Who we are & what we do

Everything at Greiner revolves around plastics and foams. Combining international success and regional roots, the company aspires to be a reliable partner to its customers and suppliers worldwide. It is still a family-owned business and the board of family owners today represents the family's interests in the company. Operations at the non-listed Greiner corporation have been managed under the dual leadership of Axel Kühner, the CEO, and Hannes Moser, the CFO, for over a decade.

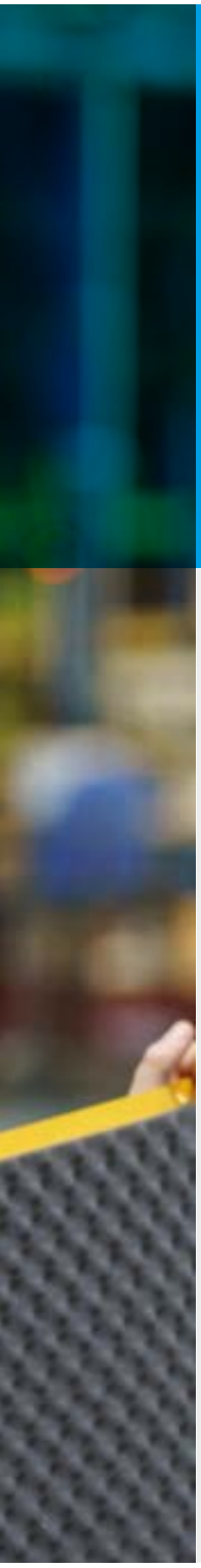
GRI 102-5

"This company is different. Trust, responsibility and respect are the benchmark for everything at Greiner."

Tina Mutschler (Greiner AG)
Team Lead Apprentice Training

A leading global supplier of plastic & foam solutions

Florinel Zamfir (NEVEON)
Operator



Greiner is a leading global supplier of plastic and foam solutions based in Kremsmünster (Austria). The four operating divisions Greiner Bio-One, Greiner Packaging, NEVEON (formerly Greiner Foam) and Greiner Extrusion work in various sectors under the umbrella of Greiner AG. The product portfolio includes innovative solutions for the packaging, furniture, sports and automotive industries as well as high-tech products for medical technology and pharmaceutical products, extrusion lines, tools and complete lines for profile extrusion. The company was founded in 1868, when Carl Albert Greiner and his wife Emilie Greiner opened a general store in Nürtingen, Baden-Württemberg (Germany). The rest is history. A small business grew into a global player. The history of the company is thus also the history of a family. Today, 11,494 employees around the world work on developing innovative and sustainable products and services.

greiner BIO-ONE

greiner PACKAGING

NEVEON The Future of Foam

greiner EXTRUSION

Greiner in figures (fiscal 2020)

Turnover in Euro (consolidated) in 2020

1,930 million

1,675 million in 2019

Growth in 2020

+15.2%

+3% in 2019

Employees in 2020

11,494

10,745 in 2019

Production & distribution facilities in 2020

139

140 in 2019

↘ **GRI 102-3, GRI 102-7, GRI 201-1**

Greiner Bio-One is a leading producer of quality products for clinics, laboratories and medical practices. Its range of products for medical technology and life science includes innovative solutions for safely and easily collecting human samples (blood, urine, saliva), sterilizing medical products and disinfecting food packaging. The portfolio operates in over 100 countries worldwide and supports diverse stakeholders in the healthcare sector. Greiner Bio-One is one of Greiner AG's four operating divisions, headquartered in Kremsmünster (Austria).

Turnover in Euro (consolidated) in 2020

693 million

509 million in 2019

Employees in 2020

2,375

2,320 in 2019

Growth in 2020

+36.2%

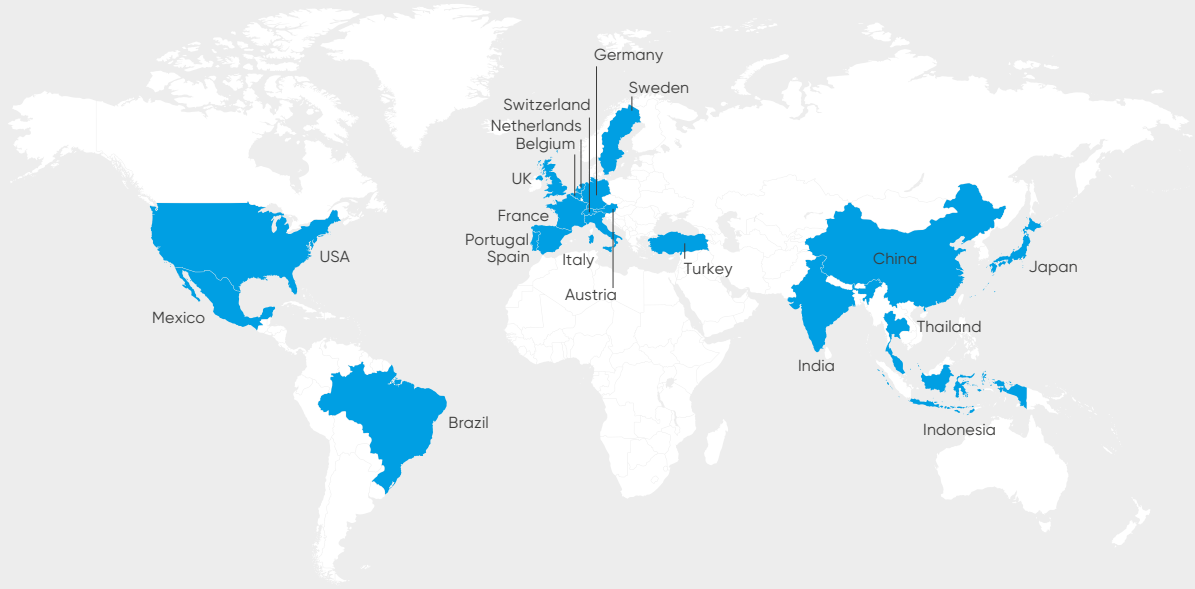
+8% in 2019

Production & distribution facilities in 2020

28

28 in 2019

Countries with production & distribution facilities



GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-6, GRI 201-1

greiner PACKAGING

Greiner Packaging is one of the most successful and innovative packaging manufacturers in the world and a key partner for major food and non-food brands. Its product range includes pots, lids, cans, buckets, capsules, tubs, containers, trays and bottles for food and drink, as well as for all kinds of care and chemical products. Greiner Packaging has production sites in Europe, North America and Asia. Around the world, people are hard at work developing sustainable plastic products. Greiner Packaging is one of Greiner AG's four operating divisions, headquartered in Sattledt (Austria).

Turnover in Euro (consolidated) in 2020

692 million

690 million in 2019

Employees in 2020

4,897

5,001 in 2019

Growth in 2020

+0.4%

+2% in 2019

Production & distribution facilities in 2020

32

32 in 2019

Countries with production & distribution facilities

GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-6, GRI 201-1

NEVEON
The Future of Foam

NEVEON is the foam competence center within the group and one of the world's most successful manufacturers of special foams. NEVEON was created at the beginning of 2021 by bundling the six Greiner Foam companies into one strong in a strong umbrella brand. With NEVEON, an integrated foam group has been created. The broad product range is used in a whole host of areas, from mattresses and upholstered furniture, the automotive industry, acoustics/noise protection, to packaging and many other areas in construction, sport and leisure. NEVEON is one of Greiner AG's four operating divisions, headquartered in Vienna (Austria). There was a material change in this division during the reporting period. The previous joint venture Eurofoam, which was 50 percent owned by Greiner, was taken over in full and is now part of NEVEON and thus of Greiner in its entirety.

Turnover in Euro (consolidated) in 2020

479 million

401 million in 2019

Employees in 2020

3,405

2,553 in 2019

Growth in 2020

+19.5%

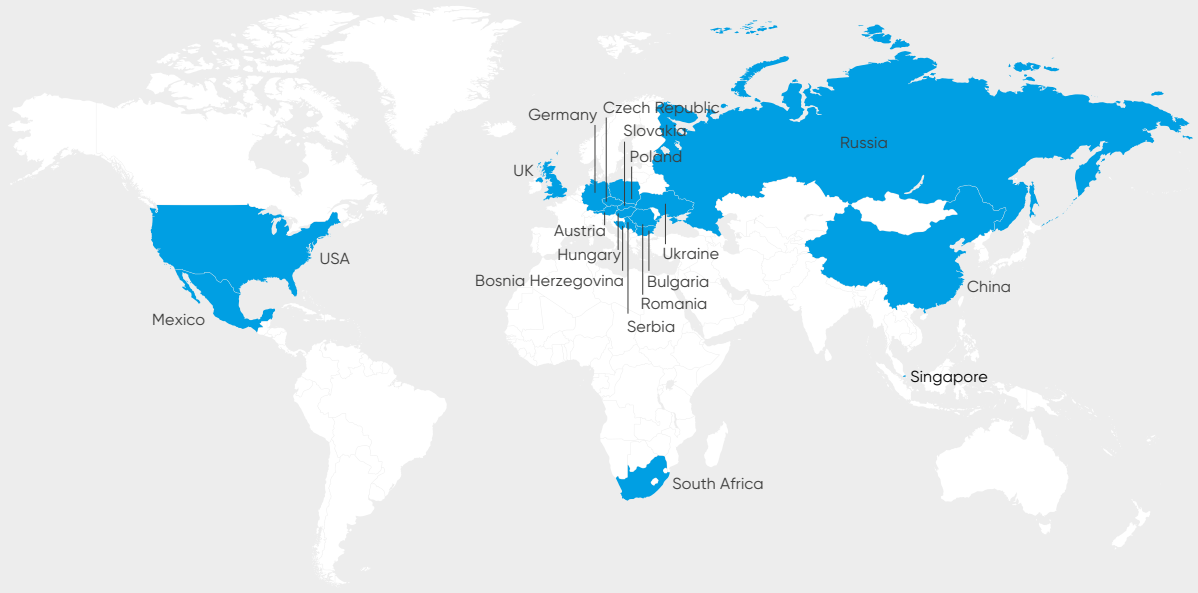
-2% in 2019

Production & distribution facilities in 2020

62

62 in 2019

Countries with production & distribution facilities



GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-6, GRI 102-10, GRI 201-1

greiner EXTRUSION

Greiner Extrusion is the world's leading supplier of extrusion lines, i.e. tools and systems to manufacture profiles. These are typically used in window and door production, the construction industry and for technical profile applications. This Greiner division specializes in developing, building, manufacturing and optimizing the processes of tools and extrusion lines. The work of over 700 employees around the world creates the foundation for serving customers worldwide. Greiner Extrusion is one of Greiner AG's four operating divisions, headquartered in Nussbach (Austria).

Turnover in Euro (consolidated) in 2020

68 million

78 million in 2019

Employees in 2020

664

733 in 2019

Growth in 2020

-12%

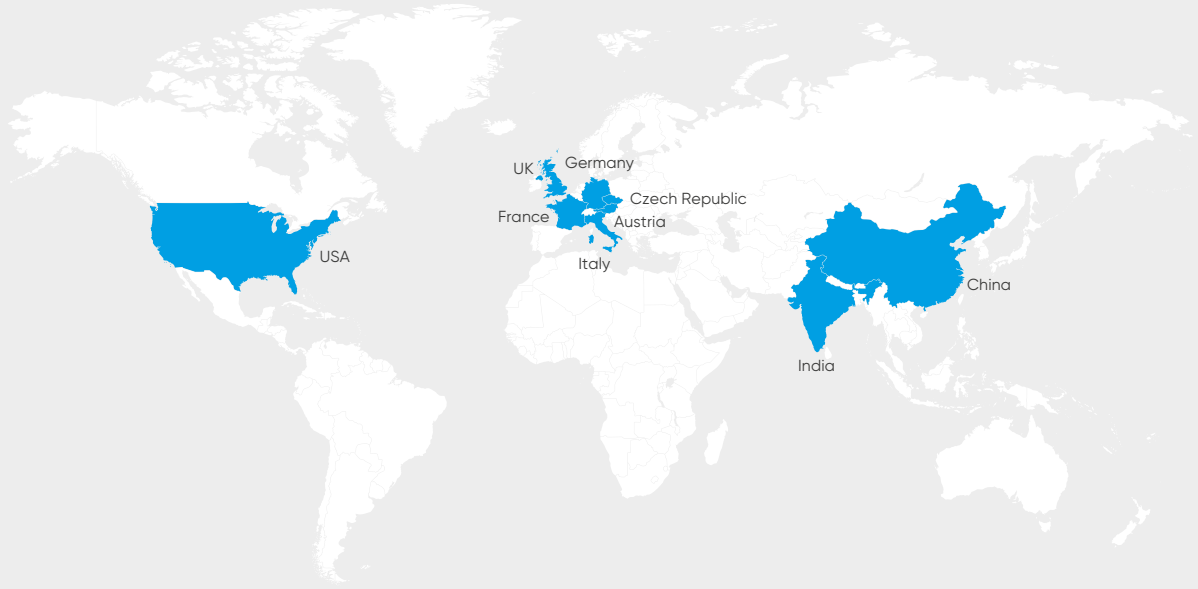
-2% in 2019

Production & distribution facilities in 2020

13

13 in 2019

Countries with production & distribution facilities



↘ **GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-6, GRI 201-1**

Our value chain in detail

greiner BIO-ONE

Greiner Bio-One is a global medical technology company. Its customers are laboratories, hospitals, medical practices, blood banks, universities and healthcare companies. Plastic granulates are a key raw material for manufacturing products used in the injection molding process such as blood tubes, petri dishes, pipettes, plates and bottles. One example of these base products is the thermal plastic polyethylene terephthalate, generally known as PET. Other plastics such as polystyrene are also used in production. With production sites in the US, Brazil, Thailand, Austria, Germany and Hungary, plastic granulates are purchased by petrochemical companies from around the world. Granulates from Asia are transported using container ships, whereas transport over land and in the EU uses trucks. Delivery logistics to Greiner Bio-One customers also use this means of transport. After use, most products are incinerated due to their use in medicine and in research.

NEVEON The Future of Foam

NEVEON's product range is as diverse as the individual raw materials needed to produce tailor-made foam solutions. The mattresses, upholstery, aircraft seats, trim parts for the automotive industry and for heat or acoustic insulation materials are mostly made out of polyurethanes, commonly known as PU foams. Optimizing product properties in the various areas in which these products are used also requires a number of additives, such as vegetable oil, activators, catalysts, filler materials, adhesives, colors, flame retardants, antibacterial substances or plastic-coated paper needed for the foaming process. Other examples include steel for inner springs, various textiles, non-woven materials, decoration and many other necessary components. Inbound and outbound logistics also rely on transporting freight on the roads and by rail. Ocean freight is transported in container ships. At the end of their life cycle, which is long thanks to their high quality, the products are either incinerated or sent to landfill – and to a less extent recycled. Here, too, the disposal method depends chiefly on the market-specific disposal infrastructure.

greiner PACKAGING

Greiner Packaging produces plastic packaging for food and other areas. Typical products are yogurt pots and drinking bottles, but technical plastic parts used in household appliances or garden equipment are also produced. Granulates are the base products for this product portfolio. Masterbatches are used for decoration. Common plastic granulates include polypropylene and polyethylene. The granulates are delivered by the major petrochemical companies almost exclusively by truck. As part of value creation at Greiner Packaging, the raw materials are turned into high-quality packaging solutions and technical components made from plastic. The various types of packaging are produced in thermoforming or injection molding processes. Outbound logistics are similar to inbound logistics, also using trucks with only a few exceptions. After being filled, for example at dairy factories, and sold to end customers by wholesalers and retailers, the packaging is either incinerated, in some parts of the world sent to landfill or recycled and returned to the production cycle. This depends largely on the disposal infrastructure in the market in question.

greiner EXTRUSION

The raw materials used by Greiner Extrusion are steel and smaller quantities of aluminum. These are used to produce extrusion lines, i.e. tools and machinery for the production of plastic profiles. This molding equipment can be used, for example, to manufacture plastic windows, cable ducts and plastic cladding for the construction industry. Most steel used to produce machinery is made in Europe (Germany, Austria, Croatia) and is delivered by the distributor by truck in the quantities requested. The tools and machinery are also distributed by truck or, if sent by sea, on container ships. Thanks to the high-quality steel used in production and protective coatings, the tools' useful life is upwards of ten years. The extrusion lines are even used for up to 30 years. Energy saving retrofitting is offered to ensure that energy technology remains up to date. At the end of their use-phase, the machines are broken down and recycled.

↘ GRI 102-6, GRI 102-9

Impact of our business

The impact our business activities have on the environment and on society varies from one area of the company to another. Yet it depends mostly on statutory regulations, as well as the infrastructure through which our products are brought to market. For example, the disposal of medical products is regulated across the world by transnational and national laws. In many countries, they must be incinerated. There are also differences in the existing infrastructure for the disposal of plastic packaging. While in some countries, packaging is collected separately and sorted before it can be recycled, in others waste is sent to landfill and so no further life cycle is possible. We intend to further expand the number of sites with an environmental, energy or occupational safety management system. An overview of our management systems can be found in the corresponding chapters in the section "Our impact along the value chain".

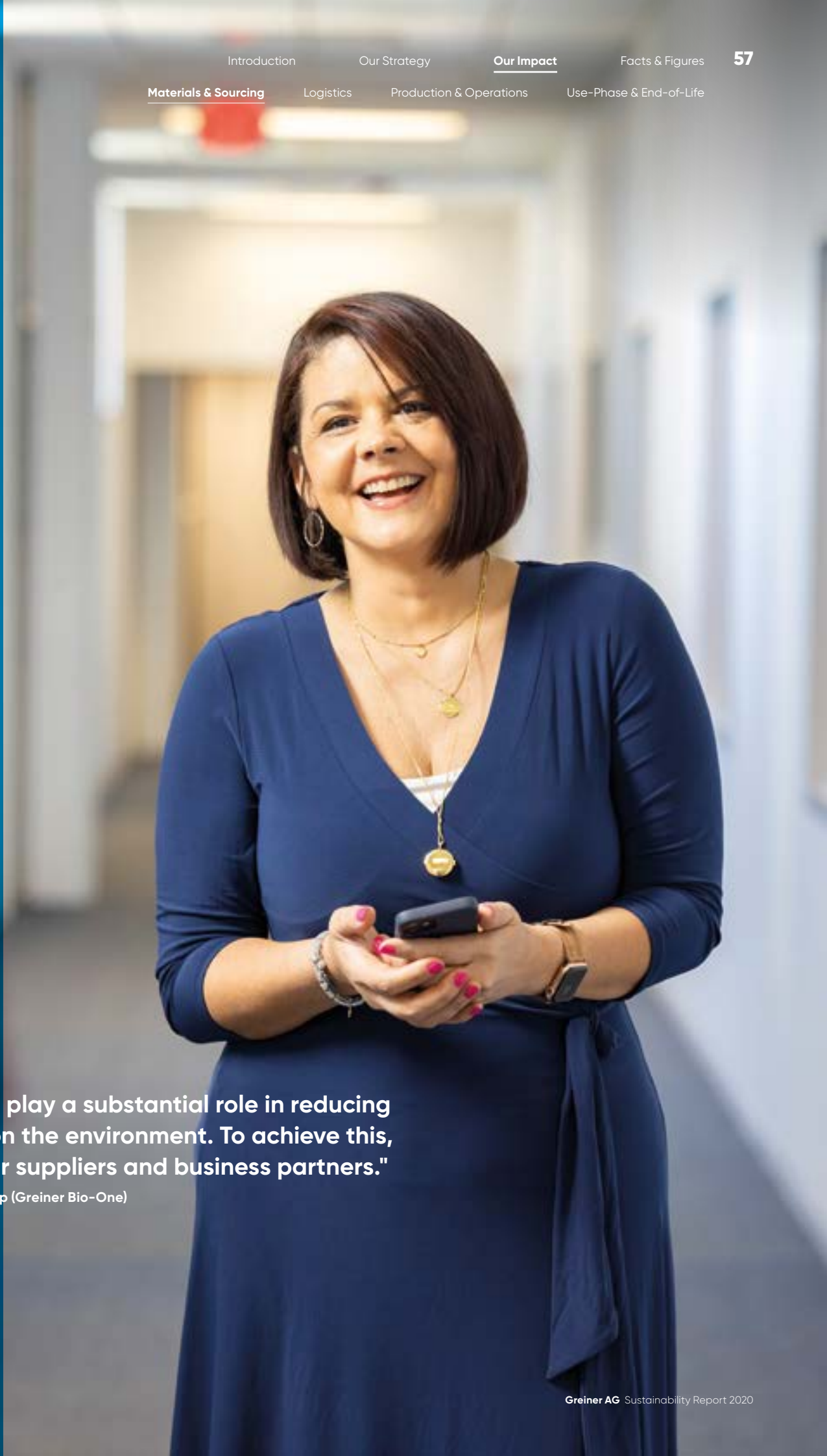
As a company, we have made it our goal to continually measure our environmental impact. Where this effect is negative, we are determined to reduce this. We want to accelerate and expand areas where we make a positive impact. Environmental and social impact is not only positive or negative; it can also be short term or long term, irreversible or reversible and, in particular, the effects can reinforce each other. As a conglomerate, we even find areas of the company with contradictory effects. The primary aim of this report is to present the negative environmental effects transparently and openly and to show how we would like to reduce our impact. To find solutions, it is important to ascertain whether we have a direct or indirect influence in the respective vision and whether the environmental impact is high, medium or low. We present our impact assessment below, with the environmental impact focusing on emissions, water and waste. Social impact centers mainly around knowledge and skills, health and wellbeing, employment, training and education, privacy, safety and protection and social inclusion or exclusion.

Impact / division	Greiner Bio-One	Greiner Packaging	NEVEON	Greiner Extrusion
Materials & Sourcing				
Environmental impact	High (direct)	High (direct)	High (direct)	Medium (Indirect)
Social impact	Medium (Indirect)	Medium (Indirect)	Medium (Indirect)	Low (Indirect)
Inbound and outbound logistics				
Environmental impact	Low (Indirect)	Low (Indirect)	Medium (Indirect)	Low (Indirect)
Social impact	Low (Direct & Indirect)	Low (Direct & Indirect)	Low (Direct & Indirect)	Low (Indirect)
Production & Operations				
Environmental impact	Medium (direct)	High (direct)	Low (direct)	Low (direct)
Social impact	Medium (direct)	Medium (direct)	Medium (direct)	Medium (direct)
Use-Phase & End-of-Life				
Environmental impact	High (Indirect)	High (Indirect)	Medium (Indirect)	Low (Indirect)
Social impact	Medium (Indirect)	High (Indirect)	Medium (Indirect)	Medium (Indirect)

GRI 102-29

Materials & Sourcing

The upstream stages of our value creation account for a significant share of our environmental impact. This relates mainly to the production of materials, which is the source of a large part of total emissions. If we want to reduce our environmental impact, we essentially have to do two things: Develop new, lower-emission materials with suppliers and business partners and substitute primary raw materials and increase use of secondary materials. To achieve both of these goals, we have been working closely with our suppliers for years and we are making our expectations as regards sustainability increasingly clear, for example through selection of suppliers.



"We want to play a substantial role in reducing our effect on the environment. To achieve this, we need our suppliers and business partners."

Danielle Blankenship (Greiner Bio-One)
Import Specialist

Materials & Sourcing
Procurement

"Our suppliers require transparency. Only when they know exactly what we expect from them in terms of sustainability can they meet these requirements."

Rita Shaw (Greiner Bio-One)
Vacuette Setup

Overshooting

Earth Overshoot Day in 2020 was on August 22. This is the day on which humanity's resource consumption for the year exceeds Earth's capacity to regenerate those resources that year. From this day onwards, we are living out the rest of the year at the expense of future generations. Humanity's demand for natural resources has risen by 240 percent since 1970 to 92 billion tonnes (as of 2017). The higher our consumption of biomass, fossil fuels and metals, the higher the resulting waste and emissions. In addition, the use of materials and activities related to materials are responsible for over half of global greenhouse gas emissions. Consumption of raw materials is forecast to almost double by 2060 due to rising populations and higher standards of living. As a result, the pressure on our environment is continuing to increase, with unpredictable consequences.

Our goal

We want to be a fully circular business by 2030.

Our targets

80%

By 2020, 80 percent of our total purchasing volume to come from suppliers who have signed the Greiner or an equivalent Code of Conduct.

Scope 3

Inclusion of emissions from our purchasing (Scope 3 emissions) in emission reporting by 2021.

100%

EcoVadis to evaluate strategic suppliers of Greiner Packaging by 2020. External evaluation of strategic suppliers for all divisions by 2023.

Our performance

65%

In 2020, 65 percent of our total purchasing volume came from suppliers who had signed the Greiner Code of Conduct or an equivalent code.

Scope 3

Scope 3 emissions relevant to procurement were included in emission reporting in 2020.

54%

54 percent of all strategic suppliers of Greiner Packaging were evaluated by the end of 2020.

Minimum standards, no ifs or buts

At Greiner, we have stood for sustainable, long-term business for over 150 years. As a global company, we bear responsibility for our employees, society and the environment. To ensure that this responsibility is also reflected in our day-to-day business, we have committed to observing ethical and sustainable practices in all of our business activities. This applies both internally and externally for our suppliers and business partners. We have defined our principles for collaboration in our Code of Conduct for Suppliers and Business Partners. We consider our Code of Conduct a non-negotiable minimum standard underpinning our relationship with suppliers and business partners. All new suppliers and business partners must sign the Code of Conduct. This creates a sound basis for our responsibility for people and the environment, ensuring that our actions and those of our suppliers and business partners are ethical, environmentally sustainable and socially acceptable. For us, sustainability covers the entire procurement process of materials, products and services.

Our Code of Conduct is based on:

- social,
- environmental and
- ethical policies and principles.

Under this holistic approach, upholding human rights, international labor, health and environmental protection provisions and ensuring that business practices are transparent and in line with the law are central criteria when selecting and assessing our suppliers and business partners. If third parties are commissioned as part of a business relationship, we also expect these subcontractors or representatives to work in accordance with the fundamental principles outlined in this Code of Conduct. In individual cases, we retain the right to check compliance with the requirements on site and, if provisions have been violated, to terminate the business relationship.

Our company aspires to live our values and to behave in a legally and ethically impeccable manner. We set up tell-greiner.com as a platform to easily report breaches of this Code of Conduct. This provides our employees, business partners and customers with another way to anonymously report any violations of our Code. There were no reports of breaches of our Code of Conduct by suppliers or business partners in 2019 or 2020.

In 2018, we set ourselves the goal that those suppliers and business partners who make up 80 percent of our total purchasing volume sign either the Greiner Code of Conduct or a similar policy. In 2020, suppliers and business partners representing 65 percent of our purchasing volume had signed the Greiner or an equivalent Code of Conduct. We were unable to achieve our target of 80 percent by the end of 2020. This is partly because the complete takeover of Eurofoam – a 50:50 joint venture between Greiner and the Belgium company Recticel – had a significant influence on the purchasing and thus on the signing of our Code of Conduct. Since November 2020, Eurofoam,

"There were no reports of breaches of our Code of Conduct by suppliers or business partners in 2019 or 2020."

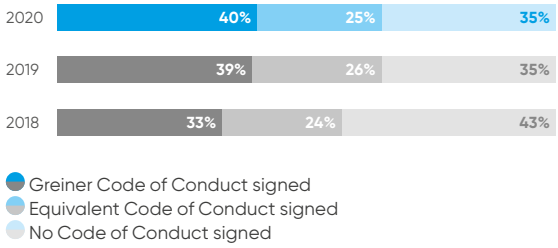
Flavius Rohan (NEVEON)
Export Manager

GRI 102-16

aerospace, Perfoam, PURtec, MULTIfoam, Unifoam and Gukotech have pooled resources in our integrated foam group NEVEON. To close gaps in communicating, establishing and ratifying our Code of Conduct that have emerged as a result of this repositioning as quickly as possible, NEVEON will work closely with all of its suppliers.

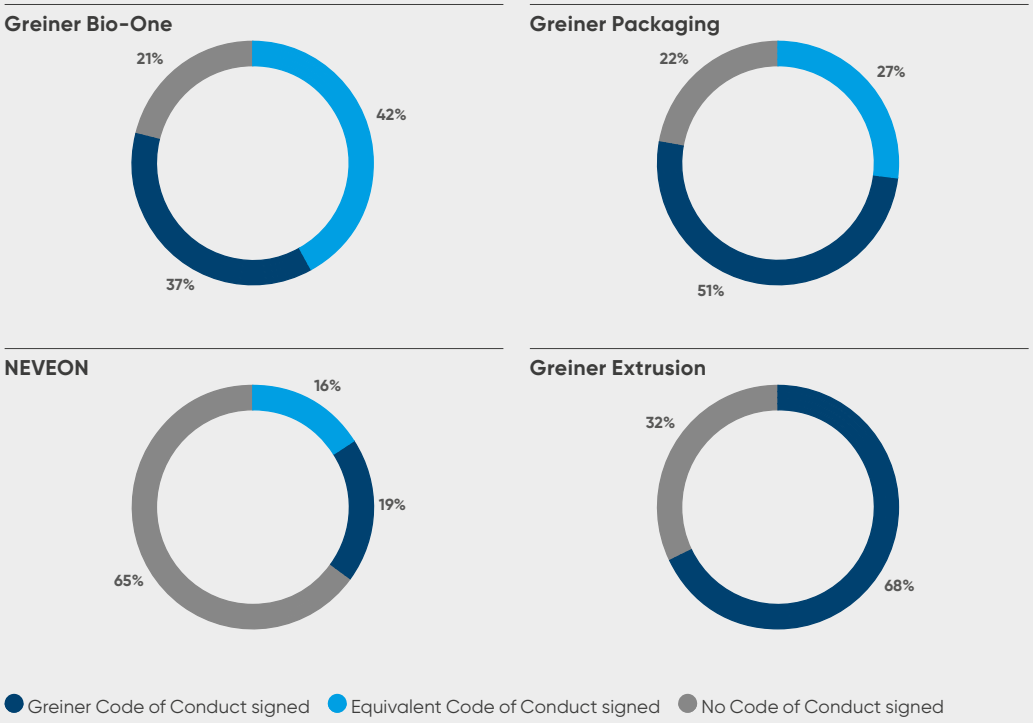
Greiner suppliers are as international and diverse as our company. With our commitment to sustainable procurement, we aim to ensure that the values that represent the core of our company are also observed in our supply chain. Most environmental and social impacts occur in our supply chain. Our procurement therefore provides a strong basis on which to stimulate positive changes towards sustainability and a circular economy. With an independent Sustainable Sourcing Policy, we have defined a framework for sustainable procurement. In terms of our procurement, this means acquiring processes, products and services in a way that takes account of an array of social, environmental and economic factors from manufacturing to disposal. If a supplier or a business partner is unable and/or unwilling to meet our requirements in one way or another, we will sit down together and work out an action plan to discuss what measures to take to resolve the issue. If the supplier or business partner proves permanently unwilling to cooperate or if the measures taken fail, the business relationship is the last resort.

Share of suppliers and business partners with a Code of Conduct (by purchasing volume)



Responsible procurement has a positive impact on global challenges and all players along the value chain. In our holistic approach, sustainability criteria such as environmental protection and occupational safety as well as compliance with human rights are included in the selection and evaluation of all suppliers and business partners. We have long-standing business relationships with most of our suppliers and they have known about our high standards for a long time. When working with new suppliers and business partners, we believe it is important that we leave no room for ambiguity when communicating our expectations.

Share of suppliers and business partners with a Code of Conduct in each division (by purchasing volume in 2020)



GRI 102-16

Procurement

Materials such as granulates, fibers, chemicals and metals account for most of our total purchasing volume. When procuring these materials and other services, at Greiner we make a concerted effort to do business with local companies. We critically evaluate procurement from "risk countries" (as classified by the Business Social Compliance Initiative), which feature high levels of corruption or political instability. In this way, we minimize the risks in our supply chain. As well as third party supplier assessments, we also use sustainability ratings and audits to review compliance with our principles. In this way, as purchasers, we exert influence on our suppliers so that they improve working conditions and environmental protection. For 2021, we aimed to more firmly anchor our Sustainable Sourcing Policy in the company and to raise awareness of this among our colleagues in procurement. For this to succeed, we will step up our training sessions on sustainable procurement. By 2023, we aim to have given sustainable procurement training to all employees who have a hand in purchasing. Our purchasers are required to attend training on this every two years.

As well as the obligation to uphold our Code of Conduct and self-declarations by our suppliers, we also use external ratings to assess suppliers and business partners in order to receive an objective assessment from independent evaluation platforms. Our main tool to assess our suppliers is the evaluation platform *EcoVadis*. This platform allows us to reduce sustainability risks and improve the environmental and social footprint in our supply chain. *EcoVadis*'s methodology is based on international sustainability standards. Participating companies receive a sustainability scorecard that uses 21 criteria in the four areas of environment, labor and human rights, ethics and sustainable procurement to illustrate the company's performance. In 2019, we began using this evaluation for Greiner Packaging suppliers.

We achieved our goal of having all Greiner Packaging strategic material suppliers evaluated by *EcoVadis* by the end of 2020. More than 50 percent of the strategic material suppliers have so far been evaluated in terms of their sustainability performance. As our next intermediate target, we are aiming to establish evaluation platforms in all of our divisions by 2023. As the *EcoVadis* supplier evaluation began only recently and currently covers only one division (Greiner Packaging), we do not yet differentiate between new and existing suppliers when assessing their social and environmental performance. However, once the evaluation approach has been fully implemented, we will be able to make this distinction in our sustainability reporting, too.

Greiner Packaging contacted a total of 123 strategic suppliers in the 2019 and 2020 reporting period. 68 of these suppliers agreed to be evaluated by *EcoVadis* and to share their scorecard with us. The suppliers who did not accept our invitation explained that they did not have the resources to carry out the evaluation on account of the 2020 coronavirus pandemic. When selecting our suppliers for 2020, we focused on suppliers who operate in risk countries. 36 of all suppliers evaluated operate in risk countries. Nevertheless, *EcoVadis*'s total score averaged 55 out of 100 potential points. The evaluation of suppliers also showed that 70 percent of all suppliers assessed by Greiner improved their score over recent years. The *EcoVadis* supplier evaluation of Greiner Packaging found that one supplier may have a negative environmental and social impact. This company, which works in the wholesale trade of chemicals, is located in the US and has a low *EcoVadis* score. This partly reflects a lack of management systems. In addition to environmental and social aspects, business ethics are also very important to us. Another company from our supplier list scored poorly in this area. The supplier company operates in the paper industry and is based

More secondary materials, fewer primary raw materials

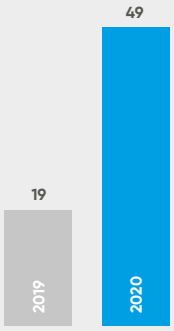
Collaboration with *cirplus:* setting standards

Establishing a market for secondary materials requires a standard. To achieve this, we are working with a young company that operates in precisely this area. *cirplus* is a digital marketplace that links companies with the plastics and recycling industry. The platform simplifies complex transactions, most of which used to be done offline. By joining up fragmented and non-transparent markets, *cirplus* is the key digital link needed to make plastic waste a valuable resource again. Trading recycled materials and using them in industry requires a standardized description of the material requirements that all stakeholders in the circular economy can use as a basis. In light of this, we are working with *cirplus* on developing DIN SPEC – standards for (online) trading in plastic waste and recycled materials and processing these. The aim is to evaluate and categorize minimum quality standards of recycled materials and potential deviations in the form of quality bands and to create guidelines for labeling these in regranulates and compounds.

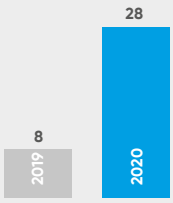
GRI 308-1, GRI 414-1

Supplier assessments at Greiner Packaging

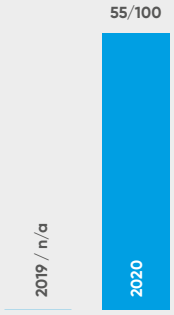
Number of suppliers assessed



Suppliers assessed from risk countries



Average *EcoVadis* overall score



	2019	2020
Suppliers identified with significant current and potentially negative environmental impact	n/a	**1**
Suppliers identified with significant current and potentially negative social impact	n/a	**1**
Suppliers identified with significant current and potentially negative ethical impact	n/a	**1**
Suppliers identified with significant current and potentially negative impact in sustainable procurement	n/a	**3**

More secondary materials, fewer primary raw materials

Acting together: *Forum Rezyklat* in Germany

Above all, using more recycled materials requires trust and dialog between individual stakeholders. In terms of the technology, lots is already possible outside the food sector. Greiner Packaging has been a member of the *Forum Rezyklat* (recycled materials forum) in Germany since 2020 as a way of promoting dialog. *Forum Rezyklat* was launched by *dm-drogerie markt* in 2018. Today, over 30 members work on increasing the use of recycled materials across value creation. Members are located along the entire circular economy value chain. Together, the initiative works on raising awareness of the circular economy among consumers to ensure that recyclable materials are clearly separated. The aim of this is to increase the recycling rate in the long term and the proportion of recycled materials in products and packaging. Furthermore, the Forum aims to reduce packaging and to ensure as early as the development process for new packaging that it can be recycled and are therefore preserved as a resource in the circular economy.

↘ GRI 308-2, GRI 414-2

in Russia. Last but not least, we expect that our suppliers expect the same from its suppliers as Greiner does. Three of our suppliers rated poorly in sustainable procurement. Two of these suppliers are in Russia and one is in Germany. Their low score is due to a lack of policies and key performance indicators relating to procurement. In 2021, we will develop an action plan together with the suppliers to make improvements to these areas.

It is not only our suppliers that we examine closely: we like to set a good example ourselves, too. In order to set high standards not only for our suppliers and business partners but also for ourselves, we tie the assessment of our sustainability performance by *EcoVadis* to ambitious targets. This is in line with customers' expectations and our own. Above all in the Greiner Packaging division, we see a continuous demand for information on our business and production processes. This is one of the reasons we have had Greiner Packaging evaluated by *EcoVadis* since 2014. The results show that our *EcoVadis* performance has improved steadily in recent years. This is because we take these evaluations very seriously. Numerous colleagues are involved and all results are communicated internally, areas for improvement are discussed and then an action plan and necessary measures are drawn up. Every evaluation is a way for us to learn something new. Our actions are rounded off by audits – both by Greiner and by third parties in the case of new suppliers or if there are quality problems at existing suppliers. Greiner Packaging was awarded the *EcoVadis* Gold prize in 2020, which we consider the great success of all these efforts. Greiner Packaging is thus in the top three percent of companies evaluated by *EcoVadis* in the plastics manufacturing sector.

Greiner Packaging *EcoVadis* scores

More secondary materials, fewer primary raw materials

Ocean plastic – reusing plastic waste from the sea

Another project in our development pipelines looks at ocean plastic. It is no secret that just a dozen of the world's rivers are responsible for about 90 percent of all plastic waste in the oceans. In 2019, we therefore decided to support the social company *Plastic Bank*. *Plastic Bank* aims to turn plastic into gold. *Plastic Bank* buys plastic waste from collectors. In return, they receive a premium from *Plastic Bank* for the plastic they have collected and thus an income – and so plastic in effect becomes a valuable currency. To help make this concept a viable and sustainable success, we took a closer look at the plastic collected – known as ocean plastic – during our development tests. We are convinced that we can reuse the material collected for regular products. This closes the cycle and demonstrates the value of the material. To do so, however, the ocean plastic must meet the highest quality standards. We will therefore keep testing in the future and, together with our customers, take a look at how to use these recycled materials that – without our joint commitment – would continue to pollute the oceans.

GRI 308-2, GRI 414-2

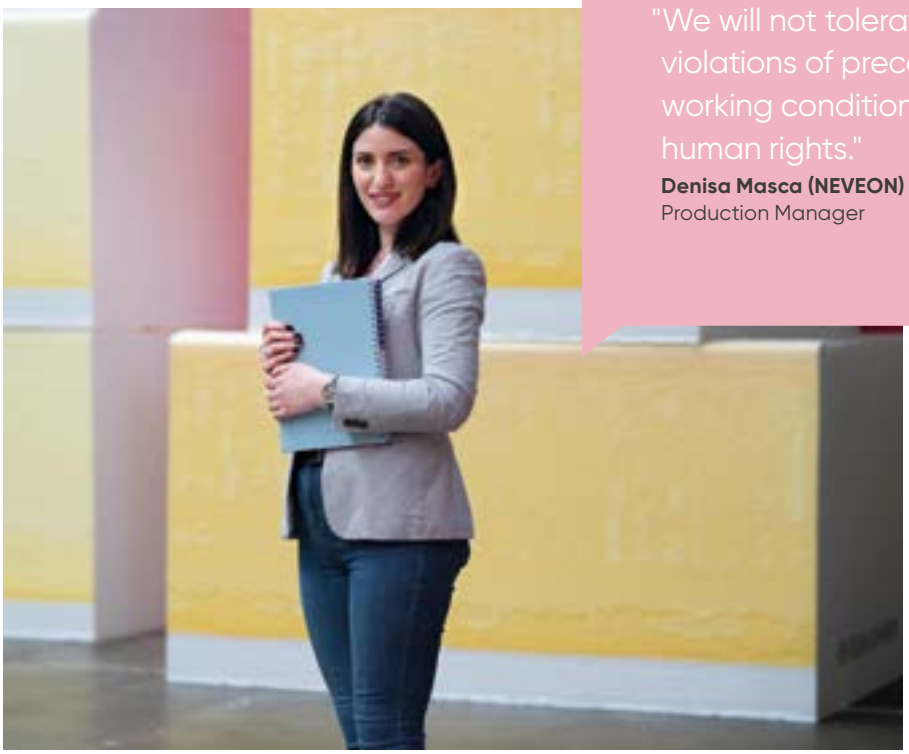
At Greiner, we are constantly working on creating a working environment in which our employees can best develop, work innovatively and provide outstanding services. Treating all employees fairly and with respect is fundamental to this and an essential aspect of our corporate culture. As a logical consequence of this, we are fully committed to the principles of the *UN Global Compact* initiative, the central values of which are also reflected in our Code of Conduct. This explicitly states that our suppliers and business partners must respect the globally applicable regulations for the protection of human rights as fundamental and universal requirements. This includes in particular that they must not use either forced labor nor child labor, and must abide by Convention 138 (Minimum Age), Convention 182 (Worst Forms of Child Labor) and Convention 105 (Abolition of Forced Labor) established by the *International Labor Organization* (ILO).

Our company operates almost 140 sites (including sales offices) in more than 30 countries. Some of these are classified as high-risk countries regarding the probability of employing workers forced into modern slavery. We also purchase goods, components, raw materials and services from a large number of suppliers based in many different countries. Some of these countries are also considered high-risk countries in terms of modern slavery. These include India, China, Pakistan, Bangladesh, Russia, Indonesia, Egypt, Myanmar, Iran, Turkey and Thailand. In addition, we also have representatives, distributors and joint ventures, some of which work in these high-risk countries. Many of these suppliers and the goods and/or services are essential for our business operations.

To mitigate the potential negative impact of key suppliers who are involved in modern slavery, we collaborate with multiple suppliers to procure important raw materials. This gives us greater flexibility to stop doing business with suppliers found to have violated our company values. To further minimize risks associated with human rights, we will carry out audits to ensure that our suppliers also comply with all established standards in this area. This strategic decision to make an active stand against slavery and other human rights abuses in our supply chains goes hand in hand with the need to clearly communicate the importance of this issue internally and externally.

This includes:

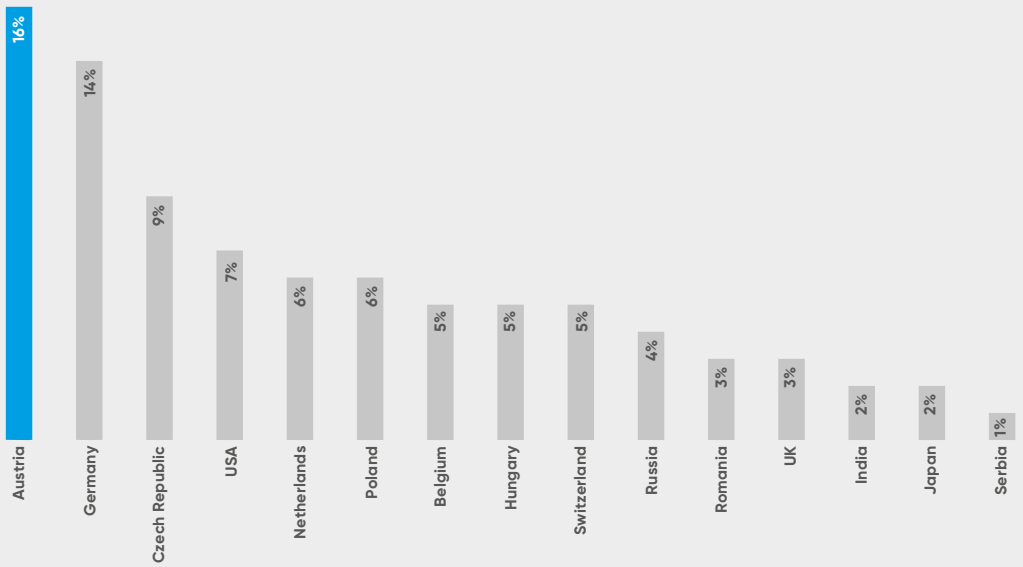
- Training programs on slavery and human trafficking for our employees, especially in purchasing,
- identifying parts of the company and business processes than are more prone to risk,
- due diligence processes for compliance with our due diligence obligations regarding human rights in the company and value chains and
- regularly reviewing the effectiveness of these measures using suitable indicators and criteria.



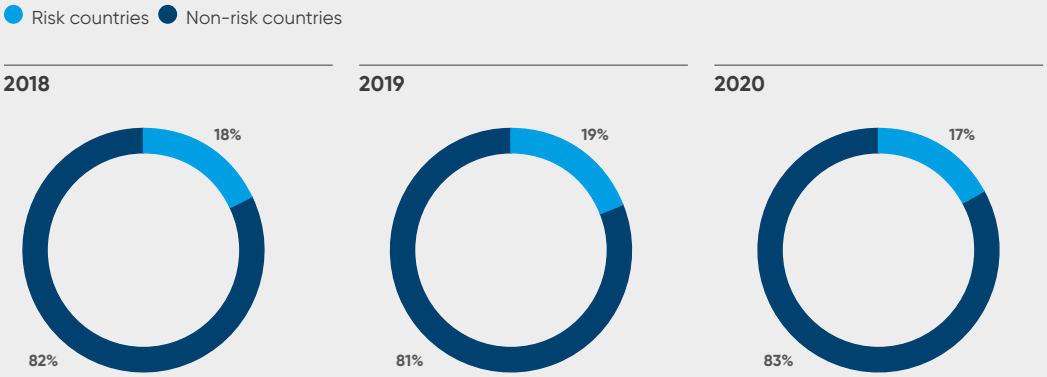
"We will not tolerate violations of precarious working conditions or human rights."
Denisa Masca (NEVEON)
Production Manager

GRI 408-1

Total purchasing volume by country – TOP 15 (2020)



Total purchasing volume by risk country & non-risk country



We purchase raw materials from the following risk countries:

- Egypt
- Bosnia and Herzegovina
- Brazil
- China
- India
- Mexico
- Romania
- Russia
- Serbia
- South Africa
- Syria
- Thailand
- Turkey

Country risk classification is based on *amfori BSCI*'s Countries' Risk Classification. A country's risk is rated on a scale of 0 to 100, with 0 representing the highest risk and 100 the lowest.

amfori BSCI divides countries into two categories:

- Risk countries: Countries with WGI average rating between 0-60 or three or more individual dimensions rated below 60.
- Low risk countries: Countries with WGI average rating higher than 60 and no more than two individual dimensions rated below 60.

The future: secondary materials

That resources are finite is an old truth of which we are now aware with increasing urgency. Even in the 21st century, most natural resources that we use are primary raw materials. Demand for raw materials will continue to increase as a result of global population growth. In light of this, we will have to ask ourselves how we can either use resources more efficiently or increase our use of secondary raw materials. Secondary raw materials are not from natural sources – at least not directly. Instead, they are produced by reprocessing primary raw materials. This means that recycling gives us secondary raw materials and the more and the better we recycle, the more secondary raw materials we get.

Above all, secondary raw materials are the better option because they have less of an environmental impact. The packaging sector is of particular interest when discussing secondary raw materials. Especially in the food industry, primary raw materials are used almost exclusively. The EU Commission has stipulated that all plastic packaging must be reusable or recyclable by 2030. Only if packaging is recyclable can the material be converted into secondary materials. Greiner Packaging has set even more ambitious targets: 100 percent of plastic packaging is to be 100 percent reusable, recyclable or compostable by 2025. We have also made it our goal to use recycled materials in 10 percent of our packaging.

More secondary materials, fewer primary raw materials

Hospicycle – Turning hospital waste into valuable recycled materials

Our production of plastic packaging is particularly affected by the trend towards more recycled materials. Colleagues at Greiner Packaging are thus hard at work developing, testing and researching alternatives for the basic raw materials used at present to ensure a higher share of recycled materials in production. One specific example of our search for new solutions is our *Hospicycle* project. There are only slight differences in the materials used for consumables packaging (e.g. saline solutions, liquid food products) and laboratory equipment in hospitals (mostly PP/PE or PET). These products are rarely or never dyed and are instead always white/transparent and minimally decorated. Furthermore these materials are always food safe. These attributes mean that they would be perfect for recycled materials approved for food use from mechanical recycling. However, the main problem with this relates to collecting these in a medical setting.

As part of *Hospicycle*, the quantities of packaging waste and where this waste is generated are to be recorded. As well as assessing recyclability,would also like to develop a logistics concept. These results are to be transferred to additional hospitals and, if evaluation is successful, result in an application at the European Food Safety Authority (EFSA). As well as Greiner, partners of this very ambitious project include the Plastics Cluster for Lower Austria, the Upper Austrian healthcare company Walter Kunststoffe and Altstoff Recycling Austria (ARA).

Procurement

Our purchased materials can be grouped into five material groups and account for around 40 percent of the total purchasing volume. As well as raw materials, we also buy semi-finished and finished goods. We are currently working on improving the quality of data and want to include this in the next reporting cycle by 2023.

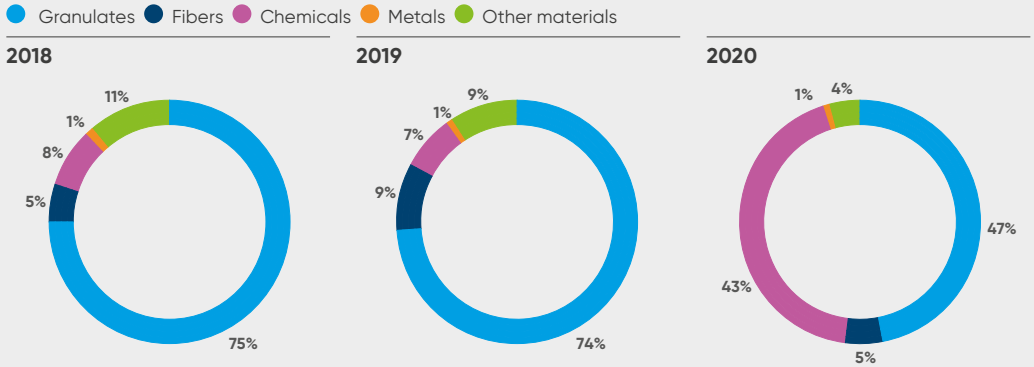
The development of our total material consumption shows a rapid rise in 2020. This reflects the Eurofoam takeover described above, which also explains the sharp increase in the share of chemicals in total materials consumption.

Some of our production processes require the use of chemicals which – if improperly used – can be harmful to human health. Use of these chemicals is strictly monitored and controlled by corresponding regulations. In Austria, ionized radiation is also used to sterilize our medical products. This is generated either by electron accelerators or, for high density products, by radioactive decay of the Cobalt-60 isotope. The use of ionized radiation in Austria is regulated under the Austrian Radiation Protection Act and the Austrian Radiation Protection Regulation. Authorities perform annual checks to monitor compliance with these regulations.

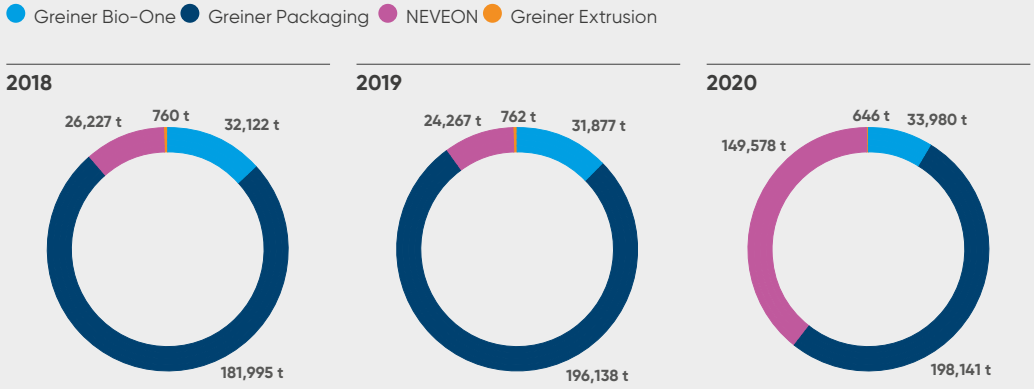
Proportion of secondary materials relative to total materials consumption[1]

	2018	2019	2020
Greiner	8%	9%	**7%**
Greiner Bio-One	1%	1%	**0%**
Greiner Packaging	7%	7%	**7%**
NEVEON	27%	38%	**7%**
Greiner Extrusion	0%	0%	**0%**

Purchasing volume by material group



Total material consumption*



*Total materials consumption comprises all purchased raw materials and auxiliary materials that are directly used or consumed as part of production.

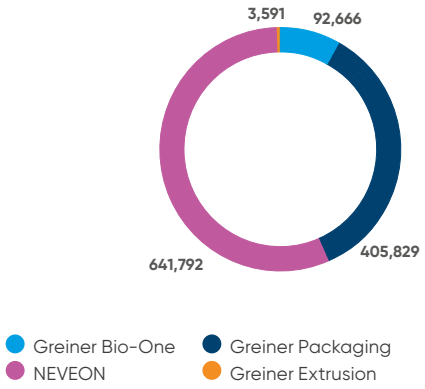
1 Secondary materials (recycling materials) are created by reprocessing material that has been disposed of and can be reused multiple times as part of a material cycle. They make up the starting material for new products and differ from primary raw materials (extracted from nature).

GRI 301-1

Foam production at NEVEON relies on the purchase of primary raw materials. Incorporating Eurofoam thus resulted in a lower proportion of secondary materials.

For the first time, our 2020 report contains emissions data from our value chain. The figure below shows Greiner's total emissions (1,114,837 tonnes of CO_2e) resulting from procurement of our raw materials. The high proportion of emissions in the foam division NEVEON is a result of the extensive use of chemicals.

Emissions generated by our production materials and consumables in 2020[1] (t CO_2e)

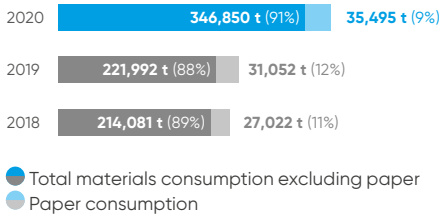


We have set the following targets here for the next two years:

- By 2023: Improve the quality of data for Scope 3 emissions categories already reported in collaboration with our suppliers.
- By 2023: Include data on packaging materials consumption and the emissions associated with this.
- By 2023: Include data on all forestry raw materials used at Greiner: timber, cattle, palm oil, rubber and soy.
- By 2023: Expand data collection to include purchased semi-finished and finished goods.

Although the proportion of paper in our total materials consumption has declined slightly, our demand for paper still accounts for almost 10 percent – a substantial share. We have therefore decided that we will buy paper for secondary and tertiary packaging from FSC or equivalent certified paper sources by 2025.

Proportion of paper consumption relative to total materials consumption



More secondary materials, fewer primary raw materials

Pilot project: Closing the cycle for soup packaging

At Greiner Packaging, we have been testing various recycled materials for producing our cardboard/plastic packaging for some time now. As part of a test project for *Unilever*, for example, we use a certified circular polypropylene. Mixed post-consumer plastics that would otherwise be burned or sent to landfill are used as raw materials. The certified circular PP polymer from *SABIC's* TRUCIRCLE™ portfolio is broken down into its molecular components to create new plastics, including for recyclable tubs and lids. The project aims to produce about a million Knorr™ bouillon powder packages made from 100 percent circular polymers for *Unilever*. In doing so, we are demonstrating the progress that is possible with recycled materials in the food sector.

It also shows that we are achieving consistent advances in the development towards a circular economy in this industry, too. The ISCC-plus certified material provides a simple replacement solution for fossil-based plastics in the packaging industry without jeopardizing product purity or food safety. The packaging solution is suitable for powered foodstuffs, cereals, animal feed and various non-food uses. After use, consumers can simply remove the cardboard sleeve and dispose of the two pieces of packaging separately. Alternatively, the resealable and dishwasher-safe tub can also be used to store food after finishing the original contents, a popular and very sustainable practice both in private households and in restaurants. This means that we are not only using secondary materials for production, we are also creating a product with a far longer life cycle.

1 Figures include emissions generated in the production of our raw materials but not the emissions of semi-finished or finished goods that we purchase as a company. The calculation also does not include packaging materials. A detailed description of how our CO_2 emissions are calculated can be found at the end of this report.

GRI 305-3

Solution in the form of renewable raw materials

Of course, our search for new materials also encompasses alternative sources. Examples of these include bio-based plastics and foam materials. Both of these are deemed bio-based if they are derived from renewable raw materials. What sounds like an attractive proposition – using renewable raw materials – needs to be looked at in more detail. The environmental impact need to be closely analyzed, even for bio-based raw materials. The debate over the harm caused by bio-based plastics shows how challenging it is to switch to sustainable raw materials.

Germany's Federal Environmental Agency takes a critical view of bio-based materials: "From comparing the environmental footprint of simple objects and packaging we know that the effect on the environment is not significantly better when the raw materials are bio-based as opposed to fossil-based. Instead, the effects are simply different: Whereas traditional fossil-based plastics release more CO_2 that affects the climate, the environmental footprint of bio-based plastics takes the form of higher potential acidification and euthropication and certain land requirements. This is because of the agricultural production of the raw materials. It may result in competing against food production for land or there may be fewer "compensation areas" and forests."

Nevertheless, we will leave no stone unturned. Colleagues at NEVEON, for example, are using castor oil as a bio-based raw material: A renewable raw material accounts for about 20 percent of our *EMC verde* series product. This is castor oil that comes directly from the plant and can be used without any additional processing. By contrast, other NOPs (natural oil polyols) that are based on soy, palm oil or rapeseed oil must be chemically modified before they can be used, a time-consuming process that massively reduces sustainability. As castor oil is not a foodstuff, it is also an ethical raw material for sustainable industrial use in terms of food safety.

"Colleagues at NEVEON, for example, are using castor oil as a bio-based raw material: A renewable raw material accounts for about 20 percent of our *EMC verde* series product."

Eduard Trache (NEVEON)
Electromechanical Engineer

"Our numerous r-PET initiatives clearly show that an increased use of recycled materials is the future at Greiner Packaging."
Peter Fessl (Greiner Packaging)
r-PET Business Manager

More secondary materials, fewer primary raw materials

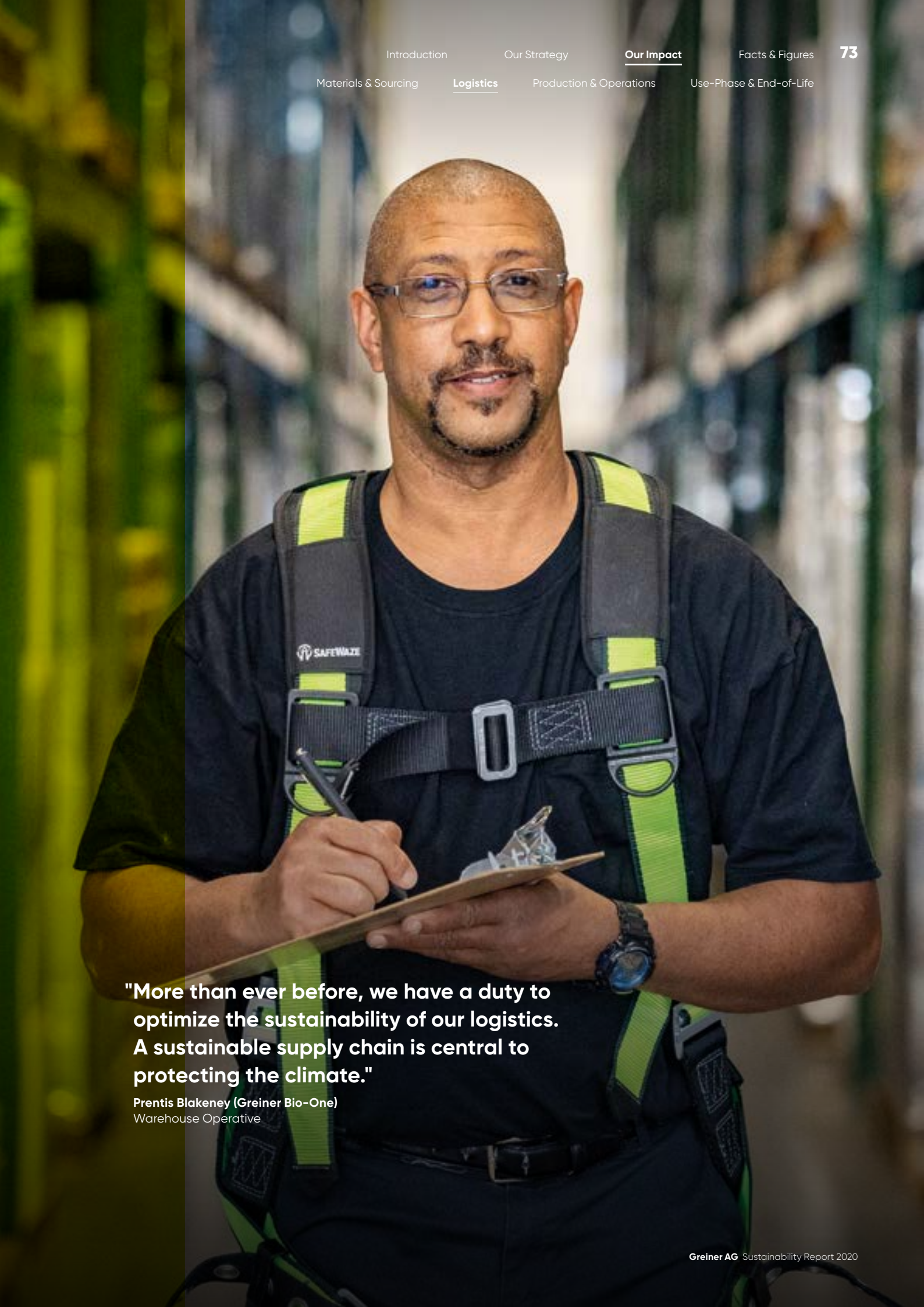
Milk packaging: High temperature stress test for recycled material

Although we have had some successes, producing packaging from recycled materials is a challenge for the food industry. Given the very high standards for the quality and purity of the materials and thus the packaging, this industry sector constitutes a particular challenge for us. The common plastic PET comes into play here as it is widespread and thus readily available for recycling. However, its material properties meant that there were limits to its use for dairy packaging until now. This is subject to special requirements on account of the high temperature sterilization needed (up to 120 degrees Celsius) that the material must withstand. By successfully testing the use of recycled PET (r-PET) for dairy product packaging, Greiner Packaging again demonstrated its materials expertise. r-PET is currently the only recycled material approved for food use, as other recycled plastics such as r-PS and r-PP are still in the testing or approval stages. The aim is for dairy factories not to have to make any changes to their bottling processes when using the recycled materials.

Here, Greiner Packaging is working intensively with dairy factories to find a solution, and it will be interesting to see what results further tests reveal. We are also focusing our efforts on securing an alternative to PET bottles, i.e. procuring other recycled material from different sources. For r-PET to be approved for food packaging, more than 95 percent of the material has to come from materials that have already been used in food applications. The use of recycled polyolefins is also permitted outside the food sector and the material is used primarily for plastic pallets. In collaboration with our customer and brand manufacturer *Henkel*, we have developed a packaging made out of 50 percent post-consumer PP waste. Not only do we use only plastic recycled materials here, we also use 40 percent less material than previous packaging. The World Packaging Organisation jury awarded this packaging innovation the *Worldstar Global Packaging award* in 2021.

Inbound & Outbound Logistics

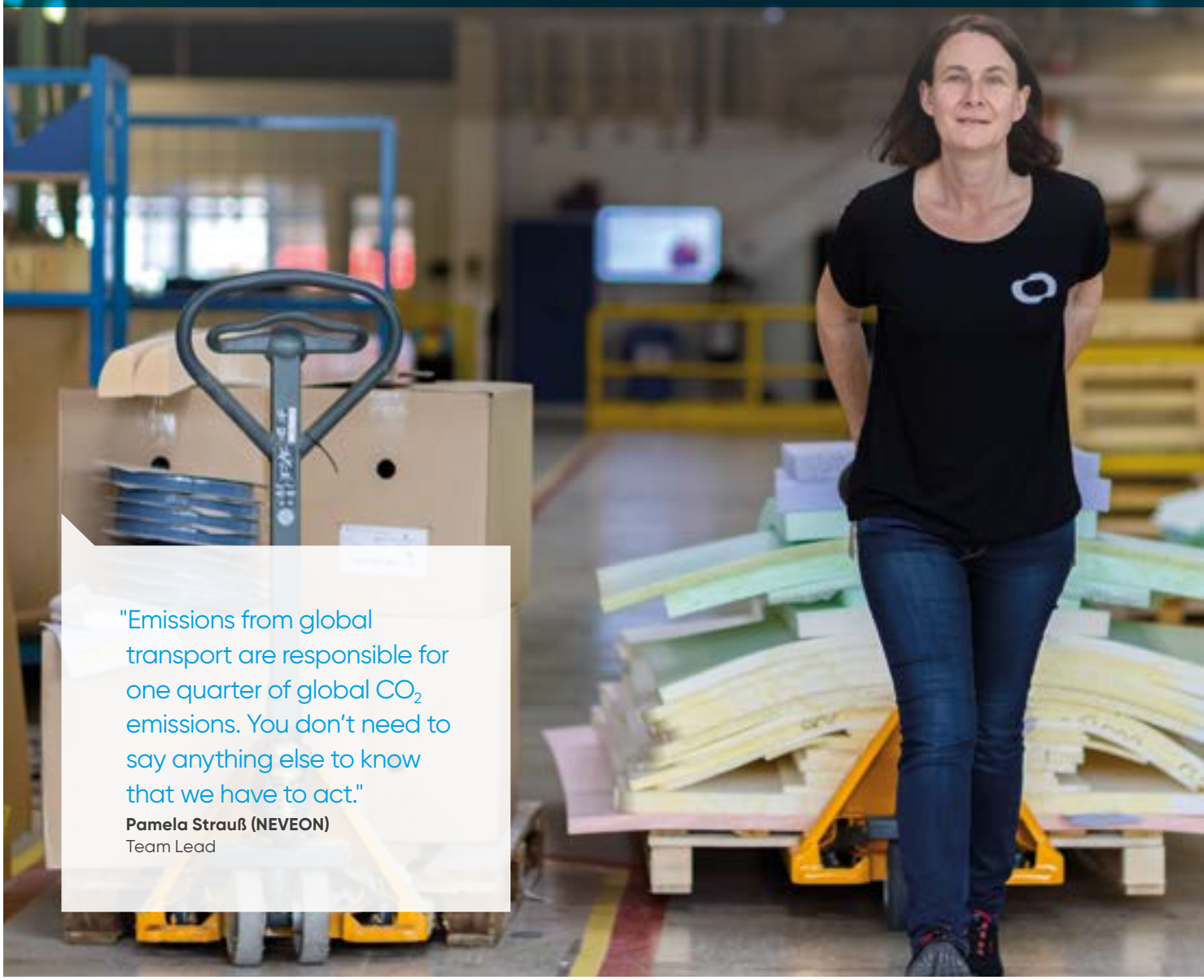
An average pair of jeans in Europe travels 60,000 km before being sold. This means that they are transported more than once around the world before they can be sold in a store as a finished product. USD 17.6 trillion worth of goods were bought and sold worldwide in 2020. The pace of globalization is continuing to pick up and further technological advances are being made. This is not without consequence for the environment: greenhouse gas emissions generated by international transport have more than doubled since 1970, with about 80 percent of this rise attributable to transport from the global road network.



"More than ever before, we have a duty to optimize the sustainability of our logistics. A sustainable supply chain is central to protecting the climate."

Prentis Blakeney (Greiner Bio-One)
Warehouse Operative

Inbound & Outbound Logistics
Transport



"Emissions from global transport are responsible for one quarter of global CO_2 emissions. You don't need to say anything else to know that we have to act."

Pamela Strauß (NEVEON)
Team Lead

Making transport logistics more sustainable

Without logistics and transport, international trade would not be possible. As an interface between producers and suppliers and between buyers and end consumers, logistics is essential to global procurement and marketing operations. Procurement logistics is responsible for ensuring that all goods a company needs for its business and production are available in the right quantities, at the right time and at the right quality. Inbound logistics focuses mainly on the company's ongoing supply of materials, i.e. purchasing and transporting goods to the production sites. Outbound logistics is responsible for distributing the finished products to customers.

Our goal

We want to be climate neutral by 2030.

Our targets

Suppliers

We have to reduce transport emissions together with our suppliers and customers.

SBT by 2023

We want to set *Science Based Targets* and goals for reducing our logistics emissions.

Our performance

Transport

In individual cases dialog with suppliers and customers about transport has already begun.

Quality of data

We are continuing to work systematically on improving the quality of data in inbound and outbound logistics.

Smart logistics: the key to global trade

Like other companies in our globalized market, at Greiner we have to address greener and more sustainable solutions as part of our inbound and outbound logistics. We do so first and foremost of our own accord and on the basis of our own convictions, as we are committed by the climate protection pillar of our Blue Plan sustainability strategy. At the same time, the importance of sustainable logistics concepts is growing constantly as governments and the public, as well as our business partners and customers, are increasingly aware of developments in this area and the relevant key figures.

Mounting interest in "sustainable logistics" also reflects the fact that a sustainable corporate strategy in the logistics sector also includes various social components as well as environmental aspects. Examples of these include occupational health and safety, a minimum wage and compliance with working hour regulations, which we and our business partners and customers are committed to upholding under the Greiner Code of Conduct. Commitment to sustainability in companies is worthwhile not only in the sense of social responsibility and environmental awareness. Rising energy prices mean that efficient logistics are a vital component of competition. Accordingly, sustainable operating procedures, for example by avoiding transportation routes and using carbon-neutral transport and shipping options, are also important from a business standpoint.

Even we have not yet achieved our own targets in all of these areas. Both our inbound and outbound logistics largely rely on transporting freight on the roads by truck. We use container ships when trading materials and goods with Asia and America, as well as air transport for some individual products. Our logistics portfolio also includes some rail transport. Having said this, it should not be forgotten that the Greiner portfolio has a dual function in terms of logistics: In addition to our commitment to improved sustainability in our own company logistics, by developing lighter and space-saving products in all of our divisions we also aid sustainability efforts in the logistics of our business partners and customers. 2020 was the first year in which we begun to collect and evaluate logistics data centrally. As we do not yet systematically record logistics data – especially on outbound logistics – at all Greiner sites, we have extrapolated our impact using the parameters available. We will continue to work on improving the quality of data on an ongoing basis so that we can then provide further details about our logistics targets and more closely review our progress.

Push for sustainable transport

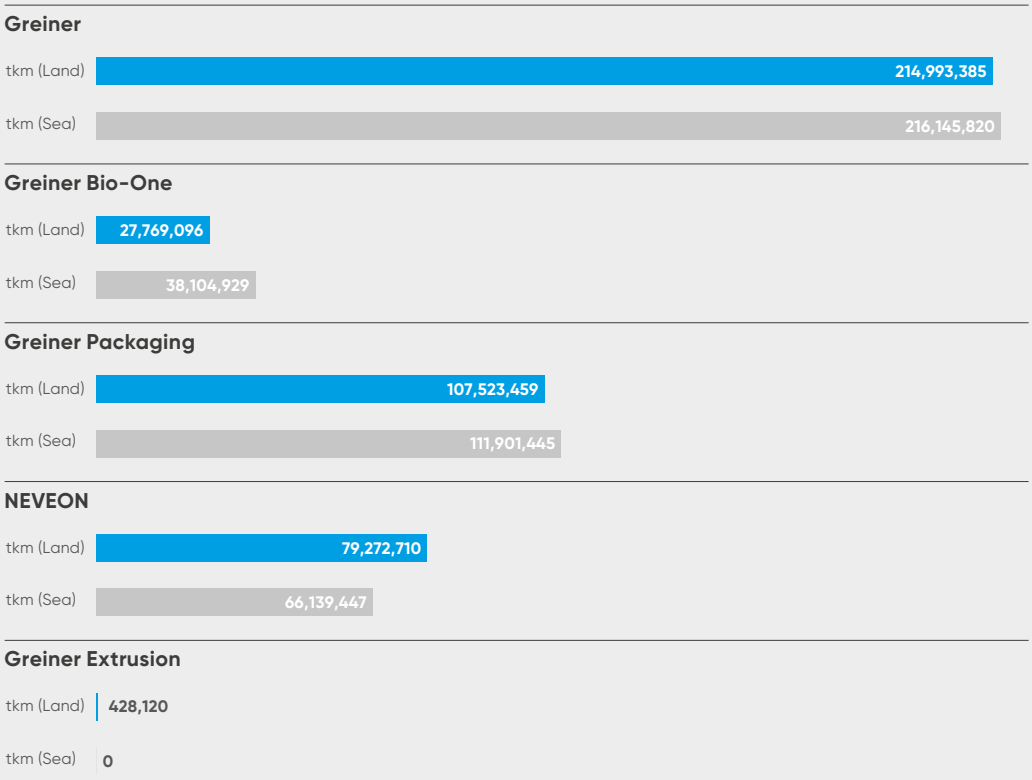
The importance of energy efficiency is particularly evident in the selection of modes of transport used for transport and logistics and their CO_2 emissions. Emission trends in transport and travel are alarming. Yet the transport industry is still particularly reliant on the use of fossil fuels, with the repercussions these are known to have for the climate and the environment. Despite isolated successes in e-mobility retrofitting, there are still not enough alternatives to traditional motor vehicles to replace fossil fuels on a large scale. Nevertheless, or perhaps precisely because of this, the logistics industry is quite rightly increasingly pushing for changes that would bolster sustainability. Recommendations essentially call for better planning to improve the efficiency of transport flows in supply chains, the use of synergy and switching to lower emissions modes of transport.

Dan Costea (NEVEON)
Operator

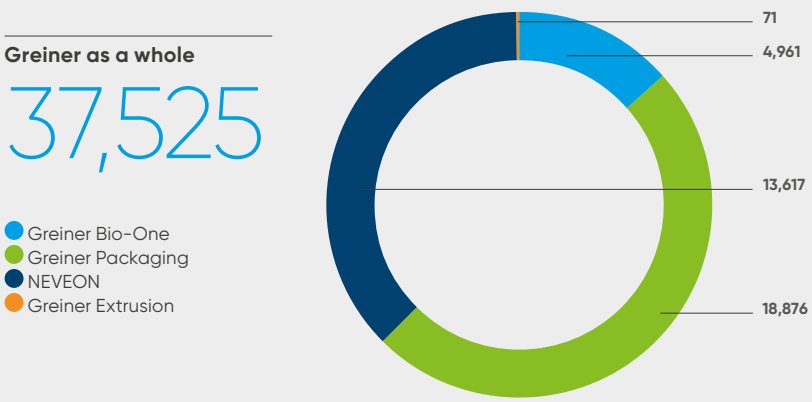
From suppliers to us

We place great value on short distances and using environmentally friendly, resource-efficient modes of transport when procuring goods and services. Whenever local procurement is not possible, we look specifically for the most sustainable means of transport while also taking into account the urgency of the respective product delivery. Our inbound logistics is dominated by road transport and, for cross-continental supply, by sea routes. What does this teach us? In 2020, 214,993,385 tonne kilometers (unit for calculating transport costs in freight transport per tonne and kilometer) of raw materials we purchased were transported by road and 216,145,820 tonne kilometers (tkm) by sea. To improve the quality of this data, in the future we will collaborate more closely with our suppliers when collecting logistics data.

Inbound logistics (2020)



Emissions generated by inbound logistics (t CO_2e)



GRI 305-3

From us to customers

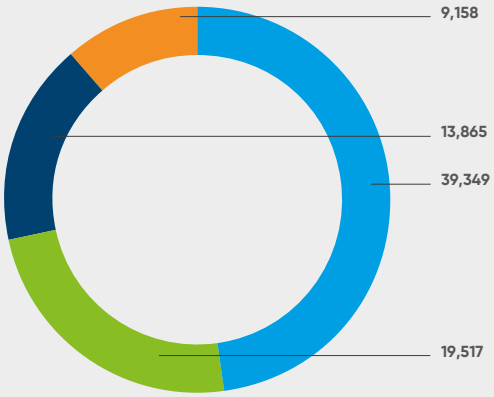
Outbound logistics took account of both internal group transport and transport to our customers. When it comes to modes of transport, we differentiate between road, rail, ship and air. There are no comprehensive data available for outbound logistics by road, rail, ship or air and so the data were extrapolated. This is also why we do not currently have any exact tonne kilometers for each mode of transport and each division. Based on this, emissions for outbound logistics were calculated based on estimates and extrapolations. Nevertheless, we are working on improving the quality of data in this area of logistics too. Although the sales sites are not covered by this report, we have included them when calculating Greiner Bio-One's outbound logistics. This includes transport from the production site to the global Greiner Bio-One trading branches and onwards to customers. Onward sales of externally produced goods by Greiner Bio-One and the logistics required for this were not taken into account as production of these goods is not covered by our system boundaries.

Emissions generated by outbound logistics (t CO_2e)

Greiner as a whole

81,889

- Greiner Bio-One
- Greiner Packaging
- NEVEON
- Greiner Extrusion



Our customers' demand was subject to major fluctuations on account of the Covid-19 crisis in 2020, with a sharp drop in global demand in the first half of 2020 followed by a rapid upswing starting in the second half of the year. One reason we experienced higher overall demand worldwide is that Greiner Bio-One offers a whole host of important medical products to tackle and contain the Covid-19 pandemic, such as our VACUETTE® Virus Stabilization Tubes (VST) that we developed for Covid PCR tests. This prompted global production increases at Greiner Bio-One and, in turn, a rise in internal group deliveries between the global sites. Nevertheless, this represents an exceptional situation on account of the pandemic. The logistics diagram shows the urgency of supplies of Greiner Bio-One products in various markets. This also explains the unusual rise in our air freight shipping in 2020, which in turn increased our CO_2 emissions. We also take a close look at other areas in order to reduce our environmental impact. Colleagues at NEVEON, for example, are working on compressing foam blocks. Why? Foam materials are bulky. Compressing these, meaning that more products can be transported in one truck, improves efficiency and is good for the environment.

GRI 305-3

Finding innovative solutions

We have made it our goal to introduce *Science Based Targets* by 2023. This means that environmental targets will have to take into account not only emissions generated from our own operations but also emissions in our entire value chain. Our goal is to take account of emissions from logistics when developing *Science Based Targets* within the next two years. We do not have a significant vehicle fleet of our own at Greiner and instead purchase the logistics from service providers. In order to meet our future goals, we will have to work together with our partners to reduce the impact of transporting our products. Most transport is organized by our customers. As our customers face the same challenges we do when it comes to reducing our environmental impact, we will work proactively with our customers on innovative logistics solutions. Our aim must be to work with our partners on using more sustainable modes of transport or a more sustainable mix whenever this is possible. Establishing *Science Based Targets* requires suitably measuring transportation. We are therefore continuing to work consistently on improving the quality of our logistics data. In addition, we are also planning to launch cooperation projects with logistics companies in the medium term.

"Our goal is to take account of emissions from logistics when developing *Science Based Targets* within the next two years."

Alexandru Patrulescu (Greiner Packaging)
Warehouse Operator

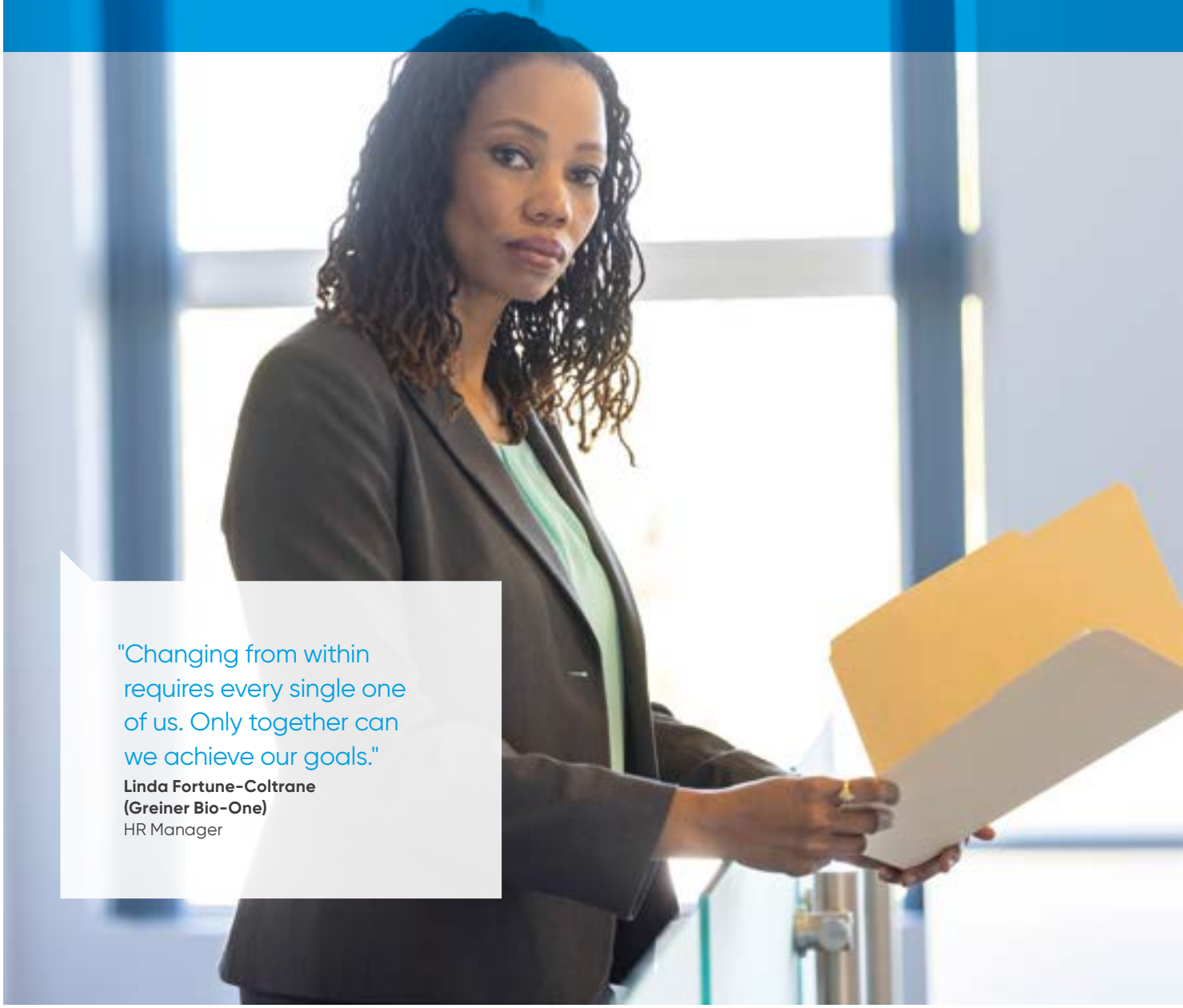
Production & Operations

Manufacturing products requires a whole range of work stages, which are frequently located across the globe. Primarily, however, producing consumer goods sets a whole host of processes and actions in motion. Resources such as raw materials, water, energy and hours of work are needed to meet the steady growth in demand for goods. The consequence of this? Industry is responsible for 19 percent of global water consumption and 30 percent of global greenhouse gases. Yet one of the most important factors in this system will remain the same: people.

"We have a particular responsibility where we can directly influence and shape change ourselves."

Anca Vasilioiu (NEVEON)
Plant Manager

Production & Operations Employees



"Changing from within requires every single one of us. Only together can we achieve our goals."

Linda Fortune-Coltrane (Greiner Bio-One)
HR Manager

Employees are the key to our success

11,238[1] people in 34 countries – therein lies our greatest strength. Our principles: We treat each other with mutual trust and respect. We encourage people and promote collaboration across divisions and across cultures. We are courageous and take responsibility to achieve our goals. We will continue to invest in our employees to ensure that we remain successful in the future. This is because employees are the key to solving the great sustainability challenges that lie ahead. The transformation that is required can be achieved only if our employees meet their full potential and we do everything we can to create a workplace that makes full use of their talents and sparks their enthusiasm for helping develop our company sustainably.

Our goal

We want all our employees to be prepared for the challenges of the future by 2030.

Our targets

80%

By 2023, 80 percent of all employees should have an annual performance review.

By 2020

Integration of sustainability criteria into our managers' target agreements by the end of 2020.

Our performance

64%

64 percent of our employees had a performance review in 2020.

Since 2020

Target agreements have been in place binding certain managers to achieving specific sustainability targets since the end of 2020.

1 Employees of joint ventures and the global sales sites are not part of this analysis. Further information on the system boundaries of this report can be found at the end of the report.

A culture of working together

Our 11,238 employees around the world are what make Greiner who we are. We all have a role to play in achieving the goals of our sustainability strategy and together helping shape our company's transformation. As a family-run company, we have operated on a principle of working together ever since being established. And as a family-run company dating back over 150 years, we can safely say that this way is the way to success. Without our countless employees of the past, we would not be standing where we are today. Without our 11,238 employees at present, we will not achieve our goals today or in the future. A special culture of trust, recognition and respect for all employees is in Greiner's DNA.

In connection with this, we would like to emphasize that general and/or collective bargaining agreements were in place at 36 of our 64 sites (56 percent) in 2020. Our aim is to continually increase this figure to take into account the *UN Global Compact* and its Principle Three on the importance of collective bargaining and collective bargaining agreements.

We want to maintain our corporate culture even as a global group. This reflects our conviction that integrating people with different identities and backgrounds enriches Greiner and makes us more innovative and robust and that we, armed with this diversity, can better rise to the challenges ahead.

It is also on the basis of this conviction that we very deliberately chose people as one of the three pillars of our Blue Plan sustainability strategy and set the following target: All employees should be fit to meet the challenges of the future by 2030.

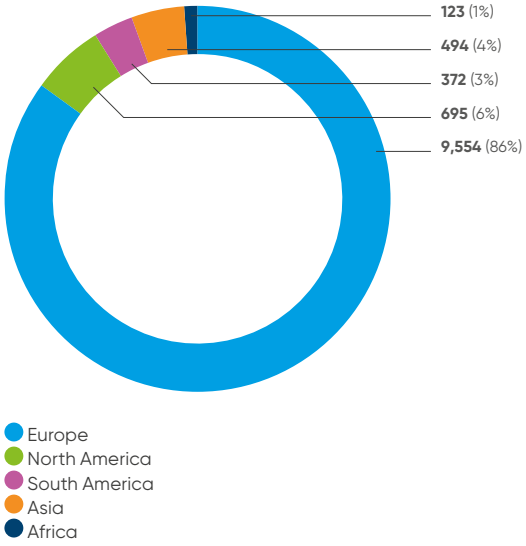
Tomorrow's world of work

Guided by our experience that we have our employees' knowledge and skills to thank for our achievements so far, we also consider them the key to a sustainable Greiner future. To make the most of this key, we want to invest more than ever in training and education, push for occupational safety and health protection and step up our efforts in diversity. By 2025, we will almost double the average number of training hours. At the same time, we want to boost our employees' physical and mental health through new offers and continually improve occupational safety measures. Responding to new and welcomed realities in an increasingly diverse society and company, we also say a conscious yes to more diversity and to promoting diversity at Greiner.

We must prepare our employees at an early stage and as well as possible so that we can respond constructively and successfully to the changes that tomorrow's world of work will bring. To develop solutions for the challenges of the future, we need innovative strength, new, courageous and creative thinking and full support for this from company management. Creating a modern workplace that gives our employees a high level of personal responsibility when arranging working conditions and working hours, thereby favoring a more flexible work organization, is fundamental to this. Our *Mobile Working Policy* to promote a better work-life balance has become even more important following the need to work from home in light of the coronavirus pandemic. Mobile working regulations vary according to the requirements in our four divisions.

Employees by continent[1]

11,238
in 2020



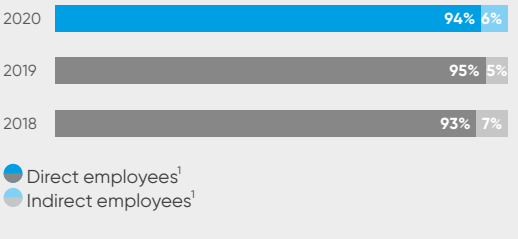
1 Employees of joint ventures and the global sales sites are not part of this analysis. Further information on the system boundaries of this report can be found at the end of the report.

GRI 102-8, GRI 102-41

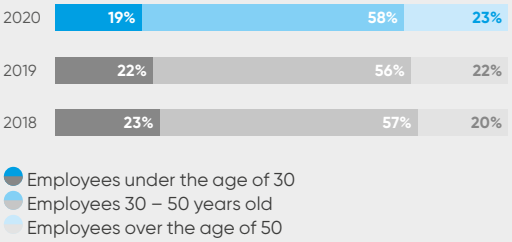
The challenges posed to our innovative capabilities and versatility by the transition from a linear to a circular business model are enormous. To make this change to a fully circular company a success, we have to win the hearts and minds of all of our employees. This requires lively discussions and an honest approach to handling feedback and mistakes. Successfully implementing our sustainability agenda requires us at Greiner to provide fertile soil for entirely new production and sales approaches. To achieve this, we put our employees at the heart of our sustainability strategy, driven by the conviction that we are the basis for Greiner's success. We have set ambitious targets in the various areas. Some of these we will be able to meet quickly, while others will take perseverance.

We have already achieved one target: Since 2020, part of our Senior Management has been measured by their successes in making the company more sustainable. For the first time, we integrated very specific emissions reduction targets into the target agreements. This brings the topic further into our managers' focus and provides a new, quantifiable force.

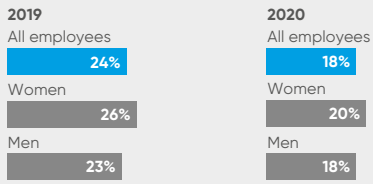
Breakdown of employees by employment relationship



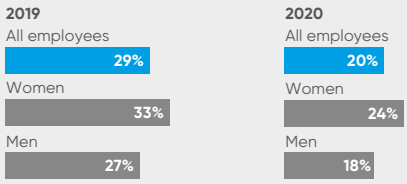
Breakdown of employees by age group



Turnover rate[2]



Hiring rate[3]



Michael Parker (Greiner Bio-One)
Production Manager

Employer of Choice award for Greiner Bio-One North America

Greiner Bio-One North America received the *Employer of Choice* award from the *Union County Chamber of Commerce* in Monroe (USA) in December 2020 for its achievements in creating a respectful and innovative working environment. There was particular praise from the regional Chamber of Commerce for Greiner Bio-One's great commitment to its employees' health and wellbeing during the Covid-19 pandemic, and for the fact that Greiner Bio-One provided the right balance between protecting key workers and producing products needed to fight the virus.

1 Direct employees are employees who work on site and have a direct contractual relationship with Greiner. Indirect employees work for Greiner but have an employment relationship with an external company.
2 To calculate the turnover rate, leaves of men and women were considered in relation to the number of men and women in direct contractual relationships.
3 To calculate the hiring rate, new hires of men and women were considered in relation to the number of men and women in direct contractual relationships.

↘ GRI 102-8, GRI 401-1, GRI 404-3, GRI 405-1

Leadership for a common vision

For an internationally active and growing corporate group like Greiner, management is a central topic, and intercultural management competence is a decisive success factor. To us, leadership means creating an environment in which our employees are inspired to tackle the challenges facing our company with creativity, innovation and dedication and to find solutions. This is precisely what leadership at Greiner is. With our managers, we want to develop a common vision that motivates our employees in the long term with empathy and responsibility that is lived. We support and encourage our managers, accompany them and want to show development paths. Given this, training programs for managers and young managers are therefore a fixed component to learn leadership, to reflect and to constantly review progress.

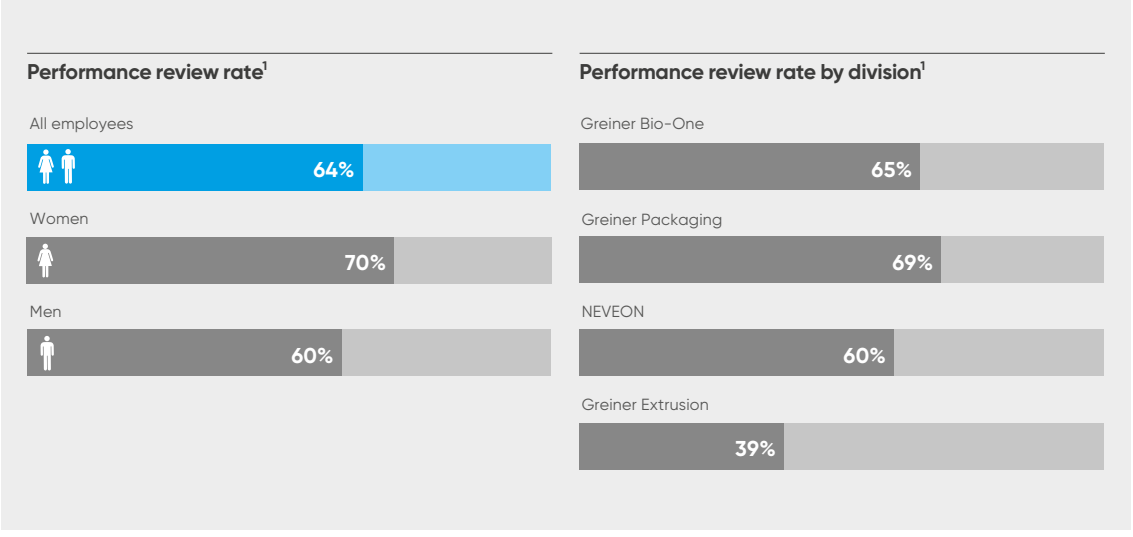
Supporting managers on their journey

As diverse as leaders are and should be, the ways people reach leadership positions are equally varied. Through our training opportunities LEAD and BRIDGE, we at Greiner Packaging support these individual processes: LEAD, for example, gives our managers an opportunity to reflect on their roles and responsibilities and on their responsibility as managers. This aims to provide a chance to reflect on practices that have developed in the day-to-day work environment, to compare these to our values and principles and, if necessary, to make changes. The goal is to create standards for innovative and efficient leadership and to put these into practice in everyday activities. BRIDGE is aimed at experts whose expertise predestines them to becoming bridge builders and, in this role, to pursuing cross-location and cross-border topics and projects and leading to sustainable results. Participants learn the techniques of "lateral leadership" to take on management responsibilities without having direct authority so that jobs can be carried out based on partnership and a solutions-oriented approach.

Dialog with our employees

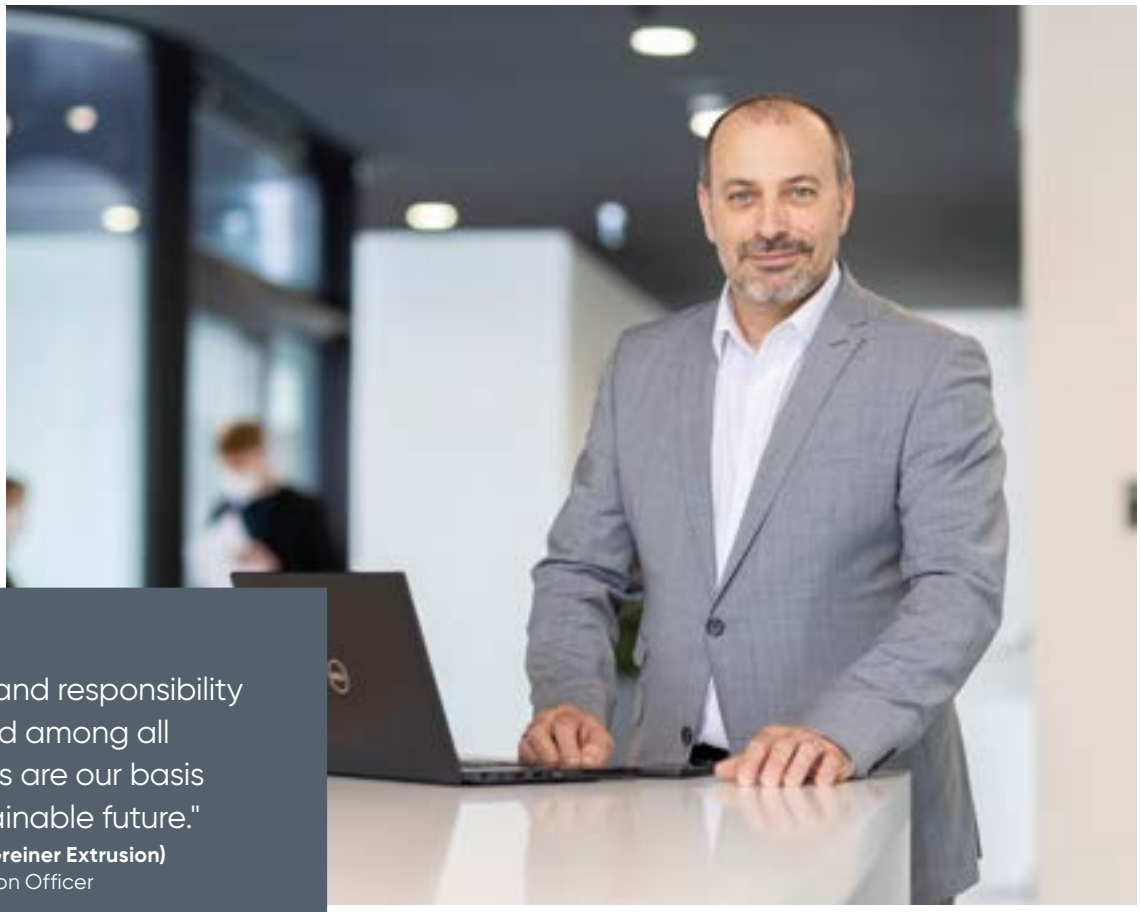
In order to promote the development and thus the satisfaction of our employees, we have stepped up dialog and discussions with them over the past few years. This includes regular feedback discussions about their work, their potential and their individual development requests. Despite the challenges presented by the pandemic, we have so far weathered this difficult time well thanks to the flexibility and commitment of our employees. We are aware that this period was not an easy time for our employees.

Given this, we deliberately chose to carry out a global employee survey in the middle of the pandemic to give us a better understanding of how our employees are doing, what motivates them and where we as a company can improve. We intend to repeat this employee survey once a year moving forwards, because continual, systematic discussions are important. It allows us to identify company developments, spot potential for improvement and evaluate the effectiveness of existing measures more precisely than before. It is especially helpful in terms of achieving our sustainability targets if all employees are asked their opinion each year. This way, we can quickly determine whether we are on the right track or continue to work on areas where there is still potential for improvement. In any case, the fact that almost three quarters (72 percent) of our employees took part in the first ever global survey encourages us to pursue this project. We will very carefully analyze the data from this survey and integrate the findings into our company policies.



1 To calculate the performance review rate, all forms of assessments and evaluations were considered in relation to the number of employees in direct contractual relationship (see glossary).

GRI 404-3



"Empathy and responsibility that is lived among all colleagues are our basis for a sustainable future."
Haimo Bück (Greiner Extrusion)
Chief Production Officer

Make the most of potential, promote strengths

We have set up multiple development programs as a way of better addressing the constant state of flux in the world of work in general and, in particular, our employees' desire for professional development. The first of these programs worth noting is the *Greiner Expert & Management Succession Program* (GEMs) for sustainable and quality-oriented staffing of specialists and managers. GEMs is not only about identifying key positions in the company and checking whether there are back-up and succession regulations for these functions. The program is also an initiative for structured development of our employees' potential. This is also the goal of our Orientation Center, which provides Greiner employees with a space to discover their own strengths and potential for development while also receiving internal and external feedback. The Orientation Center is also the basis for planning personal development towards a career as a manager or specialist, as well as a requirement for being accepted to the *General Management Program* (GMP).

Through the *Organizational Clarity* project launched by Greiner Packaging in 2020, we are also aiming to create more clarity about roles, interfaces and responsibilities at the company through a standardized company-wide job grading structure. The job grading structure, which is custom built for Greiner Packaging, allows for a wide range of personnel and organizational development measures. These include needs-based and personalized career planning, including internal promotion opportunities, and tailored leadership, performance and talent management programs. Managers thus have a framework for how to manage and develop their employees and can provide them with individual help and support throughout their entire career at the company.

Production & Operations
Health & Occupational Safety

"Mental and physical health cannot be taken for granted – the past year has taught us that. This is why we do everything to support the health of our employees."

Maria Cordova (Greiner Bio-One)
Quality Control Operator

Creating safe and healthy workplaces

Health is not everything, but without health, everything is nothing. These were the words of German philosopher Arthur Schopenhauer, almost 200 years ago. Healthcare in most countries around the world has undergone massive improvements in the last few decades. Nevertheless, comprehensive medical care still cannot be taken for granted across the world. Guaranteeing a healthy life for all people is a huge challenge. As an employer, we play a key role in this. Healthcare and safety at work are intended to foster general wellbeing. We are passionate about creating the best conditions at our workplaces.

Our goal

We want all our employees to be prepared for the challenges of the future by 2030.

Our targets

–50%

Reduction in frequency of serious work accidents[1] by 50 percent by 2025.

100%

All sites will develop and implement at least two health measures by the end of 2021.

Our performance

–9%

9 percent reduction in frequency of serious work accidents since 2018.

63%

40 out of 64 sites implemented at least one health measure in 2020.

1 Serious work accidents are defined as accidents that result in downtime of more than eight hours.

Overcoming Covid-19 together

The coronavirus pandemic that has gripped the world since the end of 2019 caught us all off guard. Ever since, our day-to-day lives have been dominated by lockdowns, working from home and the latest statistics on incidence rates and vaccinations. Wearing face coverings is part of our daily routine, as is disinfecting our hands and maintaining social distancing. The global coronavirus pandemic requires all of us to rapidly adjust to entirely new situations constantly. We will be grappling with the various consequences of the pandemic for a long time to come, both as a society and individually. Yet we can already say with certainty that Covid-19 has increased the spotlight on health, including and in particular in and for companies – and rightly so. After years of improvements to global healthcare – think about rising life expectancy and the new things medicine can do – the pandemic has reminded us that nothing is more important than our own health and the health of our fellow human beings. Naturally, protecting our employees takes top priority during the pandemic. We have done everything within our power to avoid infections at work as far as possible. With numerous safety and hygiene precautions and increased remote working, we believe this has also been very successful.

At the same time, we are aware that the official end of the pandemic will not put a stop to its many negative consequences – such as long-term psychological stress, stress and existential fears – overnight. We will remain very alert to this even after the pandemic, which we hope is not too far off, and attempt to meet our responsibilities for Greiner employees affected by this as best we can.

The pandemic has hit the world in waves and to varying degrees of severity. Many of the measures we took were specific to the local area, taking into account the situation on the ground. Our home is in Austria, with almost 3,000 employees. This is where the heart of our company beats, where almost a quarter of our employees are located. In light of this, we opened a test center offering rapid antigen tests on the company premises in Kremsmünster as part of our regular, simple and free Covid-19 testing strategy.

In order to tackle Covid-19 as effectively as possible in the medium and long term, Greiner is also an active member of the "Österreich impft" (Austria Vaccinates) initiative. As part of the #jederstichzählt (#everyjabcounts) campaign, we want to open up the only sustainable way out of the pandemic to our employees as quickly as possible and offer vaccinations at work as soon as there is sufficient supply nationwide. To better implement this initiative, we appointed an internal company vaccination coordinator and other members of staff and, most importantly, created the scope for all employees in Austria to be vaccinated at our group headquarters wherever possible. Until there are enough vaccines for everyone, we must remain vigilant and ensure clarity. Webinars with our company physicians, followed by Q&A sessions, ensure high-quality information is provided on vaccination and related doubts.

Stefan Schedlberger (Greiner AG)
Covid-19 Vaccination Management

Solidarity at Greiner through face coverings

When there was an acute shortage of face masks at the start of the coronavirus pandemic, NEVEON employees at the Nýrsko (Czech Republic) production site showed initiative and, together with their management team, quickly switched production to manufacturing protective masks. The material – which was actually intended for curtains – and all of the components needed such as rubber bands and thread were purchased from a long-standing supplier. Within a very short period of time, employees in the sewing room produced thousands of face masks and provided these to their colleagues every day. Production surplus was used to supply other nearby businesses and organizations, including two hospitals in the region and the Nýrsko city administration itself. This rapid response significantly improved the safety of own employees and many others.

Martina Minichmair (Greiner AG)
Covid-19 Testing

The impact of the pandemic strengthens our resolve to continue the path of preventative healthcare and proactive workplace safety that we had taken long before Covid-19. Because one thing is clear: we can achieve ambitious company targets only with well trained, motivated and above all healthy employees working in a safe environment.

To integrate the importance of physical and mental wellbeing among Greiner staff into our sustainability strategy in structural terms, we have dedicated the third pillar of Blue Plan to people and everything this encompasses. The health measures here are substantial. We consider ourselves responsible for our employees and give top priority to ensuring compliance with the valid statutory provisions and occupational safety provisions. Greiner's self-image includes guaranteeing safe operating facilities, work machinery and production processes in all of our divisions, at all sites and regardless where in the value chain these are located. Our goal is to provide people with an optimal work environment where they can achieve optimal performance without risking their mental or physical health or coming to any harm at work.

Employees at our sites who are specifically tasked with occupational safety and health protection, combined with analyses of regularly collected key indicators on occupational safety, allow us to identify potential accident and health risks at our workplaces at an early stage and take action to prevent accidents and improve workplace conditions. We see a safe workplace, which does not make our staff ill, as being a basic right of our employees. By the end of 2020, we had reinforced this basic right at four sites by introducing a certificated management system for occupational safety and health protection.

In the medium term, we intend to introduce a management system for occupational safety and health protection at all production sites and to have this certified according to ISO 45001. This international standard sets out the criteria for an occupational safety management system that helps the company avoid work accidents, work-related injuries and ill health at its business and generally protect employees' health at work.

↘ GRI 403-1, GRI 403-2

Group health and safety strategy

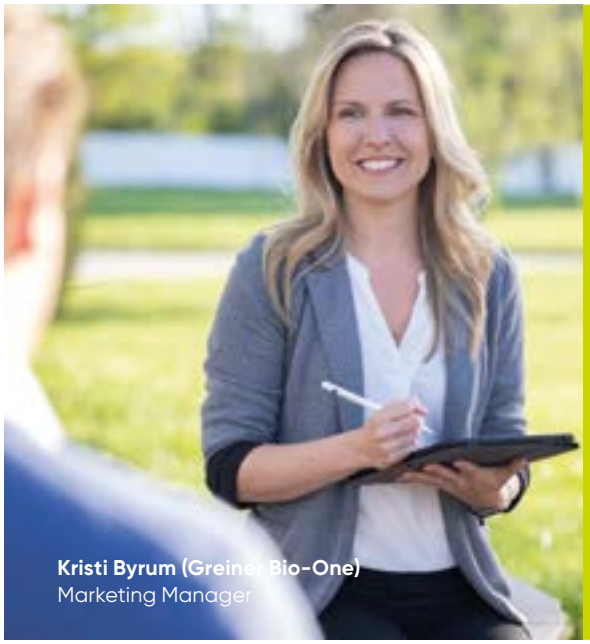
The *Health & Safety Policy* that came into force at the end of 2020 provided a comprehensive basis for meeting the requirements of safe and health workplaces as well as possible. The policy contributes to responsible leadership and increases the importance and value of occupational safety and health protection at all levels of our company. It aims to avoid high accident, illness and turnover rates at the company.

It creates a minimum standard for all of our operations across the world. Of course, country-specific safeguards that go beyond this must also be observed at all times. The *policy* applies to all persons employed with or in similar relationships with Greiner and, where applicable, to external partners. Central aspects of our *Health & Safety Policy* include the appointment of internal safety officers for all Greiner operations (health & safety officer), who have corresponding authority and resources, i.e. authority to make decisions and give instructions, and providing a budget for purchases that promote health and safety. The policy also states that a certifiable management system with a focus on health and safety must be created, maintained and developed, a reporting system must be introduced for dangerous or unsafe situations or unsafe behavior and mandatory education and training provided for all managers on employee and health protection.

Mental health support at Greiner Packaging UK

One in four adults in the UK will be diagnosed with a mental health problem in their lifetime. To help colleagues affected by mental health issues as quickly as possible, 14 employees from Greiner Packaging at the Dungannon site in Northern Ireland qualified as "mental health first aiders".

As part of their training, they learned how to identify whether a person is at risk of harming themselves, how to listen to those experiencing problems in a non-judgmental way, to give them support, encourage them to seek professional help and how to promote self-help strategies. Colleagues also received training in how to address the topic of mental health openly, as it is still largely considered a taboo topic among the public, not only in the UK.



Kristi Byrum (Greiner Bio-One)
Marketing Manager

Greiner Bio-One Hungary supports fitness and popular sports

As part of the *Greiner Cross Challenge*, Greiner Bio-One Hungary supports the annual highlight of the Hungarian cross country calendar as the event's main sponsor. The main motivation behind this event and other sporting events sponsored by Greiner is to boost the appeal of sports and, in turn, a healthy lifestyle, for the population and particularly for young people. On September 19, 2020, a total of 80 teams, each with four participants, competed against each other in seven different running, hurdling and canoeing categories. The title of the sporting event, "Something wild", excellently describes the route with its wild ups and downs and numerous tough hurdles and other obstacles. And if the *Greiner Cross Challenge* was not enough, a week later participants could again demonstrate their fitness levels at the fourth Greiner mountain bike race.

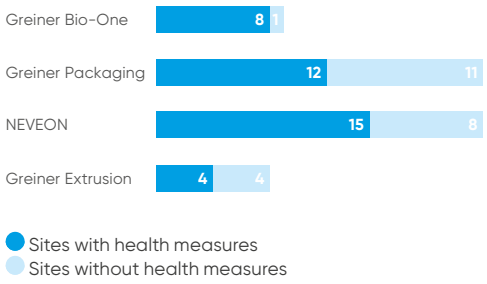
↘ **GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7**

Prevention is better than cure

The best healthcare is a preventative system. Our intention is to prevent ill health in the first place. Our goal is thus for 100 percent of all sites to introduce measures for healthcare. In a first step, all sites should implement at least one measure in the area of health protection in 2020. All Greiner sites are to develop and implement at least two health measures by the end of 2021. 40 sites implemented at least one health measure in 2020. Unfortunately, there are still sites that have not introduced any health measures. We will have to keep working hard on our target of all sites implementing at least two measures each year.

We define health prevention projects and measures as all measures that aim to prevent or delay health problems or make these less likely to occur. The health measures introduced focused on medical care (44 percent).

Sites with at least one health measure[1]



Cristina Tamas (NEVEON)
Operator

Greiner Packaging Serbia: Silver medal for safety concept

"The safety of our employees takes top priority in our day-to-day work. We are working hard on implementing a safety culture at our plant and I consider this award an acknowledgment of our activities and our strong commitment to the issue," said Dragoslav Marić, General Manager at Greiner Packaging in the Serbian city of Odžaci, commenting on the national award received in the occupational health and safety category. Despite extremely tough competition, the Greiner site instigated numerous, significant changes in these areas and ranked second in the category for companies with fewer than 250 employees.

"Safety first" is the principle by which Greiner Packaging in Odžaci operates. Through targeted measures such as safety blades from a specialized manufacturer, for example, the number of cuts has been reduced to zero since the fourth quarter of 2019 and for the entirety of 2020. Marked paths for pedestrians and lanes for forklift trucks at the operational facilities also help improve workplace safety. Additional money was invested in fire safety (hydrants and fire alarms).

Old forklift trucks that no longer meet the relevant safety standards were also replaced by new models, which also have better ergonomics. A reporting system for risk situations, risk evaluations and safety management complete the award-winning raft of measures. These also include audit training for the management team. The fact that safety standards at our company site in Odžaci already meet all European requirements is particularly satisfying and beneficial moving forwards.

1 Greiner AG is the 40th site. However, it is not assigned to any of the four Greiner divisions and so is not explicitly included in this graphic.

GRI 403-7

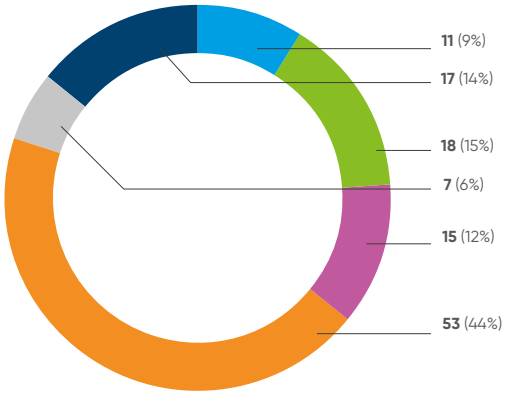
Health prevention in action

Health protection can take many forms. There are many small things that, added together, help our employees live healthier private and work lives. The concept of a workplace that helps maintain and promote health is also becoming increasingly relevant, as we need a healthy, qualified and highly motivated workforce if our company is to achieve success in the future. Workplace health promotion is thus becoming an integral part of any modern corporate strategy. The European Network for Workplace Health Promotion defines workplace health promotion as the "combined efforts of employers, employees and society to improve the health and well-being of people at work". The two-pronged approach of our strategy for healthy and safe workplaces at Greiner aims to prevent work-related ill health, work accidents, work-related illness and stress while at the same time strengthening health and safety potential, thereby improving our employees' wellbeing at work. To achieve this goal, we – as the examples below show – focus on measures to improve work organization and conditions, promoting active employee participation and improving personal health and safety skills.

Compared to the base year 2018, the total number of accidents rose by 29 in 2020, an increase of 6 percent. The rise in the total number of accidents reflects more minor accidents (increase of 23/up 10 percent) as well as serious accidents (increase of 12/up 6 percent). Encouragingly, this was countered by six fewer accidents on the way to work, representing a decline of 17 percent.

Health prevention measures

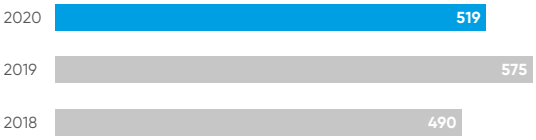
121



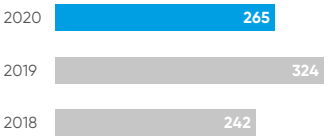
- Information
- Activity & sport
- Nutrition
- Medical care
- Stress & psyche
- Other

Accidents (total)

Accidents[1]

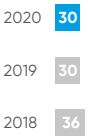


Minor accidents[2]



Serious accidents[3]

Accidents on the way to work[4]

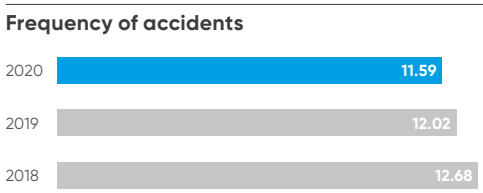


1 The total number of accidents includes accidents with downtimes of more than and less than eight hours as well as accidents on the way to work.
2 Minor accidents are accidents that result in downtime of less than eight hours.
3 Serious accidents are accidents that result in downtime of more than eight hours.
4 Accidents on the way to work are accidents that occur off the company premises when traveling directly to or from the place of work.

GRI 403-9

Focus has increasingly shifted to occupational safety since our first sustainability report. We have since recorded accidents using consistent standards across the group. To assess whether accidents have actually increased relative to the number of hours worked, we also calculate the frequency of serious accidents per million hours of work performed. While this has decreased by 9 percent since 2018, at 11.59 it is still far higher than our goal of halving the number of serious accidents by 2025.

Frequency of serious accidents per one million hours worked[1]



We have made a number of plans to further reduce the number of accidents. In the medium term, we intend to introduce a management system for occupational safety and health protection at all production sites and also to have it certified according to ISO 45001. There is a particular focus here on sites that have already implemented a quality management system and environment and energy systems.

Employee health check

Regular health checks can save lives: Detecting illnesses at an early stage means more time for treatment and subsequent complications can be avoided. The aim of check-ups is to accurately assess the patient's state of health and risk factors, as well as to give advice on leading a healthier life. In order to provide this healthcare service to its employees easily and straightforwardly, Greiner offers a comprehensive annual check-up at the company headquarters in Kremsmünster (Austria). This also covers one-on-one consultations with the doctor about a healthy lifestyle and any further examinations or treatment needed.

Production sites with certified management system ISO 45001

greiner BIO-ONE

	2019	2020
Greiner Bio-One	0 / 9	**0 / 9**

greiner PACKAGING

	2019	2020
Greiner Packaging	1 / 23	**1 / 23**

NEVEON The Future of Foam

	2019	2020
NEVEON	2 / 15	**3 / 23**

greiner EXTRUSION

	2019	2020
Greiner Extrusion	0 / 8	**0 / 8**


Ivanka Vukadin (NEVEON)
Team Lead

1 The total hours of work performed in 2020 amounted to 19,321,553 overall.

GRI 403-8

Production & Operations
Diversity

"Diversity means innovation, creativity and success. This can only be achieved with equal opportunities for everyone."

Barbara Desl (Greiner Packaging)
Chief Financial Officer

Diversity enriches us

Gender, skin color, age – all people are unique and no one person is the same as another. Diversity and equality are the keys to success both in society and in the economy and are increasingly gaining in importance. Our differences make us stronger and diverse teams are more successful. We also want to promote and enjoy a diverse and inclusive company culture. This is because we believe diversity enriches us and we support it in all of its forms as it makes us more competitive and more robust. We consider different approaches, ways of thinking and actions the basis for our business success and a driver of sustainable growth.

Our goal

We want all our employees to be prepared for the challenges of the future by 2030.

Our targets	Our performance
35%	27%
Women to account for 35 percent of management positions by 2025.	Women accounted for 27 percent of management positions in 2020.
50%	43%
Women to account for 50 percent of all work areas outside production by 2025.	Women accounted for 43 percent of administration in 2020.

Diversity must be promoted, protected and appreciated

Greiner is its 11,238 employees. Greiner is diversity. We love this diversity, we value it and want to promote it. Particularly as an internationally active company, we benefit from intercultural competences, the diversity of the languages, different life concepts and different approaches of our employees.

A diversity of culture and ethnic origin, age, gender, skin color, sexual orientation, gender identity/ expression, mental and physical skills as well as different life and work circumstances makes us stronger. This is why we have developed a diversity guiding principle that is intended to help us create a common and uniform understanding of diversity. We want to promote diversity not simply because the Convention on Human Rights and the European Charter of Fundamental Rights have legally enshrined the principle of equality and non-discrimination in our personal and professional lives. We promote diversity because heterogeneous teams better equip us to understand the requirements of our heterogeneous customers in a national and international context and successfully develop the right solutions. That is why we proactively advocate diversity, multiple perspectives and equal opportunities.

We create an organizational culture in which individual, social and cultural diversity are appreciated, and people are not rated according to clichés, stereotypes or prejudices. We see the competent handling of diversity as an indispensable quality feature in Greiner management competence. The different perspectives of the genders enlarge our potential for innovation and make it possible for us to develop better solutions for our customers. In order to support equality, and the goal of increasing the share of female managers to 35 percent by 2025 and to 50 percent outside production.

The reconcilability of family and job is a special concern of ours as a family-run company. We want to support parents who have a duty of care and in particular women to rejoin the workforce. Greiner has also become far more diverse in terms of age. We consider this a valuable enrichment and an opportunity. The contribution of different experiences and perspectives of people from different age groups and career levels is decisive for our corporate success. In light of this, it is natural for us that we want to cater to the needs of the various age groups in our company with their different requirements. In order to guarantee equal opportunities in the best possible way and not leave any room for discrimination, we established a whistle-blowing platform. Employees, customers and business partners can all report discrimination of any form anonymously at tell-greiner.com.

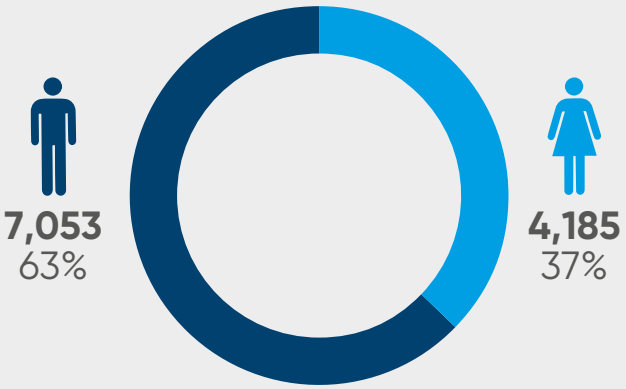
"We want to increase the share of females in management positions to 35 percent by 2025 and to 50 percent outside production."

Isabella Melbinger (Greiner AG)
Sustainability Manager

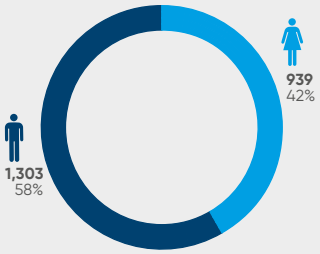
GRI 406-1

Distribution of our 11,238 women and men by division[1]

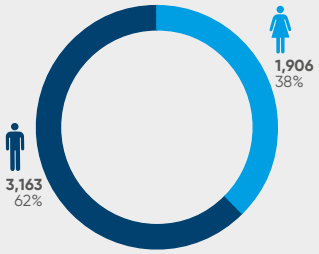
Greiner



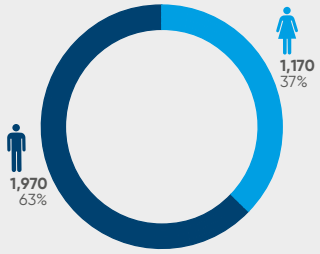
Greiner Bio-One



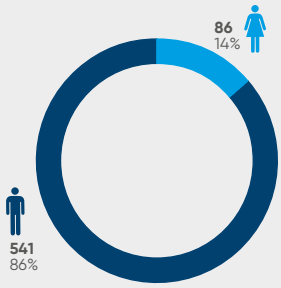
Greiner Packaging



NEVEON

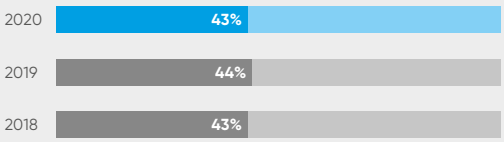


Greiner Extrusion

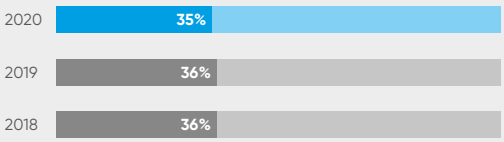


Share of women per work area

Administration



Production



1 The Greiner AG site is not assigned to a division and is not shown in this graphic.

GRI 405-1

Make equality a given

Women's Empowerment Principles (WEP) are principles for managing a company to empower women at work, on the labor market and in the community. Under the caption "equality means business", the principles stress the economic advantages gained through gender equality and the empowerment of women in companies. According to the WEP, the main principles of an equal management culture are:

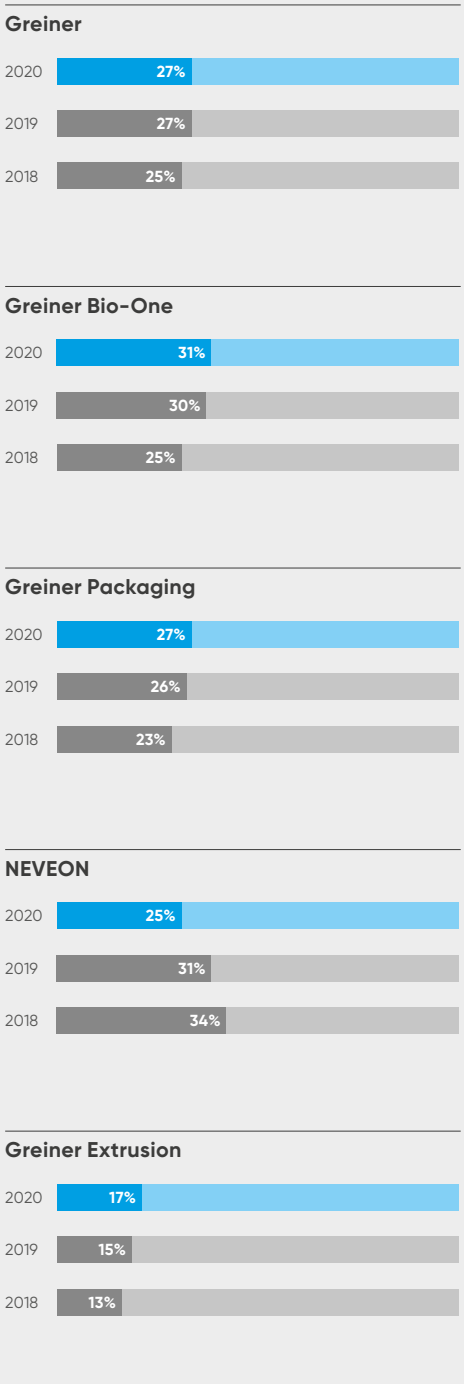
- Treating all men and women fairly at work
- Promoting women's education, training and career advancement
- Promoting equality through community initiatives and advocacy as well
- Measuring and reporting progress on issues of equality.

By signing, Greiner supports the *Women's Empowerment Principles* and we undertake to advance the implementation of equal opportunities and the promotion of women at our company. This includes scrutinizing and changing traditional structures and environments at our company if these are found to present an obstacle to better equality at Greiner. We are fully aware that this is not a process that we can implement overnight. Nevertheless, we will continue this step by step to achieve the level of Greiner excellence that we strive for in other areas of our corporate culture in this area of management, too. Accordingly, we also want to apply the theme of this report to equality of opportunity and the promotion of women:
If not us, who?

Focus on gender pay gap

Given that there are still substantial income disparities between men and women in Austria and that the Austrian pay gap is far higher than the EU average, the Austrian Federal Ministry of Labor, Family and Youth allows the provision of consultancy services for companies to design transparent remuneration system and fair career opportunities. We take part in this project as a result of the high standards we set ourselves for issues of equality. It helps us generate even more information on fair pay between men and women and use this to establish measures, including related to income and career planning. This project also ties in with the findings from the salary analysis carried out as part of our *Organizational Clarity* initiative and helps us further develop the internal company equality policy.

Women in management positions



GRI 405-1, GRI 405-2

Resolving the family life/work life contradiction

Increasing the share of women in management positions to 35 percent by 2025 requires creating the conditions for a better work-life balance. One way that Greiner Packaging has taken a real step towards achieving this balance is allowing management positions to temporarily be filled as part-time roles. To make the workplace more flexible, employees can work in the office or remotely (including outside the context of any Covid-19 related regulations on working from home).

Making it easier to return from maternity leave

To ease back into their return to work, Greiner Packaging will arrange talks with employees during maternity leave to better organize their return to the company and make planning this easier for both parties. Initially, this takes the form of an informal chat with their manager. This lets Greiner employees stay up to date with what is going on at the company, ensuring that they are informed of any substantial changes before returning to work. These discussions to prepare for a smooth return to work can also serve as an opportunity to take account of individual needs, for example any care responsibilities. We would also like these conversations to cover employees' career plans and work expectations so that they can return to our company to a role where they can make best use of their skills.

"We have set ourselves goals in order to support equality, and in particular the promotion of women."
Bianca Vintila (NEVEON)
HR Development Manager

Production & Operations
Training & Further Education

"Our knowledge and our skills are the foundation for our innovation and success. Lifelong, everyday learning is important."

Petra Moser (Greiner AG)
Assistant Apprentice Training

Lifelong learning makes us fit for the future

The world of work is changing rapidly. Especially in an age of Work 4.0, where machines will take over jobs in the future while also creating entirely new lines of work, new skills are vital. To remain competitive, companies will have to demonstrate their innovation, adapt to the latest technologies and compete with new products in shorter and shorter timescales. To do so, they need employees who are competent and eager to learn. In short, the necessary knowledge and the right skills will be the key to overcoming the challenges of the present and the future. As a company, we can play an active role in providing inclusive, equal and high-quality learning. Only through lifelong learning can our company be fit for the future.

Our goal

We want all our employees to be prepared for the challenges of the future by 2030.

Our targets

16h

An average of 16 further education hours per employee per year by 2025.

Our performance

8h

An average of 8 further education hours per employee in 2020.

Lifelong learning

Climate, circular economy and people – the three pillars of our Blue Plan sustainability strategy do not stand alone: they are closely linked and support and reinforce each other. Only by establishing an efficient circular economy will carbon neutrality be achieved and without highly motivated and well trained employees we will not reach these or other targets. Our company history, which dates back more than 150 years, is rooted in courageous, innovative, ambitious and smart employees.

To continue Greiner's success story, we require responsible and motivated employees who actively participate in the company's development. Innovation demands continuous learning and competence development. Given this, we have a vested interest in ensuring that our employees can fully develop their creative potential, develop new ideas and therefore optimize our products and processes. That is why we are investing in the training and continuing education of our employees on all levels. Together with an open corporate culture Greiner that is guided by respect, this helps us create a working environment in which our employees can best develop their skills and grow in their areas of activity.

For an international and growing group, global expertise and intercultural management competence is a decisive success factor. Our greatest advantage is that, as a global company with four different divisions at many sites, we can offer our employees a huge variety of internal development opportunities and training formats, and we make the most of this advantage. Training courses that cross divisional and country boundaries convey not only the corresponding know-how and methodology knowledge but also a culturally broader view.

We also have a large number of cooperation programs with universities, tertiary institutions and other, high-quality training centers. We want Greiner to remain a place that forges talent and pools innovation, that attracts the best and most dedicated employees and offers them an attractive working environment where they can best use their professional skills.

Further education hours per employee

	2020
Greiner	8

	2020
Greiner Bio-One	6

	2020
Greiner Packaging	11

	2020
NEVEON	6

	2020
Greiner Extrusion	3

GRI 404-1

Marco Mayer (Greiner Bio-One)
Apprentice Metals Technician

Ivica Dzankic (Greiner Packaging)
Apprentice Metals Technician

Opening up opportunities for the younger generations

An apprenticeship at Greiner provides a starting point for launching a successful career. At our apprentice training center in Kremsmünster (Austria), we train young people, primarily in technical professions. As well as technical knowledge and skills, we teach our apprentices communication and methodological skills and attempt to support them on their training journey as best we can. We have also created a suitable space that meets all requirements of a modern working and learning environment.

Helping graduates transition to the world of work

Through our international graduate trainee program *Greiner Professional Program* (GPP), we offer committed and motivated graduates with technical or business degrees successive entry to a career path, including the opportunity to take on management responsibilities at Greiner in the future. The focus of this 18-month training program is cross-divisional and international job rotation so that our management trainees get to know diverse specialist departments at various sites. The GPP is offered with three specializations – International Business, Information Technology and Digitization Management.

GRI 404-2

"Is there anything better than learning something new and taking a fresh look at things?"
Faye Sun (Greiner Bio-One)
Product Specialist

An academy for continuous learning

As early as in 2000, we created our own Group-internal continuing education facility with the *Greiner Academy*. The goal of the Academy is to give employees the opportunity to develop further within the group in accordance with their qualifications and skills. In the process, the promotion of creativity and innovative thinking is an important element alongside business-related focus areas. Cooperating with the *LIMAK Austrian Business School,* a prestigious post-graduate training establishment in Austria, helped us further expand our training programs.

"Business Basics" and "Business Advances" courses offered by the academy allow all employees to learn more about company relevant-topics through supplementary and advanced seminars and events. These are complemented by tailored additional programs for particular target groups to meet the needs of individual specialist departments or company units.

We also run courses on a variety of themes to anchor our diverse sustainability commitment in the hearts and minds of our employees. As well as the know-how and methodology knowledge provided by cross-division and cross-border training courses, these also offer an insight into other cultures and ways of life, bolstering our diversity approach. Thanks to these training programs, which are both broad-based and targeted, the *Greiner Academy* has become an indispensable and highly regarded cross-divisional and international facility that excellently prepares our employees for the latest challenges.

Making future managers fit

Under the *Greiner General Management Program* (GMP), we offer experienced managers and employees with development potential extensive leadership and management training. The GMP is an English-speaking, internationally oriented management program that supports and encourages networking among the participants from the four divisions. The GMP is run in cooperation with the *LIMAK Austrian Business School*. The training can be counted towards an MBA degree.

GRI 404-2

Raising awareness of sustainability

"Sustainability means change. This is exactly what we have to talk about."
Alexander Berth (Greiner AG)
Sustainability Manager

Hard Talks with Greiner's executive management

"We need to talk" is the slogan of our interview format, where we invite Greiner's executive management to participate in discussions. Big issues, interesting and occasionally uncomfortable questions, but in any case exciting answers – this is the concept of these *Hard Talks*, where we discuss global challenges and the effects of these on our company with management representatives. The soft aim of these "hard talks" is for us to get to know ourselves better, talk about the most important issues of our age at eye level and without hierarchical structures getting in the way and discuss them from Greiner's perspective. This is informative and creates trust, promotes mutual understanding and strengthens the "Greiner us". The primary aim of this series is to create an understanding of the changes that are needed. Maintaining a dialog to decide together what is needed for sustainability to be a success remains the overriding mantra.

Greiner Talks with experts

Our new podcast *Greiner Talks* provides another form of dialog to promote the sharing of information within the company. Through discussions with external guests, this also aims to show our employees how we can transition to a more sustainable company. The podcast series addresses the major challenges we are facing: climate change, environmental pollution and mounting inequality. Alexander Berth, communications manager in the Greiner sustainability team, speaks to experts from across the world to learn about their perspectives on sustainable change. Past guests have included Ana-Cristina Grohnert, the Chairperson of *Charta of Diversity* and Jacob Duer, CEO of the *Alliance to End Plastic Waste*. Participants talked about how to change outdated structures, how to put an end to environmental pollution caused by plastic and what Greiner's role in solving this crisis is. Listen in and learn more!

GRI 102-43

Production & Operations
Social Commitment

"Our corporate culture, which stresses long-term thinking and sustainable actions, is the most important driver of our social commitment."

Gerda Damböck (NEVEON)
Senior Communications Expert

Cooperation between business and society

From monetary donations and donations in kind to sponsoring social, sporting or cultural initiatives and own assistance projects, companies' social commitment comes in all shapes and sizes. The motivation behind this cooperation is an understanding that no business or company can achieve economic success by itself, sealed off from society and its challenges. Companies are particularly well placed to offer help and support. As well as donating money, they can provide equipment, expertise, logistics or free services. Economics and social responsibility are not a contradiction in terms here. By contrast, taking on social responsibility has a positive effect on corporate culture, boosts the company's image and also bolsters internal employee motivation and customer loyalty.

Our goal

To be a company that plays a substantial role in helping society develop.

Our targets

Worldwide

We aim to be a good neighbor and get involved wherever our company operates.

Our performance

242

We supported more than 200 projects across the world in 2020.

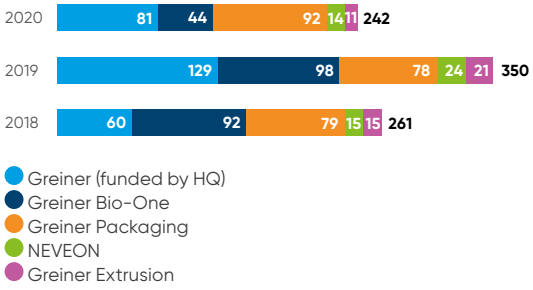
Social commitment as matter of course

"No man is an island". Long ago, this was how the English baroque poet John Donne neatly summed up humankind's and society's solidarity and need to depend on each other across the ages. No man lives for himself; the coronavirus pandemic and its global impact has clearly demonstrated this once again. Greiner has always seen social responsibility as a matter of course. We believe that sustainable actions and social responsibility are simply part and parcel of doing business. Our main priority here is not simply to polish up our image. Our social commitment is based on an understanding that we are a part of the society in which we work and produce. In John Donne's words, we see ourselves as part of a bigger picture, not as an island. At the heart of our social commitment is our responsibility to society, setting a positive example, promoting and initiating important improvements and standing up for sustainable business practices generally. We demonstrate this solidarity firstly in how we treat our employees and secondly in how we support selected regional projects and projects in communities where our company has an international presence.

All sponsoring and donation inquiries in Austria are handled by our group headquarters to ensure that the available funds are used to maximum effect. Inquiries about support must comply with our relevant policies. As a minimum, for approval to be granted the projects looking for support must meet our four principles of regionality, sustainability, transparency and sector exclusivity. This means that we focus our social commitment on the area of the respective business activity. In Austria, this is primarily the Kremstal region and surrounding areas, where we see ourselves chiefly as partners to the area's inhabitants. We stand for sustainable actions and resource conservation across all of our divisions and sites. Accordingly, we lend our support primarily to sustainable requests, i.e. those that create value in the long term and constitute an environmental and social benefit to society. In addition, we exclusively donate to or sponsor projects and/or events by natural persons, legal entities and associations that are transparent and clearly used for the intended purpose. It is essential that the sponsorship itself and the consideration agreed beforehand are documented. We also aim to use sponsorships and donations to play an active role in sustainably developing society and solving the global challenges of our time. Last but not least, investments in education and science are not only part of our social responsibility, they are also crucial to the continuation of our society. Helping young people develop is therefore of utmost importance to us and so we are delighted to support selected educational initiatives and educational institutions.

Our social commitment is varied and, above all, sizable. Accordingly, this report represents only a selection of projects that are particularly close to our hearts and that we set up in the reporting period. We assume that due to the pandemic the number of supported projects decreased last year.

Number of supported projects



"We believe that sustainable actions and social responsibility are simply part and parcel of doing business."
Jennifer Agrill (NEVEON)
Specialist Corporate Communications

Greiner AG

Tackling educational inequality through *Teach for Austria*

Educational opportunity is now more dependent than ever on pupils' background and parental home. This is why Greiner supports *Teach for Austria.* This non-profit Austrian educational initiative aims to provide access to excellent education for more pupils and create a national movement to solve educational inequality. Greiner has supported this educational initiative since 2016. Greiner has since been promoted to a Gold Partner of *Teach for Austria* and joined the organization's advisory board. It expanded the *Teach for Austria* educational program into the state of Upper Austria and was key to supporting the creation of the first year of fellows. It is natural that the focus is on this region, as that is where Greiner's headquarters are located. CEO Alex Kühner regularly teaches as a visiting fellow at a polytechnic, a sign of how seriously Greiner takes its social responsibility. Kühner's lessons focus on raising awareness of plastic and he prepares pupils for the application process in a practical context and motivates them to work hard and persevere. During a visit to the Greiner headquarters in Kremsmünster, pupils also have the opportunity to visit the training workshops there. There is a possibility – and in fact we would expressly welcome this – that some of them will think about completing an apprenticeship and subsequently starting a career at Greiner.

Greiner AG

30,000 trees planted to protect the climate

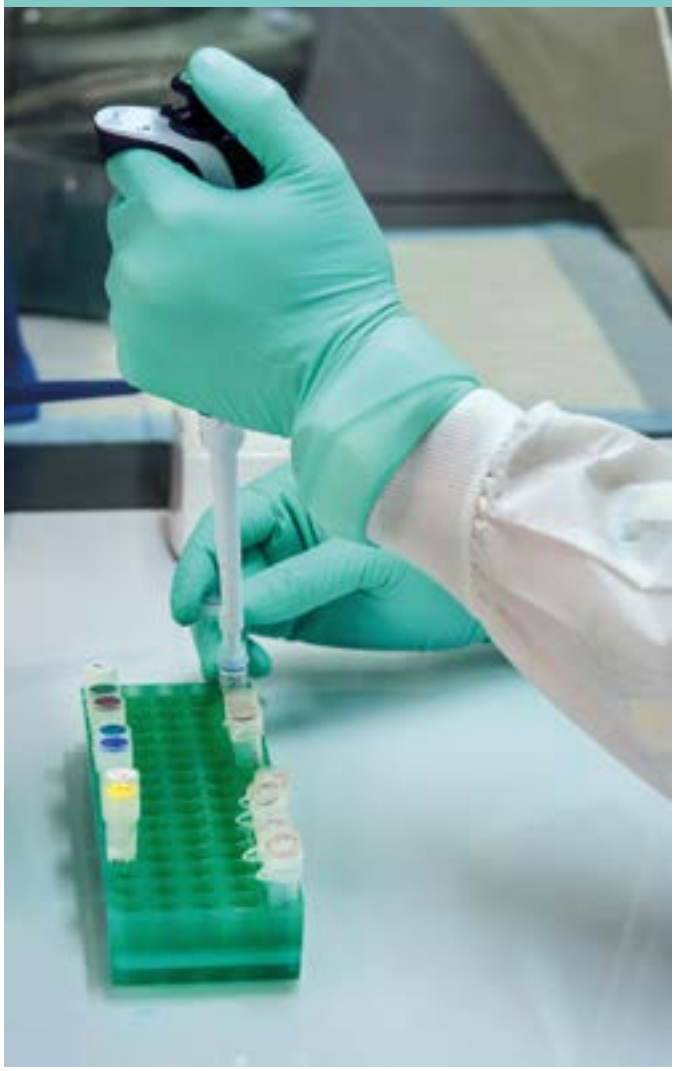
Our 150th company anniversary in 2018 was not only an opportunity to look back to our past with pride, it was also a time to send a strong message about climate action for the future. Since 2018, we have therefore been planting one tree a year for all of our employees with and for the *Plant for the Planet* child and youth initiative. We have since planted over 30,000 trees on the Yucatán peninsula in Mexico. Our trees help reforest the forests there that had been chopped down and degraded. The new, health forest helps store CO_2, provides raw materials in the long term and creates jobs. In 2020, another 10,735 trees were added to our Greiner climate protection forest and this is not the end: we are continuing to plant more!

Felix Finkbeiner, a nine-year-old (!) from Bavaria, founded the *Plant for the Planet* initiative in 2007. Together with its partners, the non-profit organization has since planted more than ten billion trees around the world. The ambitious objective of this initiative, also known as the *Trillion Tree Campaign*, is to plant one trillion new trees worldwide, increase the global tree population by 30 percent and therefore capture about a quarter of the CO_2 emissions currently generated by people. Felix Finkbeiner was also a guest on our *Greiner Talks* podcast. "Don't spend ages talking about it, do something" was his message. He is convinced that the only way we can solve the climate crisis is through fundamental changes and large-scale action. We at Greiner share this opinion.

Greiner Bio-One

Helping with the difficult task of finding stem cell donors

For over 20 years, the non-profit association "*Geben für Leben – Leukämiehilfe Österreich*" (Give for Life – Leukemia Support Austria) has aimed to convince people to participate in lifesaving stem cell donations. This gives seriously ill people a chance at life. Greiner Bio-One, our division that produces blood collection tubes and many other medical supplies and laboratory equipment for users and scientists has made it its duty to support *Geben für Leben*. Finding suitable stem cell donors is exceptionally difficult. The chances of finding someone outside the family are between one to five hundred thousand and up to several million. Greiner Bio-One helps the association fund stem cell typing and organize typing campaigns to persuade as many people as possible to donate across the world. Cheek swabs or blood samples are used for stem cell typing. Greiner Bio-One also provides its products for this.



Greiner Packaging

Plastic visor donations to support children's cancer charity "Kinder-Krebs-Hilfe"

Shortly after the coronavirus pandemic began, Greiner Assistec provided its new Greiner visor, a high-quality face protection for various occupational groups. The face shield provides maximum protection against all liquids and droplets. Greiner employees, as well as numerous associations and organizations in the regional vicinity of Greiner in Upper Austria, were given the plastic shields to protect against Covid-19 free of charge or in exchange for a voluntary donation. This fundraising raised 7,142 euros. Greiner Packaging rounded this figure up to 10,000 euros. With work to combat other serious illnesses increasingly falling by the wayside as a result of pandemic, we decided to use these donations to support the Upper Austrian children's cancer charity "Kinder-Krebs-Hilfe" at the end of 2020/start of 2021.

NEVEON

Development aid for clean drinking water in Malawi

Decent access to clean drinking water and basic sanitation – this is what the relief organization *Viva con Agua* Austria is committed to providing with the help of a network of musicians, artists and activists, and supported by NEVEON. As part of what are known as "WASH" projects at schools in the global south, primarily in Malawi and Uganda, drinking water and sanitary facilities infrastructure is built. WASH stands for water, sanitation and hygiene, the three components of water-related development aid projects. Working together with school administrators and the local community, *Viva con Agua* creates a safe drinking water supply and builds toilets and changing rooms for menstruating women and girls so that they can continue to attend school while on their period. This also raises awareness and pupils can act as "knowledge multipliers" within their families and communities. To ensure inclusive access, the wells are also available as a supply of drinking water to the surrounding communities, as well as to teachers and pupils. Before handing in the project, WASH committees are formed comprising teachers, pupils and residents, who take on responsibility for hygiene training and facility maintenance once the project has been completed. Water as a resource is of vital importance to NEVEON and cannot be taken for granted, and so it supports the WASH projects of *Viva con Agua* in Malawi.

Greiner Extrusion

Support for refugees and asylum seekers in India

As a global company, we do not turn a blind eye to global challenges. This was one of the reasons Greiner Extrusion chose to support the work of the United Nations High Commissioner for Refugees UNHCR in 2020 for advisory and support centers in the Indian city of New Delhi. These centers help about 19,000 refugees every year. The focus is on supporting people with special needs, protecting children, providing access to education, language classes and healthcare and promoting peaceful coexistence between refugees and locals. Since the start of the Covid pandemic, the centers have also distributed additional food rations and provided sanitary materials and hygiene kits for women and girls.

South Africa: Schooling for children with special needs

The *Bloom Special Needs School* in South Africa teaches and looks after the special needs of children with Down's Syndrome, autism, lower IQs or serious learning difficulties. The center in Eden Village, located on the Dolphin Coast 50 kilometers north east of the city of Durban, offers these children a mainstream preschool program. By doing so, the Bloom educational establishment plays a key role in integrating these children and helps reduce the stigma of being different and inferiority. Operating and maintaining the school relies heavily on donations. Our NEVEON site in South Africa has supported the school financially for five years, making a substantial contribution to helping these children find a suitable place and adequate care that caters to their particular needs.

Equipment for Covid-19 emergency medical areas in Upper Austria

In April 2020, Grenier provided 1,000 mattresses for the Red Cross in Upper Austria. These were used to kit out emergency medical areas and medical assembly points needed on account of the Covid-19 pandemic. The mattress cores produced by subsidiary Eurofoam were provided as direct assistance at a time when all hands on deck were needed in light of the exceptional public health circumstances.

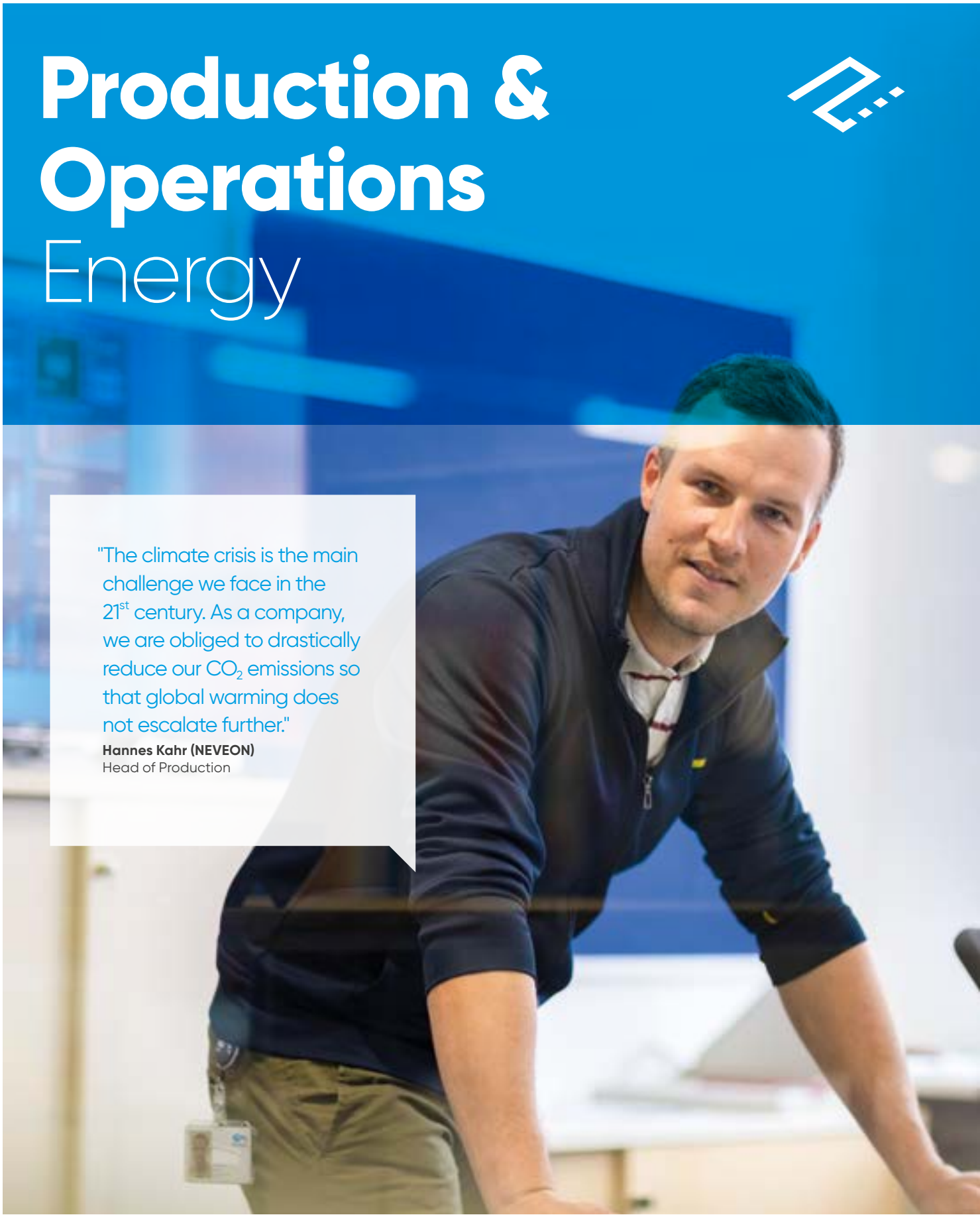
Northern Ireland: Food aid during the Covid-19 crisis

During the pandemic, employees in the British National Health Service, from old people's and nursing homes to many other key workers in local communities, had to cope with the detrimental effects of Covid-19 on their work. Greiner Packaging in the Northern Irish city of Dungannon was informed of the difficulties faced by local hospitals and other establishments. To provide rapid assistance, it bought tea, coffee, hot chocolate and porridge and delivered these to the kitchens at these workplaces so that employees could take a break. Greiner also supported local relief organizations by providing food packages for the most disadvantaged people in the region.

Financial assistance for hospitals in Romania

During the Covid pandemic, our Greiner Assistec site in Leresti supported two local hospitals in the Câmpulung region, providing around 10,000 euros in financial aid for much needed protective equipment. We firmly believe that helping people in the local communities around us is the least we can do in these tough times.

Production & Operations
Energy



"The climate crisis is the main challenge we face in the 21st century. As a company, we are obliged to drastically reduce our CO_2 emissions so that global warming does not escalate further."

Hannes Kahr (NEVEON)
Head of Production

Climate protection: a question of survival

The concentration of greenhouse gases in the atmosphere has increased dramatically since industrialization begun over 150 years ago. The consequence of this is a rise in temperatures on earth, which has numerous implications for people and for the environment. It is caused mainly by burning fossil raw materials such as coal, gas and crude oil. If humanity is unable to massively reduce its emissions, temperatures will rise, causing grave and irreversible damage to life on planet Earth. Climate protection has essentially become a question of survival for humanity and for our planet.

Our goal

We want to be climate neutral by 2030.

Our targets

90%

Increase the share of renewable electricity to 70 percent by 2025 and 90 percent by 2030.

-53%

Reduction in specific emissions (Scope 1 & 2) by 38 percent by 2025 and 53 percent by 2030.

-20%

Improve energy efficiency by 10 percent by 2025 and 20 percent by 2030.

Our performance

26%

Renewable electricity accounted for 26 percent in 2020.

-24%

24 percent reduction in our specific emissions since 2018.

-18%

Energy efficiency improved by 18 percent since 2018.

Slamming on the CO_2 brakes

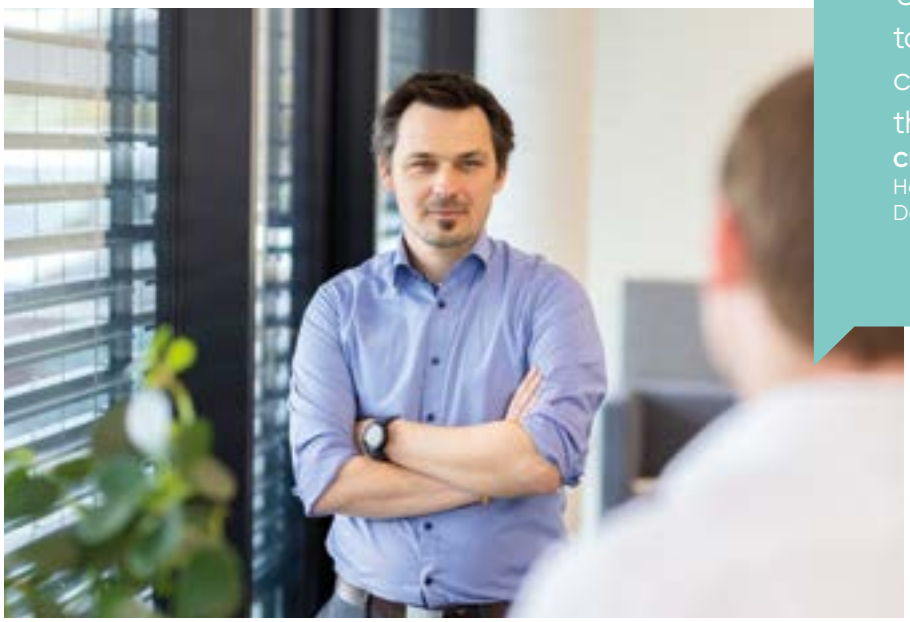
A global catastrophe is looming. We, the global community, are heating up the planet as a result of our skyrocketing CO_2 emissions. It is estimated that more than two trillion tonnes of CO_2 have been released into the atmosphere since the end of the 19th century. A higher concentration of CO_2 means higher temperatures. That is how simple the equation of the climate crisis is. The repercussions of the climate crisis are already making themselves felt and are no longer merely a theoretical threat facing the future: storms, torrential rainfall, droughts, heat waves – we are seeing all of these events more and more frequently. The climate has already warmed up significantly. Temperatures in the Arctic have already risen by two degrees, and they are continuing to increase. Arctic ice sheets have been shrinking for years. The smaller and smaller area covered by ice, especially in summer, acts as an indicator for climate change. It is a visual reminder that we need to change course.

Faster and more aggressive switch

Climate change has not only just begun – we have been right at the center of it for a long time. The Earth today is already about one degree warmer than it was 100 years ago. Even if we manage to massively cut our emissions, temperatures on Earth will continue to rise after emissions stop. They will fall only if we are able to successfully harness technological innovations to remove CO_2 from the atmosphere on a large scale. At the moment, however, this is not a feasible option. At the same time, the global ecosystem will be thrown out of balance if certain temperatures are exceeded.

There are tipping points that, if exceeded, will have an irreversible impact on the global climate with devastating consequences. These tipping points include the Greenland ice sheet, the permafrost ground in Siberia and the Amazonian rainforest. If we, as the global community, want to limit global warming to no more than 1.5 degrees, we need to rapidly slam on the CO_2 brakes. If annual emissions remain at current levels, we do not even have another nine years before we cannot emit any more CO_2. Yet even if we succeed in drastically reducing CO_2 emissions extremely quickly, massive repercussions will still be felt across all parts of the world. No matter what, sea levels will rise by at least 30 centimeters by 2100.

Nevertheless, the 1.5 degrees Celsius limit can be met if we reduce our greenhouse gas emissions by 50 percent in the next ten years and to zero by 2050. How can this be achieved? The answer is simple yet challenging to implement: The only way to achieve this is to radically change our existing economic model and our economy as a whole. Companies like us play a central role in this. Hiding or shirking away are not an option. We, the business community, also have to actively play our part. It is important here to realize that the climate crisis also offers enormous opportunities for companies like us, as well as risks. This is because the impact of climate change on the economy and on society is multifarious.



"Ultimately, the goal needs to be clear: We need carbon neutral companies that act responsibly."

Christoph Zipko (NEVEON)
Head of Global Innovation & Development

Global warming brings with it conventional business risks such as supply bottlenecks, supply chain disruption and damage to production sites as a result of extreme weather events. Yet these may also be compounded by new business risks if society's response to climate change creates new technologies, markets and legal requirements that incur costs or directly affect existing products, services and assets. Nonetheless, it also opens up numerous opportunities. For example, companies can improve their energy efficiency and therefore reduce costs. Climate change also promotes innovations aimed at reducing CO_2 and that make companies less reliant on fluctuations in the prices of fossil raw materials. The latter strengthens competitiveness and opens up new market opportunities for companies.

More and more people can see and understand the consequences of the climate crisis and so they are taking to the streets and protesting against actions that damage the climate and in favor of a new, lower-emission and thus environmentally friendly world. Increased awareness has also led to changes in what is expected of companies in recent years. Consumers, politicians and civil society stakeholders are – quickly rightly – calling for companies to announce how they will reduce their emissions. Ultimately, the goal needs to be clear: We need carbon neutral companies that act responsibly. This decade represents a particular challenge as there is little time left and we have to make the switch from a high-emissions to a low-emissions economy this decade.

Moving away from coal, gas and crude oil

As a company, we are partly responsible for more CO_2 being released into the environment than the planet can handle. This is because, in the manufacturing sector, our energy requirements are too often met by burning coal, gas or crude oil. Producing the materials we process at Greiner also generates emissions. The targets that we set ourselves as part of our Blue Plan sustainability strategy start right here. Even more importantly, they go hand in hand. A functioning circular economy, for example, uses fewer resources and thus generates fewer emissions than a linear industry. Increased use of secondary materials reduces our emissions and helps protect the climate. Emissions are also generated as a result of using and disposing of our products. These two areas are also the focus of our measures and ambitions. Structural and profound changes in many areas – including consumption, mobility, production and agriculture – and increased technological development in the areas of energy efficiency and renewable energy sources are crucial to providing an answer to the climate crisis. Both companies and consumers across the world have a responsibility here, no matter how complex and difficult the transition may seem. It has to happen fast and with a force with which we have never before unleashed as a global society.

Paris Climate Agreement

The Paris Agreement is a legally binding international treaty on climate change. It was adopted by 196 parties at COP 21 in Paris, on December 12, 2015 and entered into force on November 4, 2016.

The goal:
To limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels. To achieve this long-term temperature goal, countries aim to reach global peaking of greenhouse gas emissions as soon as possible to achieve a carbon neutral world by mid-century.

The stages:
The Paris Agreement is a landmark in the multilateral climate change process because, for the first time, a binding agreement brings all nations into a common cause to undertake ambitious efforts to combat climate change and adapt to its effects. Implementation of the Paris Agreement requires economic and social transformation. The Paris Agreement works on a 5-year cycle of increasingly ambitious climate action carried out by countries.

Becoming a carbon neutral company

As a manufacturing company, our business activities create emissions. The energy required to produce innovative and sustainable products results in emissions from various sources. Our aim is to reduce Scope 1 and 2 emissions by 2030 so that our company's production is carbon neutral. We define carbon neutrality as no longer generating any Scope 1 or Scope 2 greenhouse gas emissions or offsetting these emissions in full. We intend to achieve this by focusing on three areas:

- Avoiding emissions and improving our energy efficiency,
- using renewable, low-emission energy and
- offsetting the remaining greenhouse gas emissions.

Management systems are a key tool in our path to increasing our energy efficiency as they allow us to identify potential for improvement and better manage change processes. Six sites introduced a certified management system in accordance with ISO 50001 and 31 sites introduced an environmental management system in accordance with ISO 14001 in 2020. As described in our first sustainability report, we strive to continually expand the management systems.

A structured approach and ongoing reviews of our processes are essential to achieving our group sustainability targets. We have developed a hierarchy in order to step up the expansion of management systems: At the top of this is establishing a quality management system. Sites that already have quality management systems in accordance with ISO 9001 should implement an environmental management system in accordance with ISO 14001. Building on this, all sites are to adopt ISO 50001 and then establish ISO 45001. Step for step, this provides a structure for all production sites to expand management systems. Through this hierarchy, we want in particular to account for the fact that all production sites are starting from a different base. In 2018, 42 percent of our production sites worldwide had an environmental management system according to ISO 14001. By 2020, this had already reached 50 percent. This increase is due primarily to our foam division NEVEON. At NEVEON, the Eurofoam sites were integrated into the reporting framework for the first time in 2020, resulting in this positive development. The number of energy management systems also increased slightly following the Eurofoam takeover. While only just under 5 percent of sites were ISO 50001 certified in 2018, by 2020 this had risen to 10 percent of production sites.

Production sites with certified management systems

greiner BIO-ONE

	2018	2020
Environment as per ISO 14001	0 / 9	**0 / 9**
Energy as per ISO 50001	1 / 9	**1 / 9**

NEVEON The Future of Foam

	2018	2020
Environment as per ISO 14001	6 / 16	**14 / 23**
Energy as per ISO 50001	2 / 16	**4 / 23**

greiner PACKAGING

	2018	2020
Environment as per ISO 14001	17 / 22	**17 / 22**
Energy as per ISO 50001	0 / 22	**1 / 22**

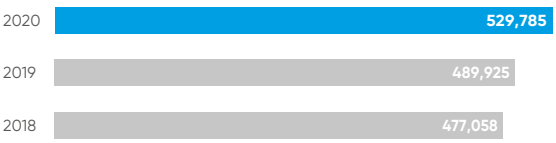
greiner EXTRUSION

	2018	2020
Environment as per ISO 14001	0 / 8	**0 / 8**
Energy as per ISO 50001	0 / 8	**0 / 8**

Green energy revolution needed

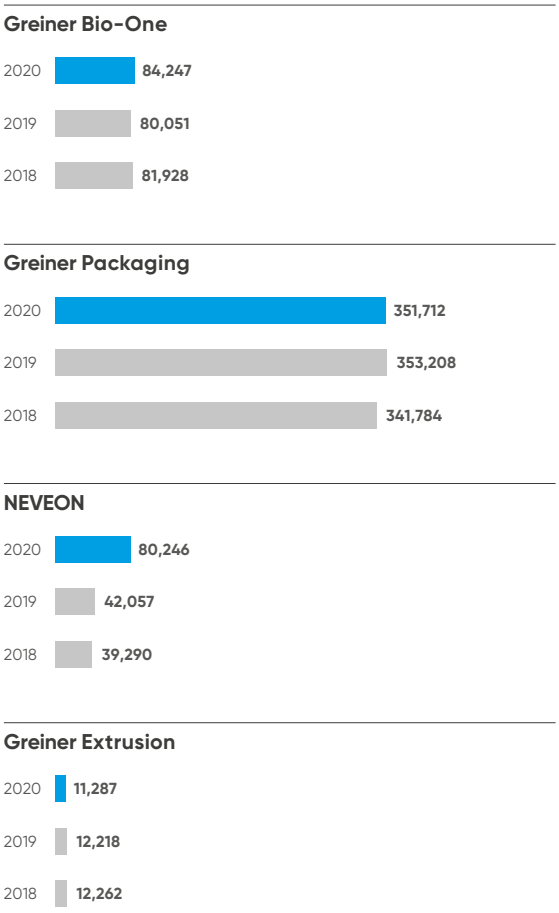
To achieve our target of carbon neutrality, we will have to step up our share of renewable energy. Our total energy requirement in 2020 was 529,785 MWh.

Total energy consumption (MWh)



Total energy consumption is made up of our purchased energy consumption for electricity, heating and cooling, direct energy consumption in production and fuel consumption. Greiner requires fuel both for production and for the vehicle fleet. Although it already uses some electric forklifts and electric cars form part of the vehicle fleet at three sites, the vast majority still run on fossil fuels. No renewable fuels are in use at present. Steam power has not been purchased at any Greiner production site.

Total energy consumption by division (MWh)



Kremsmünster (Greiner Bio-One) Savings: 1,337 MWh (482 t CO_2e)

New cooling system for lower energy consumption

Greiner Bio-One carried out the project with our greatest energy savings at the Austrian Kremsmünster site in 2020. This was achieved by switching out a cooling system responsible for cooling in the injection molding process and thus for producing all Greiner Bio-One products. The new cooling system works on a technologically advanced system that can use outside air for energy-efficient cooling. In addition, all of the system's waste heat is used to substitute current natural gas requirements.

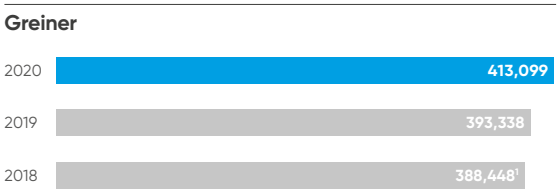
Peter Xiong (Greiner Bio-One)
Production Manager Assistant

GRI 302-1

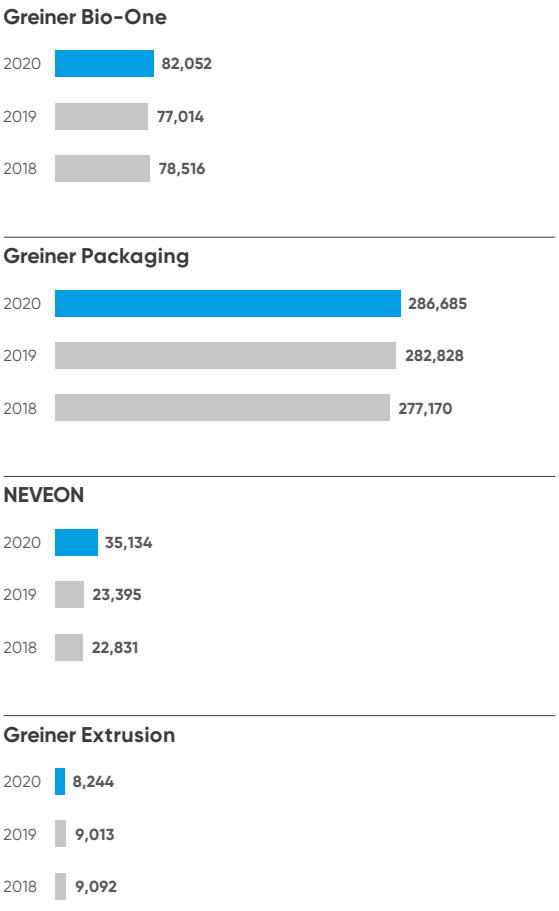
Overview of our energy consumption

The higher energy consumption compared to 2018 is a result of increased production in 2020 compared to 2019 as well as the integration of Eurofoam. Most (78 percent) of our energy consumption is generated through the purchase of electricity, which has risen by six percent since 2018 for the reasons listed above.

Total electricity consumption (MWh)



Total electricity consumption by division (MWh)



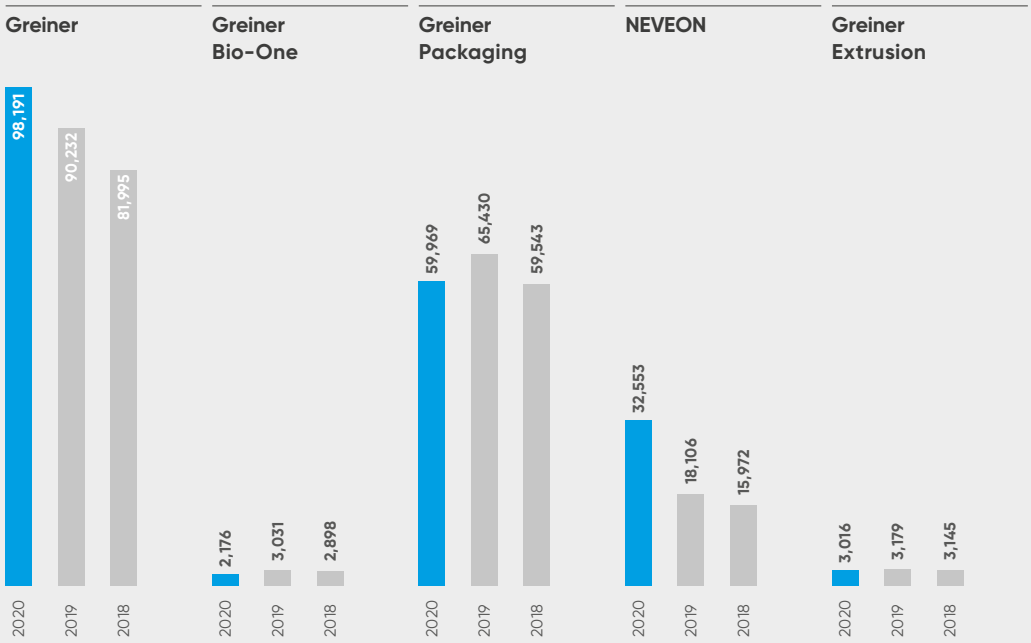
"We can become a climate-neutral company only when we measure our energy consumption and optimize it on an ongoing basis."

Simona Spinu (NEVEON)
Environmental Manager

1 Greiner's 2018 sustainability report puts electricity consumption at 397,455 MWh. Our total consumption has been reduced slightly due to subsequent corrections made to electricity data.

GRI 302-1

Fuel consumption[2] (MWh)



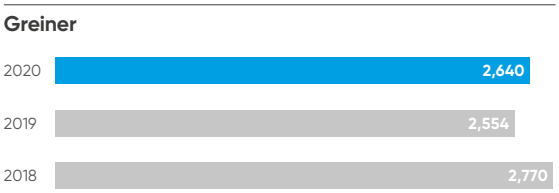
As already explained, Greiner uses fuel both in production and for the vehicle fleet. Overall, fuel consumption increased from 81,995 MWh in 2018 to 98,191 MWh in 2020, a rise of about 22 percent. In terms of NEVEON, it is clear that the rise in total fuel consumption is chiefly a result of the Eurofoam takeover. Fuel consumption in the other three divisions declined consistently on account of the pandemic and the associated travel restrictions.

However, integrating Eurofoam did not impact cooling energy requirements as this is used primarily at a Greiner Packaging site in Litvínov (Czech Republic). This has seen a slight 4.7 percent decline in the last three years.

The effect of the Eurofoam integration is particularly clear when looking at heating energy, which increased fourfold between 2019 and 2020 due to heating energy requirements.

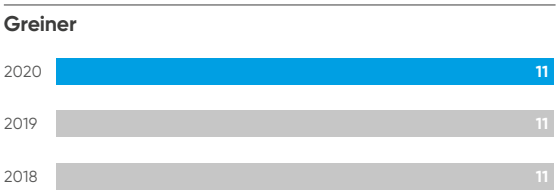
No heating energy, cooling energy or steam power is sold at Greiner. The only exception here is electricity. The Greiner Packaging headquarters in Sattledt (Austria) supplies the grid with the green electricity generated at a photovoltaic plant.

Cooling energy (MWh)



Heating energy (MWh)

Electricity sold (MWh)



2 Total fuel consumption within the organization from non-renewable sources.

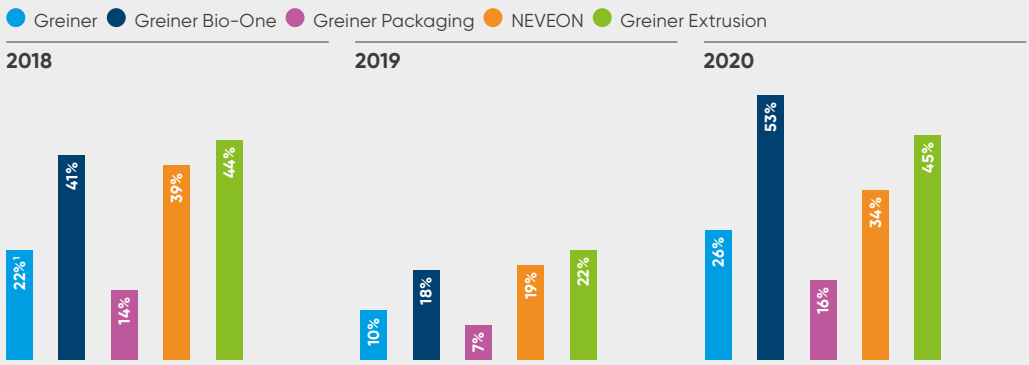
GRI 302-1

Electricity from renewable energy

Most of our Scope 1 and Scope 2 emissions are attributable to our electricity consumption (79 percent) and so switching to green electricity is a major step in reducing our emissions. There are many answers to the question as to what a switch to electricity from renewable energy might look like. Building photovoltaic plants is one possibility. But the potential of this is very limited as the amount of electricity generated can cover only a very small part of our electricity needs. Green electricity products thus play a far more important role, even though green electricity tariffs are not available in all countries where we have production sites. In light of this, buying guarantees of origin is a particularly good short-term alternative. As the price of guarantees of origin is currently too low to further expand the share of renewable energies, in the longer term we have opted for a more sustainable option that has the potential to create real change.

One thing is for certain: the importance of green electricity is indisputable. This is why our goal is to increase our share of renewable energy to 70 percent of our total electricity requirements by 2025. By 2030, we aim to have reached 90 percent. What is the current state of play? The diagram below shows our green electricity consumption.

Renewable electricity (MWh)



Kremsmünster (Greiner Packaging) Savings: 1,220 MWh (440 t CO_2e)

Cool down! Using river water for process cooling

Greiner Packaging carried out our second-largest project in the reporting period related to energy savings at the headquarters in Kremsmünster (Austria). Under the EU Water Framework Directive, the Mühlbach river that flows through the plant premises had to be redirected. To comply with the official regulations while still being able to use water from the Mühlbach in our production processes for process cooling, we had several hundred meters of pipes laid and a filter system, a pump station and an outlet built. Better filtration and a more efficient heat exchanger and a new refrigeration system allowed us to further improve the efficiency of process cooling, achieving savings potential of 1,220 megawatt hours per year for the next 20 years.

Ioan Adrian Stanese (Greiner Packaging)
Thermoforming Setter

1 The Greiner Sustainability Report 2018 puts green electricity at 41 percent. Unfortunately, we had to revise this figure downwards as the calculation at the time used the country-specific electricity mix as certified electricity in some cases.

We have already taken the first key step towards green electricity – since July 2019, all Austrian Greiner sites have been supplied with 100 percent certified green electricity. As well as a photovoltaic plant in Switzerland, in 2020 colleagues from Greiner Bio-One in Frickenhausen (Germany) and colleagues from Greiner Packaging at the Leresti site (Romania) opted to make the switch to renewable electricity. The Greiner Packaging site in Dungannon (Northern Ireland) is also showing the way and has run on renewable electricity through guarantees of origin since April 2021. Despite this, green electricity accounted for just 26 percent in 2020 and so we are still a long way away from reaching our own target of 70 percent by 2025. However, we launched a whole host of initiatives, mainly in 2020, to achieve this goal and we are still working hard on this.

Produce our own electricity using photovoltaics

By 2030, our aim is for 2.5 percent of our total electricity requirement to be met by electricity we have produced ourselves. Although the share of electricity produced by us is currently still less than one percent, in the reporting period we took the first steps towards coming closer to this goal. We launched an initiative to establish photovoltaic plants in key countries with production sites, such as Austria and Romania. We will see the first results of this in 2021, including the construction of additional photovoltaic plants. Greiner Bio-One is our role model. Its subsidiary Mediscan will install a photovoltaic plant in 2021, bringing us one step closer to this target.

Buy green electricity in the short term

In the future, we also intend to use more green electricity in other countries. Depending on availability, we prioritize the purchase of guarantees of origin together with an electricity product (bundled certificates) and, in countries where this is not possible, guarantees of origin independently of the electricity product (unbundled certificates). Guarantees of origin will remain a solution until we have harmonized our European electricity purchases within Greiner and switched to renewable electricity.

Promote development of green electricity in the long term

One of the most sustainable solutions currently open to companies and on which we are currently working is the establishment of a *Power Purchase Agreement* (PPA). This is crème de la crème of options when it comes to different ways of procuring green electricity, as PPAs can promote the increased use of renewables. PPAs are chiefly to be the solution to using more renewable electricity in Europe. We consider PPAs a win-win situation for everyone involved. As buyers, they give us "real" transparency and can show where our green electricity comes from. In turn, the long-term supply agreements provide producers with guaranteed electricity purchases for many years, reducing the investment risk. This way, we help provide more green electricity on the European market.

Power Purchase Agreement

A *Power Purchase Agreement* (PPA) is a long-term electricity supply agreement between two parties, usually between a seller (operator) and a buyer (electricity consumer – e.g. energy supplier or major industrial consumer). The agreement sets out the conditions for supplying a quantity of electricity at a fixed price or for equivalent financial compensation. As well as contractual protection against rising electricity prices, the parties typically also conclude agreements on transferring guarantees of origin for the electricity generated by the operator.

On the right track for energy efficiency

We use the energy efficiency indicator (kWh per 1,000 euros turnover) to measure our energy efficiency and related progress: Our aim is to be 10 percent more efficient by 2025 and 20 percent more efficient by 2030. Producing our products has used less energy since 2018, reducing emissions. We have improved our energy efficiency by 18 percent since 2018 and are thus well on track to achieving our goal. Although we are moving in the right direction, we must also acknowledge that these energy efficiency gains are primarily a result of higher turnover at Greiner Bio-One. As well as the improvements made, the specific energy efficiency in two divisions has also deteriorated slightly.

Energy efficiency (kWh per TEUR turnover)

	2018[1]	2019	2020
Greiner	329	322	**269**
Greiner Bio-One	169	152	**120**
Greiner Packaging	497	501	**508**
NEVEON	203	200	**158**
Greiner Extrusion	138	141	**150**

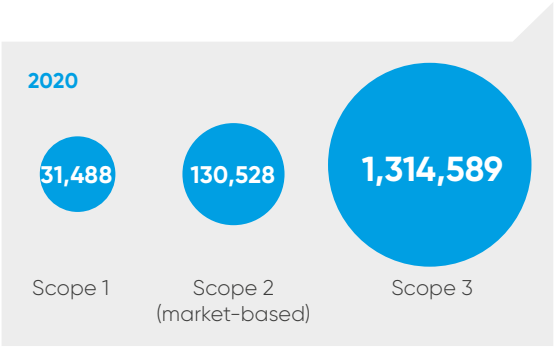
Energy efficiency in our production process plays a key role in going carbon neutral, and so we have also set ourselves a goal here. Measures and projects in this area are thus important to detecting and resolving inefficiencies and leakages (losses). This is the only way to reduce emissions across the board. We achieved energy savings of almost 6,500 MWh in 2020, which translates into a reduction of about 3,000 tonnes of CO_2 equivalents.

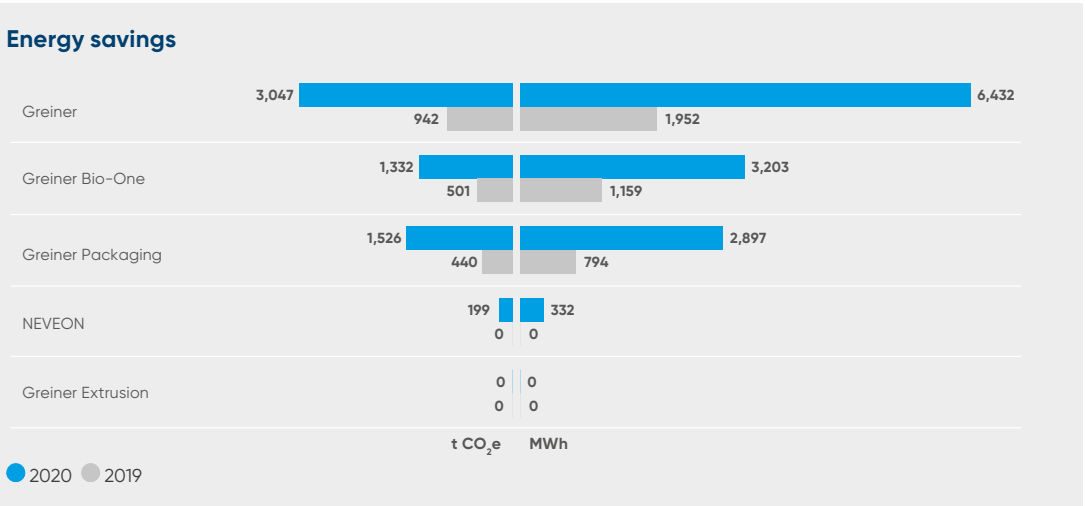
How we calculate our carbon footprint

Calculating our corporate carbon footprint is a key element of our Blue Plan sustainability strategy. Analyzing our CO_2 emissions allows us to identify potential to make reductions and to develop suitable action plans to achieve our climate protection targets. In the past, we calculated emissions from our Scope 1 and 2 business activities, using 2018 as the base year. We expanded our emissions calculation to include Scope 3 categories for the first time in our 2020 carbon footprint. In total, Greiner's business activities were responsible for Scope 1 and 2 emissions[2] of 162,016 tonnes of CO_2e. This means that emissions generated in production have risen by 3 percent since 2018.

Greiner (t CO_2e)

	2018	2019	2020
Scope 1	21,134	23,539	**31,488**
Scope 2 (market-based)	136,595	143,440	**130,528**
Scope 2 (location-based)	217,605	221,938	**234,621**
Scope 3	–	–	**1,314,589**

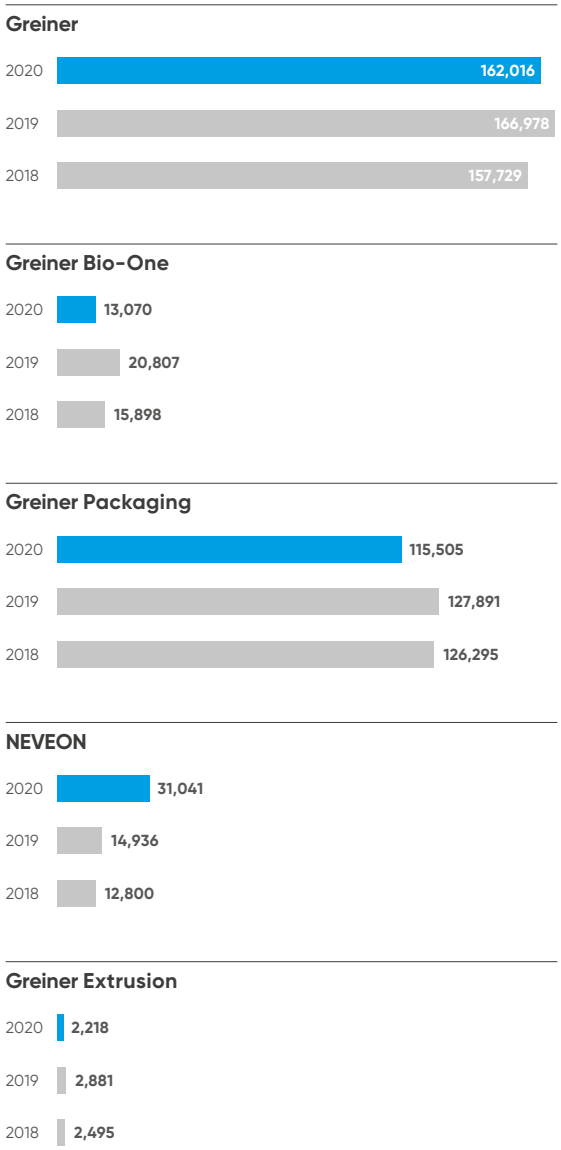




1 The Greiner Sustainability Report 2018 states 276 kWh per TEUR turnover. This was corrected as it included the turnover of a joint venture outside our system boundaries.
2 Scope 1 and 2 (market-based approach).

GRI 302-3, GRI 302-4, GRI 305-1, GRI 305-2, GRI 305-5, GRI 305-6

Emissions Scope 1 & 2 (t CO_2e)*



*A detailed description of how CO_2 emissions are calculated can be found at the end of this report.

The rise in our emissions is driven partly by our business growth and partly by the fact that the actions we took to reduce our Scope 1 and Scope 2 emissions did not keep pace with this growth. Our packaging division, Greiner Packaging, saw a particular increase in Scope 2 emissions. The technological process of the Greiner Packaging division, combined with a total of 22 sites across the world, mean that we are focusing our emissions reduction on this division.

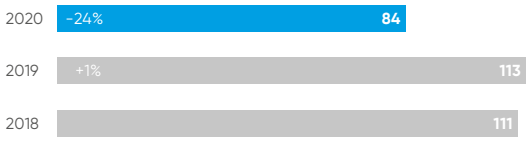
Given the lack of energy data or a more precise calculation method, we have recalculated our emissions retrospectively. Compared to our first sustainability report in 2018, recalculating our emissions results in larger differences in Scope 1 emissions. In 2018, we also aimed to include Scope 3 emissions in our reporting on greenhouse gas emissions by 2020. We achieved this in this report.

Nevertheless, we will continue to work on improving our climate reporting. The GHG Protocol differentiates between a total of 15 categories of Scope 3 emissions. This report uses the Scope 3 categories "Purchased goods and services", "Waste generated in operations", "Fuel- and energy-related activities not included in Scope 1 or Scope 2" and "Upstream transportation". Our production does not generate emissions from ozone-depleting substances and so these are not reported.

Cut specific CO_2 emissions in half

Our goal is to reduce our specific emissions (Scope 1 and 2) by 38 percent by 2025 and by 53 percent by 2030. Our absolute and specific emissions rose slightly between 2018 and 2019 and declined in the following year – down three percent in absolute terms with specific emissions down by 25 percent. This massive reduction in specific emissions was driven primarily by growth at Greiner Bio-One. As a company in the life science sector, the division was particularly affected by the coronavirus pandemic: Based on its product range, this division saw increased demand and so was able to reduce the amount of energy used per euro earned. While our specific emissions in 2018 came to 111 kg per thousand euros of turnover[3], in 2020 we reduced this to 84 kg per thousand euros of turnover.

Specific CO_2 emissions (kg CO_2e per TEUR turnover)



3 According to the Sustainability Report 2018, our specific emissions totaled 143 kg of CO_2. The 2018 data was updated based on corrected energy data and the subsequent recalculation of our emissions.

Science Based Targets by 2023

Lowering our emissions will remain the focus of our sustainability agenda in the future, too. We only recently committed to establishing *Science Based Targets* by no later than 2023. The goals established in 2018 are then to be replaced by climate targets in line with the targets for achieving the Paris Agreement. Integrating and continuing our work on upstream and downstream Scope 3 emissions will be a key topic here. As part of establishing *Science Based Targets*, we will switch to absolute reduction targets by 2023. To succeed in this, in 2020 we joined a project by the WWF, which helps companies in Austria create *Science Based Targets*.

Science Based Targets Initiative

The *Science Based Targets* Initiative (SBTi) is a partnership between the CDP, the *United Nations Global Compact*, the *World Resources Institute* and the *World Wide Fund for Nature* (WWF). The SBTi defines and promotes best practice in science-based target setting and independently assesses companies' SBTs. The SBTi assesses and approves SBTs, guarantees external validation and ensures that companies' targets are in line with the Paris Agreement. *Science Based Targets* provide companies with a clear route to reducing greenhouse gas emissions, helping prevent the most severe consequences of climate change and future proofing company growth. Targets are considered "science-based" if they tally with what the latest climate science considers necessary to achieve the goals of the Paris Agreement. Specifically, this means limiting global warming to well below 2 degrees Celsius compared to pre-industrial levels and continuing efforts to keep this below 1.5 degrees Celsius.

Offsetting emissions

While reducing our energy requirements, improving efficiency and increasing the share of green energy will massively improve our emissions levels in the years ahead, we also have to think about emissions offsetting. Carbon offsetting is a way of protecting the climate that serves to balance out current greenhouse gas emissions. However, our principle here is that we will look into offsetting greenhouse gas emissions only once we can no longer avoid and reduce these. As emissions offsetting cannot be our initial priority, we have not yet developed a strategic roadmap for this and have instead directed our focus towards reducing emissions. Nevertheless, we will also play an active role in offsetting and create a roadmap for offsetting remaining emissions by 2023. Increasing numbers of standards have been established on the market for voluntary offsetting in recent years. International standards such as the *Verified Carbon Standard* (VCS) and the *Gold Standard* will play a central role when developing our roadmap.

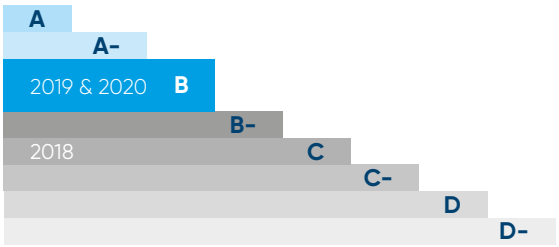
Carbon pricing as a necessity

In our first sustainability report in 2018, we aimed to set an internal CO_2 price. This has still not been finalized, mainly because we had to recalculate our Scope 1 and Scope 2 emissions in the last two years and make corrections accordingly. We therefore had to postpone our plans for internal carbon pricing. But postponed is not the same as canceled. By 2023, we intend to make a fresh attempt and address internal emissions taxation.

Become an A-list team in climate protection

Years ago, we committed to taking a transparent approach to our emissions and carbon footprint. In line with this, we publish our emission levels every two years as part of our sustainability report and every year at CDP. In 2020, almost 10,000 companies published their environmental and climate data through the CDP database. Only 277 of them made it onto the climate change A-list. Given our continual improvement in recent years, in 2018 we set ourselves the goal of receiving a B score by 2020. After achieving this target, we set another ambitious target: We aim to continue improving our score and for the company to make it onto the prestigious A-list. Meeting this target of an A score by 2024 will, above all, require further integrating climate-related risks and opportunities into our management processes.

Our CDP climate score



Go carbon neutral as quickly as possible!

One project of which we are particularly proud is our participation in *klimaaktiv pakt2020*. *klimaaktiv pakt2020* is an initiative by the Austrian Environment Ministry that aims to make large companies in Austria pioneers of an environmentally friendly economy. Only twelve companies met the strict selection criteria and were allowed to participate in this climate alliance. Greiner Packaging Austria was one of these twelve and joined the pact in 2013. Voluntary but binding environmental targets were agreed with all partners to the pact. The national agreements constituted the minimum standard, which the partners in the pact were to attempt to exceed. Energy usage in 2005 was used as the baseline.

klimaaktiv pakt2020 target agreements

	National minimum targets by 2020	GPA pact targets by 2020
Reduction in CO_2 emissions	16%	21%
Increasing energy efficiency	20%	40%
Minimum share of renewable energy	34%	63%
Share of renewable energy in transport	10%	10%

With the exception of the share of renewable energy in mobility (5.7 percent), Greiner Packaging Austria not only achieved its goals – it clearly exceeded them. In October 2020, Greiner Packaging Austria was honored by the Austrian environment minister Leonore Gewessler as part of concluding the *klimaaktiv pakt2020* partnership. In total, Greiner Packaging Austria implemented 61 measures as part of the pact, saving 8,580 MWh of energy. The overall performance of all companies involved in the pact is also impressive. Taken as a whole, between 2005 and 2020 they reduced their greenhouse gas emissions by 50 percent, improved their energy efficiency by 33 percent and increased their use of renewable energy sources to 60 percent.

"We only have one planet and so protecting the environment comes above everything else. I am delighted that as a company we recently committed to establishing *Science Based Targets* by no later than 2023."

Tanja Zauner (Greiner Packaging)
Technician Thermoforming

Production & Operations
Waste

"We have to move away from the word waste. Waste is a valuable resource if we treat it this way and don't see it as worthless."

Ernst Wallner (Greiner Packaging)
Technician Thermoforming

Make waste a resource!

Most countries produce vast quantities of waste: Food and garden waste, construction and demolition waste, mining waste, industrial waste, sludge, old televisions, old vehicles, batteries, plastic bags, waste water, old clothes and old furniture are just a few examples of the waste we are all familiar with. Global waste quantities are rising in response to the rapid population growth we have experienced in the last few decades. This will not let off in the future. In light of this, we have questioned the system: What would happen if we used waste as a resource, reducing demand for extracting new resources?

Our goal

We want to be climate neutral by 2030.

Our targets

0t

Not to send any more waste to landfill, by 2025 in Europe and by 2030 globally.

75%

Increase share of recycled waste to 50 percent by 2025 and 75 percent by 2030.

Our performance

2,212t

2,212 tonnes of our total waste (hazardous and non-hazardous waste) were sent to landfill in 2020.

42%

42 percent of our total waste (hazardous and non-hazardous waste) was recycled in 2020.

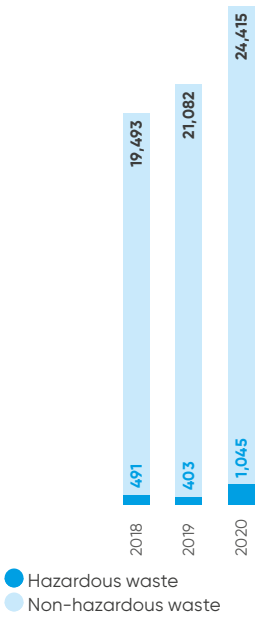
Waste is not to be thrown away

The global population is growing – and with it a rapidly expanding middle class striving for western consumer standards. This development comes against the backdrop of a world with finite resources. Given this, it is clear that we cannot afford to squander our resources in the form of waste. Companies, too, are increasingly realizing that greater fluctuations in the prices of raw materials and growing supply risks for some raw materials are increasingly putting their business fundamentals at risk. So we must ask how waste can be turned into a resource – and in particular if it has the potential to replace these more expensive primary raw materials.

The key to avoiding waste or turning it back into a resource is the "three Rs" of reduce (reduce the need for and/or consumption of raw materials, materials and products), reuse and recycle (extend the life cycle of materials). Waste in this concept is considered a valuable substance. Our aim for materials that we no longer need is for them to be incorporated into a circular economy. In a functioning circular economy, raw materials are used more efficiently and waste is minimized. Nature is the prime example of this, as it does not generate any waste whatsoever.

At Greiner, we apply the EU Waste Framework Directive's five-step waste hierarchy. It establishes an order of preference for managing and disposing of waste. The European waste hierarchy is defined as follows: prevention, reuse, recycling, recovery and disposal.

Total waste by waste type (t)



"At Greiner, we apply the EU Waste Framework Directive's five-step waste hierarchy."
Razvan Catalinoiu (NEVEON)
Technician

GRI 306-1, GRI 306-2, GRI 306-3

At Greiner, our goal is to deal with waste using this pyramid as a way of reducing our environmental impact. Our total waste volume, i.e. the sum of hazardous and non-hazardous waste, has risen by 27 percent since 2018. In absolute terms, this represents an increase of 5,477 tonnes. The sharp rise in hazardous waste in 2020 particularly stands out here. This is due to a stricter/more precise definition of hazardous waste in Europe.

The waste picture varies significantly between our divisions. Greiner Bio-One and NEVEON are particularly key drivers of the higher waste volume since 2018 (up 1,461 tonnes / 60 percent and up 4,673 tonnes / 78 percent respectively). At Greiner Bio-One, this increase chiefly reflects higher production capacities and improved quality of data. At NEVEON, the rise results in large part from the Eurofoam takeover. Waste quantities were considerably lower both at Greiner Packaging (down 529 tonnes / 5 percent) and at Greiner Extrusion (down 128 tonnes / 11 percent).

Total waste by waste type for each division (t)

greiner BIO-ONE

	2018	2019	2020
Greiner Bio-One	**2,444**	**3,050**	**3,904**
Hazardous waste	182	72	**324**
Non-hazardous waste	2,261	2,978	**3,580**

greiner PACKAGING

	2018	2019	2020
Greiner Packaging	**10,396**	**10,070**	**9,866**
Hazardous waste	151	186	**364**
Non-hazardous waste	10,245	9,884	**9,503**

NEVEON The Future of Foam

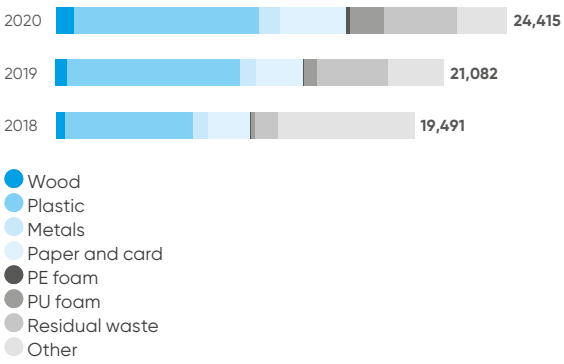
	2018	2019	2020
NEVEON	**5,956**	**7,236**	**10,630**
Hazardous waste	59	75	**305**
Non-hazardous waste	5,898	7,160	**10,324**

greiner EXTRUSION

	2018	2019	2020
Greiner Extrusion	**1,188**	**1,130**	**1,060**
Hazardous waste	100	70	**52**
Non-hazardous waste	1,088	1,060	**1,008**

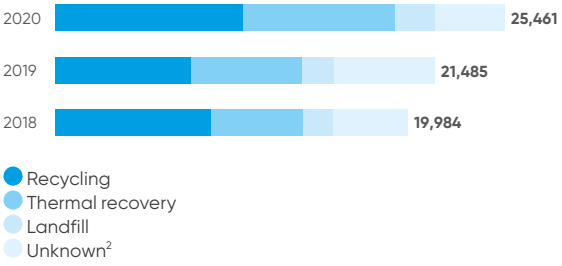
↘ GRI 306-1, GRI 306-2, GRI 306-3

Breakdown of non-hazardous waste (t)



Looking at the development of the disposal types of non-hazardous and hazardous waste, it is particularly positive to note that the amount of waste for which the disposal method is unknown has been greatly reduced. This means that we have a much better idea of how our waste is disposed of. This also creates an awareness of where we are in terms of achieving our goals. The increase in the amount of waste sent to landfill (+480 tonnes / +28 percent) in the last three years is almost equal to the total rise in waste (+27 percent) and so the share of waste sent to landfill remains unchanged at nine percent. This means that we have to address the 2,212 tonnes and find solutions to completely avoid sending any waste to landfill. Good data is a first step in the right direction to achieving this. Knowing what happens to our waste is a key concern at Greiner. On an even more positive note, we reduced the amount of waste for which the disposal method is unknown by almost six percent between 2018 and 2020.

Total waste by disposal method (t)[1]



1 Waste disposal was defined by the sites themselves in three ways: The sites dispose of their waste themselves, get information from the waste disposal service provider regarding the waste treatment or standard organizational methods of the waste disposal service providers are known.
2 "Disposal method unknown" refers to those waste methods where no facts are known regarding its disposal.

GRI 306-5, GRI 306-3

Non-hazardous waste by disposal method (t)

	2019	2020
Greiner Bio-One	**2,978**	**3,580**
Recycling	1,682	2,082
Thermal recovery	772	839
Landfilling	196	183
Unknown	328	477
Greiner Packaging	**9,884**	**9,503**
Recycling	4,443	6,168
Thermal recovery	512	531
Landfilling	625	773
Unknown	4,303	2,031
NEVEON	**7,160**	**10,324**
Recycling	641	1,303
Thermal recovery	4,800	6,719
Landfilling	976	1,162
Unknown	744	1,141
Greiner Extrusion	**1,060**	**1,008**
Recycling	862	803
Thermal recovery	112	127
Landfilling	42	70
Unknown	45	8
Total	**21,082**	**24,415**

Hazardous waste by disposal method (t)

	2019	2020
Greiner Bio-One	**72**	**324**
Recycling	4	4
Thermal recovery	3	282
Landfilling	16	24
Unknown	48	14
Greiner Packaging	**186**	**364**
Recycling	44	222
Thermal recovery	26	48
Landfilling	0	0
Unknown	116	93
NEVEON	**75**	**305**
Recycling	15	22
Thermal recovery	38	99
Landfilling	0	0
Unknown	23	184
Greiner Extrusion	**70**	**52**
Recycling	0	0
Thermal recovery	3	2
Landfilling	0	0
Unknown	67	49
Total	**403**	**1,045**

GRI 306-5

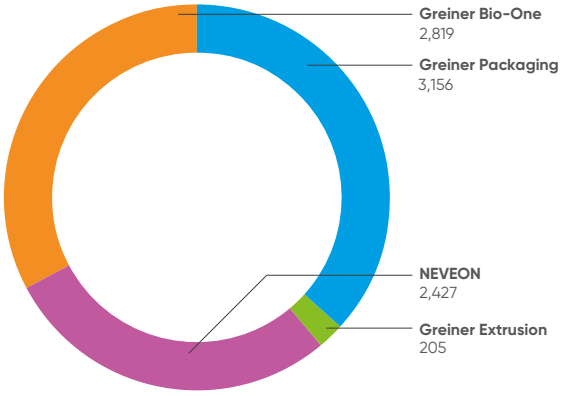
Our second waste-related goal is to increase the share of recycled waste and – as of 2020 – to establish a quantitative goal. A look at the data shows why this is important. The proportion of total waste that is recycled has declined slightly since 2018 to about 42 percent at present across Greiner. While more waste has been recycled in absolute terms since 2018, there has been no significant change in proportionate terms. Increased waste at NEVEON is primarily due to incorporating Eurofoam.

We calculated the emissions generated by our operational waste for the first time in 2020. These came to a total of 8,608 tonnes of CO_2 equivalents. This calculation is based on the waste categories and the type of disposal. For example, waste sent to landfill has a higher emission factor than waste that is recycled or incinerated. This way, the following picture emerges:

Waste emissions (t CO_2e)

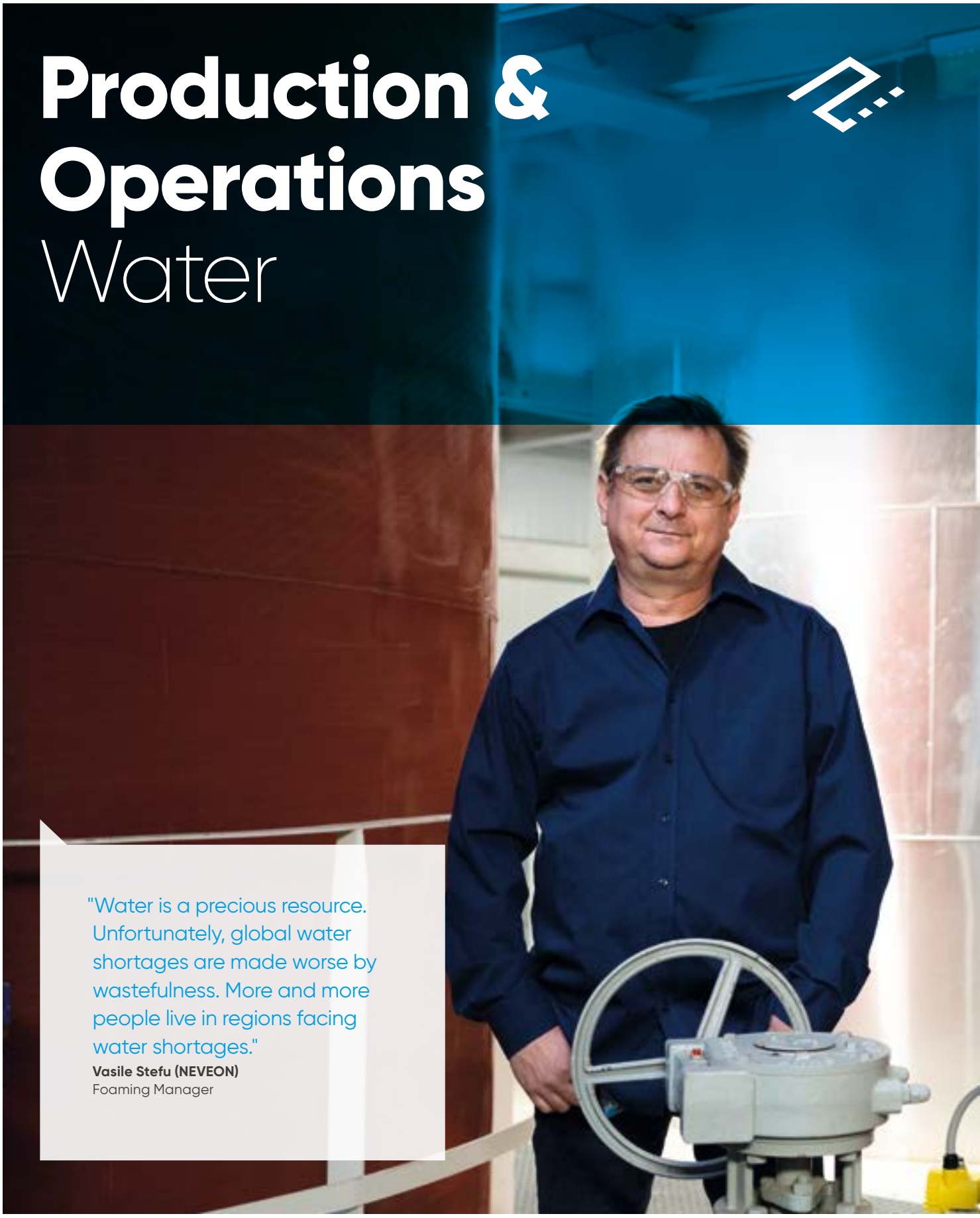
8,608

Greiner as a whole



In a world where resources are in short supply, it is essential that we change our relationship to waste. Just like in nature, there is no waste in a circular economy. In a circular economy, what we call waste becomes the starting point for new materials and products. The ultimate aim of sustainability is thus to definitively eliminate waste. This is why we have formed a close partnership with *cirplus* as a pilot partner. *cirplus* is the global marketplace for recycled materials and plastic waste and aims to ease the transition to a new circular business model. Its goal is to take waste for what it is – a valuable resource. On *cirplus*, companies can buy and sell plastic waste as a resource. This is how we intend to recycle more of our waste. By 2022, we are also planning an environmental and waste policy that puts waste disposal and waste prevention at its heart.

Production & Operations
Water



"Water is a precious resource. Unfortunately, global water shortages are made worse by wastefulness. More and more people live in regions facing water shortages."

Vasile Stefu (NEVEON)
Foaming Manager

Stop wasting water!

There is in fact a plentiful supply of water on earth – almost 1.4 billion cubic kilometers in total. Yet only a small portion of this is usable. This is because around 97 percent of water on earth is salt water. Yet satisfying people's consumption needs requires enormous quantities of water. Agriculture is particularly water-intensive and consumes 70 percent of our water resources. Industry uses a further 20 percent. As a result of our wasteful use of water, about 27 percent of the world's population currently live in regions with potentially serious water scarcity.

Our goal

We want to be a fully circular business by 2030.

Our targets

By 2030

Reduce water consumption in areas with water risks.

By 2023

Create a water policy at all sites with water risks.

Our performance

–17%

Our water consumption has declined by 17 percent since 2018.

6 Sites

Six sites had a water policy in place in 2020.

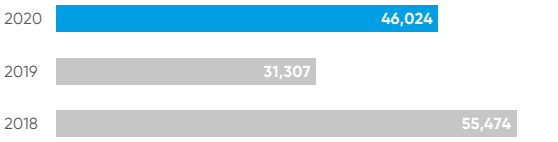
Conserving water

Water is a basic existential substance for people, animals and plants. Only just under three percent of global water reserves are fresh water, salt water makes up the rest. Water is used by populations, the industry and businesses as drinking and service water. Industrial companies and the manufacturing sector take about 75 percent of the water they need from rivers, lakes and reservoirs. By contrast, almost 70 percent of water used by drinking water suppliers comes from groundwater and spring water. Farmers take 76 percent of the water they need to irrigate arable crops, fruits and vegetables from groundwater and spring water.

While our production processes are very energy-intensive, they use little to no water in comparison to other production industries. To maintain our operations, water is required primarily for cooling in our production processes. Water is, of course, also used to operate sanitary facilities. We source over 80 percent of our total water usage from groundwater, with the rest coming from the municipal water supply. Thanks to closed cooling circuits that we operate using plate heat exchangers, free cooler systems and cold pumps, we are able to use water as efficiently as possible.

In terms of water withdrawal, the strong increase in surface water in 2020 is particularly striking. This is due to the ongoing improvement in data quality. Our total water consumption, the difference between water withdrawal and return, has reduced by around 20 percent since 2018 and was in total 46,024m^3 in 2020.

Total water consumption (m^3)



Using water even more efficiently requires looking more specifically at the regions in which our sites are located. In 2020, a total of nine sites carried out a local water risk assessment.

Water withdrawal (m^3)

	2018	2019	2020
Surface water	9	9	**10,368**
Groundwater	1,195,664	1,119,771	**1,149,783**
Water from third parties	186,321	192,663	**196,591**
Total	1,381,994	1,312,443	**1,356,742**

Water discharge (m^3)

	2018	2019	2020
Surface water	14,959	13,458	**12,526**
Groundwater	1,163,709	1,091,748	**1,110,816**
Water from third parties	147,852	175,930	**187,376**
Total	1,326,520	1,281,136	**1,310,718**

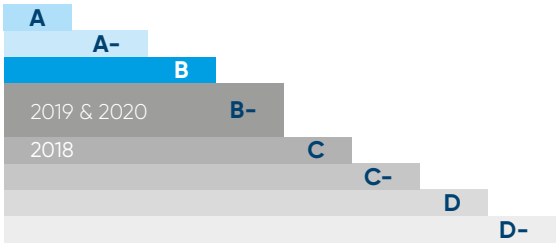
Mike Raj (Greiner Bio-One)
IT Manager

GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4

We also want to evaluate the effects of water in our value chain by specifically assessing the supplier evaluations. As water does not play a major role in comparison to the other resources we use, we would like to focus primarily on regions that are considered "water stressed areas" according to the classification in the WWF *Water Risk Filter*[1]. In line with the principle "think globally, act locally", we will put the emphasis on water savings potential at our sites in these regions. 20 Greiner production sites are currently located in water stressed areas. In the 2020 reporting year, only two water efficiency measures were implemented in these regions. To better promote more efficient and sustainable water usage, in the next reporting period we will review the water savings potential at all sites in water risk areas and develop a water policy for all Greiner sites. Currently, only six Greiner sites have a water policy. We intend to change this.

As we expanded data collection again in the reporting period, we also increased our CDP water score from C- to B-. Moving forwards, we will continue to work on further improving our CDP ranking.

Our CDP water score



Water withdrawal from water stressed areas[2] (m^3)

	2018	2019	2020
Surface water	0	0	**4,759**
Groundwater	4,500	25,855	**32,510**
Water from third parties	38,218	62,731	**67,742**
Total	42,718	88,586	**105,011**

Water discharge in water stressed areas (m^3)

	2018	2019	2020
Surface water	0	13,449	**12,512**
Groundwater	272	6,478	**3,603**
Water from third parties	39,824	65,592	**77,409**
Total	40,096	85,519	**93,524**

WWF *Water Risk Filter*

At Greiner, we have used the WWF *Water Risk Filter* to find out which sites are located in water risk areas since 2018. The WWF *Water Risk Filter* is a free online tool that allows companies and financial institutions to assess water risks and respond accordingly. The risks vary between regions on account of different climate, geological and socioeconomic conditions. The WWF *Water Risk Filter* provides individual risk analyses, shows risk hotspots for the sites in question, assesses the financial impact and develops specific water reduction measures.

1 Sites which, according to the WWF *Water Risk Filter* 2020, are in areas with a general operational risk/drainage area risk above factor 3.
2 Greiner did not buy sea water or produced water in the reporting period.

↘ GRI 303-1, GRI 303-3, GRI 303-4, GRI 303-5

Use-Phase & End-of-Life

The global economy was only 8.6 percent circular in 2020, compared to 9.1 percent in 2018. This downward trend reflects high rates of resource extraction, high stockpiling, for example of infrastructure, buildings and machinery, and above all a linear economy. About 100 billion tonnes of resources were industrially processed worldwide in 2017. 32.6 billion tonnes were collected as waste. Most of this is lost, ends up in landfill or is incinerated. Just 8.65 billion tonnes of materials were recycled and fed back into a circular economy. But if global warming is to be limited to 1.5 degrees Celsius below pre-industrial levels, creating a circular economy is essential. We are still a long way away from this.

"Millions of people use our products every day and there is no doubt that they create added value. Nonetheless, we must at the same time realize that the end of life of products that we consume is not compatible with a more sustainable future."

Ankit Aggarwal (Greiner AG)
Life Cycle Assessment Manager

Use-Phase Products

"Anyone aiming to become a circular company will have to move away from taboos. There is no law, for example, saying that single-use products cannot be reused."

Nicole Pingitzer (Greiner Bio-One)
Product Manager

Moving away from a throw-away society

We live in a throw-away society. Throwing things out is at the core of a linear economy. Under this system, products are usually incinerated or sent to landfill after they are used. Products are recycled or even reused far too infrequently. It is time for this system to come to an end. It raises the question of whether single-use products can be reused and whether this will create another economy. The goal must be to prolong the useful life. This is the starting point for reusing products. We also have to systematically change the "end of life" of products, i.e. their disposal, so that products never go to waste and are instead reused. Achieving this will create a systematic incentive to make products and materials a part of the circular economy.

Our goal

We want to be climate neutral by 2030.

Our targets

100%

By 2025, packaging at Greiner Packaging should be 100% reusable, recyclable or compostable.

Our performance

34%

Almost one third of Greiner Packaging packaging is recyclable according to the *Ellen MacArthur Foundation*'s definition of Global Commitment.

Innovation: an engine for change

Knowledge is the most important resource a company can have. All developments and transformations are sparked by one brilliant idea. Ideas that have been successfully put into practice – i.e. innovations – are the engine of success. Alongside numerous other factors, tailor-made processes are central to successfully positioning new products and services on the market. We use various awards to give employees the opportunity to pitch their ideas each year. The success of these internal company idea and innovation competitions speaks for itself, with hundreds of project ideas submitted in recent years. Accordingly, the personal mantra of the 2020 *IDEA Award* prize winner, Wolfgang Diesenreiter (Greiner Extrusion), serves as a guide for the group as a whole: "The most efficient way to multiply knowledge is to share it!"

Future Hunters: Thinking about our future today

Continually reinventing Greiner and permanently being on the search for new ideas, trends and technologies was the main task of Greiner Technology & Innovation. In the past, it looked for potential future issues, application opportunities and drivers of innovation together with partners from a diverse external network. In 2020, we also created an internal network called *Future Hunters*. The main aim of *Greiner Future Hunters* was to expand the internal network in order to evaluate current and future challenges facing the plastic and foam sectors and to initiate sustainable changes. After the initial phase of *Greiner Future Hunters*, this network was to comprise Greiner employees from all sites around the globe. Anyone with curiosity, imagination and a passion for innovation and who wanted to help shape the future of our company in the long term was invited to take part. *Greiner Future Hunters* aimed to establish a varied, diverse and creative network of innovators and unconventional thinkers to identify, discuss and evaluate issues of the future. This created a basis for developing future products and services and fertile soil for entirely new approaches to achieving the goals of our sustainability strategy.

IDEA Award: Ideas for the future

The focus of the *IDEA Award* varied. Because knowledge has to be accumulated and made available, the 2020 idea campaign looked at knowledge management. It asked where the greatest challenges lie in transferring knowledge, how knowledge can be provided automatically and whether knowledge services could be used externally. The *Greiner Future Hunters* network chose the winner: With his idea of a "Simple Expert System", Wolfgang Diesenreiter (Greiner Extrusion) aimed to collect expertise from all divisions in a database, systematically process this knowledge and make it available across the group. For his efforts, he received the *IDEA Award* 2020, which carries a prize of up to 200,000 euros. Christopher König (Greiner Bio-One) received the 2019 *IDEA Award* for his idea "Prediction of sequence dependent set up times". His idea should make the work of production planners far easier thanks to artificial intelligence. After choosing the annual winning projects for the *IDEA Award*, a feasibility study is carried out for the winning idea.

R&D Award: Products for the future

Any promising idea must first be made a reality. This is why we held the *R&D Award* over the past few years. Winners received prize money of 500,000 euros for implementing the project. All Greiner divisions were eligible to take part. The submitted products supported by universities, technical colleges or even start-ups had a bonus. Collaborations were expressly encouraged. The 2019 R&A Award was won by NEVEON colleagues with their "Greiner Intelligent Seat" project. The intelligent airplane seat features sensors that measure humidity, surface pressure and temperature, automatically informing the airline of the seat's current condition. Winner of the 2020 R&A Award was a project submitted by Stephan Laske (Greiner Packaging). The project is called "GPOil" and deals with the chemical recycling of plastic waste which is usually incinerated as a substitute fuel. Instead of burning the waste, under "GPOil" it is reclaimed as a high-quality material that is then used in food packaging. This innovation aims to get involved in plastic waste recycling, and in doing so take a decisive step towards creating a circular economy.

Innovation Award: Successful market launch

An innovation is successful when new products and services are launched on the market. Accordingly, we used our *Innovation Award* to take a look at new projects that have been successfully put to market. Daniel Scherhammer (NEVEON) received the 2019 *Innovation Award* for his "Vacuum Insulation Panel Module" project. The winner of the 2020 *Innovation Award* was the "VACUETTE® Stabilisation Tube" submitted by Moritz Wiesbauer from Greiner Bio-One. In light of global shortages of these kind of products caused by the coronavirus pandemic, this project aimed to provide a mass-produced tube for transporting swap specimens for SARS-CoV-2 tests in a very short period of time. This is to be done using standard Greiner Bio-One devices, processes and components to ensure a short development time and a quick ramp-up to large-scale production.

INNOVENTURES: Incubator for the ideas of tomorrow

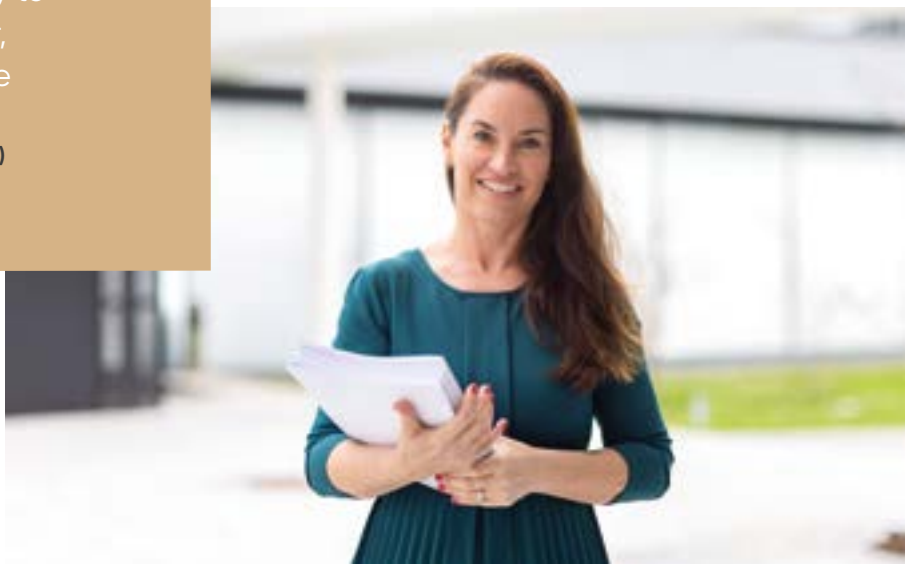
Having a protected framework to develop and establish new ideas benefits all areas of the economy and, in particular, those undergoing a process of transformation towards sustainability. As well as *Future Hunters*, our innovation hub Greiner Technology & Innovation thus created the corporate incubator INNOVENTURES, a platform for all innovations not directly related to Greiner's operating business. The corporate incubator offers an organizational structure that helps put radical innovations into practice. It provides an environment similar to that of a start-up, promoting creative, innovative and above all risk-on collaboration. Securing sustainable growth means thinking outside the box of the present and considering opportunities for future business areas and innovative products. Radical innovations needed to implement our sustainability strategy require agility and courage. The corporate incubator INNOVENTURES creates a suitable framework for doing this. The corporate incubator helps the entire group with innovations, analyzes future trends and conducts internal innovation projects to develop ideas for solutions that go beyond further developing divisions' existing activities. In the case of external innovation projects, non-company projects are linked to Greiner with the support of INNOVENTURES. The aim is to harness synergies by allowing external collaboration partners such as start-ups to benefit from our experience and reach in various markets and, in exchange, for us to benefit from their innovative spirit and the fact that they can put ideas into practice more quickly.

International awards for successful circular economy ideas

In collaboration with our customer *Henkel*, we developed cardboard-plastic packaging that *Henkel* uses for its Persil 4in1 detergent. 50 percent of the sustainable Persil packaging is made from recycled polypropylene (r-PP), which comes from household waste – a prime example of successfully thinking about the circular economy. The 100 percent recyclable packaging and the small amount of plastic used help reduce CO_2 emissions, with the cardboard sleeve ensuring that the container is stable. Both Greiner Packaging and *Henkel* have signed the *Ellen MacArthur Foundation's New Plastics Economy Global Commitment.* This commits us to eliminating problematic or unnecessary plastic packaging, making packaging reusable, recyclable or compostable and increasing our use of recycled materials. The new K3® packaging solution meets all of these requirements in their entirety. This packaging won us the 2020 *Green Packaging Award* at the 2021 *Worldstar Global Packaging Awards.*

"We use various awards to give employees the opportunity to pitch their ideas each year, allowing them to shape the future themselves."

Sylvia Felbermayr (Greiner Packaging)
Customer Service Coordinator



Turning the use of our products on its head

The future must be circular. To achieve this, all products will be put to the test. Do single-use products have to remain single-use products? Can a product be repurposed and used for longer? Can we as manufacturers do anything else to make the use of our products sustainable? These are just some of the questions we are asking ourselves. In many cases, some of which we will illustrate here, we have already found answers and made changes. In other areas, we are still researching, developing and thinking.

Greiner Bio-One

A tube in the fight against the pandemic

Since the onset of the coronavirus pandemic, at the latest, we have all been aware that a healthy life cannot be taken for granted. Covid tests have been an irreplaceable part of our repertoire of measures to tackle the Covid-19 pandemic since the start of 2020. To meet the immense rise in demand on account of this medical challenge, Greiner Bio-One very quickly developed the VACUETTE® Virus Stabilization Tube. This 3 ml tube made from PET plastic makes it easy to handle, safely transport and store Covid-19 test samples. The samples taken from the nose or mouth/throat area of the person being tested are put into the tube and sent to the laboratory for a PCR analysis. In turn, Greiner Bio-One's VACUETTE® Blood Collection Tube (e.g. serum or EDTA tube) is used to test whether a person has formed antibodies against SARS-CoV-2. In combination with the products from the VACUETTE® Transport Line, the sample material arrives, sealed, at the laboratory to be tested for SARS-CoV-2.

Greiner Packaging

Innovative refill solution to replace disposable containers

Reusing products multiple times is sustainable. Greiner Packaging developed a new refill concept for plastic spray bottles so that consumers do not need to buy a new bottle of household cleaner every time. This way, reusing and refilling spray bottles can become the new normal. The new refill bottle is made out of HDPE, PP or PET material, meets all current market requirements and saves four plastic spray bottles per bottle, including the top piece. The material savings increase to up to 85 percent over the intelligent refill cycle. Replacing 20 million standard spray bottles with our multi-use, refill solution would save up to 1,000 tonnes of plastic every year. We believe it is extremely important for the overall packaging to be recyclable as best possible. This approach is also consistently adopted when selecting the material and decoration and customers receive individual advice about the circular economy. Greiner Packaging also recommends choosing a compatible material for decorative labels that ensures maximum recyclability.

"At Greiner Packaging, we also produce plastic packaging that can be reused multiple times and is therefore particularly in line with our sustainability vision."

Elena Hoaghea (Greiner Packaging)
Assistant to General Manager

Circular economy: the example of school milk

Pupils in Upper Austria learn about how the circular economy works in day-to-day life as part of a school milk project developed by us. PETMAN GmbH, an Upper Austrian company that specializes in processing and developing new applications for PET, and the farmer Johann Strobl approached us with a desire to produce a PET cup for school milk. Our aim for the project was for it to be 100 percent recyclable and form a closed cycle. We also had to ensure that it meets all rules and regulations of the European Food Safety Authority (EFSA). At the end of 2020, we achieved our goal: The first truckload of cups made entirely from r-PET (recycled PET) was delivered to co-creator Strobl and to other school milk farmers. After pupils' milk break, the farmers collect the used cups and take them back to their farms, where they are collected again in exchange for new cups, shredded, washed and processed into new PET film.

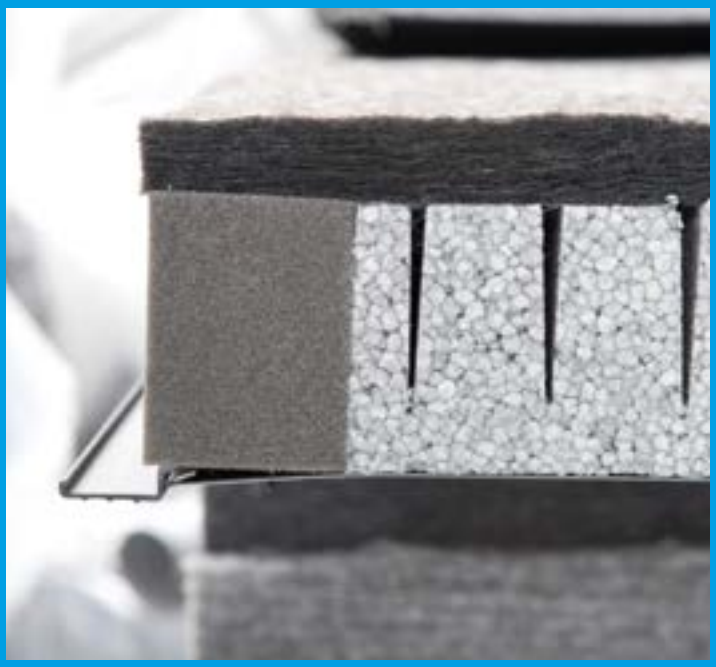
Reusable lids keep yogurt fresh – and much more

Most food and non-food packaging is used only once before, ideally, ending up in the recycling. At Greiner Packaging, however, we also produce plastic packaging that can be reused multiple times and is therefore particularly in line with our sustainability vision. For example, we have developed a reusable, dishwasher-safe snap-on lid. This can be reused for new yogurt pots, keeping the yogurt fresh and ensuring that it does not lose its taste. Our reusable lids are not only practical, they also help reduce plastic. They are also a way of avoiding large amounts of waste – once the pots are empty, our lids do not end up in the garbage.

NEVEON

Sitting intelligently

Rethinking products is part of NEVEON's DNA. Developing an intelligent aircraft seat demonstrates this. The seat systems, with are fitted with sensor electronics, allow predictive, targeted maintenance for parts that have worn out. This increases the lifetime of the seat cushions and so only seats that are actually faulty or worn out need to be replaced. By reducing waste, this smart solution is a win for the environment. As maintenance work can be done more selectively, aircraft downtime is also reduced. Last but not least, the seat also helps improve passengers' physical wellbeing. The sensors built into the seats generate data that can be used to analyze passengers' sitting positions and subsequently to prevent incorrect posture.



Extending the lifetime of foams

Extending the lifetime of products is good for the environment and good for society. All foams have a defined lifetime, which is affected by factors such as the weather, UV radiation and humidity. At NEVEON, we are committed to durability and therefore to optimizing this lifetime. xdura® is one example of this. This foam has allowed us to develop a durable and exceptionally stable foam that does not lose its shape even after many years of use. For example, the foam is tear-resistant. xdura® is also soft, supple and elastic – exactly what you want from a high-quality foam. With a far longer lifetime compared to other foams, it is also excellent in meeting our desire for greater sustainability.

Lighter aircraft, trains and cars

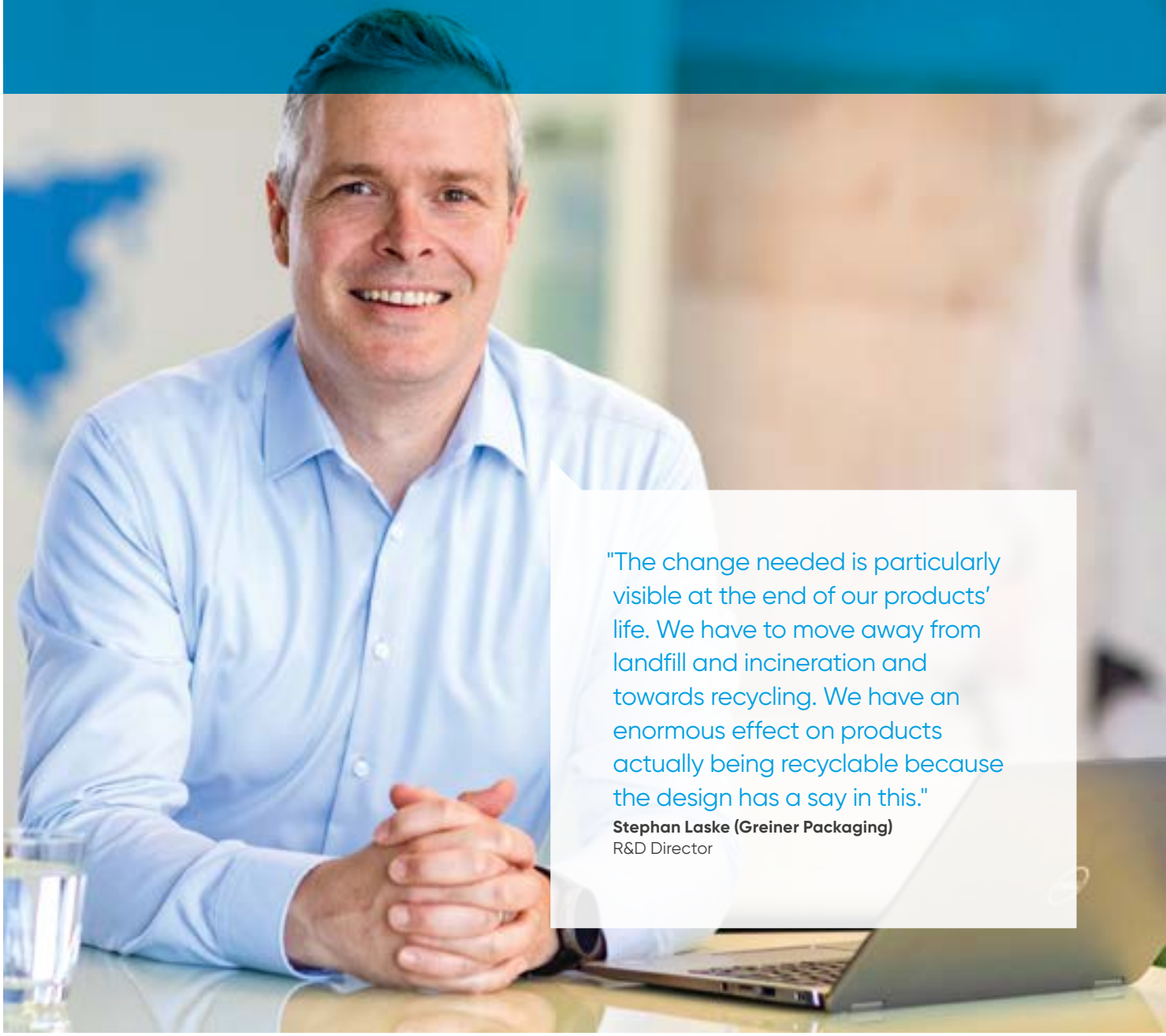
Comfortable, light, environmentally friendly – NEVEON's seat cushion is all of these three things. It combines the highest levels of comfort with minimal weight and, at the same time, closes the material cycle. This sustainability coup is based on a special knitting technology that uses recyclable or biodegradable fibers and technical zones of varying elasticity. Compared to traditional foam solutions, knitted seat systems reduce weight by up to 30 percent. Using NEVEON seat cushions in airliners reduces their weight by more than half a tonne. An Intercity train would be almost six tonnes lighter and a five-seater car 75 kilograms lighter. As well as saving energy when operating the mode of transport fitted out with this seat technology, there is also huge savings potential for resources and energy at all stages of manufacturing and supply logistics. Customized production also eliminates production waste. At the end of their lifetime, the use of sustainable materials (from renewable raw materials) means that the seats can be recycled or, in theory, biodegraded.

Greiner Extrusion

Maximum material consumption savings

The DIGI.LINE developed by Greiner Extrusion regulates the extrusion process digitally and optimally in real time, ensuring not only exact geometry of the profile but also making it possible to produce this close to our lower tolerance limits. DIGI.LINE's innovative features also accelerate the start-up process and lower the error rate, dramatically cutting back waste and in turn reducing material consumption. The automated melt flow control FLOW.MATIC also ensures exact profile geometry. FLOW.MATIC measures the filling level of the individual full profile sections and, together with the FLOW.CONTROL nozzle function, closes a control loop. The result is extremely constant profile dimensions – without any manual intervention. The settings can be reproduced at any time using DIGI.CONTROL. The profile weight is monitored by the precise DIGI.SCALE in-line profile weighing system, while the WEIGHT.MATIC control loop permanently controls the haul-off speed. This, in combination with FLOW.MATIC, enables production close to the lowest weight tolerance. Trends in profile weight development can also be called up at any time using the permanent data recording. The intuitive 15" DIGI.CONTROL centrally controls the entire extrusion process. For complete reproducibility and a fast start-up process, the recipes are stored with the set processing conditions and are available for future production. This ensures an automated and error-free reproduction of the process parameters in subsequent productions. Thanks to this technology, DIGI.LINE reduces typical profile weights by almost three percent, considerably reducing the amount of material used in connection with this.

End-of-Life Products



"The change needed is particularly visible at the end of our products' life. We have to move away from landfill and incineration and towards recycling. We have an enormous effect on products actually being recyclable because the design has a say in this."

Stephan Laske (Greiner Packaging)
R&D Director

Recycling begins with the design

Feeding products back into the circular economy requires them to be recyclable. For recycling to be a success, in many cases we have to rethink the design of our products. "*Design for recycling*" is our approach and the key to this much-needed change. Several years ago, we committed to making the design of our plastic packaging recycling friendly. In 2018, we signed the *Ellen MacArthur Foundation's New Plastics Economy Global Commitment*. Signing this signaled the start of our recyclable packaging offensive and set a specific goal for Greiner Packaging that serves as a model for all areas of the company: Products must be developed in a way that ensures that can be fed back into the circular economy and that they are more sustainable in the future than they were in the past.

Our goal

We want to be a fully circular business by 2030.

Our targets

100%

By 2025, packaging at Greiner Packaging should be 100 percent reusable, recyclable or compostable.

0t

Not to send any more waste to landfill, in Europe by 2025 and globally by 2030.

By 2020

Until 2020, we designed *EcoDesign-Guidelines* that establish a framework for our product design.

Our performance

34%

Over one third of Greiner Packaging packaging is recyclable according to the *Ellen MacArthur Foundation*'s definition of Global Commitment.

2,212t

2,212 tonnes of our total waste (hazardous and non-hazardous waste) were sent to landfill in 2020.

2020

At Greiner Packaging, we developed *Design-Guidelines* in 2020 that serve as a benchmark for developing and refining products.

We want to operate in cycles

Circular, not linear – changing the global economic system is easy to describe, difficult to implement and a necessary transformation process. In a linear economy, also known as a throw-away economy, raw materials are exploited and products are produced, sold, consumed and thrown away. This creates raw material shortages, waste and environmental pollution. One might say we are living on borrowed raw materials. The earth has and produces billions of tonnes of new natural resources every year. But if we do not change our linear system, at some point in the not too distant future this stock of raw materials will run out. In light of this, we need to think of a new way of doing things, especially in terms of how we produce and what we throw away. Resources can no longer be allowed to go to waste. We have to move away from a linear economy and towards a circular one, from a throw-away society to a sustainable circular economy. This aims to create a system where resources are not thrown out and are instead kept in the cycle, and thus continue to be used, for as long as possible and at the highest possible value. Stepping up our focus on the end of products' and goods' life cycle is the order of the day.

Alongside the key topics of climate and people, at Greiner we have put the circular economy pillar at the heart of our Blue Plan sustainability strategy. Establishing a functioning circular economy is certainly the most challenging of the three pillars. Especially for the packaging industry, the transition to a circular economy is not a foregone conclusion. This because a functioning circular economy requires answers to questions like how can we change the design so that products can be recycled? Where do we get secondary materials that meet the highest standards of quality? What role can technology play in improving recycling? Our responses to these questions have a coal: To systematically evaluate the interplay of nature, people and the economy to create circular products and services and strike a balance between the needs of mankind and natural resources.

The end has to be different

The end of life of products that we produce and sell impacts the environment. We affect this impact, both directly and indirectly. Reducing it is our responsibility. The Greenhouse Gas Protocol estimates that about 90 percent of total greenhouse gas emissions stem from company supply chains. Key drivers include the production of commodities and materials, as well as the disposal of products after they have been used. As most of our products are single-use products – some with shorter, others with multi-year use-phases – the end of our products' life cycle presents a particular challenge for us.

Regardless of their useful life, at the end of their life most of our products have been incinerated or, unfortunately, sent to landfill in some countries. Essentially, this inefficient use of resources is because the envisaged transformation to a circular business model is still in its infancy. Neither plastics nor foams can usually be reused or recycled. As part of our Blue Plan strategy, we are therefore aiming to transition to a sustainable circular economy. We can achieve this by ensuring we use materials in a way that conserves resources, thereby reducing the negative impact on the environment (e.g. emissions from end of life). Our goal is to make sure that our products can be disposed or and/or reused sustainably. No matter whether these are food packaging, mattresses or anything else, they all have to be incorporated into the cycle and recycled so that they can become a part of further life cycles.

Working together with skilled partners

Dividing, reusing, repairing, reprocessing and – as a last resort – recycling extend the life cycle of materials and products and ensures circularity along the entire value chain, from extracting the raw materials to taking back products to reusing or reprocessing them. Achieving this goal also requires new forms of collaboration and ways of thinking by everyone involved. At the moment, we still have to acknowledge that we have a massive disposal problem, i.e. we are experiencing a crisis in the disposal of plastics. One of the main reasons for this is a lack of infrastructure for plastic packaging disposal. Given the global scale of this problem, as a global community we must dispose of our waste properly.

This calls for a focus on developing and emerging markets in Africa and Asia, but we must not forget that a lot is still going badly wrong in Europe and North America, too. Our products are used across the world. As a result, we are involved in numerous initiatives and project to promote education, research and infrastructure for efficient waste prevention and disposal. Greiner has been a partner of the *Ellen MacArthur Foundation*, a British foundation named after the English sailor known for sailing around the world that champions a global transition to a circular economy, since 2016. "When you sail around the world on a boat, you take the absolute minimum of resources with you and waste nothing," said Ellen MacArthur, drawing a comparison between her past profession as a professional sailor and the circular economy advocated by her foundation: "Only by building an economy that uses things, rather than using them up, can we create a sustainable future."

"Only by building an economy that uses things, rather than using them up, can we ensure a sustainable future."
Robbin Wang (Greiner Bio-One)
Key Account Manager

In October 2018, the *Ellen MacArthur Foundation*, working with the United Nations Environment Program (UNEP), launched the *New Plastics Economy Global Commitment*. This commitment brings together over 500 companies, representing almost 20 percent of all plastic packaging produced globally. Numerous governments, NGOs, universities, industry associations, investors, and other organizations have also backed the joint vision of tackling plastic waste and environmental pollution at its source. The Global Commitment 2020 Progress Report shows that the signatories have made progress in reaching the defined goals but that efforts need to be stepped up considerably in the years ahead.

By signing this commitment, Greiner Packaging agreed to uphold a series of specific targets. These include eliminating necessary plastic parts in our production processes by 2025 and coming up with innovative solutions to ensuring that all plastics can be reused, recycled or composted in order to keep our plastics in the value chain.

According to Global Commitment 2020 Reporting, almost one third of our plastic packaging is currently reusable, recyclable or compostable. We are committed to making this 100 percent by 2025. To achieve this, we will put all product groups to the test. This also includes working even harder on sustainable product design than we are already. The design process for products shapes how they are disposed of. To put it another way, the start is vital in determining the end. Crucial materials decisions are made in the design development stage that have a significant impact on the lifetime and end of life of our goods. At Greiner Packaging, we have therefore prepared *Design-Guidelines* that show what design aspects, materials and packaging concepts we need to achieve our goal of a circular economy. As early as during the product development stage, the guidelines help us make sure that only products that can really be recycled are brought to market.

The end starts at the beginning

Intelligent sorting with digital watermarks

Unfortunately, plastics and foams are all too often still incinerated or even sent to landfill. Where products are recycled, this is usually done through mechanical recycling. Under this system, the plastic waste is initially separated by the consumers, before being sorted by type of plastic, washed, melted down and then processed into recycled materials. These recycled materials are then used as the starting materials for new products and replace plastics made from new materials. Waste can only be fully sorted if we as consumers first separate our waste properly. Innovative technologies such as developing and using digital watermarks on plastic packaging are playing an increasingly vital role in making this sorting process more efficient. It is already clear that digital watermarks will be essential on the packaging market and in Europe's sorting facilities in the future when it comes to recycling.

Since 2017, we have been involved in the HolyGrail project as part of our work with the *Ellen MacArthur Foundation*. As a partner of the *HolyGrail 2.0 Initiative*, managed by the *European Brands Association* (AIM), Greiner Packaging supports the use of digital watermarks in the designs of various packaging systems: Greiner Packaging employees develop intelligent K3® packaging that makes digital sorting at facilities easier. Crucially, this more precise sorting also improves the quality of the recycled materials. However, it requires corresponding technical innovations at the sorting facilities.

Yet as difficult as implementing this is, how this intelligent digital sorting works is simple: If the plastic packaging ends up at a sorting facility after being used, disposed of and collected, high-resolution cameras detect the digital watermarks of the different types of plastic. The various codes are read and the packaging is automatically sent to the right sorting stream depending on the properties of the product. This ensures that flows of waste are strictly separated by type and ensures high-quality recycled materials, in turn contributing to better efficiency and sustainability in the value chain.

Turning our backs on black waste

Continuing to increase packaging recycling rates requires packaging solutions targeting recyclability that are developed from the start of the product's life onwards. However, the "*design for recycling*" concept is being put to the test primarily for black plastic packaging. This is because the dye used means that optic sensors at the waste sorting plants cannot correctly identify and sort black products.

The carbon black masterbatches cannot be detected under the sorting plant's near infrared module (NIR), which is responsible for ensuring that products are correctly sorted. Accordingly, the plastics cannot be assigned to the right group of waste. To address this shortcoming, together with partners we developed an innovative solution for black plastic packaging that is fully recyclable. Its slogan is "carbon free". The new packaging material uses an alternative black dye that does not contain soot particles and can therefore be detected.

The German Cyclos-HTP Institute, which specializes in the classification, assessment and certification of product recyclability, has already confirmed that the soot-free black dye is effective for plain plastic bottles. Tests conducted by our customer *Henkel* also found that bottles that had been dyed black using this method are fully identifiable after removing the perforated sleeve and can therefore be sorted into the right group of waste and then reused.

For more successful chemicals recycling

There is no change to the chemical structure of the plastics during mechanical recycling. Chemical recycling, by contrast, takes exactly the opposite approach and is therefore an important addition to mechanical recycling. It makes it possible to recycle plastics that cannot yet be recycled or at least not satisfactorily. This includes waste made out of different plastics or that contain impurities and plastics that cannot be efficiently sorted. Chemical recycling helps reduce the share of plastic waste that ends up at landfill or being incinerated. It may also result in new products that meet the highest quality standards.

Research has already been going on for years into chemical recycling processes such as pyrolysis and gasification as potential alternatives to simply burning plastics. These processes are not cost-efficient, which is why there has not yet been a major breakthrough. Given this, our goal is to do everything we can to ensure that chemical recycling does not remain merely a theoretical concept and instead makes its way into practice, allowing this form of recycling to play a part in helping create a functioning circular economy.

Food packaging: Ending the recycling impasse

The devil is in the detail – including and in particular for chemical recycling. The use of recycled materials in new packaging is subject to very strict quality standards and a zero tolerance policy towards material contamination of any kind by the European Food Safety Authority (EFSA). This means that only a very small portion of mechanically recycled waste is suitable for being made into new food packaging material. This applies particularly to heavily contaminated plastic waste.

One alternative for particularly heavily contaminated plastic waste would be to use chemical recycling. Using current technology, however, this is possible only with very high-quality waste. To break this recycling impasse and have the greatest possible impact on sustainability, Greiner Packaging's GPOil project is taking an entirely new approach, starting with waste that is of a very low quality but available cheaply and in large quantities around the world. From this material, which has not yet been recyclable, and which is generally incinerated in cement or waste processing plants, we are attempting to produce food-grade material, i.e. high-quality raw material which can be reused for food packaging. Together with partners in the Upper Austrian consortium for raw material procurement and processing, we are currently developing the necessary production and processing technology. The objective of this innovation is to cover our annual recycled materials requirements of more than 20,000 tonnes, thus making another decisive step in the direction of the circular economy.

From foam into oil, gas, coke and electrical power

Chemical recycling of foam compounds for mattresses, padding and technical foams is also related to as yet unsolved technical challenges. The general difficulty is that polyurethane (PUR), the starting material for foams, is very difficult to melt and to break down into its initial components. Various PUR mixtures and organic impurities resulting from use make chemical recycling more difficult. However, together with our partner institute at Trier University, we have made progress in developing a process for hydrothermal carbonization (HTC) on a laboratory scale. Further development projects in the chemical recycling area are ongoing. After all, in HTC, particles similar to coal are formed, which are well suited as starting material for thermochemical conversion processing (pyrolysis). For the pyrolysis oil as well as the pyrolysis coke and gas gained in this way, there would be application possibilities in the petrochemical and industry (tires, rubber production, pigment pastes), in the form of activated carbon or in generating electricity using gas engines. Here too we will establish further development steps over the next few years, ensuing, together with our partners, that chemical recycling of foams is a markable and sustainable disposal option.

Asa Kelly (Greiner Bio-One)
Quality Control Technician

CHASE – research cooperation for more recycling quality

New sustainable business requires new thinking and research in different sustainability categories. Here research cooperations between industry and science are becoming increasingly important. This is particularly true in respect to chemical recycling. In Austria, the so-called COMET centers promote such research cooperation. In 2019, the CHASE competence center was opened, with Greiner as a cooperation partner. The research focus at CHASE is the need the chemical industry has to develop more agile, more flexible and more synergistic production methods, while at the same time reducing its carbon footprint, energy consumption and waste production. Currently CHASE is examining how high-quality recycled materials can be gained, despite a wide range of different plastic products, materials and processes. CHASE is collecting data knowledge along the entire process chain, so as to allow a holistic quality control. For Greiner, the results from this research mean that flawless products can be manufactured, also independently of the quality of the recycled materials.

The end to the throw-away mentality – worldwide!

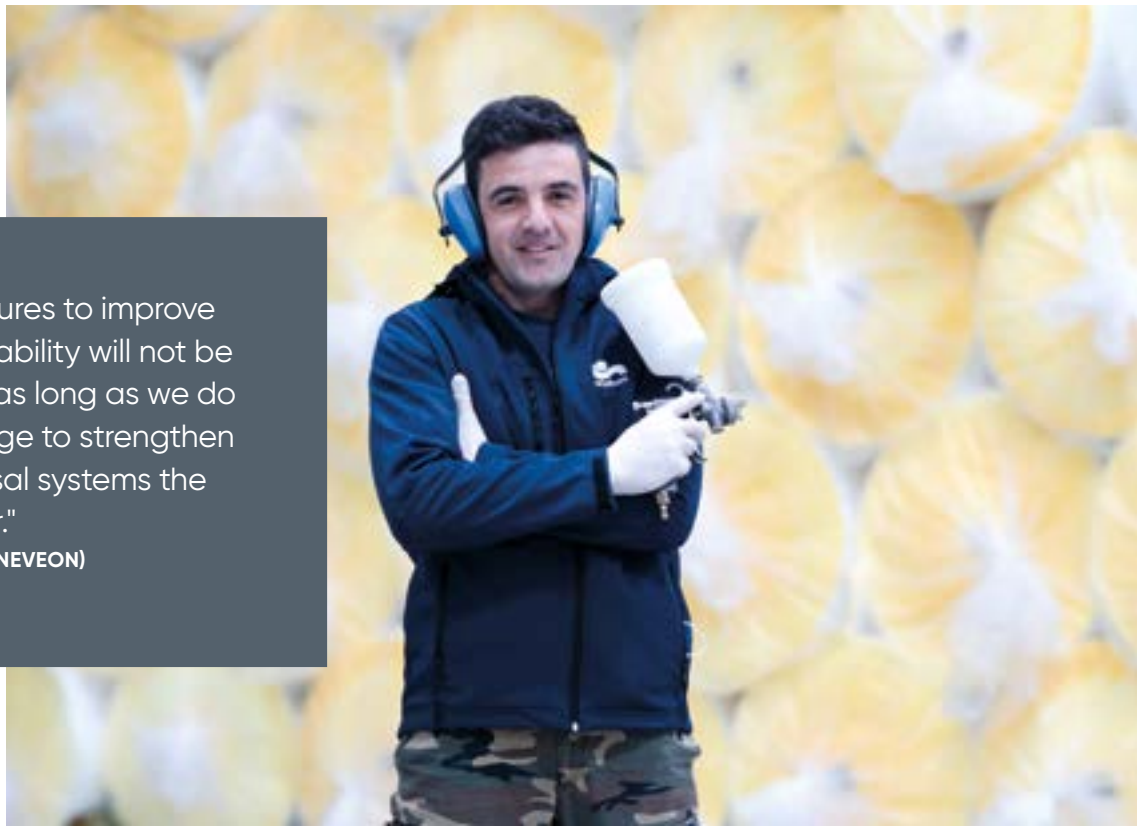
We can, must and will continue working to improve our products, thus ensuring that these can be integrated into the circular economy. Here lower material consumption and the selection of the most sustainable material also have an important role to play. Not infrequently product complexity prevents recycling and thus the chance of integrating materials into the circular economy. Key factors for solving this problem are design and material reduction, but more is needed. As early as 2016, the authors of the Rethinking the Future of Plastics report published by the *Ellen MacArthur Foundation* showed clearly that any drastic reduction of the leakage in oceans requires joint efforts along three axes:

- Improving after-use infrastructure in high-leakage countries,
- Increasing the economic attractiveness of keeping materials in the system and
- Reducing the negative impact of plastic packaging when it does escape collection.

The report continues: "Creating an effective after-use plastics economy is the cornerstone of the *New Plastics Economy* and its first priority. Not only is it crucial to capture more material value and increase resource productivity, it also provides a direct economic incentive to avoid leakage into natural systems and will help enable the transition to renewably sourced feedstock by reducing the scale of the transition."

An end to the pollution of the environment and the oceans will take place only when we create an infrastructure for waste disposal across the world, making sure it does not get there in the first place. The WWF, a non-government organization, confirms this view: the largest problem with plastic waste is in the countries in which there is no controlled waste collection. A key focus here is the Southeast Asian countries. Here all too frequently the waste is collected, separated or recycled without control. Via rivers and unsecured dumps, a stream of plastic waste flows into the oceans. According to scientific estimates, the lion's share of the plastic released into the oceans comes from regions close to the coast; however up to 20 percent flows into the oceans via rivers. Leipziger Helmholtz Center for Environmental Research researchers have calculated which water routes carry the most plastic debris into the sea. The result: eight of the ten river systems with the highest plastic loads are in Asia.

Rivers with high level of plastics



"Our measures to improve the recyclability will not be sufficient as long as we do not manage to strengthen the disposal systems the world over."
Adrian Baciu (NEVEON)
Stock Keeper

Furthermore, the global export of plastic waste, predominately from Western countries, exerts additional pressure on countries with inadequate disposal infrastructures. It is true that the waste exports from the European Union are prohibited to countries in the southern hemisphere, but this applies only to unsorted plastic waste. After all, this mixture of waste is virtually impossible to recycle. However, sorted waste not classified as hazardous waste, can still be exported anywhere, i.e. also to countries with a poorly structured waste disposal system. The only condition is both the exporting and importing country must approve the shipment. However, as most countries are already facing enormous challenges with their own plastic waste, we at Greiner advocate the disposal of waste at the point of origin and the reduction of waste exports to other countries. Each country should be responsible for disposing its own waste.

Companies demand UN Treaty on Plastic Pollution

In the fight against plastic waste in the environment, establishing a global disposal infrastructure is essential. For this reason, together with 28 international companies, in 2020 we demanded that the member states of the United Nations establish a global agreement to address plastic pollution of the environment (Business Call for a UN Treaty on Plastic Pollution). Each year over eleven million tonnes of plastic flow into the environment. This problem will be amplified if we do not radically rethink the way we produce, use, reuse and dispose of plastic. In the manifesto, the signatory companies demand that the UN member states initiate a global treaty on plastic pollution. The call accents four critical areas of action:

- Harmonized regulatory standards for plastics
- Development of national targets and action plans for plastic waste
- Support innovation for plastics
- Infrastructure development for disposal of plastic waste

The call of the companies was to have take place in the run up to the Fifth session of the United Nations Environment Assembly. This was originally scheduled for the spring of 2021, but had to be put back due to the pandemic. Our demand remains – to do justice to the dimensions of this problem, an international treaty is needed. But what are we doing as a company to support establishing a disposal infrastructure in those countries which do not yet have the relevant facilities? As a globally operating company, we asked ourself this question. With our answers, we place the focus of our support precisely on the countries and regions which are impacted particularly by the issues.

The name says it all: *Alliance to End Plastic Waste*

Establishing a disposal infrastructure is not one of our core competences. In this matter, it would be presumptuous to act alone and independently. What is more, we are convinced that to combat plastics in the environment – particularly in the southern hemisphere without an existing infrastructure – a broadly based alliance is what is needed: governments and municipalities, NGOs, grass roots organizations, international players, and science must work together to successfully confront the problem. For this reason, in 2020, we joined the international non-profit organization *Alliance to End Plastic Waste*. Our common objective is to find permanent and sustainable solutions to prevent plastics becoming waste.

At the beginning of 2021, the *Alliance*, which is based in Singapore, had 57 member companies and *Alliance* partners across the entire plastic value chain, which together want to remove the plastic waste problem from the world. In the context of programs and partnerships, the *Alliance* focuses on solutions in the strategic areas of infrastructure, innovation, education, engagement as well as cleaning up work.

Infrastructure, innovation & education

"Greiner Packaging has been driving innovation in sustainable packaging, through initiatives to *design for recycling*, reducing plastic use, and adopting alternative materials," declared Manfred Stanek, CEO at Greiner Packaging on the motivation for joining the *Alliance to End Plastic Waste*. As a member company, Greiner makes a commitment to provide resources, expertise and investments for the *Alliance*. Stanek emphasizes: "We are confident that our new partnership with the *Alliance* will help us to bring these efforts to greater heights and make a difference to the future of packaging." Greiner's membership is also a further step in implementing our Blue Plan sustainability strategy.

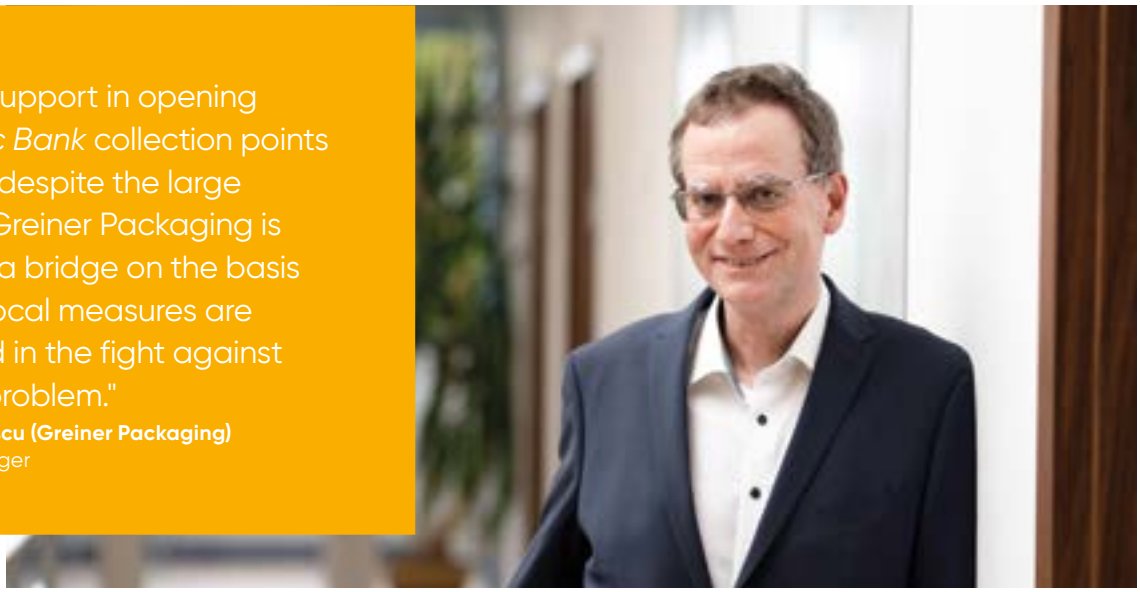
Jacob Duer, President and CEO of the *Alliance to End Plastic Waste* commented positively and with optimism on Greiner joining: "This addition expands our global footprint and is set to bring us closer to our 2025 vision to divert millions of tons of plastic waste in more than 100 at-risk cities across the globe, improve livelihoods for millions, and contribute to a circular economy." The *Alliance* places the accent of its work on supporting cities and communities in developing sustainable disposal systems catering to different social and geographical circumstances. The projects and programs concentrate on cities in Africa, Latin America and Asia. Two *Zero Plastic Waste Cities* projects are currently being implemented in two cities particularly impacted by plastic waste – Puducherry on the Indian south-eastern coast and Tan An am in the Vietnamese Mekong delta.

There is a need for better waste disposal systems

A second focus of the *Alliance* activities is developing innovations at the earliest product design stages, making it easier to reduce and recycle plastic. Currently the *Alliance* is acting primarily as a networker, combining innovative corporations across the whole world with project partners and supporters at political, business, scientific and society level. The objective of these networking activities is to bundle the necessary business and specialist expertise with the required resources so as to implement solutions to contain and prevent plastic waste in large quantities and promote the circular economy.

"With our support in opening five *Plastic Bank* collection points in Manila, despite the large distance Greiner Packaging is spanning a bridge on the basis of which local measures are supported in the fight against a global problem."

Adrian Paunescu (Greiner Packaging)
General Manager



Moving plastic from waste to worth

The fight against pollution of the environment, rivers and oceans is also the focus of our partnership with the social company *Plastic Bank*. Responsible action, social and sustainable commitment knows no boundaries and can bridge even the furthest distances. As the crow might fly, it is 10,010 kilometers between the Greiner headquarters in Kremsmünster and Manila. With our support in opening five *Plastic Bank* collection points in Manila, Greiner Packaging established a bridge despite the large distance, on the basis of which local measures can be supported to fight against a global problem.

Plastic Bank is a company building ethical recycling ecosystems in coastal communities and reprocessing the materials for reintroduction into the global manufacturing supply chain. All material collected is upgraded to Social Plastic by using it to produce new products and packaging. At the same time, the flood of plastic waste is reduced, recycling and the circular economy promoted and income for plastic collectors created. For the materials they collect, they receive a premium to cover basic family necessities such as groceries, fuel, school tuition, and health insurance. "We have to understand that it is not only about us, but is a problem for the whole of humankind," says Gidget Velez, Country Manager of *Plastic Bank* in the Philippines, at a meeting with Greiner managers in Manila. "As far as I am aware, Greiner is the first company processing plastics providing support to *Plastic Bank*," he comments, thanking us as a cooperation partner: "Greiner believed us when no one else did."

Greiner Packaging supports *Plastic Bank* where it is most needed. After China and Indonesia, the Philippines are classified as the world's third-largest plastic polluter. Every year, an estimated two million tonnes of Philippine plastic lands in the ocean; only the River Pasig, which divides Manila into two parts, carries approximately 64,000 tonnes of plastic waste into the South China Sea each year. When Greiner was looking for a project partner in the fight against plastic waste in 2019, *Plastic Bank* moved quickly into the focus. The double-pronged strategy of preventing plastic from getting into the ocean and helping people out of poverty was decisive in reaching a decision. What is more, *Plastic Bank* visibly upgrades the value of plastic: Collectors no longer regard plastic as waste, but as a valuable resource. An important step to contain plastic pollution in the oceans.

By providing the collectors more income and thus educational opportunities, *Plastic Bank* allows groups of the population at the edges of society to build up a better future. *Plastic Bank* manager Gidget Velez describes the goal of her work: "We want to help people feel stronger. We want to give them hope." *Plastic Bank* is successful in doing this, not only in the Philippines, but now also in Haiti, Indonesia, Brazil and Egypt. For Michael Frick, Global Key Account Director at Greiner Packaging, this project shows how a circular system can actually work: "Poverty is tackled by collecting plastic waste, while at the same time the environment is cleaned up and a major contribution made to the circular economy. The collectors bring the plastic. It is then sorted and subsequently processed into granulate. This is then sold to a manufacturing company which wants to use recycled materials for its products or packaging." Greiner and the representatives of *Plastic Bank* are well aware how serious the situation is, says Theresa Wieser, Marketing Manager at Greiner Packaging when opening one of the collection points: "We have committed to support the communities in the fight against plastic waste on a local basis. In the period spanning only May 2019 to February 2020, a total of 175 tonnes of plastic was fished out of the sea, exceeding expectations in absolute terms."