

SUSTAINABILITY REPORT

2024



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- ▼ In 2024, BHS Corrugated defined four key areas of action for sustainable development and consistently pursued the goals and measures defined therein during the same year.



01

The first area of action focuses on responsible corporate governance and the development a sustainable corporate culture. The focus here is on compliance and risk management.

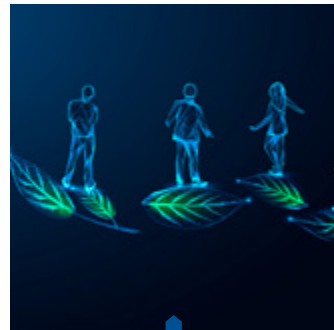
CORPORATE



03

The third area of action addresses the question of how BHS Corrugated can contribute to sustainable development today and in the future through its products, services, and business models. It also involves working closely with suppliers to build resilient supply chains.

TECHNOLOGY



02

The second area of action deals with environmental sustainability. It includes climate protection, the reduction of greenhouse gas emissions, and the responsible use of resources, energy, and water.

ENVIRONMENT



04

The fourth area of action focuses on social sustainability and places the people at BHS Corrugated at the center. The focus is on fair and attractive working conditions within the company and along the value chains. Safety and health are given the highest priority. In addition, equal opportunities and diversity are actively promoted.

PEOPLE



01

CORPORATE



FOREWORD

Dr. Thomas List – Group CFO



- ▼ On September 1, 2024, responsibility for sustainability was transferred from our Managing Director Christian Engel to our Group CFO and Leader of the Group Executive Committee, Dr. Thomas List. This organizational change means that sustainability is now even more closely integrated into the strategic and financial management of the company.

Dear Readers,

The world is undergoing profound change: climate change, resource scarcity, and the associated global challenges affect us all. At the same time, markets, supply chains, and working environments are changing at a rapid pace. For us at BHS Corrugated, this means taking responsibility and consistently developing our own business activities in line with ecological, social, and economic goals.

This third sustainability report highlights the progress made in recent years, the measures currently being implemented, and the areas in which further developments are planned. I am particularly pleased that we can now report significant progress for the third year in a row. But that is not enough for us – sustainability is not a side issue, but a central component of BHS Corrugated's future corporate strategy, innovative strength, and global responsibility.

As a global mechanical engineering company, BHS Corrugated supports the goals of the European Green Deal and the United Nations Sustainable Development Goals. Business processes and

Technologies are specifically designed to make an active contribution to a climate-neutral future. A key driver of this success is our employees, whose commitment and expertise form the basis for the company's sustainable approach. Equally crucial are partnerships along the entire value chain, which jointly drive change forward.

The following report provides a transparent insight into the measures, projects, and progress made by BHS Corrugated – from reducing environmental impact and fulfilling social responsibility to responsible and fair business practices. The aim is not only to present the current status, but also to highlight the long-term focus on sustainable and future-oriented corporate development.

Enjoy reading!

A handwritten signature in dark ink, reading "T. List".

Dr. Thomas List – Group CFO

▼ BHS Corrugated Maschinen- und Anlagenbau GmbH is a family-run company headquartered in Weiherhammer, Germany. With a 300-year history of success, BHS Corrugated is now one of the leading solution providers in the corrugated board industry.

A 300-YEAR SUCCESS STORY

The history of our company begins in 1717. In the early 18th century, Count Palatine Theodor Eustach founded an ironworks on the site where BHS Corrugated's headquarters are located today. On September 27, 1717, the blast furnace was completed, the first workers were hired, and the furnace was „fired up“.

The company BHS (Bayerische Berg-, Hütten- und Salzwerke AG) is founded. The Free State of Bavaria contributes state-owned companies, which were previously run as government agencies, to the new company in exchange for shares. Munich remains the company's headquarters and main administrative center. Until the middle of the 20th century, the focus was on the manufacture of castings for sewer, machine, and road construction.

A global structural change is imminent: the rise of the oil industry and the accompanying dawn of the plastics era were diminishing the future prospects of foundries. Paul Engel – father of today's managing directors Christian and Lars Engel and then sales manager at BHS AG – initiates a strategic change with his ideas. His proposal to invest in the development and design of machines for corrugated cardboard production convinced the management of the Bavarian state-owned company. Paul Engel became sales manager for the corrugated cardboard plant division and led BHS through the restructuring period.

Just one year later, the first corrugated cardboard plant was delivered to the company Stahl in Fleck/Lenggries. At that time, no one could have guessed that 60 years later, the new production area would occupy a leading position in global corrugated cardboard production.

Turbulent times are ahead, especially in the discussion about the strategic realignment of the company. Edmund Bradatsch (an engineer at BHS since 1969) and Paul Engel leave Bayerische Berg-, Hütten- und Salzwerke AG and found their own sales company, „BHS-Witron Vertriebs-GmbH (BWV)“. Both remain available in an advisory capacity.

The Free State of Bavaria sells the BHS plants to the VIAG Group, a conglomerate operating in the fields of energy production, the aluminum industry, trade, and transport. The BHS Group is incorporated into the VIAG subsidiary „SKW Trostberg“, a chemical company. The goal is to go public in the near future, but this is postponed several times. The reason for this is the economic failures of the BHS business division in Weiherhammer, which were anything but satisfactory from 1991 to 1993.

The future is at stake: either the Weiherhammer site will be closed immediately, or the „Corrugated Board Plant Engineering“ division will be bought out of the VIAG Group. Dr. Georg Obermaier, CEO of VIAG, personally asks Paul Engel about the latter option.

On August 1, 1993, a new course was set in Weiherhammer. The Engel and Bradatsch families joined forces to found BHS Corrugated Maschinen- und Anlagenbau GmbH. Even though the privatized BHS „Bayerische Berg-, Hütten- und Salzwerke AG“ has not existed since 1989, some of the successor companies continue to bear the abbreviation „BHS“ in their names. This is also the case with the new „BHS Corrugated Maschinen- und Anlagenbau GmbH“, whose name refers to the successful product corrugated cardboard, or „corrugated board“.

1717

1927

1960

1961

1989

1991

MAY 1993

AUGUST 1993



- Our market position is based on superior solutions for our customers. Our mission is to increase our customers' profitability in line with the European Green Deal guidelines. We develop digital technologies and business solutions based on our experience, our expertise in lifecycle services, and available data to increase the productivity of equipment in the corrugated board industry.

COMPANY MANAGEMENT

Management

„Inspiring our employees to peak performance“ – this is the motto under which Christian and Lars Engel are leading the long-established company BHS Corrugated into the future. Their common goal is to further expand market leadership and establish BHS Corrugated as a leading lifecycle company in the digital age.

Christian Engel
Spokesman of the Management Board
Christian Engel began his professional career at BHS Corrugated in 1994. From 1994 to 1995, he worked as Regional Sales Manager Asia at BWV GmbH in Weiden, Germany. From 1995 to 2000, he was a member of the management board at BHS Corrugated. Since 2000, he has held the position of management board spokesman.

Lars Engel
Management with a focus on „Strategic Customer Management“
Lars Engel has been with BHS Corrugated since 1996. From 1996 to 1999, he took on conceptual project tasks and contributed significantly to the development and expansion of the US division. He has been Managing Director of BHS Corrugated since 2000.

Group Executive Committee

BHS Corrugated's strategic decisions are made by the Group Executive Committee (GEC). This committee meets regularly to review the company's strategic direction and make key decisions.

Not only are strategic perspectives taken into account, but also current economic and political developments are discussed in detail.

A key instrument of the GEC is the 6-year plan, also known as „Futura.“ This serves as a master roadmap for achieving the mission and vision of BHS Corrugated. The focus is on developing strategies for the business units, shared services, and support units. In daily and monthly GEC meetings, the progress of the measures is monitored and adjusted as necessary.

The members of the GEC are nominated by Christian and Lars Engel with the aim of jointly developing BHS Corrugated. Individuals with special experience and expertise in the respective specialist areas are nominated.



Remuneration policy

The managing directors receive a base salary and a performance-related bonus. The Group Executive Committee receives a base salary and variable compensation, which consists of a short-term and a longterm Bonus. The targets set apply to the GEC as a whole.

Currently, these targets do not yet include any sustainability aspects. In the course of the future implementation of the EU Corporate Sustainability Reporting Directive (CSRD), sustainability targets will also be derived and integrated into corporate management.

Shareholders' Committee

The company has a four-member Shareholders' Committee. This includes four members of the management. Mr. Christian Engel is the chairman of the committee.

The arm's length principle is applied to avoid conflicts of interest. Compliance with this principle is monitored by the shareholders' committee.

*From left to right:
Günther Huber, Helmut Kraus,
Christian Engel, Lars Engel,
Dr. Thomas List, Markus Winkler,
Manfred Riedl, Harald Wittmann*

In 2024, the GEC consisted of the following individuals:

- Christian Engel**
Managing Director
- Lars Engel**
Managing Director
- Günther Huber**
Head of Business Unit Equipment
- Helmut Kraus**
Head of Business Unit Digital & Logistics
- Dr. Thomas List**
Group Chief Financial Officer
- Manfred Riedl**
Chief People Officer
- Christian Schneider**
Chief Operating Officer
- Markus Winkler**
Head of Business Unit Lifecycle & CEO EUMEA
- Harald Wittmann**
Chief Information Officer
- Christoph Helms**
Chief Technology Officer

DATA & FACTS

Internationalization is a lived practice at BHS Corrugated. The ability to have a global presence while also operating locally and close to customers is particularly important in the markets of the future. The diversity of international locations enriches corporate culture and opens up additional value creation potential. The principle of operating locally – both in service and sales – has proven its worth. Customers, employees, and the environment alike benefit from short distances and fast response times.

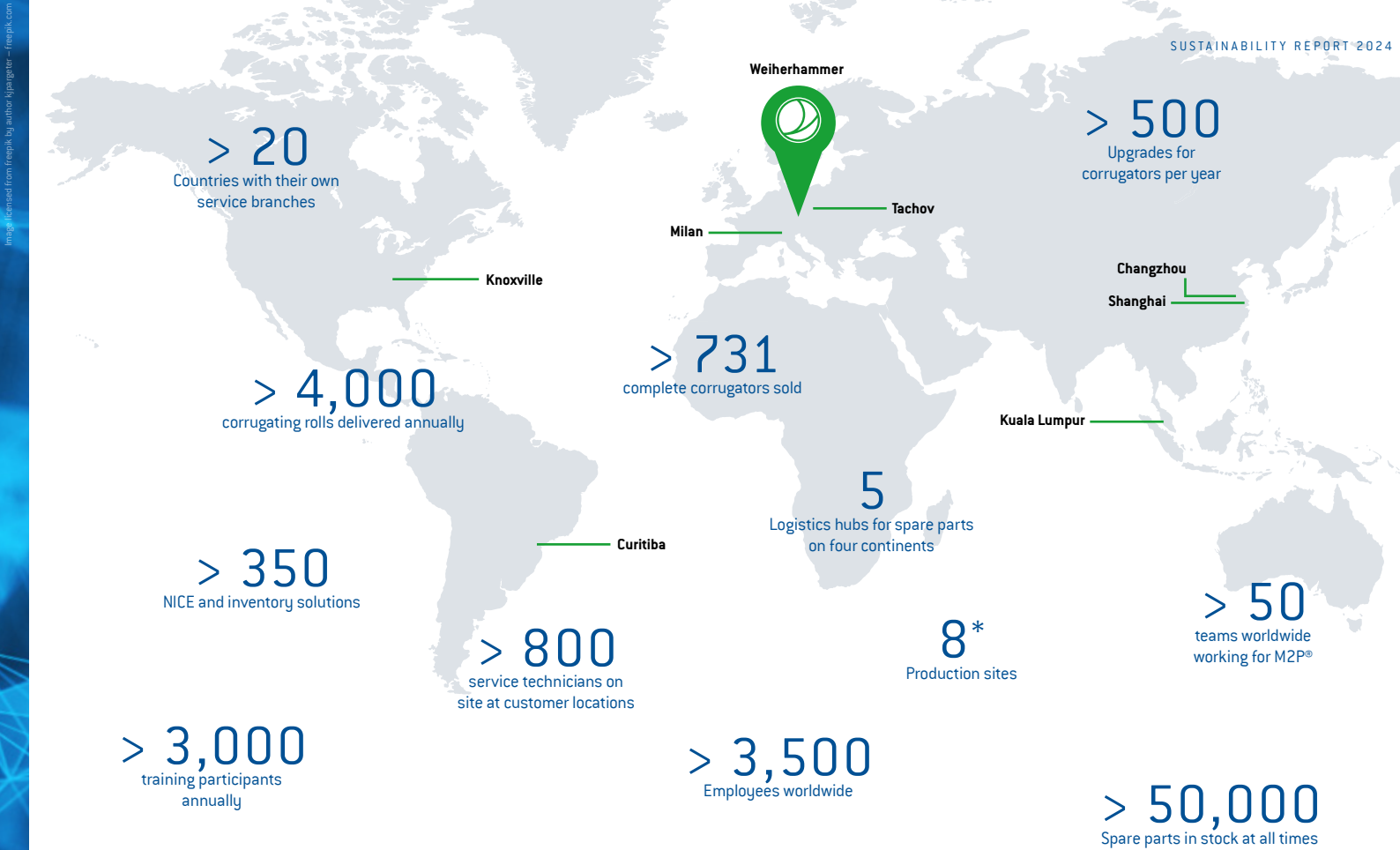
The company now employs more than 3,500 employees in over 20 countries worldwide and also has eight international production sites.

i One corrugator is installed every week.

BHS employees worldwide on site
(as of 2024)

Germany	1.548
China	560
USA	407
Czechia	185
Malaysia	33
Italy	24
Turkey	154
Brazil	133
Remaining	727
Total	3.771

i The entire surface area of the United Arab Emirates could be covered with the corrugated cardboard produced annually by all BHS corrugators.



**Two additional production facilities in India and Turkey are currently under construction (as of 2024). See also the chapter „Global Production Investments.“*



CORPORATE VALUES

„iBHS“

► At BHS Corrugated, we live by values that shape our daily actions. They form the foundation of our cooperation—both internally and externally—and drive us to create innovative solutions for our customers. Whether it's customer focus, innovation, cooperation, change, and responsibility for the environment and society – we consistently act in accordance with our principles to ensure sustainable success and trusting partnerships.

Customer focus

„Inspired by customers“

We are inspired by the challenges, expectations, and needs of our customers.

Through close cooperation, we develop future-oriented, innovative solutions of the highest quality. Satisfied customers are the most important measure of our success.

Innovation

„Innovative“

We are constantly developing new ideas and continuously improving.

With enthusiasm for new technologies and through continuous training, we are always one step ahead.

Our passion: identifying trends and implementing them successfully.

Interaction

„Interact“

We work together in intercultural teams to achieve our goals.

Respectful cooperation, open communication, and the global exchange of knowledge and resources are crucial for us.

Change

„Inspired by change“

We are keen for change. As an integral part of our daily work, we do not only redesign products, but also develop methods, processes, roles, and business areas.

We take responsibility for our decisions at all times.

Environment, social responsibility, and integrity

„Integrity, environmental and social responsibility“

We are committed to social and charitable projects and support the United Nations Sustainable Development Goals for a sustainable world.

We are a reliable partner that stands for ethical business practices and respects human rights.

This is how we create honest and trusting business relationships.

INTEGRITY AS THE COMPASS OF OUR ACTIONS

- Committed, responsible, cooperative, and transparent – these are the values that characterize BHS Corrugated and ensure our sustainable corporate success. On this basis, we stand for respectful cooperation, clear rules and open communication – across locations, cultures, and national borders. For us, integrity and reliability are not just buzzwords, but an attitude we live by in everything we do.

At BHS Corrugated, we understand compliance not merely as the fulfillment of legal requirements or industry standards, but as a fundamental commitment to integrity, responsibility, and transparency—both within our company and in our cooperation with our business partners and suppliers worldwide. This self-image is an integral part of our corporate culture and is reflected in our daily actions.

The management is expressly committed to maintaining and further developing our Compliance Management System (CMS) as a central component of responsible corporate governance. This system defines binding framework conditions for all Group companies and is intended to promote, safeguard, and continuously strengthen compliance with ethical values internationally.

Compliance is a dynamic process that is actively practiced at BHS Corrugated. Our aim is to identify risks at an early stage, minimize them effectively, prevent violations and, if they do occur, deal with them consistently and transparently. Learning from mistakes and taking responsibility is the basis for trusting cooperation with customers, suppliers, employees, and other stakeholders.

Our actions are based on internationally recognized standards, the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, and the principles of the UN Global Compact, which we joined in 2023. In this way, we are making an active contribution to a more social and ecological globalization.

Whistleblower system and complaint procedure

To strengthen integrity in all business processes, BHS Corrugated has established a comprehensive whistleblower system and complaint procedure. Employees, former employees, suppliers, customers, and third parties have the opportunity to report (suspected) violations of laws, internal guidelines, or our Code of Conduct confidentially or anonymously.

Confidentiality, identity protection, and protection against discrimination are our top priorities. Every report is carefully reviewed, transparently documented, and, where necessary, leads to appropriate measures or legal consequences. In addition, the information we receive helps us to continuously improve our processes and structures, both within our own company and along the supply chain.

Our publicly accessible procedures create a clear, transparent process for whistleblowers and those affected. In this way, we promote a culture of openness, prevention, and mutual trust. In 2024, two reports were received via the whistleblower system, prompting us to take appropriate internal precautions and initiate measures.

Code of Conduct

Our Code of Conduct forms the foundation of a living compliance culture. It provides clear guidance to all employees, particularly when dealing with corruption, bribery, gifts, conflicts of interest, and antitrust issues. Supplementary guidelines—for example, on

money laundering prevention—support the consistent implementation of these principles.

Effective January 1, 2024, the Codes of Conduct for employees, suppliers, and business partners were revised and adapted to the requirements of the Supply Chain Due Diligence Act (LkSG). The law obliges BHS Corrugated to comply with legally defined human rights and environmental standards throughout the entire supply chain. The strategy for respecting these standards is anchored in BHS Corrugated's policy statement and forms the basis for all internal and external business relationships. Regular training on general compliance topics and specific areas such as anti-corruption and money laundering raise awareness among our employees worldwide. Compliance begins at the management level, which actively exemplifies and promotes a culture of integrity and responsibility through its role model function.

Responsibility in the supply chain

For us, responsible conduct does not end at the company's boundaries. With our Code of Conduct for Suppliers and Business Partners, we set clear standards in terms of business ethics, human rights, environmental protection, working conditions, and anti-corruption. These standards are an integral part of our contractual relationships and are understood as the basis for partnership-based cooperation. The focus is on protecting the environment and health, respecting the rights of employees, and preventing human rights violations and corruption throughout the entire supply chain.

Human rights and risk management

Respect for human rights is a central component of our corporate responsibility. In addition to our policy statement on respect for human rights, we have established a systematic risk management system to identify and reduce human rights risks along the supply chain at an early stage. Regular risk analyses – especially in sensitive regions and industries – enable us to take appropriate preventive or mitigating measures. In this way, we make an active contribution to the protection of human rights and environmental standards – worldwide and in partnership.

Living responsibility – every day

At BHS Corrugated, compliance is not a rigid set of rules, but a living process that is supported and continuously developed by all employees. Integrity, respect, and responsibility shape our actions—within the company, in our cooperation with partners, and in society.

BHS Corrugated is the lifecycle company of the digital age.

XCEED THE FUTURE: THE FOUNDATION FOR THE NEXT 30 YEARS

► Our market position is based on superior solutions for our customers. Our mission is to increase our customers' profitability in line with global Green Deal guidelines.

We develop digital technologies and business solutions based on our experience, expertise in lifecycle services, and available data to increase the productivity of equipment in the corrugated board industry.

For BHS Corrugated, 2024 was a year of change, innovation, and setting the course for the future. It marked the beginning of a new chapter—the first year of the next 30 years. Since our founding in August 1993, we have established ourselves as a leading solution provider in the corrugated industry and are proud of three decades of success.

With a clear focus on innovation, customer orientation, and sustainability, we have used 2024 as a starting point to set new standards and guide the next generation into taking responsibility. This generation will accompany us into the future and drive new inventions and ideas forward. At the same time, we must not lose sight of the challenges of our time.

Our decentralized organization has proven to be a stroke of luck. Thanks to our global sales and production locations, we can respond flexibly to crises and maintain our supply chains. We will continue to expand this model: a new corrugating roll factory is being built in Pune, India, which will significantly increase our capacity and enable us to provide our local customers with the best possible support. We are also making great progress in Eskisehir, Turkey. We are strengthening our position in the region with state-of-the-art technology and highly automated processes. However, our most ambitious project is the construction of the world's most modern corrugating roll factory in Changzhou, China. At the same time, we are investing in the expansion of our sites in Tachov and Weiherhammer to meet rising

demand and address capacity and skills shortages. Our goal is not to keep up, but to lead—and thus ensure the competitiveness and future market leadership of the next generation of BHS Corrugated.

BHS Corrugated's values begin with customer focus and innovation. We believe that success is based on marketing and innovation. The rest of the organization must be managed properly and implemented efficiently. When we talk about innovation, we naturally also mean digital printing, where we have made enormous progress in 2024. At our headquarters in Weiherhammer, we invited numerous customers to experience our single-pass inkjet system, the BHS Jetliner Xceed (XC), live and produce real orders on their paper. The BHS Jetliner Xceed received outstanding feedback on print quality and performance, confirming our commitment to the highest standards and pioneering technologies.

Another major highlight was the further development of our Box Plant 2025, which is now a reality at one of our customers in China, where the ultra-modern solutions from our Box Plant portfolio are already in use. The final piece of the puzzle is the BHS Jetliner Color digital printing press, which meets the requirements of both the Asian and global markets.

In addition, we have developed digital and AI-driven tools to improve service response times and increase the predictability of our customers' service needs. We also place great importance on the longevity and

performance of our machines. A key component is the optimization of WOC (tungsten carbide) coating for corrugating rolls to prevent wear. All of this serves to fulfill our promise from our vision and mission: to increase our customers' profitability in the digital decade.

Our technological advances are only as strong as the people who drive them forward. That is why we have also focused on the development of our employees—because they are the key to our success. The targeted development of our specialists and managers, as well as a comprehensive cultural analysis, form the basis for the characteristics of an attractive, modern, and dynamic employer of the future.

A modern working environment plays a central role in this. We integrate this into the „S“ of our global ESG initiative. Our US headquarters in Charlotte shows what a future-oriented work culture can look like. In an inspiring, ‚Googlish‘ office atmosphere, creative work environments foster collaboration and productivity. Our team has developed innovative strategies to further optimize the customer experience—an excellent example of what is possible when passion and team spirit meet clear goals.

▼ Our vision and mission statement:

BHS Corrugated is the lifecycle company in the digital age. Our market position is based on first-class solutions for our customers. Our mission is to increase our customers' profitability in line with global Green Deal guidelines. We develop digital technologies and business solutions based on our experience, our expertise in lifecycle services, and the available data to increase the productivity of corrugators.

SUSTAINABILITY MANAGEMENT

Sustainability as a key area of action

Sustainability is a key issue that affects all areas of our company and is increasingly becoming a decisive factor in the future success of the BHS Group. In order to strategically promote sustainable development and enable effective cross-departmental collaboration, an organizational structure has been created that allows all sustainability issues to be centrally bundled and specifically managed. This structure serves as the first point of contact for all employees who have questions or suggestions regarding sustainability and ensures coordinated, company-wide implementation. Close cooperation with experts enables clear goals to be set and their implementation to be efficiently monitored.

The Environmental Social Governance (ESG) team acts as a central interface between the various divisions and focuses on the three core areas of environment, social issues, and sustainable corporate governance. In the area of the environment, the focus is particularly on energy management, innovation and development, and manufacturing. Social issues are addressed in close cooperation with human resources management, health management, and the foundations. In the area of sustainable corporate management, the Corporate Governance department and the Compliance Office have been firmly established for many years. In order to better understand the needs of our customers, close coordination with Sales is an essential part of our sustainability strategy. In view of the increasing importance of sustainability in global supply chains, close cooperation with Purchasing is becoming increasingly relevant.

All ESG issues were reported directly to our Managing Director, Mr. Christian Engel, in 2024 and, from September 1, 2024, to our Group CFO and Leader of the Group Executive Committee, Dr. Thomas List, underscoring the strategic relevance of the issue at the highest level of the company.

Responsibility of management

The BHS Group sees sustainability as a strategic management task and has anchored it clearly within its organizational structure. The Group Executive Committee actively supports and is firmly committed to this understanding of sustainability. Responsibility for the three classic pillars of sustainability—ecology, social issues, and governance—is clearly allocated across the respective key areas of the company. The Corporate Sustainability department is responsible for ecological aspects, while social issues are primarily handled by the Human Resources department. Risk management and compliance are deeply embedded in the Corporate Governance department. In the reporting year, Corporate Sustainability focused on expanding voluntary sustainability reporting and preparing to meet the legal requirements of the Corporate Sustainability Reporting Directive (CSRD). At the same time, the focus was on implementing the BHS climate strategy and improving ESG rating results. The calculation of the corporate carbon footprint was also significantly expanded in 2024 in order to create a sound basis for future reduction measures.

BHS Corrugated understands sustainability as a crossfunctional task that affects all departments. Ecological, economic, and social aspects are

systematically integrated into existing processes so that sustainability is not treated as an isolated issue but is practiced as part of everyday activities. The success of this strategy depends crucially on the active involvement of all departments and, in particular, the subsidiaries within the BHS Group. Sustainability is therefore managed centrally and implemented decentrally in order to combine strategic control and operational implementation in the best possible way.

The foundation of sustainability management

This understanding of sustainability is built on a broad foundation supported by many years of experience and established systems. Since 2014, BHS Corrugated has had an ISO 50001-certified energy management system in place at its headquarters in Weiherhammer. The goal was to conserve resources, use energy efficiently, and systematically identify and minimize environmental impacts. In addition to meeting regulatory requirements, this led to a stronger reputation and measurable competitive advantages. In addition, a quality management system in accordance with ISO 9001 has been in place for many years. Particularly noteworthy is the ISO 14001-certified environmental management system at the production site in Shanghai, which is supplemented by an occupational health and safety management system in accordance with ISO 45001. These certifications underscore BHS Corrugated's long-term commitment to environmentally friendly and responsible business practices.

In addition to these established management systems, there are numerous departments and committees within the company that have been successfully

addressing specific aspects of sustainability for years. Examples include the BHS Academy, Product and Occupational Safety, Legal & Compliance, Corporate Health Management, the OKR Team, the Digital Workplace Competence Center, the New Work Team, and Idea Management. For many years, their activities have contributed to the continuous improvement of the company's ecological, economic, and social sustainability.

On this basis, BHS Corrugated's sustainability management is strategically and operationally anchored on a solid foundation. This strong starting position enables the company to meet the requirements of a changing regulatory landscape, pursue its own ambitious climate targets, and further expand sustainability as an integral part of its corporate culture.



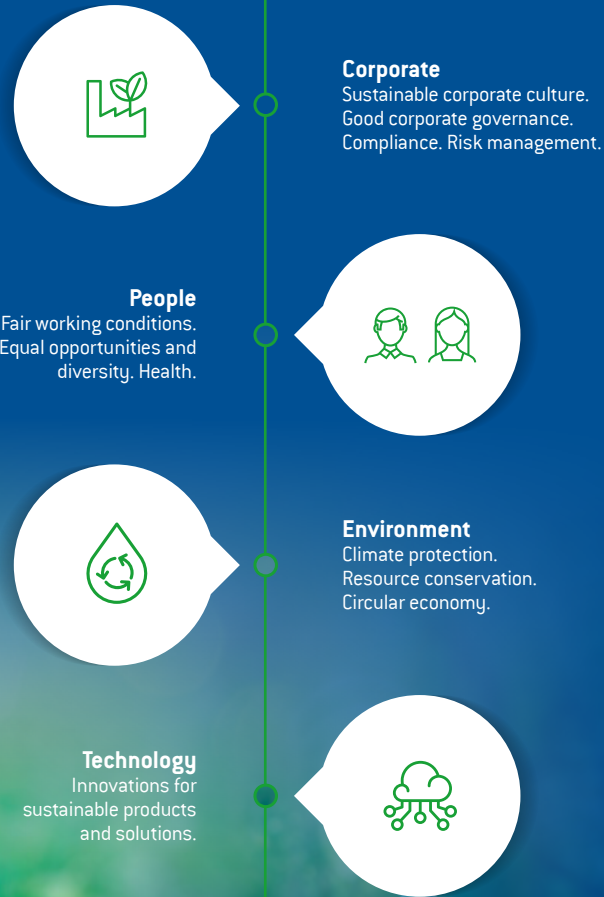
02

ENVIRONMENT



▼ A central component and starting point of BHS's sustainability strategy are the company's climate targets and overarching climate strategy. BHS Corrugated pursues a clear goal to operate its main site in Weiherhammer in a CO2-neutral manner by 2035. This project covers all emissions in accordance with Scope 1 and Scope 2 of the Greenhouse Gas Protocol and represents an important milestone on the path to more sustainable and future-oriented production. BHS Corrugated is thus sending a clear signal for responsible action and long-term climate protection in the industrial environment.

SUSTAINABILITY STRATEGY AND MATERIALITY ANALYSIS



Since sustainability extends far beyond the aspect of climate protection, BHS Corrugated conducted a comprehensive materiality analysis to identify those sustainability issues that are particularly relevant from the perspective of internal and external stakeholders. The analysis was largely based on the United Nations Sustainable Development Goals (SDGs) and the principles of the UN Global Compact.

In 2024, the first targeted steps were taken to meet the requirements of the Corporate Sustainability Reporting Directive (CSRD). A central element of this new directive is the principle of double materiality, which considers both the impact of corporate activities on the environment and society as well as the financial impact of sustainability-related issues affecting the company itself. This approach forms the basis for BHS Corrugated's future-oriented and holistic sustainability strategy, which balances ecological, social, and economic dimensions.

To capture the different perspectives of our stakeholders, BHS Corrugated used various formats such as workshops, digital surveys, and personal interviews. These methods enabled us to gain a comprehensive picture of the issues relevant to our stakeholders.

In workshops with the Group Executive Committee, key areas for action were identified from their perspective, including the expansion of renewable energies as well as promoting diversity in junior management. The United

Nations Sustainable Development Goals (SDGs) served as a basis for evaluating the relevance of these topics for BHS Corrugated.

The analysis showed that the identified topics can be divided into two perspectives: an internal perspective that focuses on company-related aspects and a product-related perspective that focuses on the sustainability impact of our products. This dichotomy was also confirmed in the survey of other stakeholders. While stakeholders directly related to our activities expressed different expectations than those who use our products, both groups reflect a common concern for the environment.

In a digital survey, our employees had the opportunity to rate the relevance of various topics. The results showed that social issues and the protection of the immediate environment are particularly important. Labor and human rights, occupational safety and health protection, equal opportunities, and training and continuing education were highlighted as significant topics.

For our business partners, especially customers and suppliers, the focus is more on environmental aspects. In one-on-one discussions, resource efficiency, circular economy, and material savings were identified as key issues. Findings from previous dialogues, specialist studies, and media analyses were also included in the assessment.

Overall, the materiality analysis highlighted the following key areas:

- Internal perspective: Working conditions, education and training, social engagement, and protection of the immediate environment.
- Product-related perspective: Resource efficiency (including resource conservation and waste prevention) and product responsibility (such as circular economy and the use of sustainable materials).

Cooperation with partners also plays a central role in both areas.

Based on these findings, concrete goals and measures are currently being defined in order to fulfill our responsibility.

We pursue an approach of continuous improvement and consistently adapt our business strategy to new requirements and expectations.

We see materiality analysis as a dynamic process that enables us to respond flexibly to changes in the business environment while strengthening our contribution to sustainable and responsible corporate development.



▼ In 2015, the United Nations adopted the 2030 Agenda for Sustainable Development, which comprises 17 Sustainable Development Goals (SDGs). These goals are intended to enable a dignified life worldwide while protecting the natural foundations of life for future generations. The SDGs are closely interlinked and form an overarching framework for peace, prosperity, and the preservation of our planet. They provide guidance for companies and societies to align their strategies and activities with sustainable development and thus contribute to the implementation of the 2030 Agenda.



SUSTAINABLE DEVELOPMENT GOALS

The BHS Group has carefully examined the significance of the Sustainable Development Goals (SDGs) for its business and determined that it can actively contribute to nine of these goals. These nine SDGs form the foundation of our sustainability strategy. Through responsible corporate action, BHS Corrugated strives to develop the company in an ecologically, socially, and economically sustainable manner over the long term—thus creating a world worth living in for future generations.

The BHS Group's sustainability strategy is based on the following United Nations sustainability goals:



SDG 3: Good Health and Well-Being

BHS Corrugated places the highest value on the health and safety of both its own employees and those in its supply chain. This includes machine safety measures that ensure the physical well-being of employees throughout the entire value chain, as well as internal initiatives in the areas of occupational safety and corporate health management.



SDG 4: Quality education

„Education is like a corrugating roll – the more you learn, the more structure you create!“ With the BHS Academy, BHS Corrugated is actively committed to training young professionals, promoting global knowledge exchange within the group of companies, and supporting educational projects in Laos through the „Angels for Children“ foundation. Our employees benefit from intensive training, and customers also receive comprehensive training.



SDG 7: Affordable and clean energy

BHS Corrugated attaches great importance to the energy efficiency of its products and the use of green electricity in its own business processes. Our main site in Weiherhammer already uses 100% green electricity. Our goal is to continuously increase the share of renewable energies within the entire BHS Group.



SDG 8: Decent work and economic growth

BHS Corrugated is committed to fair working conditions – both within the company and throughout the entire supply chain. With its high-quality system solutions and corrugators, the company supports efficient production processes and creates valuable jobs for its customers. At the same time, BHS Corrugated promotes technological and economic development in the region through the Lars and Christian Engel (LUCE) Foundation.



SDG 9: Industry, Innovation, and Infrastructure

Innovation is a core value at BHS Corrugated (see also the section „Corporate Values: iBHS“). Continuous technical development is an important foundation for ensuring the long-term stability of the company. We rely on close cooperation with specialized partners to ensure that our products always reflect the latest state of the art.



SDG 10: Reduced Inequalities

BHS Corrugated is actively committed to equal opportunities and creates opportunities for all people—regardless of gender, nationality, ethnic origin, or other personal characteristics. We consider inclusive and fair cooperation with all BHS companies and partners to be crucial for the sustainable development of our company.



SDG 12: Responsible consumption and production

BHS Corrugated acts as a lifecycle partner for its customers: With high-quality corrugated board systems and targeted system upgrades and updates, we increase resource efficiency, extend system lifecycles, and thus contribute to more sustainable production processes.



SDG 13: Climate action

The BHS Group actively contributes to climate protection by developing energy-efficient corrugators, using green electricity in its own business processes, and continuously implementing measures to reduce CO2 emissions along the entire value chain. In this way, we promote sustainable production and strengthen responsible action toward the climate.



SDG 17: Partnerships for the goals

BHS Corrugated emphasizes the importance of close cooperation along the entire value chain and with all relevant stakeholders in order to achieve sustainability goals. This includes not only joint climate protection measures, but also responsibility in areas such as human rights, corruption prevention, bribery, and equal opportunities.

As a manufacturing engineering company, we have high daily energy requirements. To achieve our goal of climate neutrality, we are focusing on significantly reducing our energy consumption through targeted efficiency measures and gradually converting our energy supply to renewable sources.

SCOPE 1 AND 2

Our roadmap to climate neutrality

The development of our climate strategy began with the initial preparation of a climate balance sheet for Scopes 1 and 2 at our headquarters in Weiherhammer, Germany. This was based on data collected on the energy sources used in the base year 2022, which was then subjected to a plausibility check. Based on this, emissions were calculated and the main CO2 drivers were identified.

In 2023, the balance sheet framework was expanded to include additional selected BHS locations. For the 2024 reporting year, Scope 1 and 2 emissions were included for the first time. 2024, Scope 1 and 2 emissions of all BHS units were fully recorded and evaluated.

When this report refers to CO2, it always means CO2 equivalents. To enhance readability, the notation CO2e is not used.

Key potential areas for reducing emissions were identified through expert interviews with stakeholders and comparisons of KPIs. These findings are directly incorporated into the BHS climate strategy. It shows how BHS Corrugated will achieve its climate targets and, in addition, gradually expand its contribution to environmental sustainability by 2035.

Emissions in t CO ₂	2022 ¹	2023 ²	2024
Scope 1	1.643	3.655	4.870
Scope 2 (market-based)	0	6.016	7.460
Scope 2 (location-based)	4.775	10.499	11.467

Emissions by energy source

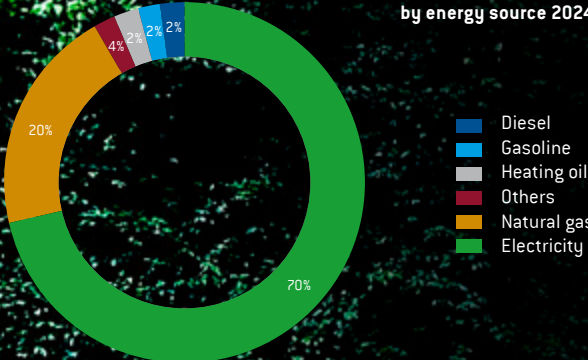
Emissions in t CO ₂	2022 ¹	2023 ²	2024
Electricity	0	6.016	11.467
Heating oil	0	62	383
Natural gas	1.208	2.591	3.264
Other ³	156	441	568
Gasoline	75	147	393
Diesel	204	414	263

1 In 2022, only Scope 1 and 2 emissions from the main site in Weiherhammer were accounted for.

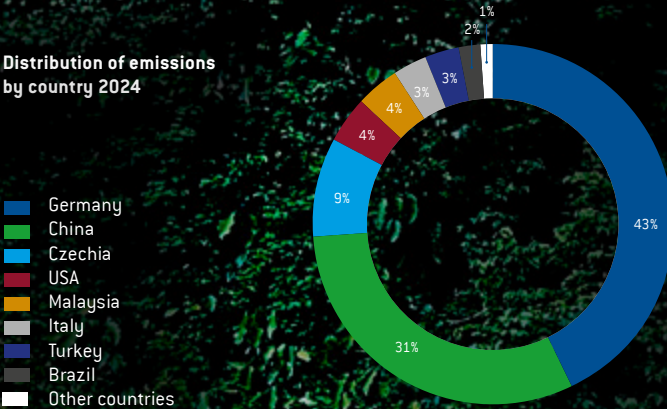
2 In 2023, only Scope 1 and 2 emissions from the main site in Weiherhammer and the sites in Tachov, Czech Republic; Knoxville, USA; Shanghai, China; and Pune, India, were accounted for.

3 „Other“ includes the values for argon-CO2mixture, ethyne, carbon dioxide, and various refrigerants.

Distribution of emissions by energy source 2024



Distribution of emissions by country 2024



Transformation concept for our headquarters – Blueprint for the future

In collaboration with an external institute, BHS Corrugated has developed a transformation concept for reducing CO2 emissions at its headqaurters in Weiherhammer, Germany. The concept is based on the reference year 2021 and uses five key levers to effectively reduce emissions. It is a static roadmap that deliberately does not reflect future growth. The transformation concept serves as a best practice example and will be gradually rolled out to all other locations.

Energy efficiency

BHS Corrugated has been continuously investing in increasing the energy efficiency of its buildings for years. This includes renovations and improved insulation of facades, roofs, and windows, as well as the comprehensive conversion to LED lighting.

Further renovations will be implemented in the future. When constructing new buildings at its global locations, BHS Corrugated attaches particular importance to modern, energy-efficient building technology.

Leaks in the compressed air system in the production halls are systematically identified and repaired. In addition, numerous heat recovery systems are being installed—for example, in the exhaust air system and the compressor station. Air purification systems and filter systems are gradually being replaced by more efficient models. In the future, the central heat supply is also to be hybrid and based on renewable energies.

Renewable energies

In 2022, BHS Corrugated began installing a photovoltaic (PV) system for generating renewable energy at its headquarters. The system, with a total output of 5,115 kWp was completed in 2024. However, due to delays in the approval process on the part of the grid operator, it could not be commissioned in the same year. A further expansion of an additional 5,800 kWp is already planned. Once all measures have been completed and the system has been finally commissioned, the entire PV system is expected to generate around 10,910 MWh of electricity per year. Own consumption at the Weiherhammer site is expected to amount to around 4,430 MWh, covering around 41% of annual electricity requirements – corresponding to a selfsufficiency level of around 40%. This is to be further increased in the future through the planned installation of a battery storage system. Photovoltaic systems will also be integrated into our new buildings in India and Turkey from the outset in order to expand the use of renewable energies worldwide.

Green electricity

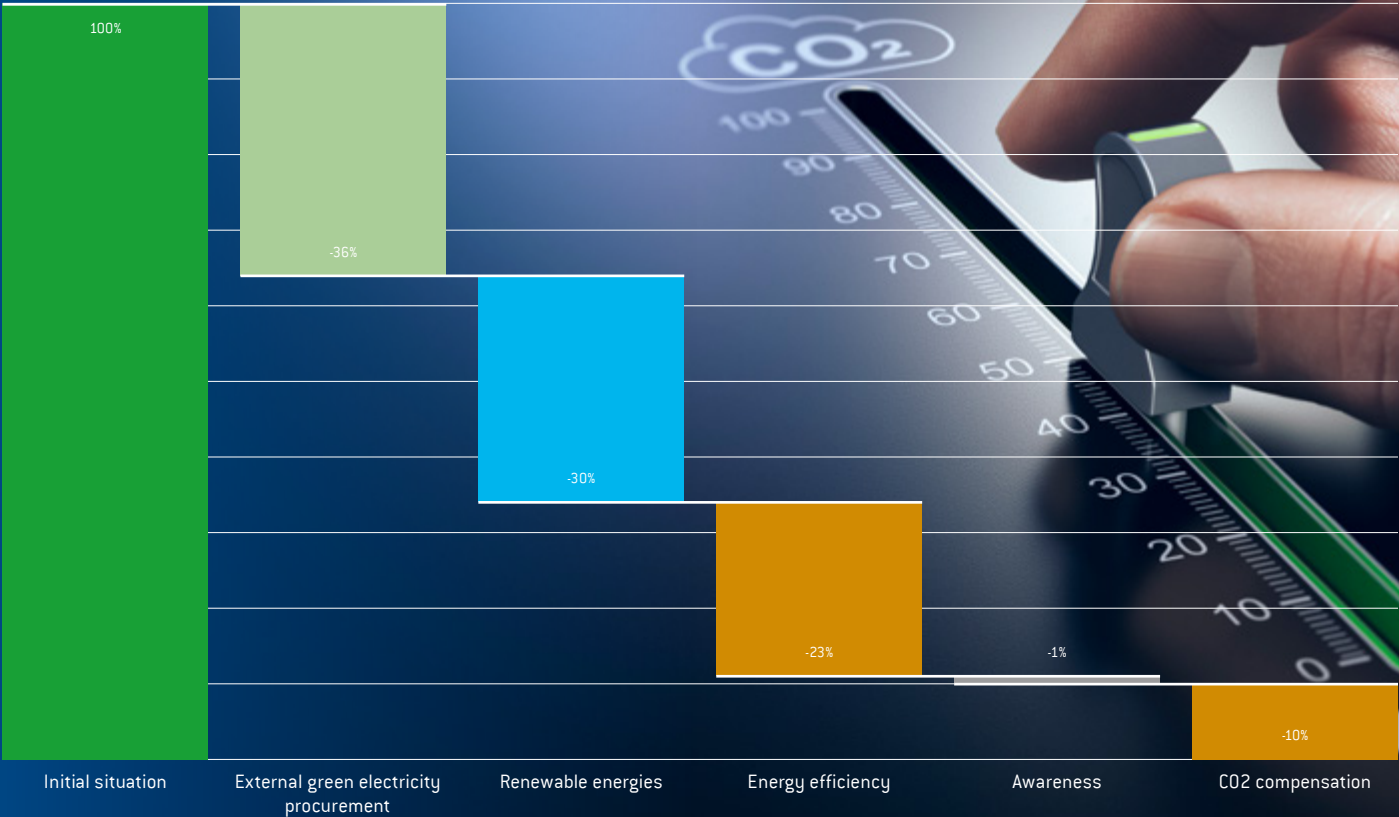
Since 2022, BHS Corrugated has been sourcing exclusively green electricity from renewable energy sources at its headquarters in Weiherhammer, Germany. The aim is to keep energy and resource consumption as low as possible and to offset unavoidable greenhouse gas emissions associated with energy procurement as far as possible. By purchasing certified green electricity, no Scope 2 emissions are caused by purchased electricity, in accordance with the market-based approach of the Greenhouse Gas Protocol [GHG Protocol]. According to the location-based approach, emissions in 2022 would

amount to around 4,007 tons of CO2e. As a result, these emissions were entirely avoided.

Employee awareness

A key success factor for reducing CO2emissions at BHS Corrugated is employee awareness and commitment. Information and awareness-raising measures actively involve all employees in the company’s sustainability strategy. Regular training courses, internal communication campaigns, and topic-specific workshops promote understanding of energy-efficient behavior in everyday working life—for example, in the use of machines, lighting, heating, or business trips. In addition, employees are encouraged to contribute their own ideas for reducing emissions and to participate in improvement projects. This active involvement helps to firmly anchor sustainable thinking and action in the corporate culture. This creates a shared awareness that climate protection is not only significantly influenced by technical measures, but also by the daily behavior of each individual. Our 12 EV charging stations (24 charging points) installed in 2022 continue to be available to our employees free of charge. They serve as an incentive to use electric vehicles and promote e-mobility within the company. The impact of this offer is clear: utilization and demand for the charging stations have continued to increase in recent months, and more and more employees are taking advantage of the opportunity to charge their electric vehicles in a climate-friendly way with green electricity.

The roadmap to climate neutrality in Scope 1 and 2



▼ In the 2024 reporting year, the analysis and accounting of indirect emissions along our upstream and downstream value chain continued to gain in importance. Scope 3 emissions include all greenhouse gas emissions that arise outside our direct sphere of influence but are related to our business activities. This ranges from the extraction and processing of purchased materials and transport logistics to the use and end-of-life phase of our machines and systems.

SCOPE 3

Scope 3: From piloting to systematization

In 2023, all relevant Scope 3 categories were identified and accounted for at the Weiherhammer headquarters for the first time. We will build on this preliminary work in 2024 and continue to collect data with increasing detail. The focus will remain on our headquarters, as the prerequisites for group-wide recording must first be created. These include targeted training measures for employees in our international branches and subsidiaries, as well as technical improvements in system connectivity, data quality, and automated reporting. Only with a more reliable database will it be possible to record Scope 3 data across the entire group in the future.

There are no activities relevant to the balance sheet for categories 3.10 „Further processing of goods sold“ and 3.14 „Franchise“, which is why these were not considered in the reporting year.

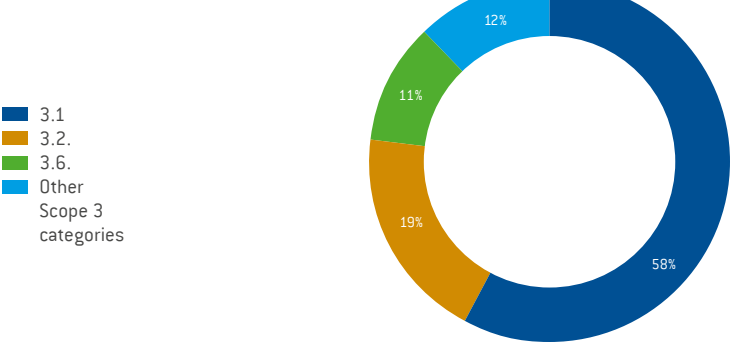
There are special considerations for category 3.11, „Use phase of sold products“. Our corrugators and machines have a service life of up to 30 years, and in some cases even longer. During their operating phase, they are subject to widely varying operating conditions around the world. Production intensity, process management, maintenance status, and the respective local energy mix influence energy consumption.

Many of our plants are also resold after their initial use and thus enter a second phase of use. Reliable, standardized usage data is currently not available, and realistic estimates would entail disproportionate efforts. For this reason, there is still no quantitative accounting of emissions from the usage phase. The benchmark is FEFCO's 2022 Product Carbon Footprint of 491 kg CO2 per net saleable tonne of corrugated board.

At the end of our products' life cycle, we assume that around 90 percent of the machines will be recycled and that the steel and iron they contain will be completely reused in new products. Our system boundary is set at the waste disposal company, so that emissions from downstream processing and production processes are attributed to the manufacture of new steel products. Despite existing data gaps, we are already working to further strengthen energy efficiency and resource conservation. Digital machine connections and standardized performance profiles will enable a more precise assessment of the usage phase in the future. At the same time, we are continuously developing our products toward an even lower-emission and performance-optimized future for our customers.

1 The calculation of emissions for Scope 3.4 Transport & Distribution – upstream for the year 2023 has been adjusted. Instead of the tank-to-wheels emissions used previously, well-to-wheels emissions are now taken into account, as these are preferred according to the recommendations of the GHG Protocol. This means that upstream emissions are mapped more comprehensively and methodologically consistently.

Distribution of Scope 3 emissions in 2024



Emissions in t CO ₂	2022	2023	2024
3.1 Purchased products & services	/	68683	27.280
3.2 Capital goods	/	8217	9.110
3.3 Fuel & energy-related activities	/	1080	1.121
3.4 Transportation & distribution - upstream	/	193 ¹	257
3.5 Waste from own facilities	/	1124	1.294
3.6 Business trips	/	2568	5.337
3.7 Employee commuting	/	522	589
3.8 Leased property, plant, and equipment – excluding vehicles	/	443	232
3.9 Transport & distribution – downstream	/	3342	2.106
3.12 Handling of sold products at the end of their life cycle	/	157	65
3.13 Leased property, plant, and equipment	/	28	0
3.15 Investments	/	41	127
Scope-3-Emissions	/	86398	47519

▼ As part of our sustainability strategy, we focus on innovative solutions for reducing emissions in logistics. In 2024, BHS Corrugated Maschinen- und Anlagenbau GmbH, Corr24 GmbH, and BHS Intralogistics GmbH utilized the DHL GoGreen Plus program to significantly reduce the carbon footprint of their air transport. The reduction was achieved through the use of Sustainable Aviation Fuel (SAF) obtained from used cooking oil (UCO) and certified according to ISCC Plus and ISCC EU.

CONTRIBUTION TO EMISSION REDUCTION IN AIR TRANSPORT

Total savings:
3.05 tons of CO₂e through the use of SAF as part of the DHL GoGreen Plus program.

- Technology and verification**
- SAF producers: AirBP and Neste
 - Process: Co-processing or HEFA (Hydro-treated Esters and Fatty Acids)
 - Certification: ISCC Plus / ISCC EU
 - Verification body: SGS (Société Générale de Surveillance)
 - Locations: LEJ (Leipzig), IOG

The emission reductions were achieved through an inseting model, in which investments flow directly into the supply chain. This enables a creditable CO₂ reduction in accordance with the requirements of CO₂ reporting obligations.

Summary of savings in 2024

Company	Transport volume (tkm)	Emissions Standard (t CO ₂ e)	Emissions GoGreen Plus (t CO ₂ e)	Reduction (t CO ₂ e)	Reduction (%)
BHS Corrugated Maschinen- und Anlagenbau GmbH	18.069	12	9	2	19%
Corr24 GmbH	57	57	5	51	91%
BHS Intralogistics GmbH	2.866	1,7	0,9	0,8	45%

SUSTAINABILITY HIGHLIGHTS

➤ For BHS Corrugated, 2024 was marked by technological innovations for more sustainable production. We are driving forward changes that reduce our carbon footprint, save energy, and conserve resources. With projects such as the introduction of the MEMV® process, we are demonstrating that sustainability stems from bold ideas that strengthen both the environment and businesses.



MEMV®-process

Rising energy prices and stricter requirements for energy efficiency and CO2 reduction demand innovative solutions in manufacturing. A current project by our engineering department, implemented jointly with the Weiherhammer and Tachov production sites, convincingly demonstrates that economic and ecological goals reinforce each other at BHS Corrugated. In the future, we will be using the MEMV® process (metal stress relief using vibration) to relieve stress in metal components. This technology replaces the previous stress relief annealing process, an energy-intensive thermal process with long throughput times and additional logistics costs due to external processing.

The introduction of MEMV® brings several advantages:

- Significant reduction in energy consumption, CO2 emissions, and manufacturing costs
- Reduced throughput times and integrated processing in the factory
- Avoiding additional transport routes

The positive results of extensive trials led to the process being put into operation at both sites in May 2024. The results are impressive:

Our annual savings balance

- of around 149 tons of CO2 (corresponds to the combustion of approximately 55,000 liters heating oil)
- around 304,000 kWh of electricity (equivalent to the annual consumption of 85 singlefamily homes)
- around 3,000 liters of diesel (completely saved by eliminating external transport)

This project is a powerful example of how technical innovation contributes to sustainable production while strengthening our competitiveness.

Moving forward together – BHS Corrugated is part of the PENDLA carpooling service

As part of our sustainability strategy, we have taken another step toward environmentally friendly mobility: BHS Corrugated is now a member of the sustainable carpooling service PENDLA. With PENDLA, we actively promote the principle of car sharing among our employees.

The system enables colleagues to form carpools to work – in a simple, safe, and intuitive way. This not only reduces CO2 emissions by reducing the number of individual trips, but also strengthens the sense of community and alleviates the parking situation at our locations.

Ecological and social advantages of PENDLA:

- Reduction in traffic volume: Fewer cars on the road mean fewer emissions and a positive contribution to climate protection.
- Cost savings for employees: Fuel and maintenance costs can be significantly reduced by carpooling.
- Promotion of team spirit: Carpooling brings people together – across departments and locations.
- Integration into our mobility concept: PENDLA complements existing offers such as (e-)bike leasing and free EV charging stations.

With the introduction of PENDLA, we are taking another step in demonstrating about our responsibility towards the environment and society and underlining our commitment to sustainable corporate management.



Commitment to climate protection through tree planting campaigns in the N.O.W. e. V. nature park

In 2023, a total of 500 improvement suggestions were submitted as part of the idea management program at BHS Corrugated. For each of these valuable ideas, the company donated €6 to the Northern Upper Palatinate Forest Nature Park (N.O.W.) e. V. – enough to finance a tree, including maintenance. This resulted in a total of €3,000 and 500 tree seedlings.

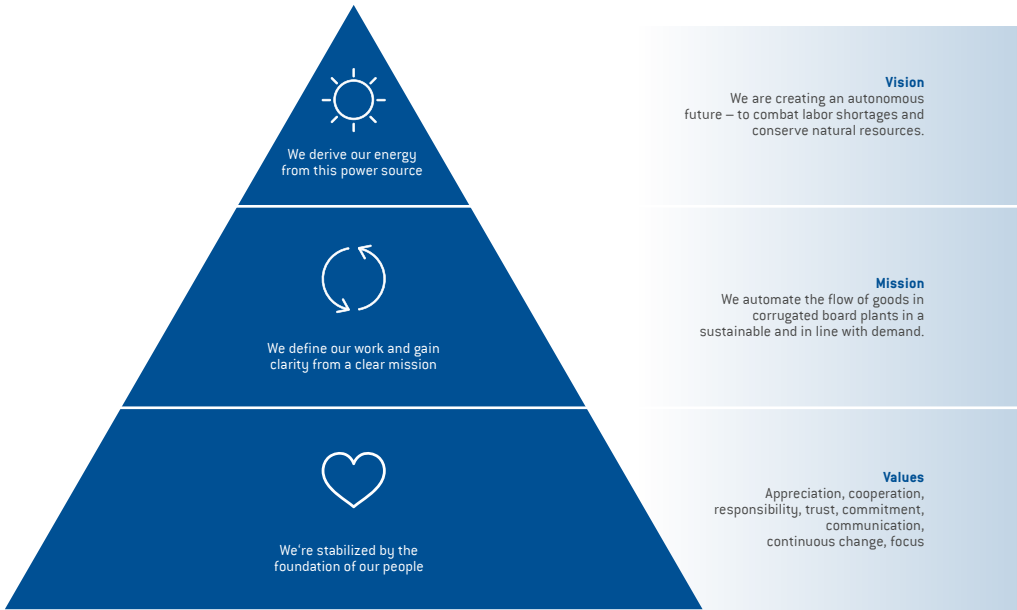
This donation laid the foundation for a long-term reforestation project on a 1.35-hectare forest area in Grafenwöhr, Germany. The initiative is part of a comprehensive forest conversion project that is transforming the ecologically unstable monoculture pine forest into a stable, climate-resilient mixed forest. In addition to native tree species such as oak and red beech, robust species from warmer climates (including Lebanese cedar and Atlas cedar) were also introduced to strengthen the forest for the future. Scientific support and planting plans were provided by Naturpark N.O.W. e. V. and the Eschenbach forest district.

The highlight of the project was the tree planting campaign on November 23, 2024, in which BHS Corrugated employees and their families took part. Despite adverse weather conditions, a total of 5,000 trees were planted on this day. BHS Corrugated not only participated as the main sponsor, but also actively on site – as a visible sign of commitment and responsibility towards future generations. With strong partners and energetic commitment, we are making a long-term contribution to CO2 sequestration and strengthening regional biodiversity: up to 275 tons of additional CO2 absorption per hectare will be made possible by the

forest conversion, for decades to come. Together, we are thinking ahead: „Think beyond sustainability“.

Highlights from our global subsidiaries

There were also some special highlights in terms of sustainability at BHS branches around the world.



BHS Intralogistics:

New corporate mission statement

The leadership team has revised the corporate mission statement and rewritten it with the help and input of the operational leaders.

BHS North America:

More efficient and sustainable grinding process thanks to new technology

As part of our ongoing efforts to increase energy efficiency and sustainability in our production processes, an old SMTW grinding machine at our US site has been replaced with a modern, energy-saving Danobat grinding system.

The processing time for an AF-P printing roller has been reduced from around 24 hours – spread over three 8-hour shifts – to just 4 to 6 hours. This significant time saving not only increases productivity, but also significantly reduces energy consumption during the grinding process.

By using modern, efficient technology, we are sending a clear signal for sustainable production processes. This measure underscores our commitment to conserving resources, reducing costs, and continuously improving our ecological footprint...

LED replacement reduces power consumption by 54%

As part of an ongoing project, all lighting fixtures at our US site are currently being converted to LED technology. Progress is already at around 85%. A total of 498 light sources are installed in the workshop. The old 54-watt fluorescent tubes are being replaced by modern 25-watt LEDs. This results in energy savings of around 54%. With approximately 468 operating hours per year, this corresponds to annual savings of approximately 6,758



kWh. The switch to LED lighting not only helps to reduce energy costs, but also underlines the company's commitment to sustainable and future-oriented business practices.

Recovery of tungsten

At BHS North America, we place great importance on the sustainable recovery of tungsten from our production processes. Tungsten powder produced during the coating of rollers can accumulate as dust or mix with polishing materials. This valuable dust is collected and stored safely in labeled containers so that it can be recycled properly.

The collected materials are forwarded to specialized recycling partners. There, they undergo careful processing, during which the dust is filtered and the tungsten is recovered in a controlled chemical process. The result is high-quality tungsten powder that can be reintroduced into the production cycle.

Sustainability impact

This process reduces the need for primary raw materials, minimizes waste, and prevents the release of potentially harmful substances into the environment. At the same time, it ensures that all materials are handled properly and safely.

By recovering tungsten, BHS Knoxville demonstrates how raw materials and waste can be handled responsibly. The system combines efficiency, safety, and environmental protection and is an integral part of our comprehensive environmental strategy.

BHS South America:

Sustainable mobility

In line with its sustainability and innovation strategy, BHS South America installed a charging station for electric vehicles in the company car park in 2024. This means, alongside the headquarters in Weiherhammer, BHS South America now also operates its own charging point.

The initiative is intended to encourage employees to switch to cleaner and more sustainable mobility alternatives. In this way, the company is contributing to the reduction of greenhouse gas emissions and supporting global decarbonization goals.



The charging station is available free of charge to all employees with electric or plug-in hybrid vehicles. At the same time, it serves as an incentive to encourage other employees to switch to vehicles with a lower environmental impact.

Wastewater treatment plant

BHS South America operates a modern wastewater treatment plant that ensures that all wastewater is comprehensively treated before being discharged into the environment. This underscores the company's commitment to environmental protection and compliance with all legal requirements.

After collection, the wastewater first undergoes pretreatment, which consists of a grease separator, a coarse screen, and a solids retention basin. This reliably removes coarse and inorganic components in the first step. In the subsequent biological treatment process, the wastewater is aerated in reactors equipped with special plastic carrier media. Microorganisms form a biofilm on these media, which breaks down organic compounds in a resourcesaving manner.

In the subsequent sedimentation phase, the remaining solids are separated by gravity in a lamella clarifier. Some of the sludge produced is specifically recycled to further increase the biological treatment performance. Before discharge into the environment, disinfection with chlorine tablets is carried out to meet all hygiene requirements.

To ensure discharge quality, BHS South America continuously monitors key parameters such as pH value, dissolved oxygen, and sedimentable solids.

In addition, laboratory analyses are regularly carried out in accordance with Brazilian environmental regulations (CONAMA 430/11 and CONSEMA 181/21). Despite ongoing optimizations, the plant already operates efficiently and complies with all legal requirements. This demonstrates the high priority given to the responsible use of water resources within the company.

BHS Italy:

Filter system for decoating plant

BHS Italy relies on innovative and sustainable processes in metal processing to minimize environmental impact and use resources efficiently. One example of this is the operation of the decoating plant, where coatings are removed from metal surfaces. Targeted technical measures are used to reduce emissions and avoid material losses. The stripping plant is equipped with a highly effective filtration system that removes residues and pollutants from the process cycle. This means



that most of the chemicals used can be reused, which reduces the need for fresh chemicals and minimizes waste.

In addition, small plastic balls are used on the surface of the decoating tank. These „floating balls“ act as a physical barrier that significantly reduces the evaporation of solvents. This reduces emissions into the atmosphere and lowers the exposure for employees, thereby minimizing both environmental and health risks in the long term.

Modernization of the lathe

In the interests of resource-saving and sustainable production, BHS Italy deliberately focuses on modernizing existing machines rather than replacing them with new ones. A current example is the overhaul of an older lathe, in which the drive technology and control system were updated with a new PLC.

This modernization allows the machine to be operated more energy-efficiently and significantly reduces



emissions. At the same time, the life cycle of the existing machine is extended, eliminating the material and energy costs associated with manufacturing a new machine.

Energy-efficient air conditioning

BHS Italy consistently relies on energy-efficient and low-emission technologies to reduce the ecological footprint of its production and office areas. A current example is the installation of a new cooling system for the air conditioning system. The modern cooling system is characterized by particularly low emissions and significantly reduced energy consumption. More efficient cooling reduces both operating costs and

environmental impact. At the same time, the new system improves working conditions by ensuring a consistent indoor climate.

Through targeted modernization and the use of energy-efficient technologies, BHS Italy demonstrates how technological innovation and environmental protection go hand in hand. Existing resources are used optimally, energy consumption and emissions are reduced, waste is minimized, and at the same time, production performance is brought up to date. This reflects the company's ongoing commitment to sustainable business practices.

RESOURCE, WATER & WASTE MANAGEMENT

Resource conservation and energy efficiency

As a mechanical engineering company, we have a high demand for raw materials, especially metal products, due to our processes and manufacturing requirements. However, our goal is to continuously reduce this demand through a variety of measures. That is why we place particular emphasis on saving valuable resources efficiently and sustainably in the further development and design of our plants and machines.

In product design, we continuously strive to create designs that conserve resources as much as possible without compromising on quality and durability. In addition, our machines and products are designed so that they can be recycled or disposed of in the best possible way and sorted by type at the end of their life cycle. Furthermore, we try to reduce the use of new raw materials by reusing existing ones. For example, a process has been developed in which corrugating rolls can be recycled at least three times, significantly reducing the need for new corrugating rolls.

Water and wastewater

In view of the increasing scarcity of water resources, it is particularly important to use water responsibly in terms of extraction, consumption, and discharge. In 2024, a total of 62,430 m³ of water was consumed across the entire BHS Group. Looking at the last 20 years, fresh water consumption has been reduced by over 70%. Key measures included the use of cooling systems that recirculate cooling water, so that hardly any fresh water is required for machine and parts production. A small portion of the water consumption is attributable to the mixing of cooling lubricants and cleaning agents,

which are disposed of properly as hazardous waste via certified disposal certificates. At the Weiherhammer site, drinking water is extracted from two deep wells and regularly checked for quality and limit values. In addition, groundwater monitoring is carried out, which includes regular sampling and contamination testing.

Waste management and recycling

Our waste management is based on the German Closed Substance Cycle Waste Management Act and follows the principle of „avoidance – recycling – disposal.“ Metal waste accounts for around 74% of our waste, while hazardous waste consists mainly of cooling lubricants, grinding sludge, and machining sludge. All waste is precisely separated and professionally recycled by qualified waste disposal companies. In 2024, the amount of waste generated worldwide was 6,834 tons, with a global recycling rate of over 89% (6,052 tons). The use of a wood compactor and demand-based collection has reduced transport and minimized the associated emissions.

In order to further reduce the amount of waste and close the material cycle, we have begun to replace wooden or plastic packaging with heavy corrugated cardboard packaging wherever possible.

Involvement of stakeholders

Continuous improvement in the area of resource and waste management is not possible without the involvement of employees, suppliers, and customers. New employees are trained during onboarding to raise awareness of resource-saving and environmentally friendly practices. Regular training promotes the

competence of all employees in dealing with resources and waste.

Through these measures, BHS Corrugated ensures that resource use and waste management are sustainable, efficient, and future-oriented.

Water consumption 2024 in m³

Germany	17.991
China	20.820
USA	56
Czech Republic	9.192
Malaysia	1
Italy	14.240
Turkey	1
Brazil	2
Remaining	128
Total	62.430

03

TECHNOLOGY



BOX PLANT 2025 – FOCUS ON SUSTAINABILITY AND INNOVATION



▼ The corrugated board industry is facing fundamental change: With its Vision Box Plant 2025, BHS Corrugated is developing sustainable and forward-looking solutions for corrugated board production. Since 2022, we have been providing regular updates on the path to the corrugator of the future and the progress made in the areas of digitalization, automation, and digitally supported services.

These innovations enable our customers to flexibly adapt their production to short-term requirements while increasing productivity – even when personnel resources are limited.

Our strategy for sustainable production systems

BHS Corrugated's Box Plant 2025 strategy combines a complete portfolio of future-oriented solutions and services for corrugated board manufacturers. The aim is to design sustainable production processes that take resource efficiency, CO2 reduction, and cost-effectiveness into account right from the start.

Learn more on our website: [Box Plant 2025](#)

A look back at the focus areas of recent years

A look back shows which topics have guided us in recent years—topics that are also crucial for the sustainable transformation of the industry:

Rethinking integration

The FLEX Line is at the heart of the Box Plant 2025 strategy. It combines digital control, flexible production planning, and optimized resource utilization. Increased efficiency, a reduced carbon footprint, and lower costs are achieved through integration at the plant level.

Rethinking availability

With our Lifecycle Services, we ensure that your production runs reliably – with maximum productivity and consistent quality. High availability is important, but we also consider the overall value creation and sustainability of your plant.

Performance reimagined

Whether new construction or retrofit: Our Box Plant 2025 technologies increase the performance of plants throughout their entire life cycle and contribute to more efficient use of energy and materials.

Thinking beyond the corrugator

BHS Jetliner digital printing systems open up new possibilities: higher productivity, excellent print quality even on light papers, and efficient use of raw materials. In this way, we support sustainable production and competitive advantages in equal measure.

Profitability reimagined

Sustainability and economic efficiency go hand in hand: digital, resource-saving, and low-waste production processes combine cost efficiency with a clean environmental balance. Box Plant 2025 already integrates these principles into its planning.

Movement reimagined

Autonomous intralogistic solutions optimize material flows, streamline processes, and conserve resources. This increases productivity, flexibility, and sustainability in your plant.

SHAPING A SECURE FUTURE

Cyber security

BHS Corrugated is actively preparing for upcoming regulatory requirements: With the Cyber Resilience Act and the new Machinery Directive coming into force in 2027, our Product Cyber Security Program ensures that our product portfolio complies with EU requirements.

In addition, some of our customers will be affected by the NIS 2 Directive (Network and Information Security). This obliges them to increase the level of security in their plants – which in turn places demands on their supply chains and thus on the products supplied by BHS Corrugated.

FEFCO Cyber Security Handbook

As the market and innovation leader in corrugated cardboard production, BHS Corrugated takes responsibility for the entire industry. That is why we are actively involved in a FEFCO project that is developing shared cyber security guidelines for the industry. We are contributing our experience and sharing our knowledge with corrugated cardboard manufacturers and other OEMs. A FEFCO handbook on cyber security guidelines is expected to be published in 2025.

Looking to the future: Secure Plant Connect

With the Secure Plant Connect project, we are further increasing cyber security in corrugators. This solution for remote connectivity and remote services will form the technological basis for all our digital services and remote maintenance contracts.

SUSTAINABLE EFFICIENCY IN BOARD PRODUCTION

The new Cassette Facer CF-A

With the Cassette Facer CF-A, BHS Corrugated closes the gap between the fully automated Facer® MF-A module and the Econo Facer EF-P, which is optimized for compact systems. The CF-A combines high product quality with resource-efficient operation and is particularly suitable for applications that require high-quality internal printing— supported by modern belt technology.

Flexible configuration for individual requirements

The option of selecting either standard heating matrix or the heavy-duty equipment allows the CF-A to be precisely aligned with specific production requirements – contributing to technical and economic sustainability.

Fast, energy-efficient changeover

A cassette magazine on the drive side enables efficient corrugated roll changes in less than 15 minutes. This short downtime ensures a smooth, energy-optimized production flow with maximum flexibility.

Vacuum technology for longer service life

The integrated vacuum technology reduces maintenance and cleaning intervals. This not only leads to longer-lasting plant utilization, but also to consistently high production quality with reduced resource consumption.

[Discover our video about the Cassette Facer CF-A.](#)

FLEX Line

The FLEX Line from BHS Corrugated unlocks the full potential of the Box Plant 2025 strategy. As a fully digitized and automated corrugated board system, it is optimally prepared for the seamless integration of BHS Jetliner digital printing systems and autonomous iMotion intralogistics.

With the FLEX Line, we enable our customers to achieve highly productive, resource-efficient, and high-quality production. Intelligent automation technology increases performance and availability while reducing the carbon footprint.

The FLEX Line impresses with maximum flexibility – whether for changing order portfolios, new market requirements, or digital transformation. It processes a wide range of flute profiles (from G to AAA), grammages from 150 g/m² to 3,000 g/m², and various paper types from 40 g/m² to 440 g/m² – always in excellent quality.

[Why is it the Box Plant 2025 line?](#)

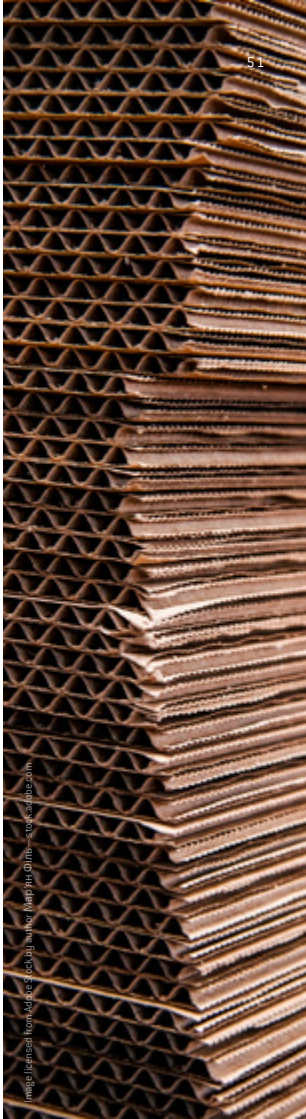


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A NEW APPROACH TO DIGITAL MAINTENANCE – ICORR® MOS

In 2024, BHS Corrugated continues to set standards in the sustainable optimization of maintenance processes: With the cloud-based iCorr® Maintenance and Operations System (MOS), we offer our customers a modern, efficient, and resource-saving solution for plant maintenance.

With its versatile modules, iCorr® MOS helps minimize downtime, simplify maintenance processes, and reduce maintenance costs. In the future, the system will be even more closely integrated into BHS Corrugated's digital ecosystem—for example, through connections to iCorr® OS, iCorr® Shop, and the company-wide knowledge database. In this way, we are increasingly developing maintenance into a predictive and automated system that sustainably improves collaboration between customers and service experts.

Key advantages of iCorr® MOS

- **Asset management:** Complete overview of all corrugators – regardless of the supplier. Extensive metadata management and detailed reports support informed decisions.
- **Work order management:** Smart planning, mobile documentation, and seamless tracking of all tasks via an intuitive app ensure greater transparency and security.
- **Material and inventory management:** Optimized warehousing and accelerated procurement processes reduce tied-up capital and prevent waste of resources.

iCorr® MOS is a central component of the M2P® portfolio and supports the digital transformation of production and maintenance processes—for example, through condition monitoring, automated spare parts ordering, and tools such as iCorr® Assist Glasses.

Sustainable maintenance – easily integrated

- **Customer-oriented:** iCorr® MOS is used as standard in all M2P® Premium projects and increases technical availability, efficiency, and customer satisfaction.
- **Employee-centered:** The system is designed for simple, intuitive use—on any device.
- **Forward-looking:** By providing our maintenance expertise and OEM standards, we enable proactive, resource-saving maintenance.
- **Holistic:** As part of the Box Plant 2025 strategy, iCorr® MOS offers a scalable service approach – from individual machines to fully networked factories.

Globally successful in use

The global rollout of iCorr® MOS has been successfully completed. The system has already been implemented at several customer sites, in all M2P® installations, and in internal maintenance at BHS Corrugated – with the aim of integrating further applications in the future and thus supporting sustainable plant operation globally.





SUSTAINABLE SUCCESS

M2P® program and operations support as success factors

In the reporting year, BHS Corrugated successfully supported a long-standing customer from Germany in significantly improving the productivity and sustainability of its corrugated board production.

The customer faced several challenges: age-related staff turnover, a small pool of qualified specialists, and a technically heterogeneous system („mixed machine“ with a third-party manufacturer at the dry end and BHS Corrugated at the wet end) with limited buffer capacity. In addition, the production process was affected by frequent process-related interruptions, which accounted for around 45% of downtime and significantly impacted productivity.

Together with BHS Corrugated, a comprehensive optimization project was launched in October 2023 – initially planned for four months, but later extended to more than a year due to its success. As part of the proven M2P® program, targeted measures for maintenance, process analysis, and customized operational coaching were implemented.



The following results were achieved through the partnership-based collaboration:

- 33% fewer process-related downtimes in just four months
- 6% increase in production speed
- 22% less waste at the dry end
- 33% fewer complaints (internal and external)
- 9% increase in absolute production output
- Flexible bridging of personnel bottlenecks by qualified technicians and coaches from BHS Corrugated

This case study impressively demonstrates how sustainable improvements can be achieved in a short period of time through targeted analyses, practical training, and the deployment of BHS Corrugated experts. Increased technical availability, reduced scrap quantities, and increased production efficiency not only improve the customer's competitiveness, but also contribute to resource-saving production and long-term corporate sustainability.

- ▼ **iKnives® and Connected Warehouse** are prime examples of digital transformation and resource-saving optimization at BHS Corrugated.

INTELLIGENT PRECISION AND CONNECTED EFFICIENCY

iKnives®

iKnives®, our proven serrated corruDUR® knives, combine easy maintenance with smart digital features via iCorr® OS. They are ready for predictive maintenance analysis and automatic reordering via iCorr® Shop, making maintenance processes more efficient and resource friendly. iKnives® are available for all new cutoffs from BHS Corrugated.

Sustainable advantages of iKnives®:

- Oil-free cutting: No oil consumption, no lubrication costs, no oil contamination on the paper webs.
- Longer service life: Less mechanical stress on knife holders, bearings, and gears.
- Safe and quiet: Reduced risk of injury due to slightly serrated cutting edge, less noise during cutting.
- Food safe: Particularly suitable for packaging in the food industry.

Implementation:

Regular inspection and adjustment of the cut-off ensure optimum cutting quality and extend the service life of the knives. BHS Corrugated offers a cut-off inspection service for this purpose – either as a package including knives or for independent use by your maintenance team with the simple setup process for iKnives®.

[Discover our video about iKnives®](#)

Connected Warehouse

Connected Warehouse gives our customers a complete overview of spare parts availability across all plants via iCorr® Shop. This allows them to reduce on-site inventory, recover tied capital, and avoid unnecessary duplicate orders. At the same time, resources can be used efficiently across different locations. Setting up Connected Warehouse is quick and easy: simply upload the desired plants and available spare parts, and the system is ready for intelligent inventory management.

Sustainable advantages at a glance:

- Reduced inventory: Frees up capital and space in plants
- Avoidance of duplicate inventories: Cost savings and better use of resources
- Efficient resource management: Optimizing spare parts distribution across locations

Together with iKnives®, which enable precise and maintenance friendly cutting, these solutions demonstrate how digital networking and intelligent tools contribute to sustainable production and efficient use of resources.

[The iCorr® Shop offers you an online ordering platform that is available around the clock.](#)

Refurbished: You can now have your materials reconditioned—sustainably, cost-effectively, and flexibly.

[Learn more.](#)

DIGITAL TWIN FOR OPTIMAL COMMISSIONING



Virtual Commissioning Center (VCC)

The collaboration between BHS Corrugated and the Lars and Christian Engel (LUCE) Trust opens up new opportunities in the areas of digitalization, artificial intelligence, and efficient process design. One outstanding result of this partnership is the Virtual Commissioning Center (VCC).

In the VCC, all processes and functions—especially higher level systems—can be simulated virtually before machines are put into operation at customer sites worldwide. All controls, networks, and visualizations (HMI) are mapped exactly as they would be on a complete corrugator.

[The VCC is the ideal test environment for on-site commissioning.](#)

Areas of application and advantages:

- Education and training: New employees can be trained in a practical manner in the VCC.
- Research and development: Software for prototypes can be tested without disrupting real-world operations.
- Global service support: Technicians can simulate commissioning and check programs via VPN without any risk to customer systems.
- Future outlook: Future tests will map older control versions (e.g., Siemens S7) together with the latest TIA 1500 generation.

The long-term goal is to integrate digital twins of the mechanical components so that software or machine effects become directly visible.

The VCC brings together all divisions of the company that work on our products in one place – for joint testing, development, and efficient working. This makes it the ideal test environment for optimal, resource-saving commissioning on site.

EXTENDING LIFE CYCLES

From CDP to „Upgrade as a Service“

With the Corrugator Development Plan (CDP), BHS Corrugated works with its customers to identify potential improvements in corrugators. Based on this, a customized service package, known as „Upgrade as a Service,“ is defined.

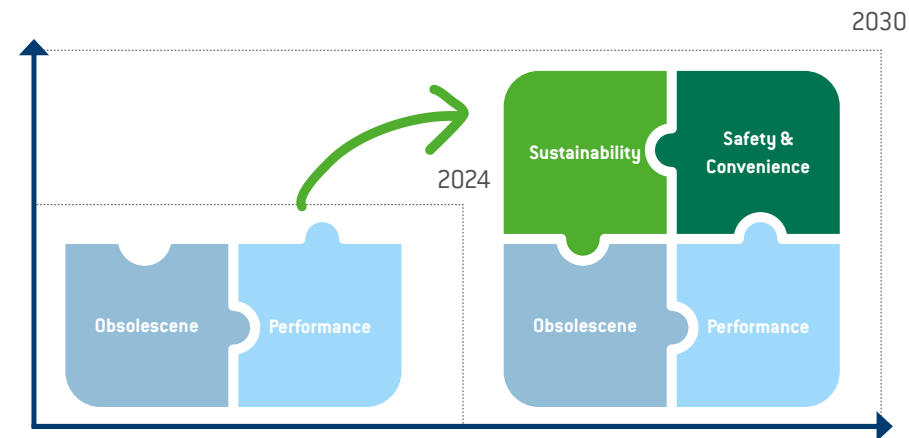
Looking to the future:

Expansion of the upgrade portfolio

In the future, BHS Corrugated's upgrade portfolio will focus even more strongly on sustainability and automation:

- **Sustainability:** The goal is to offer upgrades that save energy and raw materials. In line with our ESG strategy, environmental protection, social responsibility, and sound governance are at the forefront. This „green upgrade“ combines resource efficiency, safety, and cost savings, creating added value for customers and the environment.
- **Automation:** BHS Corrugated corrugators are already equipped with advanced automation solutions. In addition, we are continuously developing innovative automation upgrades for existing systems to further increase productivity, process reliability, and consistent product quality.

With our „Upgrade as a Service“ approach, we support our customers in operating their systems efficiently, sustainably, and future-proof for longer.





▼ BHS Corrugated continuously develops innovative processes and optimizes existing ones in order to meet current market requirements and remain at the forefront of technology. In 2024, new tools and production processes were established in the field of corrugated board flute profiles.

INNOVATIVE PROCESSES— CORRUGATING ROLLS



New calculation tool for corrugated board strength values

With rising paper prices, the efficient use of raw materials is becoming increasingly important. The aim is to achieve the same strength values for corrugated board with less material.

Previous calculation methods for strength values such as ECT, BCT, and FCT were only accurate to a limited extent. BHS Corrugated has developed an innovative calculation tool that improves the accuracy of strength value predictions and makes it easier to adapt corrugated profiles to customer requirements. An integrated optimizer adjusts the profile to the weighting of the relevant strength parameters. After entering paper and profile data, a report is automatically generated to help customers optimally adapt their corrugated board to market requirements.

eComm CR Profile – Efficient packaging solutions for e-commerce

Packaging faces particular challenges in e-commerce: it must be sturdy, protect the goods, and at the same time be produced in a resource-efficient manner. The eComm CR profile from BHS Corrugated meets precisely these requirements.

The profile was developed to use less material without compromising the stability of the packaging. At the same time, the cardboard material remains flat after production, which facilitates further processing.

Advantages at a glance:

- **Stable and reliable:** Packaging can withstand even higher loads and reliably protects the contents.
- **Save material:** Up to 20 g less paper per square meter with the same strength – good for costs and the environment.
- **Efficient production process:** The profile is easier to process than conventional E-flute profiles.
- **Consistent quality:** Despite material savings, the strength of the packaging remains the same or even higher.

The eComm CR profile enables companies to make their packaging stronger, lighter, and more sustainable – a real advantage for production, customers, and the environment.

SHAPING A SUSTAINABLE FUTURE – BHS JETLINER SERIES

▼ The BHS Jetliner Series combines state-of-the-art technology, intelligent automation, and tested materials to create a stable and resource-efficient printing process. Robust piezo print heads, certified inks, and comprehensive encapsulation protect the printing unit from dust, heat, and moisture, ensuring that machines operate reliably, efficiently, and durably.



Sustainable benefits and efficiency:

- Resource conservation: Precise printing reduces waste and ink consumption, saving material and energy
- Automation: Intelligent process control minimizes manual intervention, shortens setup times, and increases productivity
- High availability: Lifecycle Services ensure continuous operation, prevent downtime, and increase production efficiency

Flexible and future-proof:

- Various operating modes from roll-to-roll (R2R) to inline roll-to-sheet (RSR®) allow efficient utilization of different production orders
- Modular design enables scalable production that makes both economic and ecological sense

Practical and customer-oriented:

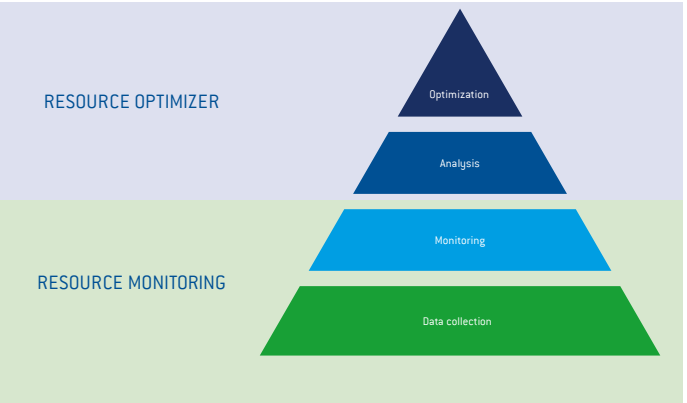
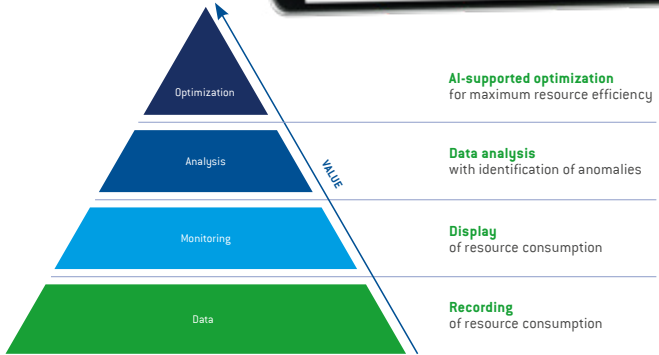
- Customized sample packages and optimized production processes reduce test runs and material consumption
- Use in real production environments shows that quality, efficiency, and sustainability go hand in hand

The Jetliner Series enables our customers to produce digital, high-quality, and sustainable packaging while optimizing energy, material, and resource consumption.

BHS RESOURCE MONITORING & ICORR® RESOURCE OPTIMIZER

➤ BHS Resource Monitoring enables real-time measurement and visualization of resource consumption in production. Sensors continuously record energy and steam consumption, which is necessary for ISO 50001 certifications or tax refunds. All data can be seamlessly transferred to iCorr® for further evaluation and optimization.

iCorr® Resource Optimizer uses a machine learning model that automatically detects deviations in energy and steam consumption. Production and machine data are linked, enabling operators to immediately identify deviations and make targeted adjustments.



- Analysis and optimization:**
- Historical data forms the basis for reports, measures, and cost calculations
 - Visualization of resource costs per order
 - Detailed overview of resource utilization
 - Identification of optimization potential through anomaly detection

BHS Resource Inspection supplements this with a comprehensive on-site inspection. Long-standing process experts analyze the resources used, identify potential for efficiency gains, and compile a comprehensive report with specific recommendations for action.

This maximizes resource efficiency, reduces process costs, and supports sustainable production.

BHS INTRALOGISTICS – SUSTAINABILITY THROUGH INTELLIGENT AUTOMATION



Environmentally friendly logistics solutions

With the iMotion® system, BHS Intralogistics is setting new standards for sustainable material flows in corrugated board production. The system automates the entire transport process from the roll storage to the corrugator with autonomous guided vehicles (AGVs) such as the iShuttle®. This significantly reduces energy consumption and CO2 emissions.

Ecological advantages at a glance:

- Energy efficiency: Fully electric drives with automatic battery charging reduce the use of fossil fuels.
- Resource conservation: Less manual intervention leads to lower error rates, less downtime, and reduced material waste.



Social responsibility and occupational safety

In addition to its environmental benefits, the iMotion® system also makes a significant contribution to a safe and healthy working environment.

Social benefits at a glance:

- Greater safety: Automation eliminates the need for forklifts or clamp stackers around the corrugated board plant, significantly reducing the risk of accidents.
- Better working conditions: The need for physically demanding work in noisy, dusty, and hot areas is significantly reduced.
- Skills development: Employees receive targeted training to monitor and control the intelligent systems – a step towards higher qualifications and digitalization in everyday working life.

With the iMotion® system, BHS Intralogistics shows how ecological and social sustainability can go hand in hand – for efficient, safe, and future-oriented production processes.



BHS DUECKER SYSTEMS – EFFICIENT LOGISTICS SOLUTIONS

▼ BHS Duecker Systems (BDS) develops innovative logistics solutions specifically for the corrugated board industry. With years of experience, BDS supports customers in optimizing production processes, using resources efficiently, and increasing operational efficiency. In 2024, BDS implemented several projects, including automated systems for roll feeding, dispensing, and material logistics. These solutions led to measurable improvements in process speed, precision, and material usage.



Example projects:

- For a major customer in the corrugated cardboard industry, WIP areas were automated and sheet handling optimized, making production more agile, increasing capacity, and minimizing manual intervention. At the same time, material waste was reduced and operational reliability increased.
- In South America, BDS implemented an integrated system for handling corrugator output that better controls material flow, optimizes palletizing, and reduces downtime. This significantly increased the overall efficiency of the plant.

For 2025, BDS plans to further expand its presence in South America and implement additional innovative projects that are individually tailored to customer needs— always with a focus on efficiency, sustainability, and resource-saving production.

GLOBAL PRODUCTION INVESTMENTS

▼ BHS Corrugated is specifically focusing on decentralized production sites in order not only to increase security of supply for customers, but also to use resources more efficiently and reduce environmental impact. Regional production, transport distances can be shortened, energy consumption minimized, and CO2 emissions reduced.

BHS Corrugated India – Pune

The new Corrugating Roll Factory in Pune strengthens local production of critical components. Local manufacturing shortens supply chains and makes material flows more efficient. At the same time, modern buildings and manufacturing facilities reduce energy consumption and resource requirements. The Global Capability Center (GCC) supports digital processes and automation, enabling processes to be made more efficient and resource-friendly.

BHS Corrugated Turkey – Eskisehir

In-house production has been significantly expanded at the Eskisehir site, including automated measuring laboratories, modern manufacturing technology, and energy-efficient equipment such as powder coating systems. These measures minimize material loss, reduce waste, and enable sustainable manufacturing. The improved infrastructure also creates long-term capacity for training skilled workers, which promotes local value creation and sustainable corporate development.

BHS Corrugated China – Changzhou

With the construction of the world's most modern corrugating roll factory in Changzhou, production is geared towards the highest levels of efficiency and sustainability. State-of-the-art manufacturing technologies and optimized process chains ensure lower energy consumption, less waste, and maximum resource utilization.

Other locations and global strategy

In Germany, the Czech Republic, India, and Turkey, existing facilities are also being expanded to strengthen local production, shorten transport routes, and use resources more sustainably. At the same time, the use of digital 3D models and product information supports the optimization of production processes, increases efficiency, and reduces material waste across the entire value chain.

Conclusion:

With targeted investments in modern, decentralized production sites, BHS Corrugated is pursuing a sustainability strategy that increases efficiency, reduces resource consumption, and reduces CO2 emissions along the entire supply chain.



04

PEOPLE



▼ **Sustainability begins with people – and at BHS Corrugated, that is more than just a promise.**

We invest not only in innovative technologies for the corrugated board industry, but also in the future of our employees. With targeted training programs, digital learning platforms, and international events, we promote skills that are crucial for a sustainable and future-proof industry.

Together, we create a working environment that combines team spirit, appreciation, and responsibility for people and the environment. In this way, we are not only shaping the packaging world of tomorrow, but also a corporate culture that offers prospects for the future.

Our (international) highlights

EMPLOYER COMMITMENT AND EMPLOYEE DEVELOPMENT



BHS Corrugated Weiherhammer

company party:

On July 20, 2024, our company party took place. The theme was „All Continents are Corrugated!“. It was a wonderful day full of unforgettable moments with exciting activities and a comprehensive entertainment program for young and old.

Christmas party:

Annual highlight to celebrate the end of the year together.

Farewell and anniversary celebrations:

Long-standing employees are honored and their achievements celebrated in a joint setting.

BHS Italy

Instead of Christmas gifts:

BHS Italy donates to a good cause.

In 2024, BHS Corrugated Italy decided to donate the €3,000 earmarked for customer gifts to AIRC (Italian Foundation for Cancer Research). With this gesture, our colleagues are sending a strong signal of social responsibility and solidarity – in line with our sustainable corporate culture.

BHS Shanghai

Organization of annual events such as:

- Soccer tournament
- Table tennis team competition
- Dragon boat races

Working together for each other: Support for a colleague in need

In a moving gesture, 252 employees donated a total of RMB 73,568.88 to help a colleague in a difficult situation: his child was seriously ill and urgently needed medical attention. The generosity of the donations is an impressive demonstration of the strong team spirit at the BHS Shanghai site.

A birthday café

A moment of celebration that promotes recognition, closeness, and appreciation.



Christmas campaigns

Measures to promote solidarity and social inclusion among vulnerable families.



Festa Junina

Traditional get-together that promotes integration, relaxation, and strengthening of the corporate culture.



Certificate of support

Pequeno Príncipe Hospital Recognition for participating in Chefs' Night Action 2024, a charity event which raised funds for children's health and mobilized society.

BHS SA (South America)

BHS Corrugated SA (South America) demonstrates ongoing commitment to social development and supports initiatives in the areas of education, culture, health, and inclusion in disadvantaged communities.

In 2024 and 2025, tax incentives were used to invest in highly effective projects that reached thousands of children, young people, and families in Paraná.

Incanto Institute – Community Development

The institute is active in disadvantaged neighborhoods in Curitiba and the surrounding area. In 2024, the following measures were implemented:

- 272 children and young people took part in workshops on art, culture, sports, and technology.
- Over 1,400 people received further training in free vocational courses.
- Community activities, cultural events, and social campaigns took place (e.g., at Easter, Children's Day, and Christmas).
- An ESG committee was established with a focus on diversity, inclusion, sustainability, and governance.

Pequeno Príncipe Hospital – „From a point to a constellation“ project

This cultural initiative promoted creative workshops for hospitalized children and strengthened emotional bonds within families. Period: March to July 2024

- 20 workshops were held.
- Over 70 families participated.
- The campaign promoted creativity, emotional wellbeing, and family bonding.
- The result is a book with a print run of 2,000 copies.

Marist Social Schools - Project „Education. The Future is for Everyone – PR (Year 2)“

Thanks to the investment through the FIA, the project benefited more than 2,800 students in seven Marist institutions in Paraná and guaranteed:

- Free, high-quality education.
- Access to culture, sports, leisure, and extracurricular activities.
- Workshops on sustainability, circus, theater, robotics, and music.
- Psychosocial support and integration into the protection network.



INCANTO INSTITUTE



PROJECT „FROM A POINT TO A CONSTELLATION“

BHS NA (BHS Corrugated North America)

Pilot project for monitoring heat stress and physical strain

Since March 2025, around 10 employees have been equipped with biometric monitoring devices to detect early signs of heat stress or physical strain and prevent injuries. Initial tests with similar technology took place in the summer of 2024. The idea originated in 2022–2023, initiated by the safety department.

Technology in use:

- White sensor (on cap, collar, or waistband): Continuously measures the heat index—particularly relevant for work areas near MFAs or other hot environments.
- Wristband sensor: Records heart rate and body temperature in real time. Based on over 200 measurements per person, individual patterns are currently being analyzed to enable personalized alerts.
- Small display device: Can be attached to clothing or tools, collects sensor data, and sends alerts via text message or email to employees and supervisors. Employees receive alerts directly via vibration or text message.



BHS Corrugated North America is recognized for its commitment to the „Shoes for School“ initiative. This project supports education and helps disadvantaged children by facilitating their access to school supplies.



In November 2024, the installation team in Knoxville took part in training and refresher courses on occupational safety. The aim of the training was to deepen knowledge in the area of safety and improve the ability to act in emergency situations.

Participation in the training made an important contribution to increasing occupational safety and continuous development. The event was held in collaboration with partners CPR Choice and Grainger.





AWARDS

Best Managed Companies Award 2024

In May 2024, BHS Corrugated received the Best Managed Companies Award for the third time in a row. The award is not only a sign of excellent corporate management, but also a tribute to the work of all employees. This success represents our shared commitment and willingness to actively shape change – true to our motto „Eagerness for change“.

About the Best Managed Companies Award
The Best Managed Companies Award, an internationally recognized competition, is organized annually by Deloitte Private in collaboration with UBS, FAZ, and BDI. This seal of quality for exceptional medium-sized companies is currently awarded in over 45 countries, including Germany, since its introduction here in 2019. In 2024, the award was presented for the sixth time to outstandingly managed medium-sized companies, which were previously selected by a panel of experts and the renowned jury.



India's „Best Places to Work“

BHS Corrugated India is proud to have been named one of the „Best Places to Work“ for 2024. This prestigious award underscores the company's commitment to creating a positive, supportive, and engaging work environment for its employees.

The recognition as a „Best Place to Work“ is a testament to BHS Corrugated India's commitment to fostering a culture of trust, respect, and community. The company's commitment to employee development, work-life balance, and overall wellbeing contributed significantly to this award.



BSFZ seal for research and development

For the second time since 2022, BHS Corrugated has been awarded the „BSFZ seal“ – a seal that officially certifies BHS Corrugated's outstanding innovation expertise. For 2024, we have been awarded two BSFZ seals (seals from the certification body for research allowances), one for inhouse research and development (red) and one for complete contract research (orange).

Since January 1, 2020, there has been a law that allows companies to claim tax benefits for research expenses in the form of a so-called „research allowance.“ Certain criteria must be met in order to receive a research allowance for an R&D project. The BSFZ seal certifies the R&D activities of companies that have received at least one positive decision from the Research Allowance Certification Authority (BSFZ).



Christian and Lars Engel at the „Entrepreneur Of The Year Award 2024“ ceremony

Under the motto „The Art of Entrepreneurship“, EY once again honored Germany's best owner-managed companies this year. On November 7, 2024, the winners in the categories „Family Businesses“, „Innovation“, „Sustainability“, and „Young Companies“ were selected from the 20 finalists at the Motorwerk Berlin. Christian and Lars Engel, managing directors and owners of BHS Corrugated Maschinen- und Anlagenbau GmbH, took part in the award ceremony as one of five finalists in the „Innovation“ category.

„Just reaching the final of the Entrepreneur Of The Year Award was a huge success for us. We want to share this with all our employees. Without their tremendous commitment, willingness to innovate, and desire for change, none of this would have been possible“, emphasizes Christian Engel. In addition to culinary and musical highlights, the gala also featured an interesting presentation by polar researcher and expedition leader Arved Fuchs on climate change and its consequences and challenges. The gala was hosted by journalist and entrepreneur Judith Rakers.



OUR SERVICES

▼ BHS Corrugated employees benefit from excellently equipped workplaces that create a working atmosphere with added value, both in the production facilities and in the state-of-the-art Lifecycle Building in Weiherhammer. The Lifecycle Building, located directly on the „Beckenweiher“ recreational area, offers a particularly pleasant environment. BHS Corrugated attaches great importance to a good work-life balance. and in many cases supports the adaptation of working hours to personal needs. Flexitime, working time accounts, and flexible vacation planning are a matter of course at BHS Corrugated. In addition, there is the option of mobile working, both within Germany and in other EU countries, provided that the tasks allow this.

Work-Life Balance

BHS Corrugated is a family-run company, which is why great importance is attached to family friendliness. Employees are offered the following opportunities to better balance family and career. In addition, BHS Corrugated is part of the „Work and Family“ working group (Alliance for Families) of the Federal Employment Agency and regularly keeps up to date on current issues.

BHS-Kids Day

Schools, daycare centers, and kindergartens are closed on the Day of Repentance and Prayer. Many parents then ask themselves, „Where can I take my child?“

BHS Corrugated has come up with a solution for this – BHS Kids Day. The children of BHS Corrugated employees receive professional care for the whole day. Every year, a varied program of creative, sporting, and playful activities is put together for different age groups. On November 20, 2024, more than 50 children were entertained at the Innovision Center in Weiherhammer. Plenty of food from the NEWS restaurant was also provided.

Holiday camp

Another offer to support families with childcare during the summer holidays is the holiday camp in Trabitze and Falkenberg. This is organized in cooperation with the Learning Campus. A varied three-week program was offered here for all age groups between 5 and 15 years.

A total of eleven different options were made available to ensure that there was something for everyone. BHS Corrugated covers half of the costs for its employees.

Childcare allowance

To improve work-life balance, BHS Corrugated supports all employees of BHS Corrugated Weiherhammer with a childcare allowance of up to €42 per child. The financial allowance applies to kindergartens or comparable facilities and is based on § 3 No. 33 EstG (German Income Tax Act).

Welcome gift for the birth

A new addition to the family is always a joyful occasion. That's why all new parents at BHS Corrugated receive a baby gift.

Care & career

Well over half of all people in need of care in Germany are currently cared for at home by their relatives. However, caring for relatives involves a lot of paperwork, information, services, and challenges, which places an additional burden on relatives in this situation.

BHS Corrugated supports employees in tackling difficulties together and provides information material on the intranet as well as a company care advisor as a point of contact.

Allianz company pension plan

Employees of BHS Corrugated have the option of converting part of their salary into a direct metal pension insurance plan. From the seventh calendar month of employment, this is subsidized by the employer with a contribution (retirement savings) of €14 per month. This contribution increases to €27 per month after the end of the apprenticeship.



▼ We owe our market leadership above all to our employees, which is why their development and support are of great importance to us. A central component of this support is the opportunity for continuous training. We offer a variety of formats that can be completed both online and on-site to make training flexible.

In order to offer a wide range of specialist training courses, we work closely with the Inter-Company Training Center in Eastern Bavaria (ÜBZO) in the area of training and with C4Trends in the area of continuing education. In addition, we encourage our employees to gain further qualifications relevant to their profession. Another goal is to promote talented and ambitious employees within the company. To this end, we have launched a special development program for junior managers. We attach particular importance to the in-house training of skilled workers importance, which is why we place great emphasis on promoting young

adults. In 2024, we employed a total of 237 trainees, including 74 newcomers.

Training at BHS Corrugated takes place in numerous areas. The 74 new trainees and dual students in 2024 are spread across 12 different apprenticeships and 3 dual study programs. Even before training begins, new employees have the opportunity to make initial contacts at introductory events. In addition, exciting activities and team tasks offer the chance to learn more about the others and to network better as a group.

As in previous years, BHS Corrugated has successfully recruited in collaboration with the Lao-German Technical College in Laos. As part of this vocational training program, young people are trained in the metal and electrical sectors.

The best graduates have the opportunity to continue their three-year vocational training at our site in Weiherhammer. In 2024, we welcomed four trainees

from Laos to our company. Another key project was the successful integration of ten young people from El Salvador, who were recruited as part of a cooperation with the agency came to Germany through the Employment Agency in Weiden and the International Placement Services (ZAV). The trainees began their dual vocational training in the professions of mechatronics engineer, electronics technician for automation technology, cutting machine operator, and industrial mechanic.

In addition to professional qualifications, we place particular emphasis on intensive language training and personal support throughout the entire training period.

Furthermore, this year we have accepted three young people from Vietnam for training as machining mechanics. This international commitment is complemented by three additional trainees from Malaysia who have begun their training in the professions of electronics technician for automation technology, mechatronics technician, and industrial mechanic.



School expeditions to Weiherhammer

In July 2024, 14 school classes from secondary schools and high schools in the Weiden area took part in expeditions to Weiherhammer. The theme of these expeditions was „Experience BHS Corrugated live.“ Over a total of nine mornings, the students had the opportunity to explore their interests in a realistic environment and gain practical insights into various professional fields. The program included a factory tour, discovering the world of virtual reality in the Future Lab, and a hands-on activity at the ÜBZO. Catering and a free bus shuttle were provided. The day was rounded off with a hand strength measurement in the gym, a review of application portfolios, and an optimization game. Seven specialist departments supported the training team's new project and were involved in both its organization and implementation.



BHS Corrugated In-house Trade Fair

The BHS Corrugated in-house fair took place on September 19, 2024, from 4 p.m. to 8 p.m. This year, it was spread across the ground floor and second floor of the LCB building as well as the assembly hall. The fair was aimed at both young professionals and those interested in considering their next career move. Information was provided on all jobs, apprenticeships, and dual study programs. Visitors were able to take part in various hands-on activities organized by the specialist departments, a BHS photo booth, personalized name tags, and speed dating with recruiters. A total of 15 specialist departments were involved in the organization, preparation, and implementation. The program was rounded off by a competition with great prizes. To take part, visitors had to collect a stamp at each station. The highlight of the fair was the interesting presentation by Mr. Christian Engel on BHS Corrugated as an employer in the FutureLab followed by a factory tour to the ÜBZO, digital printing, and the assembly hall. The consistently positive feedback from visitors and the initial success of the fair in terms of applications already received were particularly encouraging.



Soccer tournament BHS Corrugated & FC Weiden-Ost

On June 16, 2024, the training marketing team organized its first soccer tournament in the Soccer Arena in collaboration with FC Weiden-Ost. Visitors enjoyed a fantastic family day with goal wall shooting, a bouncy castle, various hands-on activities, and plenty of food and drink. A total of 10 teams competed for the cup – made up of soccer enthusiasts from the Weiden area and a BHS Corrugated trainee team. The training marketing team also had a stand at the event, providing information about training and dual study programs at BHS Corrugated.

TRAINING

PERSONNEL DEVELOPMENT

➤ The diverse skills, extensive experience, dedication, and individual abilities of our employees form the basis for our continuous growth. It is only through our highly qualified employees and lifelong learning that we have achieved and maintained our status as market leader in the corrugated cardboard industry. Our employees are the most important pillar of our economic success. Their ongoing commitment means appreciation, recognition, and trust in their outstanding performance for us. Because, as a well-known saying goes: „Learning is like rowing against the current: if you stop, you fall behind.“

As Team BHS Corrugated, we strive for continuous improvement. That is why we encourage and support our employees in their personal and professional development. With high-quality training courses that can be taken both on-site and virtually from home, we are supported by the Inter-Company Training Center in Eastern Bavaria (ÜBZ0) in the area of training, C4Trends in the area of continuing education, and our partner university, OTH Amberg-Weiden.



Career management and career development model „MyCareer“

Through our internal development programs, we offer both aspiring leaders and experienced managers the opportunity to further develop their skills in a targeted manner and adapt to the specific requirements of their respective target groups. Our external cooperation partners attach great importance to imparting the necessary specialist knowledge and associated soft skills. These programs are designed to promote the professional and personal development of our employees and prepare them optimally for future challenges. The training courses offered are closely linked to our cultural project, which aims to make leadership at BHS Corrugated more participatory, transparent, and responsible. This creates a holistic development approach that not only imparts knowledge but also strengthens our values and moves us forward.

In addition, our career development model „MyCareer“ offers a career path that is not necessarily linked to taking on personnel responsibility. It opens up a wide range of opportunities for professional, personal, and career development within relevant areas of responsibility and accountability, while allowing employees to balance their own goals with the challenges of the business. In this way, we create an environment in which individual development and business requirements go hand in hand.

Introduction of SAP SuccessFactors

The recruiting module of SAP SuccessFactors was put into operation at BHS Corrugated in early 2024. This leading HR system gives BHS Corrugated's applicant selection process a contemporary look and ties in with the previously introduced onboarding module. The module „Performance & Goals“ was implemented at the headquarters to ensure transparent documentation of employee appraisals, performance evaluations, and goals. However, the HR system was not only modernized in Weiherhammer: „Performance and Goals“ was also successfully introduced at the BHS North America site, and the „Employee Central“ and „Recruiting“ modules were introduced at BHS India.

BHS Academy

In 2024, the Academy was founded as a strategic initiative within the HR department with the aim of creating a central platform for learning and development. It serves as a key player in promoting professional competence, employee retention, and sustainable personnel development—both at the Weiherhammer site and internationally. Through structured onboarding and orientation programs, practical training, and technical training, the Academy ensures that new sales representatives are optimally prepared for their tasks. In close cooperation with specialist departments and managers, individual learning paths and modular training formats are developed that are specifically tailored to the requirements of the respective roles and markets. Digital learning formats and virtual training reduce the need for travel and physical resources.



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INFORMATION SECURITY AS A KEY FACTOR

Information security is a strategic business factor today. It protects data, products, and services, ensures the availability of processes, and strengthens resilience against cyberattacks and operational disruptions. At the same time, it creates the basis for trust in the supply chain and among customers, regulatory bodies, and partners.

It anchors governance, risk, and compliance management in effective technical and organizational measures—from secure development, access protection, and monitoring to incident response and emergency management. At the same time, it fulfills digital due diligence obligations in products and supply chains and ensures transparency, traceability, and human control in automated decisions. In this way, information security makes a measurable contribution to sustainability, quality, and value creation: fewer failures, less damage, greater efficiency, and verifiable compliance.

The steadily increasing damage caused by cybercrime underscores the importance of information security. For the German economy, the total damage in 2024 is estimated at €266.6 billion – a significant increase compared to 2023 (€205.9 billion). Eight out of ten companies have been affected by data theft, espionage, or sabotage. This trend affects companies of all sizes and in all industries. It is further exacerbated by stricter European requirements for operational, reporting, and product security. Information security is therefore a key factor for resilience, reliability, and sustainable business success.

BHS Corrugated has firmly established information security as part of its social responsibility and sustainable practices. In 2024, BHS Corrugated further expanded its group-wide information security management system and aligned it with current requirements in order to strengthen resilience, availability, and trustworthiness in all relevant areas.

The company is clearly committed to the protection goals of information security:

- Confidentiality** – Access to data and information exclusively for authorized persons.
- Integrity** – preservation of the accuracy and completeness of data and information.
- Availability** – reliable provision of data, systems, and services.

To achieve these protection goals, BHS Corrugated relies on a combination of technical and organizational measures. Technically, IT and OT environments are continuously hardened, segmented, and monitored;

remote access is based on zero-trust principles with strong identity, minimal permissions, and complete traceability—also for secure customer support.

In terms of organization, guidelines and processes are regularly updated, risks are systematically assessed, and employees are continuously sensitized; new colleagues are introduced to the security principles during onboarding.

The consistent anchoring in corporate governance is reflected in the successful completion of the ISO/IEC 27001 surveillance audit in 2024. At the same time, measures to implement the NIS2 requirements were systematically advanced at the affected units.

In the OT environment, BHS Corrugated further refined its security architecture and prepared for alignment with the requirements of the Cyber Resilience Act – with a focus on secure development, vulnerability management, and traceable product life cycles.

To ensure delivery and performance capabilities, business continuity management (BCM) was further developed and closely integrated with the ISMS. Emergency and recovery plans were updated and are regularly reviewed and tested, ensuring that processes, responsibilities, and documentation are managed efficiently and that operations are secured even in exceptional situations.

Consistent support from management and the early involvement of relevant stakeholders form the basis of this work. Requirements are evaluated and addressed proactively in regular dialogue with customers and suppliers.

Building on this, a living ISMS, robust OT controls, and effective continuity management ensure sustainable business success—through secure processes, reliable supply chains, and stable partnerships. Continuous improvement and verifiable processes strengthen the longterm resilience and trust of our stakeholders.



- ▼ The safety of our employees is at the heart of everything we do. Our occupational safety measures are based on a systematic management system.

WORK SAFETY

Occupational safety at a glance

In 2024, a total of 130 workplace accidents were recorded, including:

- 107 minor accidents that did not result in reportable injuries.
- 23 reportable accidents that resulted in medical treatment or incapacity to work.

Accident analysis and measures for improvement

A detailed analysis revealed that most accidents were caused by tripping, slipping, or falling, followed by hand injuries and cuts in the production area. Several preventive measures were implemented to counteract these developments. In addition to regular safety briefings and training for all employees, safety inspections in the operating areas were intensified. Furthermore, additional safety officers were trained to identify risks in the various departments at an early stage and to initiate counter-measures.

Our goal is to significantly reduce the number of accidents in the coming year and to further promote awareness of safe behavior in everyday working life.

First aid at BHS Corrugated – from prevention to intervention

BHS Corrugated has a comprehensive emergency care concept in place. A team of trained company paramedics and first responders is on hand to deal with medical emergencies. Regular training and drills ensure that they can act quickly and competently in an emergency.

A total of seven company paramedics are on duty at the Weiherhammer site, even though the legal requirement only applies to companies with 2,000 or more employees. The number of first aiders also significantly exceeds the legal minimum requirements and ensures comprehensive coverage in all departments.

The emergency response plan is continuously being developed, including through:

- a new, spacious doctor's and prevention room,
- the planned introduction of a digital reporting pad,
- mandatory first aid training for all new trainees,
- and the additional qualification of another employee as a company paramedic.

„Our vision is to use the three pillars we have defined – ,exercise‘, ,nutrition‘ and ,emotional health‘ – to support the physical well-being of all employees and promote cultural exchange.“

CORPORATE HEALTH MANAGEMENT

▼ BHS Corrugated's corporate health management program is divided into three pillars internationally: exercise, nutrition, and emotional health. This is actively promoted and supported for our employees through our occupational health management program. Various preventive measures can be used to counteract illnesses in advance.



Our health benefits include, among other things:

- Free use of the company's own gym 24/7
- Discounted massages and statutory physiotherapy
- Creation of nutrition and training plans
- Private supplementary health insurance
- BHS Corrugated Health Week worldwide

Various health initiatives on offer:

- Skin screenings
- Back checks
- Lung function tests
- Posture diagnostics
- Smoking cessation courses

Since a holistic view of health includes not only physical but also mental well-being, BHS Corrugated offers its employees external counseling on psychosocial issues. To this end, we have been cooperating with the external service provider AUXELYA since April 2021.

Whether for minor everyday problems, major conflicts and crisis situations, or questions about mental and physical health, AUXELYA offers anonymous contact. The counseling itself is provided by a team of experts who assist the entire workforce with all concerns—whether professional or private—while maintaining the strictest confidentiality.

Health campaigns in Weiherhammer

In 2024, we launched new sports and health programs to promote the well-being and health of our employees at the Weiherhammer site. In addition to introducing a physiotherapy program, we set up both a volleyball court and a pickleball court.

NOFI Run: WE – be one of 100

In December 2023, Corporate Health Management and team captain Dr. Thomas List (Group CFO BHS World) launched an appeal under the motto „WE – be one of 100“ to motivate 100 participating employees of BHS Corrugated to take part in the Nordoberpfalz Company Run.

The NOFI Run 2024 in Neustadt a.d. Waldnaab covered 5.84 km, with refreshment stations along the route. The focus was on fun and teamwork rather than finishing times. Participants benefited from virtual training groups, preparatory events, and nutrition tips, making the run enjoyable for both beginners and experienced runners. The goal of getting 100 colleagues excited about the NOFI Run was far exceeded: with 140 employees, the BHS Corrugated running team had the most registered participants.

Health campaigns in India

At our site in India, the health program has been expanded to include both physical and mental health aspects. By introducing a mobile health app, setting up a mini gym, and providing healthy snacks, we have taken important steps to improve the health and well-being of our employees and create a healthy working environment in the long term.

Health campaigns in Malaysia

A team-building exercise held in Malaysia in February 2024 aimed to improve team performance and increase employee satisfaction. Through practical exercises and theoretical principles, our colleagues learned how to change their mindset and thus achieve their professional goals more effectively.

The focus was on developing a clear goal: mental strength and a positive attitude. The aim is to increase employee motivation, cooperation, and problem-solving skills.

BHS Corrugated South America



Health day



Blue November:
Mobilization for prostate cancer prevention.



Pink October:
Campaign for prevention and education about breast cancer.

- ▼ BHS Corrugated attaches great importance to equal opportunities and diversity. In a globally connected world, working with people from different cultures and backgrounds is essential. We are convinced that a diverse workforce with different experiences and perspectives plays a crucial role in developing innovative solutions and operating successfully in international markets. The combination of different skills and personalities enables us to view challenges from different angles and achieve sustainable success together.

EQUAL OPPORTUNITIES AND DIVERSITY

Equal opportunities

The 2024 shareholder resolution states that the management of BHS Corrugated is expressly committed to gender equality and emphasizes the importance of a diverse corporate culture. The shareholders have decided to gradually increase the proportion of women in management positions and to achieve a target of 10% women in the first two management levels below the executive board by 2029. In addition, the aim is to achieve a balanced representation of both genders at all hierarchical levels.

The achievement of these targets will be reviewed annually, and necessary measures will be defined and implemented by the management. These measures include:

- Promotion of women in personnel development and talent management
- Transparent and non-discriminatory selection procedures for management positions
- Strengthening the compatibility of work and family life through flexible working time models
- Regular reporting on the development of the proportion of women in management positions

International Women's Day

India: At the BHS India site, International Women's Day was celebrated under the motto „Promoting Inclusion“. The men surprised their female colleagues with bouquets of flowers and personal video messages that recognized their professional achievements and expressed gratitude. The celebration provided an opportunity to reflect on the significance of International Women's Day and to honor the achievements of women past and present. During a shared lunch of pizza, ice cream, and the ceremonial cutting of a cake, everyone enjoyed an atmosphere of appreciation and joy. The event was more than just a celebration—it was a clear commitment to equality and the promotion of an inclusive working environment in which women experience equal opportunities, respect, and dignity.

Weiherhammer: At the Weiherhammer site, too, a sign was set for more equality and cooperation on International Women's Day.

To mark the occasion, the LCB building was illuminated in purple. Alongside white and green, purple is one of the official colors of International Women's Day and symbolizes justice and dignity in particular.

In addition, all employees were encouraged to send a short message via Microsoft Teams to a colleague of their choice on this day to thank them for their good cooperation. This small gesture was intended to strengthen team spirit and show appreciation within the team.

Meet & Eat:

BHS Corrugated is growing. More and more new employees are coming on board, making the company more efficient, diverse, and exciting. But how do you know who is behind that friendly greeting in the hallway? „Meet & Eat“ provides an opportunity to get to know each other and exchange ideas with colleagues with whom you otherwise have less contact.

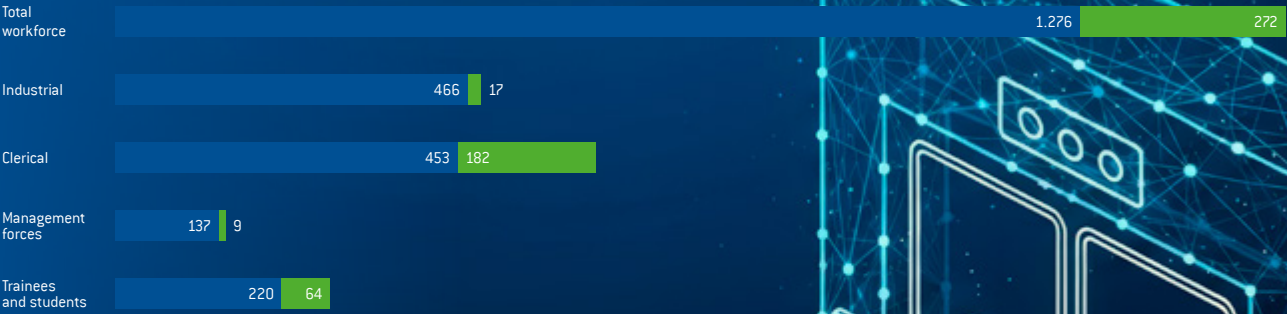
Once a month, BHS Corrugated randomly selects two colleagues at the Weiherhammer site, regardless of department or position. In a relaxed atmosphere, they can get to know each other, exchange ideas, or discuss current topics. The first round started in March 2024 and had 35 active participants by the end of the year.

Accessibility and inclusion in the workplace

At the Weiherhammer site, specific measures have been implemented to promote a barrier-free and inclusive working environment. For example, the company doctor has been relocated to a site that has an elevator and a disabled toilet, making it easier for people with physical disabilities to access.

To improve working conditions for all employees, height-adjustable desks and individually adapted work equipment are provided. In addition, there is a representative for severely disabled employees who advocates for the interests of affected employees. An annual meeting at the Weiherhammer site provides an opportunity for exchange and further development of inclusive measures.

Gender distribution



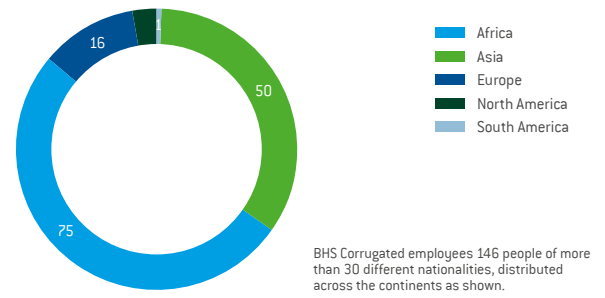
Gender distribution globally



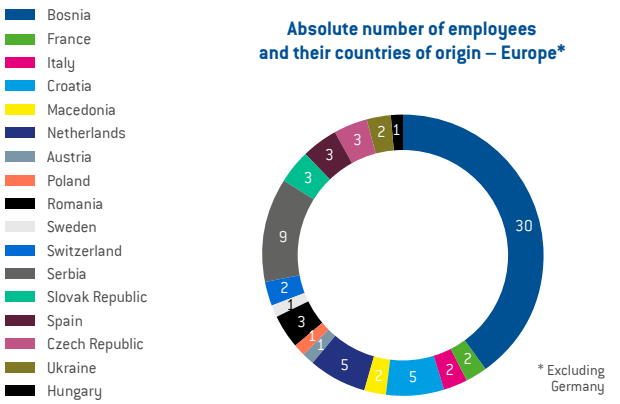
Male
Female

* Based on the global workforce

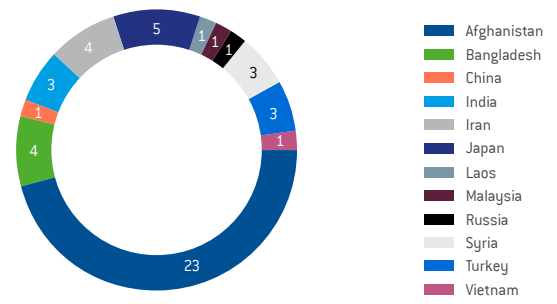
Absolute number of employees and their countries of origin, broken down by continent – excluding German employees



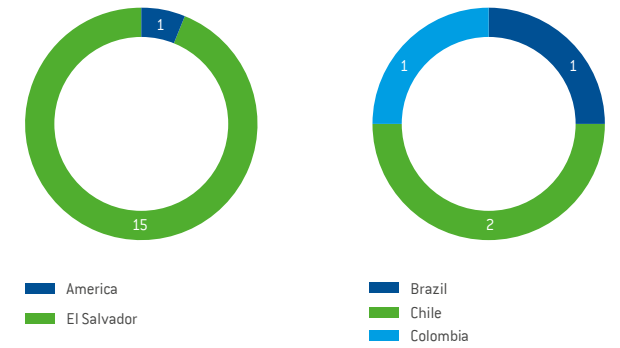
Absolute number of employees and their countries of origin – Europe*



Absolute number of employees and their countries of origin – Asia



Absolute number of employees and their countries of origin – North and South America



- ▼ Promoting diversity in all its forms is important to us. Many sports and events reflect the diversity of our society. In addition to supporting the aforementioned foundations, our sponsorship activities help to promote an integrative and inclusive community that contributes to a healthy sense of community.

SPONSORSHIP

The Corporate Communications, Corporate Health Management, and HR departments have jointly defined focus areas for our donations and sponsorships:

- **HR:** Education, focus on STEM (science, technology, engineering, mathematics), ESG, diversity
- **Corporate Health Management:** Sports (ice hockey, soccer, tennis). Main sponsorships: Blue Devils Weiden, FC Weiden Ost, clubs in Weiherhammer and the immediate vicinity
- **Corporate Communications:** Clubs and organizations in Weiherhammer

We are proud to contribute to the development of a healthy and responsible future through our partnerships.

Blue Devils Weiden

BHS Corrugated has been the main sponsor of the Blue Devils Weiden ice hockey club for several years. The club currently plays in DEL 2, the second-highest league in Germany, and is an important sporting representative for the region. All BHS Corrugated employees also have the opportunity to win tickets for every home game.

In addition, BHS Corrugated has been a sponsor of the „Young Blue Devils“ – the youth team of 1. EV Weiden – since the 2024/2025 season. As a family-owned company, it is important to BHS Corrugated to promote youth development and ensure a diverse sports program in the region.

Running Snail Racing Team

BHS Corrugated has been supporting the Running Snail Racing Team at the East Bavarian Technical University of Applied Sciences Amberg-Weiden for many years. The Running Snail Racing Team is a project run by OTH Amberg-Weiden in which students from all departments of the university participate. The students design racing cars with which they compete in various Formula Student races every year.

„Formula Student“ races every year. The races repeatedly test the students' resilience, creativity, and team spirit. Team members can test and train the soft skills required in the industry, such as negotiation skills, leadership qualities, and organizational talent, which are rarely the focus of theory-heavy studies.

BHS Corrugated supports the Running Snail Racing Team with team clothing, transport vehicles, and event rooms, among other things.

Hundslinger wedding

„Hundslinger Hochzeit“ is a comedy movie in the Upper Palatinate region of Bavaria, which was released in Bavarian cinemas on January 16, 2025. As the main sponsor, BHS Corrugated was able to actively support this project together with numerous other regional companies. With 24 days of filming, over 50 volunteers, 60 extras, and leading actors from the region, the crew transformed the beautiful Upper Palatinate into the setting for the story. Three employees from BHS Corrugated had the opportunity to play extras.



Winter and Christmas campaigns by Ukrainehilfe

In the run-up to Christmas, BHS Corrugated once again showed its support for the people of Ukraine. At the end of October, the third aid transport of 2024 set off for Ukraine. Medical supplies, sleeping bags, generators, hygiene products, and food were delivered. In addition, nearly 400 St. Nicholas packages filled with sweets were put together and handed over to the helpers from „The Bridge of Life“. They were able to distribute the gifts to the children just in time for St. Nicholas Day.

In addition, numerous Christmas parcels and gifts were organized, which were individually and personally put together for the children by BHS Corrugated employees. As part of this campaign, a fully equipped ambulance and another transport vehicle were also handed over to a Ukrainian community through cooperation with other companies.

CORPORATE CIZIZENSHIP

▼ Entrepreneurship also means taking on social responsibility. At BHS Corrugated, we consciously and actively embrace this responsibility actively. We support the foundations established by the Engel family, who are the managing directors, with both monetary and in-kind donations: „Angels for Children (AfC)“ and „Lars and Christian Engel (LUCE) Foundation“.

Foundations

„Angels for Children (AfC)“
„All children in the world should have the same opportunities in life and the same chances to develop, regardless of where they are born.“ (Ingrid Engel)
In 2003, the Engel family, who run the company, established the „Angels for Children“ foundation. The foundation supports children in Laos, one of the poorest countries in the world, with their school and vocational education.



Educational projects in Laos
In 2024, 1,995 pupils at the three primary and secondary schools supported by the foundation in Laos gained access to high-quality education. To make this possible, AfC hired an additional 39 teachers and staff members to supplement the 45 state teachers. In addition, in 2024, the foundation supported the further training of teaching staff, the provision of daily meals for children in need, and construction and maintenance measures, including an event stage, hygiene improvements, and medical care. The foundation supports secondary

school students on their path to vocational training. In cooperation with a Laotian vocational school, BHS Corrugated awarded another 40 scholarships for training in the metal and electrical sectors in Laos in 2024. The scholarship classes are supervised by a German employee on site.

Career prospects at BHS Corrugated in Germany
Highly motivated and successful graduates of the vocational school in Laos are given the opportunity to undertake dual training in the industrial-technical field at BHS Corrugated in Weiherhammer. In 2024, four new trainees from Laos began their training, bringing the total number of young Laotians currently working at BHS Corrugated to 25, including three graduates. Since 2024, BHS Corrugated has been providing international trainees with affordable accommodation in its own house. In addition, an integration guide was hired to take care of the linguistic and social integration of the international trainees. To complement this, BHS Corrugated and the Inter-Company Training Center in Eastern Bavaria (ÜBZO)



offered further training courses for the principal and four teachers from the Laotian vocational school in the field of mechatronics in Weiherhammer. For the seventh time, employees of BHS Corrugated and ÜBZO, in cooperation with Laotian vocational school teachers, conducted a practice-oriented vocational training examination in the metal and electrical sector in Laos.

Events and fundraising campaigns organized by the foundation at BHS Corrugated
Under the motto „Commitment and music merge in Weiherhammer“, the Schirmitz teen choir once again held a charity concert for the public at the BHS Innovision Center in 2024. At the BHS Corrugated company party on the theme of „All continents are corrugated“, Laotian trainees presented artwork from a joint project and, together with the foundation, ran a booth offering Laotian specialties and a bazaar. The traditional foundation celebration was once again held at the Elements restaurant in Weiherhammer, bringing together donors, volunteers, and Laotian guests. The management of BHS Corrugated presented the Laotian trainees with their graduation certificates, followed by a colorful cultural program with Laotian dances, German songs, and an exhibition of pictures by the Laotian trainees. The NEWS restaurant held a „charity week“ with Laotian dishes for internal and external guests.

As part of the charity project „Legends for Children“, the second music video was created in 2024, which attracted international attention: British trumpet soloist Louis Dowdeswell performed the ballad „Believe In You“ together with the German Armed Forces Big Band in aid of children in Laos. The kick-off event took place on International Children's Rights Day at the Future Lab on the BHS Corrugated company premises in Weiherhammer.



The accompanying fundraising campaign included:

- A virtual Advent calendar fundraising campaign with testimonial videos from well-known figures from business, science, politics, and society,
- a charity concert in collaboration with the OTH Amberg-Weiden university orchestra,
- a fundraising campaign with the Neustadt elementary school,
- various corporate campaigns in conjunction with GKS.

At the end of the year, another public charity event took place at the BHS Innovision Center with singer Bettina Mildner and the dance group Dance Unlimited. A special highlight of the BHS Corrugated Christmas party was the performance of a choir of Laotian trainees, which underscored international cooperation and cultural togetherness in a touching way.

Edmund Bradatsch Foundation

With its study grants, the foundation focuses on supporting talented, committed students, especially those seeking a second chance, in the fields of mechanical engineering, electrical engineering, and related courses of study by awarding scholarships. There was a cooperation between the scholarship „Deutschlandstipendium“ (Germany Scholarship) and the technical universities OTH Amberg-Weiden and OTH Regensburg. Thanks to a generous additional donation from co-founder Helga Bradatsch, the number of scholarships at both universities could be more than doubled in the 2024 funding year.

In addition to promoting science and research, for which 19 projects at the OTHs Amberg-Weiden and Regensburg have been financially supported since its establishment, the foundation has supported more than 160 students to date, primarily with scholarships.

In addition to financial support, networking is also a priority for the „Germany Scholarship“.

As a long-standing, reliable sponsor of OTH Amberg-Weiden and Regensburg, the Edmund Bradatsch Foundation invited guests to the OTH network meeting Amberg-Weiden at the premises of BHS Corrugated in Weiherhammer.

The awarding of further scholarships initially took place in the so-called Future Lab „Edmund“. After a series of lectures, demonstrations, and a guided tour, there was a lively exchange between the scholarship recipients and the funding partners.



It was a very successful evening, which helped to highlight the work of the foundation once again and underline the importance of the Edmund Bradatsch Foundation as a reliable sponsor of students in the East Bavaria region. The promotion of education and science, but especially of young people in the region, remains very close to the hearts of the founders.

One of the Edmund Bradatsch Foundation's stated goals is therefore to further expand this project. To this end, helping hands are very welcome in the foundation's work. This can be done by „donating time“ in the form of work within the foundation or through donations from companies and charitable individuals who simply want to support young engineering students in the Eastern Bavaria region in an unbureaucratic way.

„Lars and Christian Engel (LUCE) Foundation“

In September 2016, Christian and Lars Engel, the managing directors of BHS Corrugated, established the LUCE Foundation. Its goal is to promote projects that advance the technological and economic development of Northern Upper Palatinate, the home region of the managing director's family.

The LUCE Foundation acts as the driving force behind a network that includes local authorities, institutions, colleges, universities, research institutes, and educational establishments. Together, these partners are working on the development of future concepts for education and training 4.0 in order to strengthen the Upper Palatinate as a knowledge region for a society 4.0.

The new education provider for continuing education and digital education is called C4TRENDS GmbH. It offers companies and individuals a comprehensive portfolio of educational services and is the exclusive continuing education partner of BHS Corrugated. The previous Inter-Company Training Center in Eastern Bavaria (ÜBZO) continues to exist with its „Training“ and „International Education“ departments.

In 2003, a milestone for new learning in vocational education was achieved in collaboration with Digital Education, under the umbrella of C4TRENDS, with the ABBO excellence initiative:

The LUMIS Campus was developed and implemented with partner companies. The result is a digital all-in-one learning ecosystem that meets the needs of learners in a constantly changing world of work and environment: flexible, interactive learning that is independent of time and place, using a variety of methods and resources, is now possible.

The platform offers various forms of learning and teaching (e-learning, web-based training, VR learning scenarios, forums), integrates interfaces, for example to serious games, and provides reporting tools and checklists as well as a trade fair area as a contact opportunity for companies.

The jury of the „E-Learning Journal“ has awarded the LUMIS Campus the 2024 eLearning AWARD in the „Learning Ecosystem“ category. The combination of

different learning methods and tools offers learners a tailor-made, individualized learning experience.

The innovative models and projects of the LUCE Foundation were presented to a wide audience by colleagues from Weiherhammer at trade fairs, Game Days, and LEARNTEC.

Agile living in old age

Since 2018, the ALIA model project has been strengthening caring communities in rural regions in order to develop new forms of care, nursing, and housing. The aim is to achieve municipal demographic resilience as a model for small communities. The LUCE Foundation supports the project and focuses on participatory cooperation with municipalities, associations, companies, and universities.

Focus areas and measures:

- Housing and care concept at the ALIA site in Weiherhammer
- Educational offerings such as Village 2.0 and BIAP (integration of foreign nursing staff)
- Prevention and counseling services
- Neighborhood assistance, multiple award winner
- Skilled workers alliance for nursing care and the DENK.werkstatt family doctor care

The project has won several awards, most recently the IKK classic's „Health and Care Star“ in 2024. Due to its success, the foundation's statutes were expanded to scientifically promote social development in the Upper Palatinate.



DENK.summit

In 2024, the DENK.summit took place for the second time at the Innovision Center and Future Lab – organized by the Lars and Christian Engel Foundation (LUCE). The career and start-up event, with the motto „WE MOVE OBERPFALZ“, is aimed at school and university students as well as company representatives, founders, and innovation enthusiasts. More than 700 people attended the career fair.

They took part in DENK.career and then eagerly followed the keynotes and pitch competition. Among the prominent guests was entrepreneur Carsten Maschmeyer, known from the tv show „Die Höhle der Löwen“ (counterpart to the British show „Dragons Den“). The event is establishing itself as a hub for innovation enthusiasts from business, society, and politics in the Upper Palatinate and beyond.



We are committed to combating climate change, against extreme poverty, and for a dignified life for all.

We are participants in the United Nations Global Compact

#UnitingBusiness

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Initiatives

Dornrose e.V.

BHS Corrugated also considers it important to draw attention to critical issues. These include one of the most serious and widespread human rights violations, namely violence against women. For this reason, the company has decided to support the Weiden-based association Dornrose e.V., which acts as a counseling center specializing in sexual violence against women and children. As the need for support in this area has risen sharply in recent years, a donation from BHS Corrugated has enabled the association to hire another urgently needed counselor.

United Nations Global Compact

BHS Corrugated has been an official member of the UN Global Compact since 2023. The company is committed to working toward a livable future and strategically embedding sustainability. The United Nations Global Compact (UNGC) is the world's largest initiative for sustainable and responsible corporate governance. By participating, BHS Corrugated is setting an example and committing itself to the ten principles of the UN Global Compact and the global sustainability goals.

In order to remain listed as an active member of the UNGC, BHS Corrugated submits an annual progress report (Communication on Progress) on ESG issues.

GRI INDEX

This voluntary sustainability report was prepared in accordance with the 2021 standards of the Global Reporting Initiative (GRI). It covers the period from January 1, 2024, to December 31, 2024. An annual update of the report is planned. The information reported, including the material topics, has been reviewed and approved by management.

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Disclosure 2-6	Activities, value chain, and other business relationships
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Disclosure 2-9	Management structure and composition
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Disclosure 404-2	Programs to improve employee skills and provide transition assistance
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