production and many other issues. STI Group's website, newsletters, white papers and social media channels also serve as sources of information for external stakeholders.

LOCAL PUBLIC RELATIONS

We are an active part of the local community at each of our seven production sites. We are engaged and transparent with the local public. We maintain a lively dialogue with local political, business and community leaders and listen to their concerns. We involve local communities in relevant issues, particularly where changes in land use or site-specific environmental or social impacts may be affected. Complaints and reports of malpractice are investigated in order to identify preventative improvements or appropriate remedial measures.

CSR ROADMAP 2025

#1 COMPANY

Quality and product safety
Target: Environmental management certification of further locations by 2025
Target: Reduce complaint costs by 5% by 2024, 2027 and 2030 respectively

Product and process innovations
Circular Innovation Programme

Standards in the value chain
Target: 98% of suppliers to sign the corporate compliance declaration

Sustainability and risk awareness in corporate management
Target: Commitment to climate protection in the Science Based Target Initiative (SBTi)

Integrity and compliance
Target: No compliance cases in STI Group

#2 PEOPLE

Occupational health and safety and prevention
Target: Reduce the number of accidents at work by 10% by 2024, 2027 and 2030 respectively

Fair working conditions, diversity, equality and inclusion
KPI: Human resources, labour and human rights, diversity programme: Diversity Charter

Employer attractiveness and personnel development
KPI: Human resources, labour and human rights

Complaints management and whistleblower system
Corporate compliance, introduction of whistleblower protection

Decision-making and communication
KPI: Human resources, labour and human rights

#4 ECOLOGY

Environmental protection and environmental standards
KPI: Waste

Climate protection and CO_2 compensation
Target: Continuous improvement of STI Group's energy performance

Recyclability
Target: 100% recyclable packaging by 2030

Sustainability in the supply chain
KPI: Waste, Sustainable procurement

Waste prevention and waste recycling
Target: Reduce waste volumes by 1.5% by 2024, 2027 and 2030 respectively

#3 SOCIAL COMMITMENT

Support for charitable organisations and projects & regional commitment
Supporting social initiatives in the regions of our production sites

Promoting the education and development of children
Perspectives for children and young people, Home for Kids e. V.

Support for those in need
Wilhelm Stabernack Foundation

Consumer education and sustainability education
Customer workshops, web sessions

#1 COMPANY

PRODUCTS

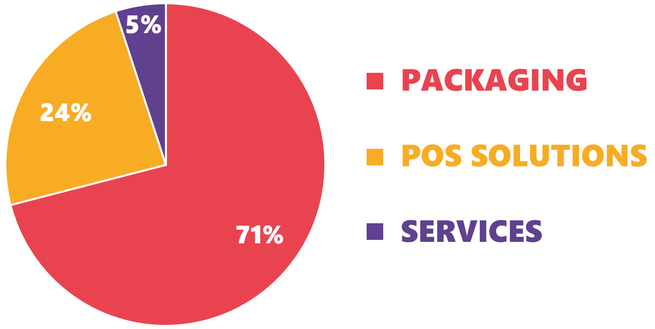
Action area: Quality and product safety

The STI Group is a full-service provider of packaging and displays. Our portfolio is characterised by exceptional variety and market coverage.

We produce tailor-made packaging from board and refined corrugated board – from folding cartons and gift packaging to transport packaging – for customers in all sectors, including food, confectionery, beverages, pharmaceuticals, cosmetics, toys, non-food and e-commerce. The development process is guided by retailer requirements, the need for efficient logistics and demanding design specifications.

Our displays are high-impact, logistically optimised and sustainable. We offer our customers a wide range of modular POS concepts to realise efficient display campaigns. Our bespoke displays and decorations serve as important brand touchpoints for consumers, whether in support of campaigns or during product launches. For long-term product presentations, we also use materials such as wood, metal or plastic.

We provide end-to-end solutions from consultancy, planning and campaign execution to co-packing and logistics services. We reduce complexity for our customers at every stage of the process and deliver measurable added value.



PACKAGING

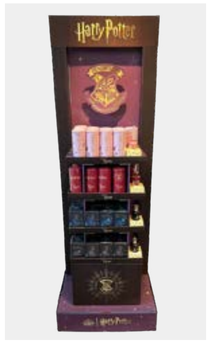
- Cardboard folding boxes
- Offset-laminated corrugated packaging
- Flexo-printed corrugated packaging
- Labels

POS SOLUTIONS

- Promotional displays
- Permanent displays

SERVICES

- Graphic design, 3D visualisation, artworking
- Structural design
- Print management
- Prepress & Toolmaking
- In-house materials lab
- Picking and co-packing



PRODUCTS

Action area: Quality and product safety

STI Group represents outstanding product and service quality. We achieve this by continuously striving for operational excellence in all our processes and by using the latest in innovative production methods.

QUALITY

In our pursuit of operational excellence, we have created a learning and continuously improving organisation. This enables us to fulfil our customers' requirements effectively and efficiently. Key Performance Indicators, which we visualise in real time in our production areas, create the required transparency. Our management system, based on ISO 9001:2015, supports us in achieving our goals. In 2025, there were no violations of regulations or our own rules of conduct with regard to health and safety, or product and service information and labelling.

Shopfloor management is a central feature of our cooperation in the production areas. We achieve a high level of qualification among our employees through continuous training based on process standards. Measures such as worker self-inspection, i.e. independent quality checks by employees, effectively help to prevent errors.

Our aim is to eliminate product defects of any kind, to prevent complaints, or to recognise issues as early as possible and rectify them sustainably.

Target 5 – Reducing complaint costs by 5% each by 2024, 2027 and 2030 – makes our development in this area transparent. We pursue this target with effective measures.

PRODUCT SAFETY

Early in the development phase of our products, when communicating with our customers, we emphasise the importance of incorporating their product safety requirements. These requirements may be wide-ranging - from food safety (e.g. migration of substances) to requirements for toy packaging or CE labelling. This includes compliance with overarching legal requirements (e.g. REACH).

The hygiene management aspects of STI Group's production sites are based on internationally recognised hygiene standards. Individual hygiene certifications according to BRC GS, FSSC 22000 or EN 15593 have been issued at four sites.

In 2011, we were one of the first companies in the industry to switch from conventional printing inks, varnishes, oils and lubricants to products that are harmless in terms of migration. The proportion of printing inks containing mineral oil used at STI Group is well below 1%. Specific food safety tests at accredited institutes assess the interactions between the various packaging materials and their effect on the filling material to confirm that they are harmless to health.

In our laboratories at Lauterbach and Kecskemét, we test packaging and displays in accordance with legal and customer-specific requirements. Intensive networking and active association work help us to respond to emerging legal and regulatory requirements at an early stage. We incorporate these into our processes and our customer communications.

INNOVATION

Action area: Product and process innovation

STI Group aims to lead the way towards a more sustainable packaging landscape. When designing our products and services, we are guided by environmental and climate protection values as well as the concept of a circular economy.

As Pioneers in Packaging, we are driving forward the development of sustainable packaging solutions. The focus is on approaches that combine environmental requirements with economic efficiency. New technologies and ways of thinking foster continuous product and process innovation, ranging from reducing material usage and improving recyclability to substituting plastics. This results in solutions that enable packaging concepts which are both sustainable and economically viable, whilst setting the pace for the industry.

Through the 'Circular Innovation' programme, we are pursuing a holistic strategic approach to sustainable innovation in packaging development. An interdisciplinary team evaluates sustainable ideas in line with the principles of the circular economy and brings effective product and process innovations to market maturity. In the development and implementation of innovative approaches, we work closely with universities and technology partners.

At the process level, we focus on new materials, methods and technologies. Here, we explore new approaches, for example in the areas of innovative fibre-based papers, sustainable barriers and plastic-free finishes.

AWARDS

Our products have won numerous awards in national and international industry competitions for their high sales impact, creative design and sustainability.

BEST PRACTICE

Circular Innovation: the latest product and process innovations

In recent years, the STI Group has developed numerous innovative packaging solutions to market maturity, focusing on sustainability, resource efficiency and cost-effectiveness.

ONE-PIECE CLICK BOX

The new generation of corrugated cardboard detergent pod packaging offers a material-efficient and safe alternative to multi-part plastic or composite packaging, completely replacing plastic components and simplifying filling processes.

Unlike conventional solutions on the market, the packaging is made from a single blank. This reduces material usage and the number of process steps, whilst lowering energy consumption, the carbon footprint and costs throughout the entire value chain. The child-resistant opening system makes it difficult for young children to access the contents.

LASER-SENSITIVE COATING

By combining laser-sensitive varnish with laser marking, the STI Group offers a solution that enables particularly fast and, above all, customised marking of packaging.

The result is a robust, clean and high-performance solution for the variable marking of cardboard folding boxes and corrugated packaging: lower energy consumption, no dust, low operating costs and high speed during serialisation.

The information can be accessed directly via a smartphone in any desired language.

TRAY WITH GRAVITY-FEED FUNCTION

The patent-pending Gravity-Feed Tray combines transport packaging and secondary placement in a compact solution. Without any additional elements or filler pieces, the design ensures that the products are always at the front of the display, generating impulse purchases.

During transport, the cover protects the goods and ensures a stable, easily stackable unit with no empty space. At the point of sale, the packaging can be opened quickly and intuitively thanks to defined perforations and adhesive dots.

STANDARDS

Action area: Standards in the value chain

Factors influencing the STI Group's value chain range from raw material production and the manufacture of packaging and displays to disposal and recycling. We also want to take responsibility for areas beyond our direct control in terms of sustainable development. We align our ethical guidelines and CSR strategy with the OECD Guidelines for Multinational Enterprises.

CORPORATE COMPLIANCE

As a responsible company, the STI Group complies with all legal requirements in its field of business and adheres to standards that go beyond these requirements in the areas of ethics and regulation. We expect the same from our partners.

The STI Group shapes its collaboration with suppliers and service providers in a spirit of partnership, transparency and mutual trust. Our business partners are informed about relevant processes and requirements through our General Terms and Conditions (GTC). These were supplemented by sustainability clauses in 2024. In addition, our Responsible Policy forms the basis for responsible collaboration throughout the supply chain.

With the aim of ensuring the widest possible acceptance of our standards, the STI Group is working to further increase the signature rate for the Corporate Compliance document amongst its suppliers:

Target 9 – Signature of corporate compliance by 98% of suppliers. In 2025, the focus was particularly on high-turnover direct suppliers and raw material suppliers, in order to specifically include those areas of the supply chain that are essential to our customers. We therefore deliberately began with our most strategically important partners.

ECOVADIS AND SEDEX

Through our membership in Sedex and Ecovadis, we create the highest possible transparency for our customers and are committed to continuously improving ethical, social and environmental performance throughout our supply chain. We confirm this by regularly conducting SMETA 4-Pillar audits at our sites.

At **EcoVadis** our customers can proactively connect with the STI Group. Our outstanding achievements in the area of sustainability were rated by EcoVadis in 2024 with a Platinum rating, the best possible award in the category, which applies to the entire group of companies.

For Sedex, please connect via the registration number ZC1014447.

FSC® AND PEFC

Our goal is to promote the use of wood from sustainable forestry. As one of the first companies in Europe, the German production plants and European sales companies of the STI Group were certified according to the FSC® standard in 2008, Our Hungarian plant in Kecskemét is additionally PEFC-certified, and since 2025 our Czech production site in Rumburk has also held PEFC certification. Today, more than 84% of the wood-fibre materials used by STI Group come from certified and responsible sources.

SUPPLY CHAIN DUE DILIGENCE ACT (LKSG)

In view of the German Supply Chain Due Diligence Act (LkSG), which became binding for the STI Group on 1 January 2024, and also in view of regulatory developments at European level, we are committed to continuously enhancing transparency within our value chain. Although the statutory reporting obligations under the LkSG have since been reduced with retroactive effect from 1 January 2023, the Act itself remains in force. The STI Group fully complies with the existing internal documentation requirements and continues to regard the systematic assessment of human rights and environmental risks along the supply chain as an essential component of responsible corporate governance.

An internal committee continuously assesses how risks relating to human rights and environmental law in the supply chains can be reduced in a sustainable and effective manner, and derives appropriate measures. The **Policy Statement on the Human Rights Strategy** which has already been adopted, continues to form the binding framework for the company's business activities.

STANDARDS

Action area: Standards in the value chain

STI Group supports the vision of a more inclusive and sustainable economy, together with over 19,000 companies and organisations worldwide, based on the UN Global Compact and Sustainable Development Goals. We also expect our business partners to stand up for human rights, labour standards, environmental protection and anti-corruption.

SUSTAINABLE DEVELOPMENT GOALS (SDG)

The United Nations (UN) 2030 Agenda with its 17 Sustainable Development Goals forms a comprehensive framework for realising a global sustainable society. STI Group is committed to the UN SDG and has incorporated them into its sustainability strategy.

UN GLOBAL COMPACT

STI Group has been a member of the UN Global Compact since 2011. Our commitment to this emphasises our obligation to always act conscientiously and we support the ten principles for responsible corporate governance in the areas of human rights, labour standards, environmental protection and anti-corruption.

This CSR report documents our progress against these ten principles as a 'Communication on Progress'.

Human rights

1. Companies should support and respect the protection of international human rights.
2. Companies should ensure that they are not complicit in human rights violations.

Labour standards

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Companies should advocate the elimination of all forms of forced labour.
5. Companies should stand up for the abolition of child labour.
6. Companies should work towards the elimination of discrimination in employment and occupation.

Environmental protection

7. Companies should follow the precautionary principle when dealing with environmental problems.
8. Companies should take initiatives to promote greater environmental awareness.
9. Companies should accelerate the development and dissemination of environmentally friendly technologies.

Combating corruption

10. Companies should take a stand against all forms of corruption, including extortion and bribery.

WE SUPPORT UN GLOBAL COMPACT

RESPONSIBILITY

Action area: Sustainability and risk awareness in corporate management

As a responsible family-owned company, with a management system structured in accordance with international standards, STI Group focuses on sustainable management and ongoing monitoring of potential risks in the course of its business activities.

CORPORATE POLICY AND STRATEGIC GOALS

Our Corporate Policy defines our strategy and anchors sustainability in our business activities. We act in accordance with the values formulated in our **Corporate Policy.** The goals defined therein form the basis of our strategy.

SUSTAINABILITY STRATEGY

As pioneers in the packaging industry, we are committed to creating a more sustainable packaging landscape. In designing our products and services as well as in making key corporate decisions, we are guided by the principles of environmental and climate protection and the concept of a circular economy.

The CSR Council, an interdisciplinary body involving the Executive Board, continuously develops our sustainability strategy and ensures its operational implementation through effective measures.

To anchor sustainability even more firmly in our corporate management, we introduced Group-wide reporting in accordance with the GRI Standards with the 2023 CSR Report. For 2025, we will continue to report on the basis of the established GRI Standards while at the same time creating the prerequisites for future ESRS-oriented reporting.

DIGITALISATION

The digitalisation of our work and business processes is an important pillar in the strategic development of STI Group and provides the basis for numerous process innovations. Information security is our highest priority.

New digital forms of product development and collaboration also help to conserve resources, for example through virtual product development and by reducing the number of necessary journeys and business trips.

VALUE CHAIN

STI Group continues to fully comply with the requirements of the German Supply Chain Due Diligence Act (LkSG) and systematically documents human rights-related and environmental due diligence obligations throughout its supply chains.

This is based, among other things, on the adopted **Policy Statement on Human Rights Strategy.**

MANAGEMENT SYSTEMS

STI Group's management system brings together the Group's activities in the areas of quality, hygiene and sustainability. Regular certifications and internal audits ensure the high internal standards we strive for.

All plants are certified in accordance with ISO 9001:2015. In addition, an environmental management system in accordance with ISO 14001:2015 has been implemented at the Alsfeld, Lauterbach, Rumburk, Gillingham and Kecskemét sites.

An energy management system in accordance with ISO 50001:2018 is operated at the Alsfeld, Lauterbach, Neutraubling and Kecskemét sites.

In addition, the Kecskemét and Rumburk sites are certified in accordance with BRCGS Packaging Materials. Furthermore, the Kecskemét site and, since 2025, the Rumburk site also hold a BRCGS certificate.

CORPORATE CONDUCT

Action area: Integrity and compliance

STI Group is committed to acting with integrity and adheres to regulatory and ethical standards that go beyond the requirements of the law.

INTEGRITY

The STI Group stands for integrity, transparency and reliability. We uphold our principles and communicate openly – both within the company and with our partners. All members of our supervisory body are informed of these requirements and corresponding procedures.

The STI Group requires that business decisions be made free from conflicts of interest. Potential conflicts of interest involving private, financial or other personal interests should be avoided at an early stage and – should they nevertheless arise – disclosed transparently and handled in accordance with the applicable company guidelines.
The basis for this is, in particular, our Code of Conduct for Employees and the Responsible Policy.

COMPLIANCE

STI Group's Corporate Compliance provides all employees with legally binding rules in the form of our Code of Conduct for dealing with colleagues, customers and business partners.
Target 7 – No compliance cases in STI Group – emphasises our strict requirements for effective compliance management. For us, compliance means acting in accordance with our corporate values and combining profitable business with the highest ethical standards.
The core elements of our compliance approach are as follows:

- Risk identification and assessment
- Compliance organisation
- Behavioural principles and guidelines
- Business partner checks
- Compliance communication and training
- Monitoring and control measures
- Leadership and corporate culture

We want to eliminate the risk of non-compliance with applicable laws, including discrimination, corruption, bribery, anti-competitive behaviour, cartels and monopolies, as far as possible, both at our own sites and throughout our entire supply chain. This is the only way to ensure that we maintain a good reputation as an employer and business partner. 100% of our employees have been informed of our anti-corruption guidelines via the intranet. In addition, a total of eight training courses on compliance and business ethics were assigned via our digital learning platform Talent LMS to relevant groups of employees. In 2025, 1,847 people have successfully completed these trainings. We are increasingly integrating such requirements into our business processes as part of a due diligence approach. Structural obligations in corporate social responsibility (CSR) laws coincide with a compliance management system (CMS) approach.

Our approach to due diligence regarding compliance is supported by our internal compliance structure and whistleblower protection. As the highest controlling body, the Management Board is responsible for the compliance system and is integrated through the reporting line of compliance officers. This process of risk analysis, delineation of responsibilities, documentation, training, reviews and assessments takes effect whenever new regulations are implemented in the company. The focus is on building our employees' knowledge of compliance and legally compliant behaviour.

Employees receive regular training on the Code of Conduct, whistleblower protection and other relevant topics – for example the German Supply Chain Law, anti-corruption, money laundering, anti-competitive practices and data protection law (GDPR).

Company regulations, such as Group-wide organisational instructions or site-specific works agreements, provide reliable guidelines for employees and the company in addition to these legal and overarching requirements.

#2 PEOPLE

HEALTH AND SAFETY

Action area: Occupational health and safety and prevention

Employee health and safety is a top priority for STI Group. As a manufacturing company, we promote occupational health and safety and prevention to a particularly high degree.

OCCUPATIONAL PROTECTION

Our safety management identifies the risks of occupational accidents and health hazards in the workplace and minimises them so that we can largely eliminate accidents at work. In the area of occupational safety, STI Group complies with all applicable legal requirements. In addition, operating instructions and organisational guidelines regarding occupational health and safety issues are drawn up at all sites, in collaboration with employee represen tatives.

100% of STI Group employees are represented in health and safety committees. There is also an overarching Group-wide occupational health and safety committee, which includes management, HR, site managers, the legal department and occupational safety specialists.

When designing workplaces, we take appropriate and preventative occupational safety, fire safety and environmental measures into account. Regular training by safety officers at all our locations increases the safety awareness of our employees, temporary workers and service providers. The focus is on accident prevention, first aid training and fire safety.

With **Target 6 – Reducing the number of accidents at work by 10% by 2024, 2027 and 2030 respectively –** we measure ourselves against the globally recognised occupational safety indicator, Lost Time Injury Rate (LTIR) for the greatest possible transparency. Based on the LTIR, we develop further effective accident prevention measures in a targeted manner to avoid downtime.

AVOID DANGERS

Employees can report any threat to their physical wellbeing to an external whistleblowing hotline. The contact persons at the hotline are bound to absolute confidentiality and will not disclose the identity of the whistleblower. Employee representatives offer an alternative point of contact for reporting work-related hazards, and are also obliged to maintain confidentiality. All accidents at work in Germany are reported to the HR department, which submits a report to the employers' liability insurance association and forwards the form to the responsible occupational safety specialist. Where necessary, accident investigations are carried out by the responsible occupational safety specialist in collaboration with the company medical service and the employees concerned. The findings influence future actions in relation to occupational safety and employee health protection.

HEALTH AND SAFETY

Action area: Occupational health and safety and prevention

STI Group supports prevention of ill health and measures to maintain good health, to counteract potential risks to employees.

PREVENTION

In accordance with legal requirements, risk assessments are regularly carried out, in which we analyse the potential safety and health hazards of our workplaces and work processes. This applies to our own sites and also for mobile work. Occupational safety is subject to a continuous improvement process, determined by legal requirements and supplemented by findings from STI Group's daily workflows and processes. Employees are given relevant protective equipment to reduce risks to their health.

Thanks to annual training, all employees know their rights and obligations in occupational health and safety. They are well prepared to react appropriately in challenging situations. This includes fires, explosions and medical emergencies as well as situational issues in everyday working life. To identify potential hazards, regular inspections are carried out by the occupational safety specialist, company doctor and employee representatives.

We carry out regular psychological risk assessments to identify potential mental stress in our workplaces at an early stage. The potential for improvements at department level leads to targeted measures. In addition, we support our employees with addiction counselling and can arrange psychosocial support if required.

Online training courses are becoming increasingly important, particularly in the area of prevention. We cooperate with health insurance companies, through which our employees can participate individually and flexibly in courses on topics that affect them personally. This also includes sports programmes and coaching.

HEALTH PROTECTION

The health of our employees is our top priority. Our plants either have their own occupational health service or are linked to appropriate medical care centres. In addition to acute care, the services on offer include preventive check-ups, vaccinations (e.g. against flu) and other health-promoting services for all employees at the respective plants.
In addition, we promote health and wellbeing through a wide range of initiatives at plant level. These include, for example, health days, information sessions on topics such as nutrition and prevention, and sporting activities such as running or exercise programmes.

Another key component in strengthening individual healthcare provision is our bike leasing scheme, which has been available at our German plants since mid-2025, as part of a salary sacrifice scheme. This enables our employees to integrate exercise into their daily lives in an attractive way and to take active steps to improve their health.
It goes without saying that all employees at our sites have access to clean drinking water and proper sanitary facilities at all times.

FAIRNESS

Action area: Fair working conditions, diversity, equality and inclusion

STI Group stands for diversity and inclusion. We create an inclusive working environment that promotes equal opportunities for men and women and encourages diversity. We respect the labour standards of the International Labour Organisation (ILO). STI Group is also a signatory to the Diversity Charter.

FAIR WORKING CONDITIONS

The STI Group aims to pay all its employees a salary that provides a living wage. To this end, since 2023 we have been reviewing wage levels annually against a recognised, country-specific benchmark for living wages. If discrepancies are identified, we take appropriate measures to adjust remuneration. All German locations are also bound by collective wage agreements with remuneration accordingly. 87% of employees are covered by collective wage agreements, while all other employees are covered by non-pay-scale contracts that are equivalent to or better than these collective wage agreements. In Germany, remuneration determination procedures are controlled by the works councils; the procedure is similar in Hungary and the UK. In the Czech Republic, the management is responsible for determining remuneration procedures.

We want to organise the framework conditions in our company in such a way that our employees can make the best possible contribution to the company's success. In addition to the requirements of collective labour agreements, works agreements form the basis for cooperation in our company and, for example, the notification deadlines for significant operational changes. Open and targeted dialogue between employees and managers gives individuals the freedom to make autonomous decisions. An easy to-understand description of the company's organisation and process responsibilities provides a clear framework for fulfilling all tasks and continuously optimising processes.

Regular Smeta-Sedex audits make our commitment transparent. We are proud of the above-average length of service of our employees.

DIVERSITY AND EQUALITY

Diversity, equal rights and personal interaction are a matter of course in our international family business and make us even more competitive in a global context. In 2024, we signed the Diversity Charter, thereby officially committing ourselves to promoting diversity in all its facets. STI Group has its own branches in six European countries as well as in Hong Kong and Shenzhen. We employ people from 38 different nations.

On 27 May 2025, we celebrated our first company-wide Diversity Day, thereby sending a further signal of our commitment. At our seven production plants (in Lauterbach, Alsfeld, Neutraubling, Greven, Kecskemét, Rumburk and Gillingham), the HR teams organised information stands,

where employees could find out more about diversity and take part in a diversity quiz. These activities encouraged employees to engage with different perspectives and raised awareness of diversity in everyday working life. The positive response from our employees underlines the high priority we place on recognition, appreciation and the inclusion of diversity within our corporate culture.

INCLUSION

Creating an inclusive working environment is a fundamental part of our corporate culture. STI Group offers people with disabilities customised adjustments to help them integrate in the workplace. To this end, we have invested heavily in ergonomically optimised and disability-friendly workstations in recent years. Currently, 6% of our employees have disabilities.

DEVELOPMENT

Action area: Employer attractiveness and personnel development

Our 2,000 employees are invaluable to us and form the basis of STI Group's success. Long-term development opportunities, career management and training as well as sustainable qualifications strengthen personal responsibility and make us an attractive employer.

FAMILY BUSINESS

As a family business, we believe that entrepreneurial activity goes hand in hand with social responsibility.

We support our employees in balancing family and career, and take responsibility for our environment. For example, we facilitate family and care leave in the event of particular challenges, offering special leave for parents as well as sabbaticals.

Our employees can take advantage of a company pension scheme and occupational disability insurance through the company.

EDUCATION AND TRAINING

STI Group promotes a knowledge- and performance-based corporate culture. We support our managers and employees in acting autonomously, because everyone should see themselves as an "entrepreneur within the company".

Alongside leadership development, strengthening individual expertise and building knowledge in the areas of quality, energy efficiency, the environment and costs are fundamental components of our personnel development concept.

TALENT PROGRAMME

In 2024, we launched a long-term talent programme with an initial group of ten high-potential individuals. Its purpose is to identify high-potential employees at an early stage, develop them systematically and prepare them sustainably for future leadership and key positions. In doing so, we are making an important contribution to strategic succession planning and to securing the company's expertise in the long term.

The programme is based on a structured, modular approach that combines standardised formats such as workshops and training sessions with cross-divisional and cross-border exchange formats. In terms of content, the focus is on imparting a holistic perspective on the company's business.

Participants gain an in-depth understanding of value chains, company-wide interrelationships, and strategic and operational decision-making processes. In addition, personal and professional skills are specifically strengthened through practical learning formats, project-based tasks and training sessions. In 2025, for example, the focus was on topics such as corporate values, leadership roles and communication.

Another key component is the promotion of networking and collaboration across different plants. Through this approach, we help to foster their long-term commitment to the company and develop them specifically for roles in which they can create the greatest added value for the company.

HYBRID FORMS OF WORK

We enable hybrid working in the company, which can be used by all employees with mobile workstations. To this end, we have equipped our employees with laptops that they can use at their office and home workstations. All locations are networked with each other via modern communication channels, so work can be organised flexibly, regardless of location.

TRANSPARENCY

Action area: Complaints management and whistleblower system

STI Group believes in integrity and transparency. We support the disclosure of any irregularities that contradict our compliance or our code of values. Our compliance structure and complaints mechanisms, which enable whistleblowers to report anonymously and confidentially, support this.

COMPLAINT MANAGEMENT

STI Group's compliance structure guarantees confidentiality and protects the anonymity of whistleblowers. Employees are expressly encouraged to immediately report suspected cases of compliance violations to the internal complaints offices. In addition to the Chief Compliance Officer or local Compliance Officers, their contact can also be a line manager, specialist, HR department or works council.

WHISTLEBLOWER PROTECTION

In December 2021, STI Group established a formal complaints mechanism whereby potential grievances can be reported anonymously.

By enabling irregularities to be reported promptly, unbureaucratically and anonymously, we can better implement company regulations, combat violations of the law or internal rules and fulfil our legal requirements. This grievance mechanism serves as a central instrument for us to detect any irregularities within STI Group. It is available to all employees, business and cooperation partners and other stakeholders as a central point of contact. Any information reported is scrutinised in several stages by the Chief Compliance Officer and the Data Protection Officer.

PARTICIPATION

Action area: Decision-making participation and communication

Cooperation within STI Group is characterised by active co-determination and a culture of open communication. We respect the rights of our employees to freedom of association and strive for constructive dialogue with employee representatives.

OPERATIONAL CO-DETERMINATION

Employee representation at STI Group is organised at site level. 100% of employees in Germany are represented by a works council and 92% across the Group as a whole. Representatives for severely disabled employees and youth and trainee representatives (JAV) are part of the interest groups.

COMMUNICATION

An open and respectful dialogue is part of our corporate culture. We support diversity of opinion and constructive feedback.

Through modern communication media we ensure a fast, secure and transparent flow of information. In addition to digital channels, we continue to attach great importance to personal communication within our family business. Regular dialogue between managers and their teams is implemented in daily working life through defined communication channels and meetings. Dialogue events with the management team provide an additional forum for discussing current topics.

EU GENERAL DATA PROTECTION REGULATION (GDPR)

As early as 2020, we informed our employees about the GDPR, which came into force on 25 May 2018, as part of our statutory duty to provide information. In subsequent years, the topics of data breaches and data subjects' rights have been on our agenda, and the processing register of personal data required under Article 32 of the GDPR was also established within the Group. Our data protection procedures cover all legal requirements.

#3 SOCIAL COMMITMENT

COMMITMENT AND PROJECTS

Action area: Support for charitable organisations and projects & regional commitment

STI Group supports numerous social organisations and initiatives in the regions where our production sites are located. Together with our employees, we primarily support children's and youth projects, through Home for Kids e.V.

SMOG PARENTING SCHOOL

Children can also experience traumatic events within their own families. Through the 'SMOG – Schooling without Violence' project in Lauterbach, Hesse, we have funded a 20-hour programme at the parents' school to strengthen parenting and educational skills. In small seminar sessions, participants were equipped with methods of non-violent communication, ways to support children's development and social skills. Valuable parenting knowledge, combined with numerous exercises, forms the basis for a loving family life.

SCHOLARSHIPS

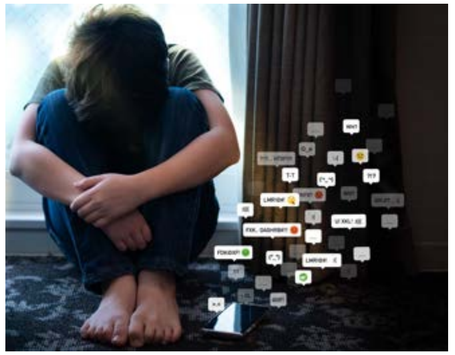
Since early 2023, we have been an ongoing participant in the scholarship programme run by 'Klückskinder', based in Frankfurt am Main. Here, children in care and foster care receive support and guidance for their transition into working life, enabling them to succeed even without family support. The scholarship, which offers a range of opportunities, acts as a form of transitional support for the period following residential care and helps young people to find their own way.

CHILDREN'S AND YOUTH HOSPICE

When a child or young person becomes critically ill or passes away, the lives of the affected families are often marked by hopelessness, fear and despair. We support the children's and youth hospice "Kleine Helden" Osthessen e.V., which provides care for seriously ill children and young people, their siblings, parents and all those closely connected to them. Our ongoing support is specifically directed towards expanding both part-time and full-time inpatient therapy places for children and their families, as well as strengthening the organisation's outpatient services.

PROJECT AGAINST CYBERBULLYING

In 2025, we began designing and planning our own 'Home for Kids' project on the topic of cyberbullying. In the summer of 2026, Home for kids e.V. will be offering a project week for school pupils in the Vogelsberg region. In an interactive workshop, the young people will reflect on the issue of online violence, make their own film about it and demonstrate how to recognise and stop cyberbullying.



PROMOTION OF CHILDREN

Action area: Promoting the education and development of children

As a family business, STI Group is particularly concerned with the healthy and free development of children and young people. We want to provide opportunities and support by creating appropriate programmes.

EDUCATION

We welcomed a total of 17 school pupils across three plants for 'Girls' and Boys' Day 2025', giving them valuable insights into our day-to-day working lives. Pupils with a particular interest in maths, IT, science and technology can also get to know the technical training professions within our company through cooperation with local STEM networks. We also offer school internships and longer work placements at specialised secondary schools. In this way, we enable young people to gain early experience in an industrial company and develop their career prospects.

STI Group co-operates with various universities to offer student internships and practical semesters within the company.

HOME FOR KIDS E. V.

We support the charitable organisation **HOME for kids e. V.**, founded by STI Group owner Dr. Kristina Stabernack.
The association supports organisations, projects and initiatives that promote psychosocial care for young people with psychological trauma or help to prevent such trauma.

In 2025, HOME for Kids e. V. was able to pass on a total donation amount of €17,000 to its project partners.

DONATION ACCOUNT HOME FOR KIDS E. V.:

Deutsche Bank AG
IBAN: DE16 2907 0024 0109 9761 00
BIC: DEUTDEDBBRE

FOUNDATIONS

Action area: Support for those in need

Our company has a long tradition of social commitment. The Wilhelm Stabernack Foundation is a permanent institution in the Vogelsberg region that helps people in need.

WILHELM STABERNACK FOUNDATION

The Wilhelm Stabernack Foundation was established in 1983 by Wilhelm Stabernack and his wife Ingrid. Wilhelm Stabernack (1923-1999) was the third generation to run the family business. As an entrepreneur, he not only stood for economic success but was also a leading figure for practising social responsibility for his employees and also those living in the Vogelsberg region of Hesse, where STI Group's headquarters are located. He wanted to firmly anchor this social responsibility and support for people in need within the company, and established the Wilhelm Stabernack Foundation to achieve this end.

The foundation has been active in the Vogelsberg region since its inception. With the financial support of STI Group, over 400,000 euros have been made available to support social emergencies and recognised charitable institutions.

Wilhelm-Stabernack STIFTUNG

DONATION ACCOUNT WILHELM STABERNACK FOUNDATION:

Sparkasse Oberhessen
IBAN: DE85 5185 0079 0360 1250 09
BIC: HELADEF1FRI

INFORMATION AND EDUCATION

Action area: Consumer education and sustainability education

Sustainability characterises STI Group's core business and products. We aim to keep our stakeholders transparently informed about sustainable developments and regulatory requirements within the packaging industry and to share relevant knowledge.

CONSUMER EDUCATION

With the introduction of EmpCo (Empowering Consumers for the Green Transition), from September 2026 onwards, only sustainability information whose claims are verifiable and traceable may be displayed on packaging. We provide information on this, amongst other things, via our own dedicated website on the subject.

We also continue to rely on recognised labels such as FSC® and PEFC to inform consumers about the sustainable characteristics of packaging and to offer them guidance.
Recycling instructions on packaging and digital codes make it easier to sort waste correctly. We are therefore actively involved in the GS1 working group on the GS1 Digital Link. The purpose is to enable all stakeholders along the supply chain to access sustainability information, recycling instructions and data from the digital product passport in future.

SUSTAINABILITY EDUCATION

In 2025, we organised a full-day on-site workshop at our Lauterbach plant entitled 'Future Ready Packaging'. The workshop examined the entire value chain and involved experts from the supply chain in discussions on sustainable packaging and performance-based design.

The workshop focused in particular on the European Green Deal and the Packaging and Packaging Waste Regulation (PPWR).
In addition, our "Future Ready Packaging" white paper, including a practical checklist that provides both customers and employees with guidance on assessing their packaging for sustainability and compliance, and on deriving the necessary actions.
We have also shared the required steps towards "future-ready" packaging in presentations at national and international congresses and trade fairs, making the checklist available digitally to a wide audience in multiple languages.

EMPOWERING EMPLOYEES

Our extensive internal training programme covers topics such as the EU Green Deal, the PPWR, Green Claims and strengthening the consumer role in the green transition (EmpCo). We have also defined dedicated contacts within the company who are responsible for monitoring new regulatory requirements. This ensures that opportunities and risks are identified at an early stage, necessary measures are implemented, and transparent, reliable communication is guaranteed.

Numerous 'Now & Next' examples in our presentations and in our showroom enable our staff to understand the development of more sustainable packaging solutions, to quantify their positive environmental impact, and to apply this knowledge specifically in client projects and when developing innovative solutions.

#4 ECOLOGY

PPWR

Action area: Environmental protection and environmental standards

As part of the European Green Deal, the PPWR (Packaging and Packaging Waste Regulation) forms the regulatory framework for packaging. The STI Group supports its customers in implementing the new requirements.

With the European Packaging and Packaging Waste Regulation (PPWR, Regulation (EU) 2025/40), the European Union is establishing a uniform legal framework for packaging and packaging waste. The Regulation entered into force on 11 February 2025 and will apply directly in all EU Member States from 12 August 2026. As part of the European Green Deal, it aims to reduce resource consumption and accelerate the transition to a functioning circular economy. The focus is, in particular, on reducing packaging waste, improving recyclability, increasing the use of recycled materials, and setting requirements for reuse and labelling.

MATERIAL EFFICIENCY, RECYCLABILITY, DOCUMENTATION

As a supplier of packaging solutions made from paper, paperboard and cardboard (PPK), the STI Group aligns itself closely with the objectives of the PPWR. The regulation affects both us as a company and our customers throughout the entire value chain. Specific requirements depend, amongst other things, on the type of packaging, material fraction, area of application (food or non-food) and the respective role within the supply chain.

For the STI Group, this results in specific requirements regarding material efficiency, ensuring a high level of recyclability, and the provision of relevant technical evidence and documentation. Many of our customers, as producers or distributors, bear additional regulatory responsibilities and require reliable information to ensure their own compliance.

IMPLEMENTATION OF REGULATORY REQUIREMENTS

The STI Group sees itself as an active partner in the implementation of current and future regulatory requirements. We have therefore reviewed our internal processes at an early stage and specifically aligned them with the requirements of the PPWR.

A key focus is on the consistent promotion of high-quality, recyclable packaging solutions. This includes optimising material usage, maximising the use of pure fibre solutions, and the targeted reduction of composite structures that are difficult to recycle. In addition, risk-based procedures have been established to monitor relevant material requirements.

Furthermore, we provide our customers with the necessary technical data and documentation to ensure transparency and support compliance with regulatory obligations throughout the supply chain. In this way, we support our customers in reliably meeting today's requirements whilst preparing for future developments at an early stage. Together, we are thus contributing to the strengthening of a sustainable circular economy.

TIMELINE FOR PPWR COMPLIANCE

08/2026

- Labelling of packaging
  - Ensuring traceability (Art. 15(5))
  - Producer identification (Art. 15(6))
- Requirements for substances in packaging (Art. 5)
  - Limits on heavy metals
  - Ban on PFAS
- Declaration of conformity

2028

- Art. 12 PPWR
- Labelling of packaging
  - Material composition for consumer sorting

2030

- Art. 10 PPWR
- Minimisation of packaging
- Packaging must be reduced in weight and volume to the minimum necessary to fulfil its function.

2030/2035/2038

- Art. 6 PPWR
- Recyclable packaging
- Obligation to classify packaging into recyclability performance levels (A, B, C, D).

ENVIRONMENT

Action area: Environmental protection and environmental standards

STI Group continuously strives to minimise the impact of its business activities on the environment. Our environmental standards form the basis for using energy and resources responsibly.

ENVIRONMENTAL PROTECTION

Our environmental protection activities focus on resource-saving production processes and eliminating environmental hazards. We work as resource-efficiently as possible to conserve energy, materials and water, and we train our employees accordingly.

The Lauterbach and Alsfeld sites received ISO 14001:2015 certification in 2024. The Rumburk site was successfully certified in 2025.

BIODIVERSITY

The STI Group mapped our sites using the World Database of Protected Areas (WDPA). None of our production sites are located in or in the immediate vicinity of protected areas or areas of high biodiversity value. Isolated protected areas identified in the vicinity of individual sites are situated at a sufficient distance and do not interact directly with operational activities.

Based on this assessment and the product portfolio, no significant direct or indirect impacts of business operations on biodiversity were identified. No site-specific issues or increased risks were found. Regardless of this, we are committed to preserving local biodiversity and, by installing insect hotels at selected sites, are creating protected habitats for nesting and overwintering.

WATER

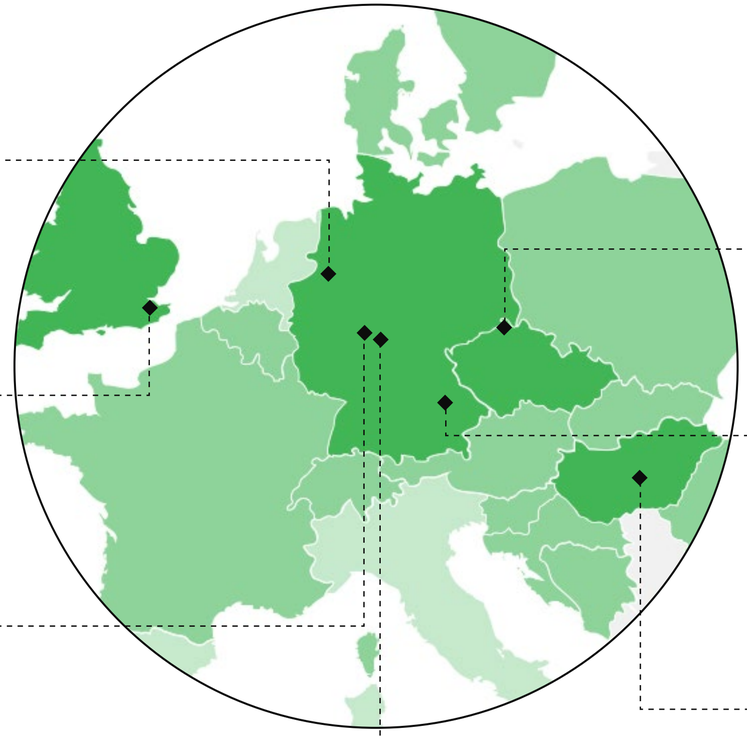
Water is an important raw material for making our products. Our most water-intensive production process is manufacturing corrugated cardboard. However, compared with primary paper production, this process is not to the same extent water-intensive. Water requirements depend in particular on our customers' quality specifications, which means we have relatively little influence over this aspect of water consumption in the manufacturing process.

Nevertheless, we systematically record and assess our water consumption. A site-specific impact analysis based on the Aqueduct Water Risk Atlas shows that none of our production sites are located in areas with high overall water stress. Whilst individual water-related risk indicators may occur regionally, these do not lead to an increased overall risk for our operational activities. Water-related impacts and risks are therefore classified as immaterial for our company.

ENVIRONMENT

Action area: Environmental protection and environmental standards

STI Group continuously strives to minimise the impact of its business activities on the environment. Our environmental standards form the basis for using energy and resources responsibly.



GREVEN

ISO 9001:2015
FSC®-certified

GILLINGHAM

ISO 9001:2015
ISO 14001:2015
ISO 45001:2018
FSC®-certified

ALSFELD

ISO 9001:2015
ISO 14001:2015
EN 15593:2008
ISO 50001:2018
FSC®-certified

LAUTERBACH

ISO 9001:2015
ISO 14001:2015
ISO 50001:2018
FSSC 22000
FSC®-certified

RUMBURK

ISO 9001:2015
ISO 14001:2015
EN 15593:2008
BRCGS
FSC®-certified
PEFC-certified

NEUTRAUBLING

ISO 50001:2018
ISO 9001:2015
FSC®-certified

KECSKEMÉT

ISO 9001:2015
ISO 14001:2015
ISO 50001:2018
BRCGS
FSC®-certified
PEFC-certified

HONGKONG/SHENZHEN

FSC®-certified

CLIMATE PROTECTION

Action area: Climate protection and CO_2 compensation

We are guided by climate protection principles when designing our products and services and when making key corporate decisions. We endeavour to reduce CO_2 emissions as far as possible.

CO_2-efficient production routes – including transport logistics – and professional energy management create the platform for energy-efficient operations at STI Group. The ISO 50001:2018 standard helps us to further develop our efficiency in a structured way. With **Target 2** we aim to continuously improve STI Group's energy performance by 3% by 2024. The value relates to the scope of ISO 50001:2018 and therefore to the consumption of all types of energy used, as well as the use of paper and cardboard materials.

When making investments and new acquisitions, we not only examine the respective environmental compatibility but also focus on resource-saving production. Accordingly, an energy assessment is an important part of our decision-making process.

CO_2-SAVING SOLUTIONS

To provide customers with the best possible advice right from the start of product development, our cross-divisional project teams work with a specialist assessment tool, the Sustainability Scorecard. This tool can compare and optimise sustainability aspects such as the CO_2 footprint or recyclability along the value chain of a packaging or display solution. Outputs from the tool are like a traffic light system, which shows the potential for improvement in key areas.

ENERGY BALANCE CYCLE

A cross-plant energy balance cycle model was implemented for our German sites in 2025. This enables unused electricity generated by our own PV systems at one site to be utilised at other sites. In this way, the sites benefit from cost-effective electricity generated on-site, which simultaneously has a positive impact on their carbon footprint.

CO_2 COMPENSATION

With CO_2-compensated packaging and displays, STI Group actively supports its customers in achieving their sustainability goals. To offset the unavoidable residual amount of CO_2 via a certified partner, we first determine the CO_2 value per order.

CORPORATE CARBON FOOTPRINT (CCF)

At the STI Group, energy-related indirect impacts outside our own organisation are taken into account as part of the Corporate Carbon Footprint. Emissions in the upstream and downstream value chain are calculated in accordance with the Corporate Value Chain Standard and form the basis for transparency, target setting and the identification of reduction measures. You can request the latest CCF-Report here.

PRODUCT CARBON FOOTPRINT (PCF)

We determine the PCF of the packaging and displays we produce using a CO_2 calculation tool.

CLIMATE PROTECTION

Action area: Climate protection and CO_2 compensation

Climate protection is one of our key action areas. We rely on transparent, externally validated reporting to continuously develop effective measures.

SCIENCE BASED TARGET INITIATIVE (SBTI)

The reduction and long-term elimination of CO_2 emissions are key factors in our sustainability strategy. We support the 1.5-degree target of the Paris Climate Agreement and the European Green Deal. **Target 8 – Commitment to climate protection in the Science Based Target Initiative –** documents this engagement.

With our commitment to the SBTi standard, we began a two-year development phase in 2023 to define specific climate targets and measures within our company. In addition to short- and medium-term climate targets, STI Group has committed to the long-term goal of net zero emissions. Our ambitious climate targets were officially validated by the Science Based Targets initiative (SBTi) in April 2025. These targets are visible online in the **SBTi Target Dashboard**.

CARBON DISCLOSURE PROJECT (CDP)

By joining the CDP we are creating the greatest possible transparency around CO_2 emissions for our customers. This non profit organisation, which operates a global disclosure system to manage environmental impacts, is one of SBTi's founding partners and plays a central role in accelerating and institutionalising science-based targets as global best practice.

		NEAR-TERM SCIENCE-BASED TARGET				LONG-TERM SCIENCE-BASED TARGET		
Scopes ❶ + ❷	**TARGET BOUNDARY**	95% coverage of Scope 1 and 2 emissions				95% coverage of Scope 1 and 2 emissions		
	ALIGNED TO	1.5°C ambition				1.5°C ambition		
	TARGET YEAR	5-10 years from date of submission				2050 or sooner		
	ELIGIBLE METHODS TO CALCULATE TARGET	**Absolute reduction** ▪ 4.2% p.a.	**Sector-specific intensity convergence** ▪ depends on sector and company input	**Renewable electricity (Scope 2)** ▪ 80% by 2025 ▪ 100% by 2030		**Absolute reduction** ▪ 90% total	**Sector-specific intensity convergence** ▪ depends on activity	**Renewable electricity (Scope 2)** ▪ 100%
Scope ❸	**TARGET BOUNDARY**	If >40% of total emissions, 67% coverage required				90% coverage of scope 3		
	ALIGNED TO	At least well-below 2°C ambition				1.5°C ambition		
	TARGET YEAR	5-10 years from data of submission				2050 or sooner		
	ELIGIBLE METHODS TO CALCULATE TARGET	**Absolute reduction** ▪ 2.5% p.a.	**Sector-specific intensity convergence** ▪ depends on activity and company input	**Supplier engagement** ▪ 80% by 2025 ▪ 100% by 2030	**Physical & economic intensity reduction** ▪ 7% year on year	**Absolute reduction** ▪ 90% total	**Sector-specific intensity convergence** ▪ depends on activity	**Physical & economic intensity reduction** ▪ 97% reduction

Target definition is based on SBTi guidelines for short-term and long-term targets. (Source: SBTi Getting-Started-Guide V1 2023-04)

RECYCLING

Action area: Recyclability

STI Group is driving the development of pioneering products made from renewable materials and supporting the transition to a sustainable circular economy.

RECYCLABILITY

Our Circular Innovation programme takes a holistic strategic approach to sustainable packaging and display innovations.
Producing fibre-based packaging and displays already supports the concept of a circular economy. Complete and efficient recycling has a positive impact on the environment.

STI Group products are predominantly made from renewable and recycled raw materials. With our zero-waste approach, we endeavour to completely recycle all paper and cardboard waste. We avoid non-recyclable waste wherever possible. Accordingly, recyclability can be maximised and high-quality material recovered in the recycling process as our top priority. Non paper components should be replaced by alternatives or avoided. In line with **Target 1, we aim to produce 100% recyclable packaging by 2030.**

We are also expanding the range of applications for fibre-based packaging by using modern barrier coatings that enable it to replace conventional plastic packaging.

SUPPLY CHAINS

Action area: Sustainability in the supply chain

To produce packaging and displays responsibly, STI Group relies on sustainable procurement, with its business partners conforming to international environmental and social standards as well as STI Group's Corporate Compliance.

FSC® - AND PEFC STANDARDS

When procuring our raw materials, we carefully investigate the working conditions under which they are obtained and the impact they have on the environment. We monitor primary product manufacture in the same way. Through FSC® and PEFC certification and related processes and audits, we aim to avoid illegal deforestation and interference in local communities and ecosystems. In 2025, FSC® certification was granted to the Asia-based companies STI Asia Pacific Ltd. and STI POS Solutions (Shenzhen) Co. Ltd., in order to further strengthen transparency and traceability within our international supply chain.

84% of the wood-fibre materials used at our sites come from certified and responsible sources.

Thanks to the FSC® Controlled Wood Standard, we do not source any wood from:

- illegal harvesting
- areas where traditional and basic civil rights are violated
- forests whose special protection rights are jeopardised by forest management

- converting natural forests into plantations or non-forestry use
- forests planted with genetically modified tree species.

Our ISO 50001:2018 and ISO 14001:2015 criteria also influence our procurement activities. This extends beyond paper and cardboard sourcing: for example, environmental compatibility and energy related performance are both key factors whenever we purchase new machines and systems.

Within STI Group, we use products from reputable European suppliers for cardboard, paper, glue components, printing inks and varnishes. We specifically avoid adding any substances that are considered conflict minerals under the Dodd-Frank Act.

EU DEFORESTATION REGULATION (EUDR)

The STI Group continuously monitors regulatory developments relating to the EU Deforestation Regulation (EUDR) and aligns its processes accordingly. The reform of the EUDR, adopted in 2025, paved the way for an amendment to the regulation and a further postponement of the implementation deadlines. The application of the EUDR has been postponed once again and will now not apply to non-SMEs and medium-sized companies until 30 December 2026.

For the STI Group, this results in simplified requirements throughout the supply chain. Downstream market participants and traders, from the second link in the supply chain onwards, are in principle no longer obliged to submit a Due Diligence Statement (DDS) or to collect reference and test numbers. This leads to a significant reduction in administrative burden and resource requirements in areas such as action management, IT and data management.

Responsibility for preparing and submitting the DDS will in future lie primarily with the initial placers on the market, such as EU importers, forestry operations or raw timber purchasers. Accordingly, the STI Group is increasingly focusing its risk and compliance efforts on these stakeholders within the supply chain

and continues to work closely with relevant business partners to ensure transparency and regulatory compliance.
In order to provide customers with the best possible support in the face of high uncertainty and numerous enquiries, the STI Group also launched its own information website on the EUDR in 2025. The latest information, background details and further guidance on the regulation are available at *sti-group.com/de/eudr*.

LAND RIGHTS

The STI Group respects the legitimate land and usage rights of individuals, local communities and indigenous peoples. Land grabbing will not be tolerated. Where there are significant changes to land use, the environmental and social impacts must be assessed and affected communities must be appropriately involved.

SUPPLY CHAINS

Action area: Sustainability in the supply chain

The STI Group aims to strengthen transparency and accountability within the supply chain in a sustainable manner.

The Supply Chain Due Diligence Act (LkSG) came into force on 1 January 2023 and obliges companies to fulfil human rights and environmental due diligence obligations throughout their supply chains. The STI Group has been a direct addressee of the LkSG since 1 January 2024 and established the relevant structures at an early stage. These include, amongst other things, the appointment of a human rights officer and the setting up of an interdisciplinary task force to oversee risk management within its own business division and supply chain.

During the reporting period, the STI Group carried out a comprehensive risk analysis of its direct suppliers, achieving 100% coverage, with the aid of an external digital tool. Human rights and environmental criteria were systematically recorded and assessed via digital supplier surveys. The analysis comprised an abstract risk analysis – taking into account country- and sector-specific risks based on publicly available indices – and a specific risk analysis based on company-specific supplier questionnaires. Based on the results, appropriate preventive and improvement measures were defined and implemented in collaboration with the suppliers concerned.

In the meantime, the statutory reporting obligations under the LkSG have been retroactively repealed. The aim of these regulatory adjustments is to provide companies with tangible relief from administrative and bureaucratic burdens.

However, the law itself remains in force, meaning that companies are still obliged to document their due diligence obligations internally. The STI Group continues to comply fully with these requirements and is committed to strengthening transparency and accountability within the supply chain in the long term.

In future, sanctions are envisaged in particular for serious human rights violations, a lack of preventive and remedial measures, or the absence of a complaints procedure.

Irrespective of regulatory developments, the STI Group is expressly committed to upholding internationally recognised human rights, as set out, amongst other things, in the Universal Declaration of Human Rights, the ILO's core labour standards and the UN Guiding Principles on Business and Human Rights. This stance is bindingly enshrined in the company's policy statement and applies equally to employees, business partners and suppliers.

ANALYSIS AND AUDITS

We have agreed with our customers that risk based audits may also be carried out within our company. These may be conducted by customers themselves or by qualified third parties.

COMPLAINTS

We have made the contact details and procedures for our complaints mechanism accessible to our employees, partners and suppliers. STI Group employees can contact the complaints office freely and in confidence.

In accordance with Section 8 LkSG, our complaints procedure is also publicly available here: **Whistleblower Protection (sti-group.com).**

If we become aware that a violation of human rights or environmental obligations is occurring or is imminent on our side, we will take all necessary steps to prevent such risks and remedy any violations.

WASTE

Action area: Waste prevention and recycling

In line with our zero-waste approach, STI Group aims to fully recycle all paper and cardboard waste and to avoid non-recyclable residues wherever possible.

WASTE PREVENTION

Sustainability starts with product development. For each product, we carefully consider which material and grammage is required for optimum functionality with minimum use of resources. We use sustainable fibre-based materials and work closely with suppliers to identify further opportunities for waste reduction.

With **Target 3,** the STI Group aims **to continuously reduce waste volumes by 1.5% by 2024, 2027 and 2030.** This is underpinned by site-wide projects aimed at optimising production processes and using resources more efficiently. For example, making the best possible use of printing sheets in the manufacture of packaging and displays helps to specifically reduce material consumption and production waste.

The pilot project to reduce waste volumes, originally launched in Lauterbach, was rolled out to the Alsfeld, Kecskemét, Greven and Neutraubling sites in 2025 and subsequently extended to all other STI Group sites, with the exception of Gillingham in the UK. A central Project Management Office (PMO) facilitates cross-site communication regarding developments, key performance indicators and standardised action plans.

The reduction target for 2025 could not be fully achieved. This was due to investments in new production machinery, which caused a temporary increase in scrap volumes during the implementation and start-up phase. The STI Group regards these effects as temporary and expects the new equipment to deliver additional efficiency and resource benefits in the long term.

WASTE RECYCLING

We send paper and cardboard waste directly to the paper mills where it can be fully recycled. Other types of waste such as scrap metal, plastics and wood are also recycled. Already, over 97% of our waste stays out of landfill.

TARGET AND KEY FIGURE COCKPIT 2025

PACKAGING POS SOLUTIONS SERVICES

OUR TARGETS AND KEY PERFORMANCE INDICATORS

TARGETS
We report annually on our progress against nine defined targets. These include traditional measurable targets as well as development targets, and we manage their achievement through targeted measures.

KEY PERFORMANCE INDICATORS (KPI)
We monitor our progress in strategic action areas using KPIs and track their development.

ACTIVITIES
Our commitment is also reflected in a large number of activities that we report on where no CSR or KPI target has been defined.

UN SUSTAINABLE DEVELOPMENT GOALS
We are committed to the United Nations' Sustainable Development Goals and have integrated them into our CSR roadmap.

UN GLOBAL COMPACT
We are committed to the 10 principles of responsible corporate governance in the areas of human rights, labour standards, environmental protection and anti corruption.

Annual progress reporting is carried out using the network's standardised procedure and is publicly accessible.

GLOBAL REPORTING INITIATIVE (GRI)
This report was prepared in accordance with the GRI Reporting Standards 2021.

PARTNER

We are part of numerous initiatives to whose principles we are committed. Collaboration with our partners plays a central role in our CSR strategy.

Carbon Disclosure Project (CDP)
since 2022
cdp.net

Charta der Vielfalt
since 2024
charta-der-vielfalt.de

ecoVadis
since 2013
ecovadis.com

Forest Stewardship Council (FSC)
since 2008
connect.fsc.org

Global Reporting Index (GRI)
since 2023
globalreporting.org

natureOffice
since 2020
natureoffice.com

Programme for the Endorsement of Forest Certification Schemes (PEFC)
since 2016
pefc.org

Sedex
since 2010
sedex.com

Science Based Targets Initiative (SBTi)
since 2023
sciencebasedtargets.org

UN Global Compact
since 2010
unglobalcompact.org

SUSTAINABLE DEVELOPMENT GOALS

Our progress in achieving the Sustainable Development Goals can be found via the page links in the table.

SDG IN FOCUS

see Target 1: 100% recyclable packaging by 2030

see Target 2: Continuous improvement of STI Group's energy performance

see Target 3: Reduce waste volumes by 1.5% by 2024, 2027 and 2030

see Target 6: Reduce number of accidents at work by 10% by 2024, 2027 and 2030

see Target 8: Commitment to climate protection in Science Based Target Initiative

	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
#1 COMPANY																	
Quality and product safety			23					61				60					
Product and process innovations									24, 25			23, 24, 25					
Standards in the value chain								26, 65				9				26, 27	26, 27
Sustainability and risk awareness in corporate management								13	13				13			28	
Integrity and compliance				29				29, 62								29	
#2 PEOPLE																	
Occupational health and safety and prevention			13, 32, 62			32		61									
Fair working conditions, diversity, equality and inclusion	33		66		33, 66			33		33							
Employer appeal and personnel development				34, 66				34									
Complaints management and whistleblower system								35, 63								35, 63, 69	
Decision-making and communication								36								36	
#3 SOCIAL COMMITMENT																	
Support for charitable projects and regional commitment			38							39, 40							
Promoting children's education and development				39													
Support for those in need	40																
Consumer awareness and sustainability education				41				41									41
#4 ECOLOGY																	
Environmental protection and standards						44, 68	13, 58, 70					43, 59			44		
Climate protection and CO_2 compensation							46, 47, 64						58				
Recyclability									46			48	46,47,64,68				
Sustainability in the supply chain												49, 50			49, 50		
Waste prevention and recycling												51					

TARGET COCKPIT

Target description and status

TARGET 1: 100% recyclable packaging by 2030

TARGET 2: Continuous improvement of STI Group's energy performance

TARGET 3: Reduce waste volumes by 1.5% by 2024, 2027 and 2030

TARGET 4: Environmental management certification of one additional site by 2025

TARGET 5: Reduce complaint costs by 5% by 2024, 2027 and 2030

TARGET 6: Reduce number of accidents at work by 10% by 2024, 2027 and 2030

TARGET 7: No compliance violations by STI Group

TARGET 8: Commitment to climate protection in Science Based Target Initiative (SBTi)

TARGET 9: Sign-up to STI Group Corporate Compliance by 98% of suppliers

TARGET 1: 100% RECYCLABLE PACKAGING BY 2030

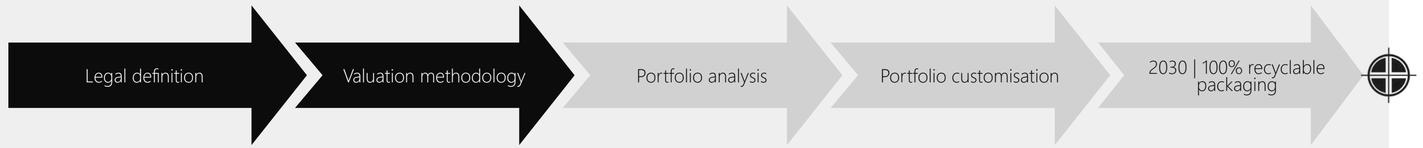
Target owner: Dr Stefan Köhler, Circular Innovation

We aim to maximise the recyclability of the packaging we produce and to find alternatives for, or completely eliminate, non-paper components. High-quality material recycling is our top priority. We evaluate recyclability using legal and industry standards such as the 95/5 rule or the CEPI/4evergreen method.

STATUS, MEASURES & TARGET DEVELOPMENT

We have been working to achieve this goal since 2020 as part of our Circular Innovation Programme. Since then, we have already implemented numerous solutions to increase the recyclability of packaging, supported by the 'Sustainability Scorecard' developed within the programme.

The adoption of the Packaging & Packaging Waste Regulation (PPWR) represents an important framework for recyclability assessment. We will adapt our evaluation methodology to the forthcoming delegated acts on design for-recycling criteria. Until then, the CEPI/4evergreen Design-for-Recycling Guideline serves as our main point of orientation.



TARGET 2: CONTINUOUS IMPROVEMENT OF STI GROUP'S ENERGY PERFORMANCE

Target owner: Sebastian Zimmermann, Energy Management

Our target is to continuously improve STI Group's energy performance by 2.5% in 2025, based on 2024 as the baseline year. This target covers companies certified to ISO 50001:2018. We measure the kWh of all types of energy used against the paper and cardboard material used.

STATUS, MEASURES & TARGET DEVELOPMENT

The ratio of energy to material use (kWh/kg) was positive during the period under review from 2020 to 2024:

2020 → 2021 = 4.7% improvement

2020 → 2022 = 11.8% improvement

2020 → 2023 = 13.6% improvement

2020 → 2024 = 18.7% improvement

The target achieved in 2024 was extended by one year to 2025. The aim was to improve energy performance by 2.5% in 2025 compared with the reference year **2024: 2024 -> 2025 = 3.73 per cent deterioration**

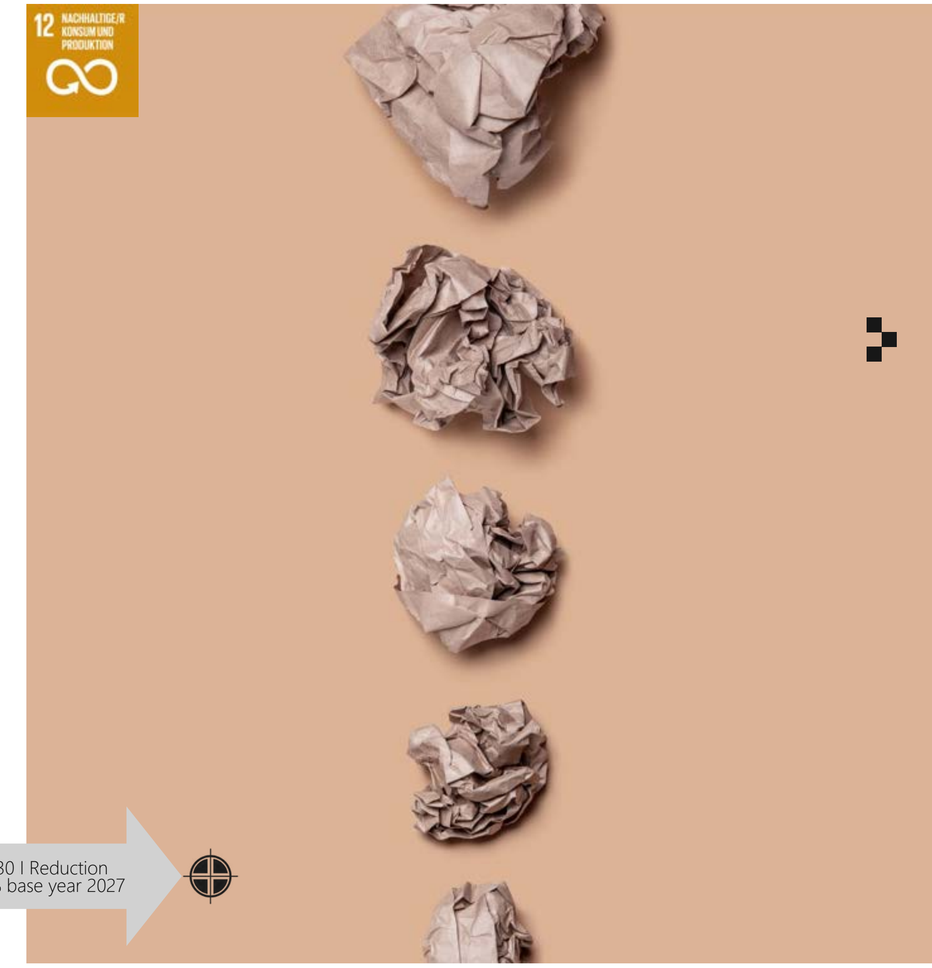
Absolute energy consumption rose slightly from 54.6 million kWh to 55.9 million kWh in 2025. At the same time, material consumption was reduced through targeted efficiency measures, which represents a positive development from a sustainability perspective. The resulting increase in specific energy consumption per tonne (+3.73 per cent) is therefore primarily due to structural factors and should be viewed in the context of the reduction in material usage. Other contributing factors included the installation of new equipment and a lower annual degree day figure.

2020 | **Baseline** → 2021 | **+4,7% vs. 2020** → 2022 | **+11,8% vs. 2020** → 2023 | **+13,6% vs. 2020** → 2024 | **+18,7% vs. 2020** → 2025 | **-3,73% vs. 2024**

TARGET 3: REDUCE WASTE VOLUMES BY 1.5% BY 2024, 2027 AND 2030

Target owner: Matthias Herbst, Purchasing

Our goal is to reduce total waste in relation to material use by 1.5% every three years through optimised resource efficiency. Waste volumes include not only wastepaper as the main factor but also non-hazardous and hazardous waste. To put these into a relevant context in relation to production, we measure them against the total amount of material used. The database from 2021 serves as the baseline for calculating waste reduction in subsequent years.



STATUS, MEASURES & TARGET DEVELOPMENT

Targeted waste reduction projects have been developed in close cooperation with our production sites. Since 2023, a Project Management Office (PMO) has been holding quarterly meetings with plant managers and project leaders at the sites to monitor developments in waste volumes, discuss current action plans and learn from other plants within the network.

Across the Group, the waste volume in 2025 was reduced by a total of 1.0% compared to the 2021 baseline year.

The focus for achieving the target in the following year will be on taking into account the impact of construction waste on the overall waste ratio, the GAP analysis for the second half of 2025, and the launch of new initiatives to reduce waste volumes in 2026.

PMO → Action planning and benchmarking → 2024 I **-2%** → 2025 I **-1%** → 2027 I Reduction -1,5% base year2024 → 2030 I Reduction -1,5% base year 2027

TARGET 4: ENVIRONMENTAL MANAGEMENT CERTIFICATION OF ADDITIONAL SITES BY 2025

Target owner: Christoph Aha, Management Systems

Sustainable action and environmental protection are fundamental principles of our corporate management. Operational environmental management has been an integral part of value creation at our production sites for several years and is continuously being developed.

To underpin this, we have extended our target and set ourselves the goal of having the Rumburk site certified to the internationally recognised ISO 14001 environmental management system by the end of 2025.

STATUS, MEASURES & TARGET DEVELOPMENT

In 2025, the STI Česko s.r.o. site was successfully certified to the ISO 14001:2015 environmental management standard. No non-conformities were identified during the site's initial certification, and the certificate was awarded.

In addition to ISO 14001, the site was also certified in 2025 to the BRCGS Global Standard for Packaging Materials, and the certificate was awarded with an audit grade of A.

TARGET 5: REDUCE COMPLAINT COSTS BY 5% BY 2024, 2027 AND 2030

Target owner: Christoph Aha, Management Systems

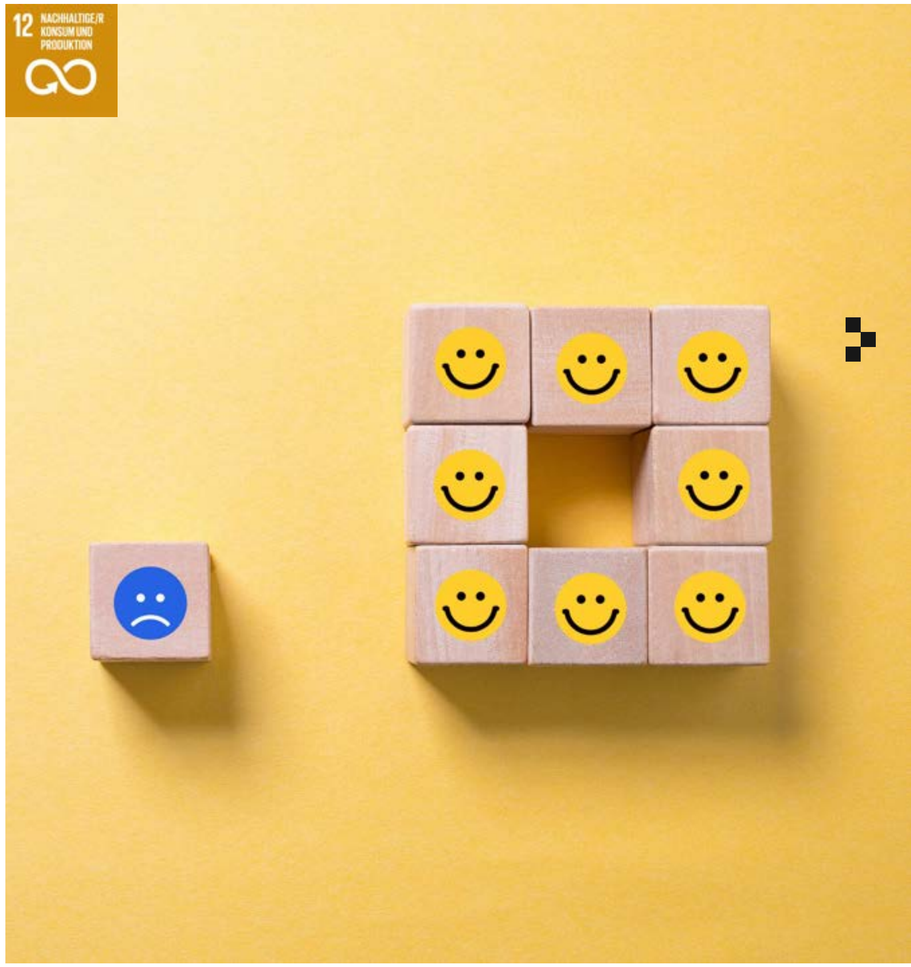
The aim is to reduce the number of internal and external complaints and, consequently, the resulting complaint costs. Potential causes of complaints are to be identified at an early stage and eliminated in the long term. Reducing complaints eliminates the need for raw materials, energy costs and transport distances that would otherwise be incurred in the course of remanufacturing or rectification. This has a direct positive impact on the carbon footprint of our products.

STATUS, MEASURES & TARGET DEVELOPMENT

Our baseline data is taken from 2021 for measuring subsequent reductions. Complaints are recorded in our SAP system throughout the year, and this is used to determine centralised annual target values. Internal targets and monthly reviews make it easy to recognise progress and deviations; immediate actions are taken as needed.

Although price increases in recent years have automatically led to higher costs per individual complaint, our internal quality programmes nevertheless enabled us to reduce overall complaint costs. Compared with the base year 2021, complaints were reduced by 25% across the Group. A lower number of customer complaints led to a 4% reduction in complaint costs in 2025 compared with the previous year. This confirms the positive trend of recent years.

2021 | **Baseline** → 2024 | **-22% vs. 2021** → 2025 | **-4% vs. 2024** → 2027 | -5% vs. 2024 → 2030 | -5% vs. 2027



TARGET 6: REDUCE NUMBER OF ACCIDENTS AT WORK BY 10% BY 2024, 2027 AND 2030

Target owner: Monika Kropp, Global HR

We aim to reduce the number of occupational accidents in STI Group by 10% each by 2024, 2027 and 2030.

To measure progress, we use the internationally recognised Lost Time Injury Rate (LTIR), which enables comparability across all sites.

STATUS, MEASURES & TARGET DEVELOPMENT

2021 serves as our baseline. All work-related accidents resulting in at least one day's absence and directly linked to the workplace are taken into account.

Since 2021, we have consistently prioritised health and safety at work and, through standardised processes and targeted measures, have reduced the total number of workplace accidents by 21%.

In the 2025 reporting year, the severity of accidents was further significantly reduced: the number of days lost fell by just under 20% compared with the previous year. At the same time, the number of reportable workplace accidents rose by 34%, which is attributable to increased awareness, more consistent reporting practices and improved transparency in reporting. Overall, this reflects a positive trend towards greater safety and a more mature occupational health and safety management system.

2021 | **Baseline** → 2024 | **-38% vs. 2021** → 2025 | **+37% vs. 2024** → 2027 | -10% vs. 2024 → 2030 | -10% vs. 2027

TARGET 7: NO COMPLIANCE VIOLATIONS BY STI GROUP

Target owner: Alexander Fuchshuber, Legal and Occupational Safety

STI Group aims to eliminate compliance cases. Violations of legislation or regulations, including discrimination, corruption, anti-competitive behaviour, cartels and monopolies, by STI Group or its executive bodies, managers and employees, should be avoided.

STATUS, MEASURES & TARGET DEVELOPMENT

In recent years, we have developed and implemented a number of internal and external guidelines, such as the Corporate Compliance Policy, the amendment to the General Terms and Conditions, and the Corporate Responsibility Policy.

The year 2021 serves as the reference point for assessing the development of compliance violations within STI Group. Compliance training to raise employee awareness supports the positive progress in this area. In addition, we review legislative developments in compliance and regulatory matters with regard to potential impacts and risks for the company and derive appropriate measures.

In 2025, there were no confirmed compliance cases.

2021 | **0 cases** → 2022 | **0 cases** → 2023 | **0 cases** → 2024 | **0 cases** → 2025 | **0 cases**

TARGET 8: COMMITMENT TO CLIMATE PROTECTION IN SCIENCE BASED TARGET INITIATIVE (SBTI)

Target owner: Dr Peter Nattermann, IT

We want to make an active contribution to climate protection and share this openly. We therefore support the SBTi 1.5-degree target and formally committed to the initiative in 2023. In 2024, we launched the submission process for our Near-Term and Net-Zero targets, which we successfully completed in April 2025. The STI Group's science-based targets were validated by SBTi and confirmed as compliant with the GHG Protocol. These include Near-Term targets until 2031 and Net-Zero targets until 2050.

Our contribution to climate protection is reviewed annually through the calculation of our Corporate Carbon Footprint (CCF) and reported to various stakeholders.

STATUS, MEASURES & TARGET DEVELOPMENT

The defined action plan to achieve our Near-Term and Net-Zero targets is already being implemented and includes the following focus areas:

Scope 1: introduction of electric steam boilers, replacement of oil and gas heating systems,

and energy-efficient building renovations.

Scope 2: We have consistently continued to install photovoltaic systems at our plants and are planning investments in further renewable energy sources and storage technologies.

Scope 3: Consistent continuation of the lightweight design approach in our product designs, alongside improvements to end-of-life options and recyclability. The share of supplier-specific emission factors used to calculate the Corporate Carbon Footprint (CCF) has increased significantly. Procurement specifications for purchasing low-carbon products are being introduced, and a transition to downstream logistics providers operating fleets that consume fewer fossil fuels is underway.

- Commitment letter submission to SBTi 2023
- Developing a CO_2e action plan
- Validation of CCF and PCF processes
- SBTi submission 2024
- SBTi validation 2025
- SBTi-Near-Term-Target 2031
- SBTi-Net-Zero-Target 2050

TARGET 9: SIGN-UP TO STI GROUP CORPORATE COMPLIANCE BY 98% OF SUPPLIERS

Target owner: Matthias Herbst, Purchasing

We want to increase the proportion of suppliers who sign STI Corporate Compliance to 78%, 90% and 98% in 2024, 2027 and 2030.

Supplier feedback on STI Corporate Compliance is incorporated into our annual supplier evaluation meetings. The feedback rate (spend-based approach) is determined annually and progress is reported.

STATUS, MEASURES & TARGET DEVELOPMENT

STI Corporate Compliance has been revised in 2024 to incorporate the latest developments and requirements. Existing supplier agreements will be replaced by the new version and supplier feedback will be analysed.

By the end of the 2025 calendar year, the rate stands at 88%. We have decided to focus on high-turnover direct suppliers and raw material suppliers, as these have a direct impact on our end products.

In 2026, we will integrate the Responsible Policy into our STI Corporate Compliance to agree a document with suppliers that covers all relevant topics.

2023 | **76%** → 2024 | **78,5%** → 2025 | **88%** → 2027 | **90%** → 2030 | **98%**

KPI COCKPIT 2023-2025

LABOUR & HUMAN RIGHTS

KPI	UNIT	2023	2024	2025	COMMENT CURRENT YEAR
% of internal employees covered by living wage benchmarking analysis	%	**100**	**100**	**100**	
% of total workforce at all production sites covered by formal collective labour agreements on working conditions, health, safety and career management	%	**87**	**87**	**87**	
% of total workforce at all sites represented by officially elected employee representatives	%	**92**	**92**	**92**	
% of total workforce at all sites represented by a formal joint employee–management health and safety committee	%	**100**	**100**	**100**	
% of all operating sites for which human rights reviews or impact assessments have been conducted	%	**100**	**100**	**100**	
% of all operating sites for which a health & safety risk analysis has been carried out	%	**100**	**100**	**100**	
% of all operating sites certified in accordance with ISO 45001 or another standard for labour or human rights management	%	**14**	**14**	**14**	
% of all operating sites that have been assessed for specific environmental risks, relative to the employees covered	%	**57**	**57**	**86**	
% of operating sites with ISO 14001 environmental certification, measured against covered employees	%	**41**	**85**	**86**	
% of operating sites with ISO 50001 energy management certification, measured against covered employees	%	**90**	**92**	**88**	
% of women in management positions	%	**19**	**14**	**14**	
% of employees across the Group who belong to minority and/or vulnerable groups	%	**9**	**6**	**10**	
% of women employed within the whole Group	%	**34**	**30**	**34**	
Average number of training and further education hours per year, per employee	h	**5**	**5**	**5**	
% of security personnel trained in human rights policies and procedures	%	**100**	**100**	**100**	
% of women on the company's board of directors	%	**33.3**	**33.3**	**33.3**	*In relation to management and the owner*

KPI COCKPIT 2023-2025

PERSONNEL

KPI	UNIT	2023	2024	2025
Total number of employees (number of employees/FTE)	FTE	♀ **657** | ♂ **1,295** | d **1** | x **0**	♀ **627** | ♂ **1,271** | d **0** | x **0**	♀ **629** | ♂ **1,247** | d **0** | x **0**
Number of permanent employees (number of employees/FTE)	FTE	♀ **646** | ♂ **1,234** | d **1** | x **0**	♀ **611** | ♂ **1,219** | d **0** | x **0**	♀ **611** | ♂ **1,205** | d **0** | x **0**
Number of temporary employees (number of employees/FTE)	FTE	♀ **11** | ♂ **61** | d **0** | x **0**	♀ **16** | ♂ **52** | d **0** | x **0**	♀ **18** | ♂ **48** | d **0** | x **0**
Number of employees with non-guaranteed working hours (number of employees/FTE)	FTE	♀ **11** | ♂ **17** | d **0** | x **0**	♀ **5** | ♂ **3** | d **0** | x **0**	♀ **1** | ♂ **1** | d **0** | x **0**
Number of full-time employees (number of employees /FTE)	FTE	♀ **578** | ♂ **1,140** | d **0** | x **0**	♀ **563** | ♂ **1,264** | d **0** | x **0**	♀ **563** | ♂ **1,233** | d **0** | x **0**
Number of part-time employees (number of employees/FTE)	FTE	♀ **79** | ♂ **155** | d **0** | x **0**	♀ **64** | ♂ **7** | d **0** | x **0**	♀ **65** | ♂ **14** | d **0** | x **0**
Total number of staff who are not employees and whose work is supervised by the organisation	Number	**28**	**28**	**28**
Benefits for full-time and part-time employees that are not intended for temporary staff	Number	**4**	**4**	**4**
Total number of employees entitled to parental leave	FTE	**54**	**140**	**75**
Total number of employees who have taken parental leave	FTE	**54**	**140**	**75**
% of the average number of employees who returned to work after parental leave during the reporting period	%	**98.8**	**88.5**	**90.2**
% of the average number of employees who were still employed 12 months after returning from parental leave	%	**92**	**96**	**96**
LTIR (lost-time injury rate) – accidents only, group	Number of accidents resulting in lost time per 1,000,000 hours	**14.81**	**16.5**	**22.5**
Lost-time injury severity rate (LTI) for direct employees	Number of days lost due to injuries x 1,000 / total hours worked	**0.4**	**0.2**	**0.16**
% of employees in Europe/Asia	%	**>99 I <1**	**>99 I <1**	**>99 I <1**
% of permanent employees in Europe/Asia	%	**96 | 100**	**97 | 100**	**97 | 100**
% of fixed-term employees in Europe/Asia	%	**4 | 0**	**1 | 0**	**3 | 0**
% of employees with non-guaranteed working hours: Europe/Asia	%	**< 1 | 0**	**< 1 | 0**	**< 1 | 0**
% of full-time employees in Europe/Asia	%	**88 | 100**	**96 | 100**	**96 | 100**
% of part-time employees in Europe/Asia	%	**12 | 0**	**12 | 0**	**4 | 0**
Number of new employees (<30 years)	FTE	♀ **2** | ♂ **9** | d **0** | x **0**	♀ **16** | ♂ **49** | d **0** | x **0**	♀ **17** | ♂ **50** | d **0** | x **0**
Number of new employees (30–50 years)	FTE	♀ **5** | ♂ **16** | d **0** | x **0**	♀ **14** | ♂ **39** | d **0** | x **0**	♀ **15** | ♂ **47** | d **0** | x **0**
Number of new employees (>50 years)	FTE	♀ **0** | ♂ **3** | d **0** | x **0**	♀ **8** | ♂ **11** | d **0** | x **0**	♀ **4** | ♂ **7** | d **0** | x **0**
Number of employees who left the company (<30 years)	FTE	♀ **0** | ♂ **4**| d **0** | x **0**	♀ **11** | ♂ **50**| d **0** | x **0**	♀ **16** | ♂ **20**| d **0** | x **0**
Number of employees who left the company (30–50 years)	FTE	♀ **2** | ♂ **11** | d **0** | x **0**	♀ **37** | ♂ **67** | d **0** | x **0**	♀ **20** | ♂ **35** | d **0** | x **0**
Number of employees who have left the company (> 50 years)	FTE	♀ **2** | ♂ **2** | d **0** | x **0**	♀ **28** | ♂ **56** | d **0** | x **0**	♀ **22** | ♂ **45** | d **0** | x **0**
Total staff turnover rate (departures / average number of employees)	%	**1.1**	**13.1**	**9.7**
Total recruitment rate (new hires / average number of employees)	%	**1.8**	**7.2**	**8.4**
Employees who have received a regular performance appraisal or career development review	%			**43**

KPI COCKPIT 2023-2025

EMISSIONS

KPI	UNIT	2023	2024	2025	COMMENT CURRENT YEAR
Direct GHG emissions (Scope 1)	t CO_2e	**7,014**	**5,934**	**6,454**	
Indirect energy-related GHG emissions (Scope 2)	t CO_2e	**6,355**	**7,458**	**6,354**	
Other indirect GHG emissions (Scope 3), upstream	t CO_2e	**205,064**	**194,767**	**183,597**	
Other indirect GHG emissions (Scope 3), downstream	t CO_2e	**16,431**	**7,376**	**7,933**	
Intensity of GHG emissions	CO_2e / t	**1.98**	**1.82**	**1.73**	
Reduction of GHG emissions compared with the previous year	%	**10.80**	**-3.16**	**4.68**	
Emissions of ozone-depleting substances (CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, biogenic CO_2)	kg	**12,969,767**	**13,238,632**	**12,531,537**	
Greenhouse emissions offset for customers	t CO_2e	**187**	**70**	**0**	
Progress towards SBTi target path compared with the 2021 base year	%	**13.10**	**9.93**	**14.61**	

WATER

KPI	UNIT	2023	2024	2025	COMMENT CURRENT YEAR
Total water consumption	m^3	**43,972**	**36,408**	**47,250**	
Total wastewater volume	m^3	**29,124**	**24,493**	**31,038**	
Water supply from third parties	m^3	**35,020**	**26,676**	**28,295**	
Water supply from groundwater	m^3	**8,952**	**9,732**	**18,955**	*Due to a leak in the pipework at the Lauterbach site, there was an additional consumption of approx. 5,128 m^3 in 2025.*

KPI COCKPIT 2023-2025

COMPLIANCE

KPI	UNIT	2023	2024	2025	COMMENT CURRENT YEAR
Number of reports using whistleblower procedures	Number	**0**	**1**	**2**	*During the reporting period, two reports were received via the whistleblower scheme. Both reports were thoroughly investigated. The initial suspicions in each case could not be confirmed; there were no compliance breaches*
Number of confirmed information security incidents	Number	**0**	**0**	**3**	*During the reporting period, there were three information security incidents; however, these did not constitute data protection breaches.*
Number of confirmed cases of corruption	Number	**0**	**0**	**0**	
Number of confirmed incidents of discrimination	Number	**0**	**0**	**0**	

WASTE

KPI	UNIT	2023	2024	2025	COMMENT CURRENT YEAR
Waste from fibre-based materials	t	**34,467**	**34,770**	**38,023**	
Hazardous waste deposited	t	**6**	**15**	**5**	
Hazardous waste incinerated (with energy recovery)	t	**75**	**123**	**151**	
Hazardous waste incinerated (without energy recovery)	t	**168**	**97**	**119**	
Hazardous waste recycled	t	**105**	**142**	**100**	
Non-hazardous waste incinerated (without energy recovery)	t	**7**	**355**	**8**	
Non-hazardous waste incinerated (with energy recovery)	t	**162**	**691**	**126**	
Non-hazardous waste deposited	t	**109**	**946**	**997**	
Non-hazardous waste recycled	t	**34,694**	**36,359**	**38,416**	
Total amount of waste across the Group	t	**35,326**	**38,729**	**39,922**	

KPI COCKPIT 2023-2025

SUSTAINABLE PROCUREMENT

KPI	UNIT	2023	2024	2025	COMMENT CURRENT YEAR
% targeted suppliers that have undergone CSR assessment (e.g. questionnaire)	%	**100**	**100**	**100**	*As part of the LkSG, we use an external tool that enables us to check our suppliers according to environmental criteria, among other things, via a digital enquiry.*
% targeted suppliers that have signed the Sustainable Procurement Charter / Supplier Code of Conduct	%	**78.6**	**78.5**	**88**	
% share of certified wood or wood products / materials	%	**88**	**84**	**84**	
% share of recycled wood or wood products / materials	%	**64**	**62**	**60**	
Consumption of fibre-based raw materials	t	**107,518**	**116,431**	**116,385**	
Consumption of glues & adhesives	t	**3,725**	**4,133**	**3,769**	
Consumption of inks & varnishes	t	**920**	**1,040**	**1,139**	
On-site supplier audit on sustainability	number	**4**	**5**	**3**	

ENERGY

KPI	UNIT	2023	2024	2025	COMMENT CURRENT YEAR
Total energy consumption	MWh	**57,912**	**58,677**	**60,120**	
% renewable energy	%	**19.55**	**18.12**	**18.62**	*Share of electricity from renewable energies in total energy consumption*
Renewable energy consumption	MWh	**11,320**	**10,634**	**11,195**	
Non-renewable energy consumption	MWh	**46,592**	**48,044**	**48,924**	
Energy consumption - electricity	MWh	**25,979**	**27,368**	**27,558**	
Electricity generation	MWh	**1,670**	**2,347**	**2,851**	
of which: own electricity generation from photovoltaics	MWh	**1,670**	**2,347**	**2,851**	
Energy consumption - heating oil	MWh	**215**	**273**	**226**	
Energy consumption - gas	MWh	**30,056**	**29,088**	**30,408**	
Energy consumption - fuel	MWh	**1,409**	**1,767**	**1,748**	*Consumption of diesel and petrol converted into kWh*
Energy consumption - propane	MWh	**47**	**57**	**73**	
Energy consumption - wood	MWh	**206**	**125**	**106**	
Energy intensity per tonne of input	kWh/t	**535.03**	**503.97**	**516.56**	
Energy savings through efficiency measures	MWh/year	**3,922**	**816**	**205**	*Driver: Alsfeld steam boiler control system*

GRI INDEX

STATEMENT OF USE	STI Group has reported in accordance with the GRI Standards for the period 2025-01-01 to 2025-12-31
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	None

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-1 Organizational details	6, 8, 10, 11	*A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.*			
	2-2 Entities included in the organization's sustainability reporting	2, 10				
	2-3 Reporting period, frequency and contact point	1, 71, 81				
	2-4 Restatements of information	n/a				
	2-5 External assurance	46, 81				
	2-6 Activities, value chain and other business relationships	6, 9, 11, 12, 22, 26				
	2-7 Employees	6, 11, 67				
	2-8 Workers who are not employees	67				
	2-9 Governance structure and composition	8				
	2-10 Nomination and selection of the highest governance body	8				
	2-11 Chair of the highest governance body	8				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	8				
	2-13 Delegation of responsibility for managing impacts	8				
	2-14 Role of the highest governance body in sustainability reporting	8				
	2-15 Conflicts of interest	8, 29				
	2-16 Communication of critical concerns	29, 35, 50				
	2-17 Collective knowledge of the highest governance body	8				
	2-18 Evaluation of the performance of the highest governance body	8				
	2-19 Remuneration policies				confidential	
	2-20 Process to determine remuneration	33				
	2-21 Annual total compensation ratio				confidential	
	2-22 Statement on sustainable development strategy	2, 4, 14, 16, 28				
	2-23 Policy commitments	26-29				
	2-24 Embedding policy commitments	26-29, 35, 36, 49, 50				
	2-25 Processes to remediate negative impacts	29, 31, 35, 50				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	29, 31, 35, 50				
	2-27 Compliance with laws and regulations	23, 29, 63, 69				
	2-28 Membership associations	12, 54				
	2-29 Approach to stakeholder engagement	19				
	2-30 Collective bargaining agreements	33, 36, 66				
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	16-19	*A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.*			
	3-2 List of material topics	17, 18, 20				
	ECONOMIC PERFORMANCE					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	6, 13, 38, 39, 40				
	201-2 Financial implications and other risks and opportunities due to climate change	13, 43, 46, 47				
	201-3 Defined benefit plan obligations and other retirement plans				confidential	
	201-4 Financial assistance received from government	13				
	MARKET PRESENCE					
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	33				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community			information unavailable	not being tracked; we are committed to fair recruitment practices	
	INDIRECT ECONOMIC IMPACTS					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	13				
	203-2 Significant indirect economic impacts	47, 48				
	PROCUREMENT PRACTICES					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	6				
	ANTI-CORRUPTION					
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	29, 63				
	205-2 Communication and training about anti-corruption policies and procedures	29, 63				
	205-3 Confirmed incidents of corruption and actions taken	63, 69				
	ANTI-COMPETITIVE BEHAVIOR					
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	29, 63				
	TAX					
GRI 207: Tax 2019	207-1 Approach to tax			n/a	taxes are not part of our materiality	
	207-2 Tax governance, control, and risk management			n/a	taxes are not part of our materiality	
	207-3 Stakeholder engagement and management of concerns related to tax			n/a	taxes are not part of our materiality	

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GRI 207: Tax 2019	207-4 Country-by-country reporting			n/a	taxes are not part of our materiality	
	MATERIALS					
GRI 301: Materials 2016	301-1 Materials used by weight or volume	9, 49, 70				
	301-2 Recycled input materials used	48, 49, 70				
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials				no return of products or packaging material	
	ENERGY					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	70				
	302-2 Energy consumption outside of the organization	70				
	302-3 Energy intensity	58, 70				
	302-4 Reduction of energy consumption	46, 58, 70				
	302-5 Reductions in energy requirements of products and services	24, 25, 46, 57				
	WATER AND EFFLUENTS					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	44, 68				
	303-2 Management of water discharge-related impacts	44, 68				
	303-3 Water withdrawal	44, 68				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GRI 303: Water and Effluents 2018	303-4 Water discharge	68				
	303-5 Water consumption	44, 68				
	BIODIVERSITY					
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	44				
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	44				
	304-3 Habitats protected or restored	44				
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	44				
	EMISSIONS					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	68				
	305-2 Energy indirect (Scope 2) GHG emissions	68				
	305-3 Other indirect (Scope 3) GHG emissions	68				
	305-4 GHG emissions intensity	68				
	305-5 Reduction of GHG emissions	46, 47, 64, 68				
	305-6 Emissions of ozone-depleting substances (ODS)	68				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	68				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
	WASTE					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	51, 69				
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	51, 69				
	306-3 Waste generated	69				
	306-4 Waste diverted from disposal	51, 69				
	306-5 Waste directed to disposal	69				
	SUPPLIER ENVIRONMENTAL ASSESSMENT					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	50, 70				
	308-2 Negative environmental impacts in the supply chain and actions taken	49, 50				
	EMPLOYMENT					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	67				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	33, 34, 67			company doctor, parental leave, company pension scheme and disability insurance	
GRI 401: Employment 2016	401-3 Parental leave	34, 67				
	LABOR/MANAGEMENT RELATIONS					
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	33, 36				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
	OCCUPATIONAL HEALTH AND SAFETY					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	31, 32, 66				
	403-2 Hazard identification, risk assessment, and incident investigation	31, 32				
	403-3 Occupational health services	32				
	403-4 Worker participation, consultation, and communication on occupational health and safety	31, 36, 66				
	403-5 Worker training on occupational health and safety	31, 36, 66				
	403-6 Promotion of worker health	32				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	31				
	403-8 Workers covered by an occupational health and safety management system	31, 66				
	403-9 Work-related injuries	31, 62, 67				
	403-10 Work-related ill health				No data available	
	TRAINING AND EDUCATION					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	66				
	404-2 Programs for upgrading employee skills and transition assistance programs	34				
	404-3 Percentage of employees receiving regular performance and career development reviews	67				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
	DIVERSITY AND EQUAL OPPORTUNITY					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	8, 33, 66, 67				
	405-2 Ratio of basic salary and remuneration of women to men			information unavailable	not being tracked; we are committed to fair recruitment practices	
	NON-DISCRIMINATION					
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	29, 69				
	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	33, 36, 50				
	CHILD LABOR					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	27, 33, 50				
	FORCED OR COMPULSORY LABOR					
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	27, 33, 50				
	SECURITY PRACTICES					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	66				
	RIGHTS OF INDIGENOUS PEOPLES					
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples			n/a		
	LOCAL COMMUNITIES					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	19, 38, 39, 40, 41				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities			n/a		
	SUPPLIER SOCIAL ASSESSMENT					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	50, 70				
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	50				
	PUBLIC POLICY					
GRI 415: Public Policy 2016	415-1 Political contributions				no political contributions	
	CUSTOMER HEALTH AND SAFETY					
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	23				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	23				
	MARKETING AND LABELING					
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	23, 41, 43				
	417-2 Incidents of non-compliance concerning product and service information and labeling			n/a	no complaints reported	
	417-3 Incidents of non-compliance concerning marketing communications			n/a	no complaints reported	
	CUSTOMER PRIVACY					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	36, 69				

YOUR FEEDBACK IS IMPORTANT TO US

We look forward to hearing from you with any questions, suggestions or constructive criticism. Your feedback helps us to further improve our CSR communications.

Thank you for your support!

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AdobeStock_216522017.jpeg ... 41
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