



CORPORATE SOCIAL RESPONSIBILITY

Reporting period 2021-2024

Target and key figure cockpit 2024





WELCOME

Our CSR Report 2024 is based on the Global Reporting Index (GRI) and ISO 26000 and provides transparent information about STI Group's commitment to sustainability.

The report addresses the core sustainability values to which STI Group is committed and discloses targets, measures and progress in the areas that are important to us. Unless otherwise stated, the scope covers the entire group of companies. Our CSR Report 2024 is aligned with the requirements of the Global Reporting Index (GRI) with the revised GRI Universal Standards 2021 and ISO 26000. The target groups for this report are our internal and external stakeholders: employees and management, customers, suppliers, business partners and the interested public.

The STI Group currently reports comprehensively on its sustainability performance every three years. In addition, annual reports on progress in achieving targets and key performance indicators are provided as part of the target and key performance indicator cockpit. The CSR Report 2024 covers the period from 1 January 2024 to 31 December 2024.

CORPORATE SUSTAINABILITY REPORTING DIRECTIVE (CSRD)

In parallel with the preparation of this CSR report, the STI Group is intensively preparing for future reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD). Starting in the coming reporting year, we aim to align our report with CSRD requirements. Therefore, the guidelines to be applied in the future are currently being carefully analysed and integrated into internal processes to ensure a seamless transition to expanded sustainability reporting in accordance with the European Sustainability Reporting Standards (ESRS).



Overview



CEO statement

CONTENTS

OVERVIEW

WELCOME 2

CONTENTS 3

CEO-STATEMENT 4

ABOUT STI GROUP

 About STI Group 6

 Vision and values 7

 Organisation 8

 Adding value 9

 Companies 10

 Locations 11

 Network 12

 Investments 13

 Corporate Sustainability Reporting Directive (CSRD) 14

CSR ROADMAP

 Action areas 16

 Materiality analysis 17

 Stakeholders 19

 CSR Roadmap 20

#1 COMPANY

 Products 22

 Innovation 24

 Best Practice 25

 Standards 26

 Responsibility 28

 Corporate Conduct 29

#2 PEOPLE

 Health and safety 31

 Fairness 33

 Development 34

 Transparency 35

 Participation 36

#3 SOCIAL COMMITMENT

 Commitment and projects 38

 Promotion of children 39

 Foundations 40

 Information and education 41

#4 ECOLOGY

 Environment 43

 Climate protection 44

 Recycling 46

 Supply chains 47

 Waste 49

TARGET AND KEY FIGURE

COCKPIT 2024

 Our Targets and key performance indicators 51

 Partners 52

 Sustainable development goals 53

 Target cockpit 54

 KPI Cockpit 68

 GRI Index 71

YOUR FEEDBACK

 Image sources 82

Target and key figure cockpit



People at the STI Group

#2





CEO-STATEMENT

"We stand for packaging solutions that are both environmentally friendly and economically sound."

Jakob Rinninger, CEO STI Group

Sustainability has been an integral part of our corporate strategy for many years. We see it as our corporate responsibility and a key success factor for our customers and for the long-term development of our company. Our mission: to develop packaging solutions that are both ecologically and economically convincing.

We develop sustainable innovations along the entire value chain – in close cooperation with our customers and external partners. Our research and development activities focus on market-ready solutions that make a measurable contribution to a more environmentally friendly packaging landscape. We stand for responsible use of resources, recyclability and active climate protection, and support our customers in achieving these goals together.

As part of our "Circular Innovation" programme, an interdisciplinary team of experts is working specifically on sustainable packaging concepts, currently with a particular focus on the requirements the future EU Packaging Regulation (PPWR). Although

many details of the PPWR are still being worked out and key provisions will not take effect until 2030, we have already launched initial initiatives together with customers. Our aim is to develop recyclable, resource-saving and CO₂-optimised solutions – always with an eye on their economic performance. After all, sustainable solutions can only contribute effectively to positive change if they are also economically viable.

A key concern is to keep materials in circulation for as long as possible and to further maximise the recyclability of our packaging. With our Circular Innovation Programme, we are opening up new fields of application for fibre-based materials in order to replace plastic elements in packaging with fibre-based materials.

BE A PIONEER!

Like no other company, STI Group stands for pioneering spirit in the packaging industry.

Our STI brand stands for Sustainability – Technology – Innovation.

Our approximately 2,000 employees share

this commitment. We offer them entrepreneurial responsibility, development prospects and a strong common foundation of values:

- Innovate.
- Take action.
- Make the difference.
- Embrace the family spirit.

Together, we are shaping the sustainable packaging world of today and tomorrow – progressively, dynamically and as a reliable partner for our customers.



Jakob Rinninger

ABOUT STI GROUP



PACKAGING



POS SOLUTIONS



SERVICES

ABOUT STI GROUP

Pioneering spirit, innovation and creativity have characterised STI Group's past and present. With a focus on sustainability, we continue to develop packaging and displays for tomorrow's point of sale.

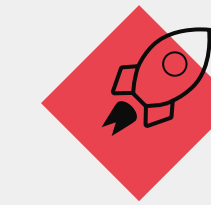
STI - Gustav Stabernack GmbH, trading as STI Group, is a fourth-generation family company owned by Dr Kristina Stabernack. Since its foundation in 1879, STI Group has grown into a globally active group of companies with 2,000 employees. Today we produce packaging and displays at seven specialised locations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

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



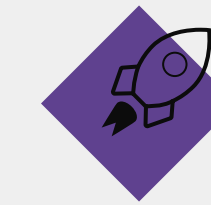
2020s

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



2010s

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



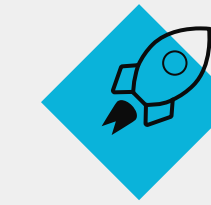
2000s

*Digitisation adopter: Introduction of DAM database & digital printing
Sustainable forestry supporter: First company in the industry to become FSC®-certified*



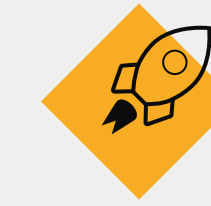
1990s

*Sustainable pioneer:
First Corporate Policy on environmental sustainability*



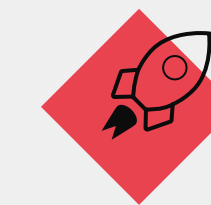
1980s

*Retail pioneer:
Linking expertise with the European Retail Institute*



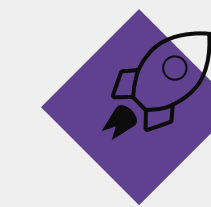
1970s

*Creative pioneer:
Winning new product competitions in the industry*



1960s

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



1950s

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

VISION AND VALUES

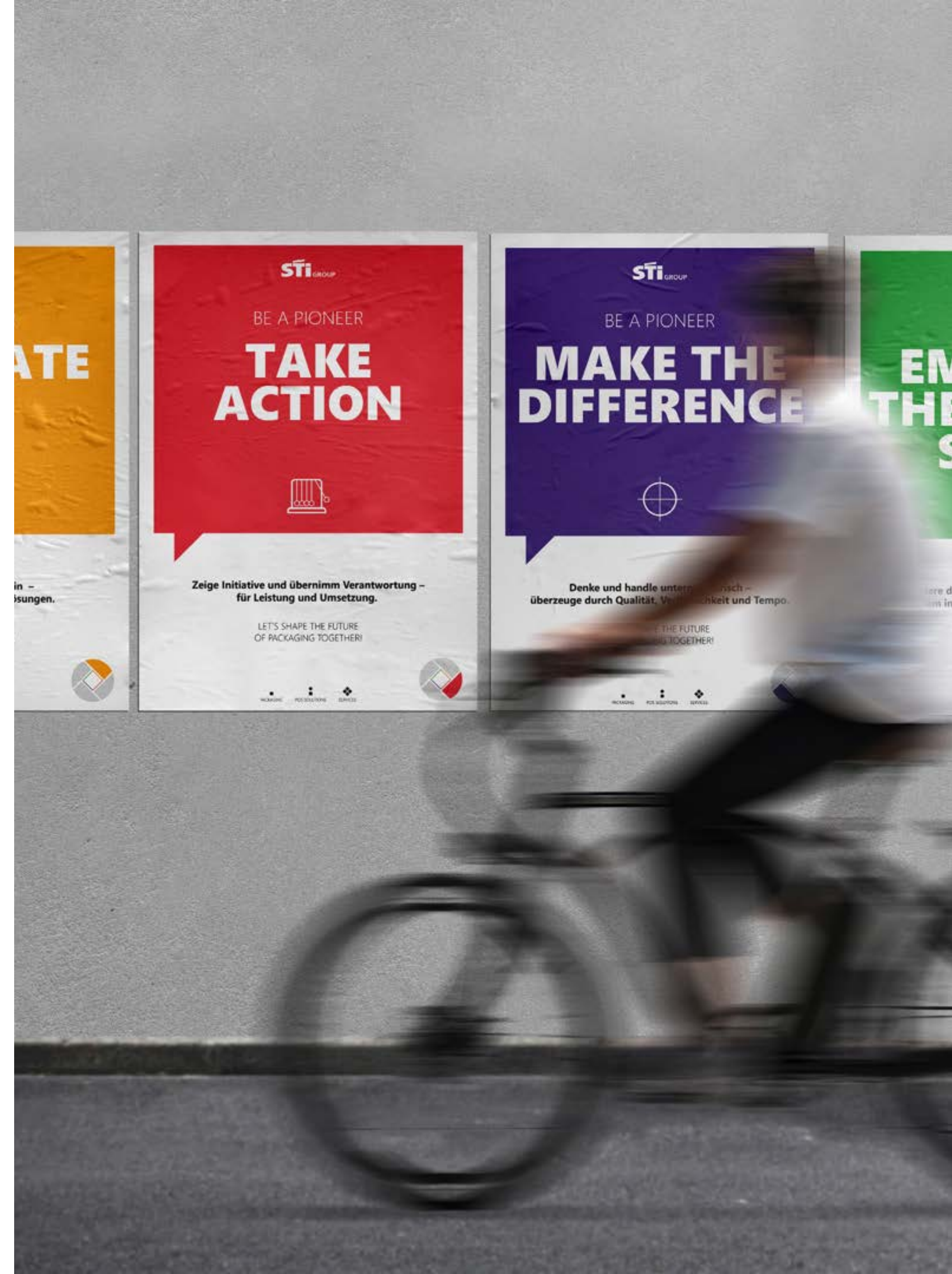
As a pioneer in the packaging industry, we are uniquely positioned to deliver innovative, sustainable and creative products and services that shape markets and make us a strong partner for strong brands.

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

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

24/06/25 | PIONEERS IN PACKAGING

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



ORGANISATION

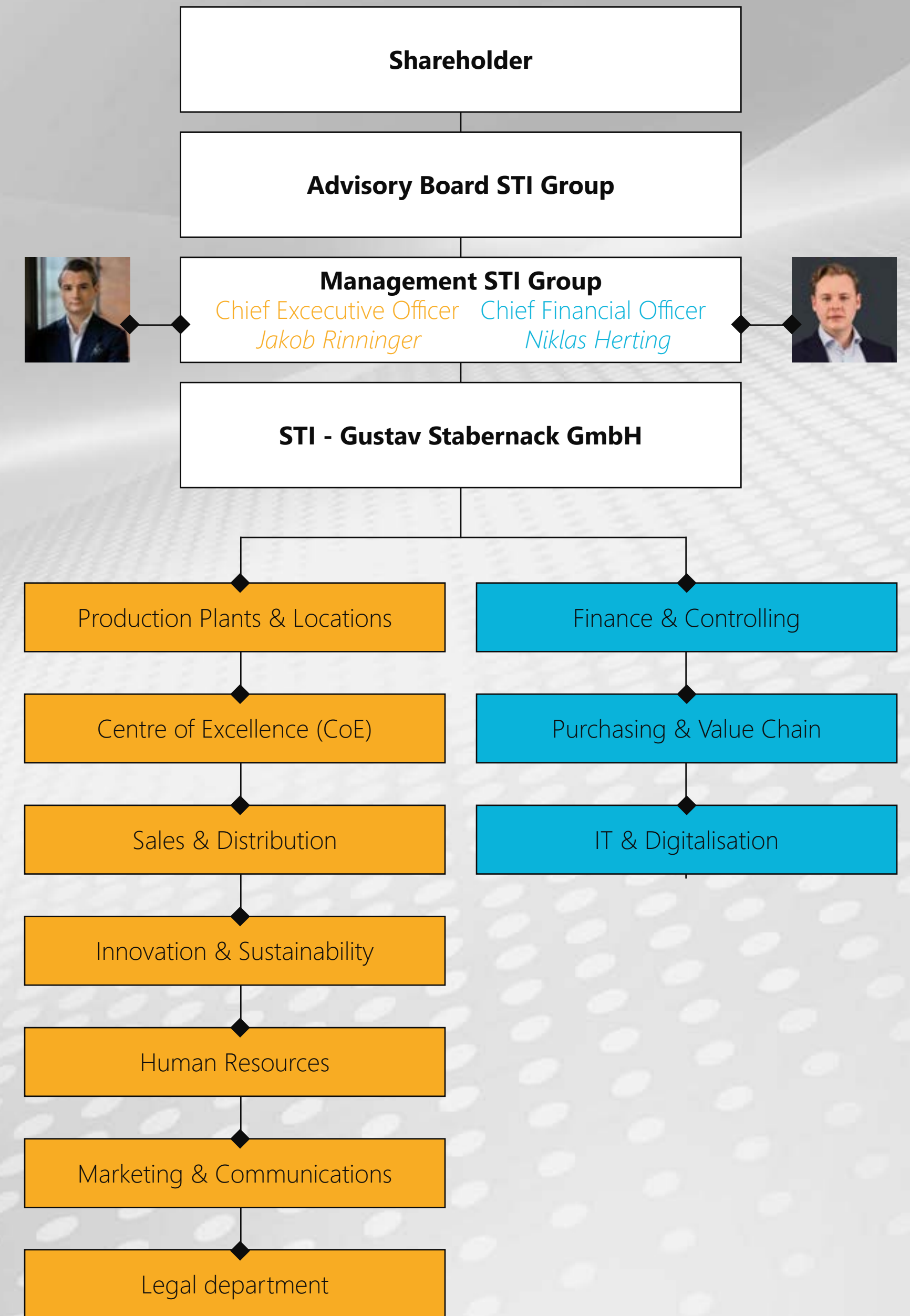
A family business, STI Group has been owner-managed for more than 140 years.

Since 1999, Dr Kristina Stabernack has been the 100% shareholder of STI Group, whose holding company operates under the name of STI - Gustav Stabernack GmbH.

CEO Jakob Rinninger and CFO Niklas Herting manage this holding company as the highest governing body, as well as all associated entities within the operating business. Chaired by Rainer Springstein, the Advisory Board advises, supports and monitors the management team.

CSR-COUNCIL

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



ADDING VALUE

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

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

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

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

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



COMPANIES

LAUTERBACH

STI - Gustav Stabernack GmbH (Holding)

- ISO 9001:2015
- ISO 50001:2018
- Forest Stewardship Council-certified (FSC® -certified)

STI Lauterbach Verpackung GmbH

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

STI CAD Laser Form GmbH

STI Pro Grafik GmbH

- PSO-certified

ALSFELD

STI Corrugated GmbH

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

GREVEN

STI Schröder Verpackungen GmbH

- ISO 9001:2015
- FSC® -certified

NEUTRAUBLING

STI d+v Display + Verpackung GmbH & Co KG

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

KECSKEMÉT

STI Petöfi Nyomda Kft.

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

GILLINGHAM

STI Line Ltd.

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

RUMBURK

STI Česko s.r.o.

- ISO 9001:2015
- ISO 14001:2015 – certification process started
- EN 15593:2008
- FSC® -certified
- PEFC-certified

HONGKONG/SHENZHEN

STI Asia Pacific Ltd.

STI POS Solutions (Shenzhen) Co Ltd.

PARIS

STI - Display Emballage Création S.A.R.L.

- FSC® -certified

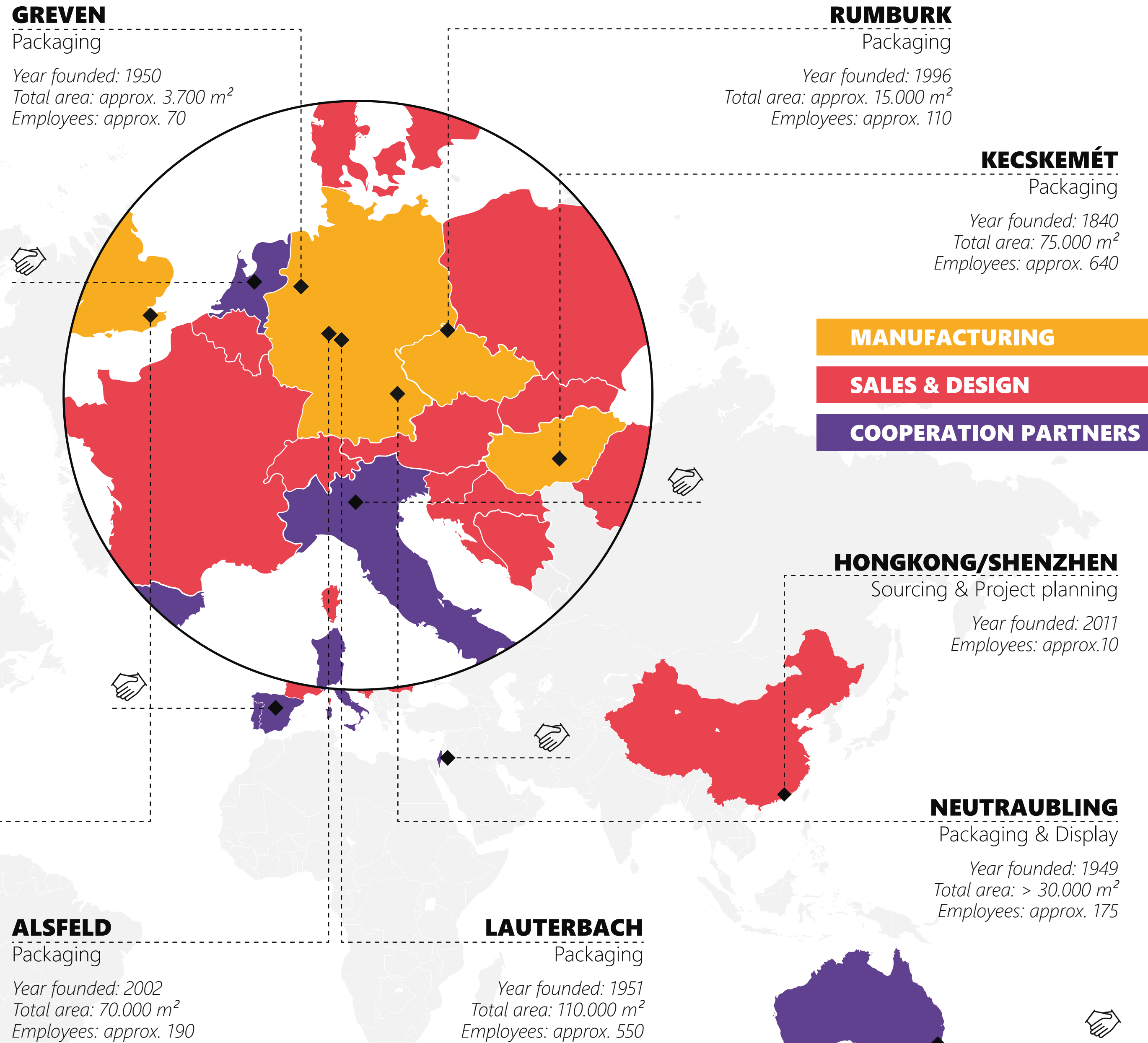
LOCATIONS

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

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

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

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



COOPERATION PARTNERS

- Australien:** Blue Star Group Australia PTY LTD
- Israel:** Infinya Packaging IND.
- Italien:** Ondapack
- Niederlande | Belgien:** Vlastuin CDI B.V.
- Spanien:** Miralles Cartonajes S.A.

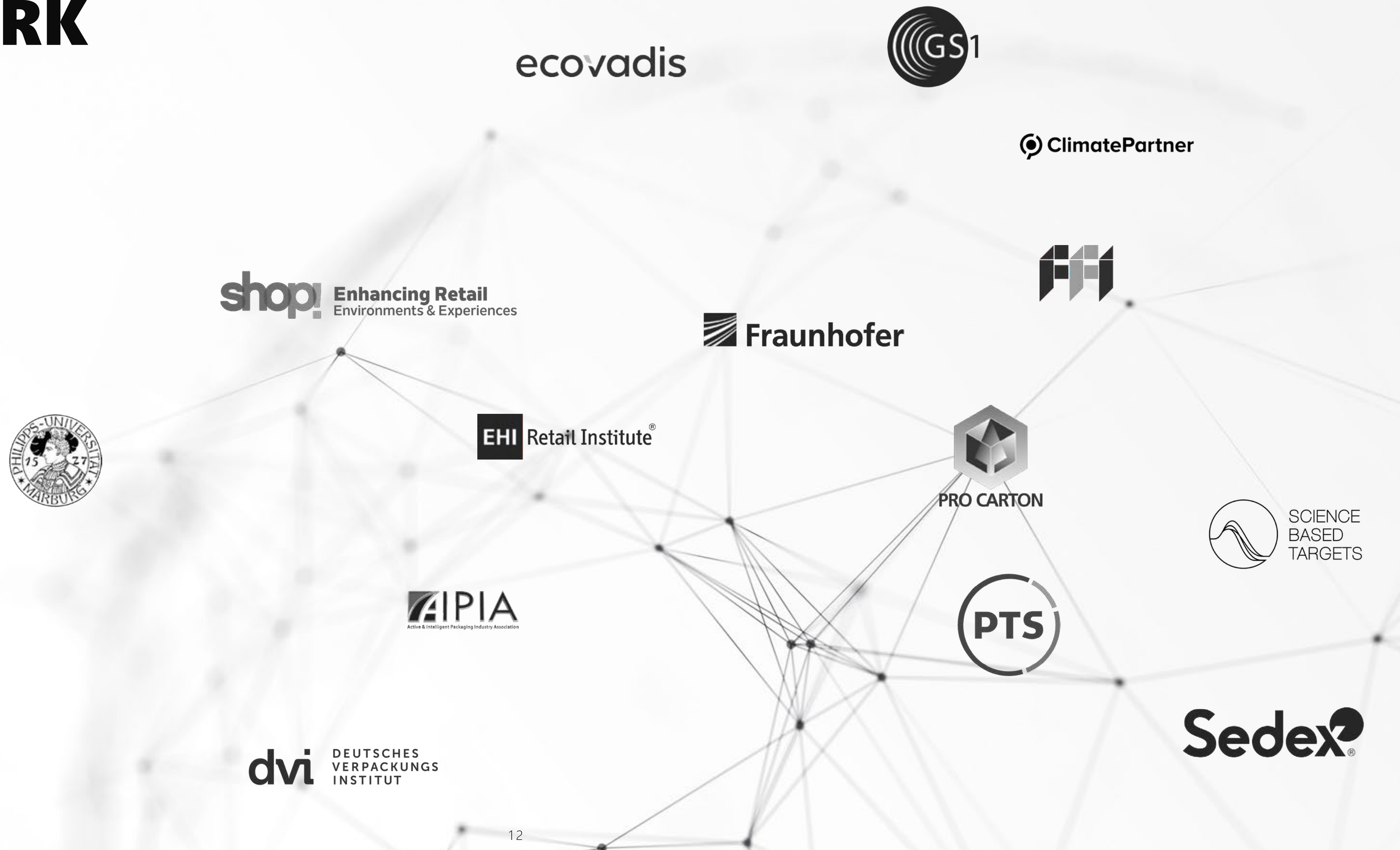
MANUFACTURING

SALES & DESIGN

COOPERATION PARTNERS

NETWORK

24/06/25 | PIONEERS IN PACKAGING



INVESTMENTS

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

TECHNOLOGY

In 2024, STI Group dynamically expanded its Packaging business unit and achieved sustainable growth in this segment. To support this positive development, the company made targeted investments in its packaging sites.

At the Lauterbach site, a new high-speed laminating machine was installed in November 2024. With an investment volume of around €8 million, it is one of the Group's most significant individual investments in recent years. Specially configured for STI Group, this technology is unique worldwide and enables the production of particularly sustainable packaging solutions with finer flute profiles and lower grammages. The investment is fully in line with STI Group's long-term strategic goals and makes a significant contribution to improving the company's CO₂ balance.

To expand production capacities in the Packaging segment, an additional printing press was installed at the Czech site in Rumburk. Further major investments were also made at the sites in Greven, Kecskemét and Gillingham.

SOLAR POWER

The solar power plant at the Alsfeld packaging site has been supplying the corrugated board and packaging production facilities with self-generated solar power since 2023. In May 2024, a second photovoltaic plant was commissioned at the Lauterbach site. With more than 1,000 installed solar modules, the facility produces climate-neutral electricity, around 98% of which is used directly for local packaging production. Another project was launched in 2024 at Kecskemét (Hungary), one of the largest folding carton plants in Eastern Europe: here a combined rooftop and ground-mounted photovoltaic system is being built, scheduled to go into operation in 2025.

CERTIFICATIONS

The Rumburk site was included in the scope of PEFC certification. The sites in Lauterbach and Alsfeld were successfully certified to ISO 14001:2015 in 2024. Together with the existing environmental certifications at the Kecskemét and Gillingham sites, we are implementing our sustainability approach and responding to market requirements.

GREEN FINANCE

With the completion of an ESG-linked loan tied directly to the achievement of defined sustainability targets, STI Group underlines its firm commitment to responsible business practices. In addition, the company pursues carbon-neutral sourcing and benefits from government-backed investment grants from the Federal Office of Economics and Export Control (BAFA) as part of its investments to improve energy efficiency.



CORPORATE SUSTAINABILITY REPORTING DIRECTIVE (CSRD)

The STI Group is currently in the transition phase to CSRD reporting requirements. Our goal is to submit a first CSRD-compliant report due time and thus provide comprehensive, audited and reliable sustainability reporting for the future.

With the entry into force of the European Union's (EU) Corporate Sustainability Reporting Directive (CSRD), sustainability reporting requirements in Europe will be fundamentally expanded. The aim of the CSRD is to establish environmental, social and governance (ESG) aspects as equivalent to financial indicators in corporate reporting. The CSRD requires reporting companies to apply the European Sustainability Reporting Standards (ESRS), which are designed to ensure consistent, detailed and comparable reporting.

Our company will be subject to CSRD reporting requirements for the first time from the 2027 financial year, based on the criteria for large companies (more than 1,000 employees and either net sales of €50 million or total assets of €25 million). The first mandatory reporting under the CSRD will therefore be in the 2027 CSR report, which will be published in 2028.

For the current financial year 2024, we will continue to report on the basis of the established GRI (Global Reporting Initiative) standards. This step has been taken deliberately: taking into account the omnibus amendments, we are specifically using 2025 as a transition and development phase in order to comprehensively prepare the new reporting in accordance with CSRD in terms of content and technology. The focus here is on providing content-based and system-supported reporting in accordance with ESRS requirements.

In order to manage this change professionally, we are working with an experienced system provider, ESG indicators and the implementation of regulatory requirements in cooperation with our auditor.

Relevant ESRS data points are already being gradually incorporated into our key performance indicator system. The early integration of this information not only strengthens our data quality, but also promotes company-wide awareness of sustainability-related performance indicators.

Our goal is to align the CSR report for the 2025 financial year with the CSRD and to report in a fully audited and reliable manner in accordance with the CSRD for 2027. The present report for 2024 therefore represents an important intermediate step on this path.

Below, we provide insights into our current CSR strategy and the progress we have made along our sustainability roadmap.



CSR ROADMAP



ACTION AREAS

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

#1 COMPANY

We focus on developing STI Group and our products responsibly.

#2 PEOPLE

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

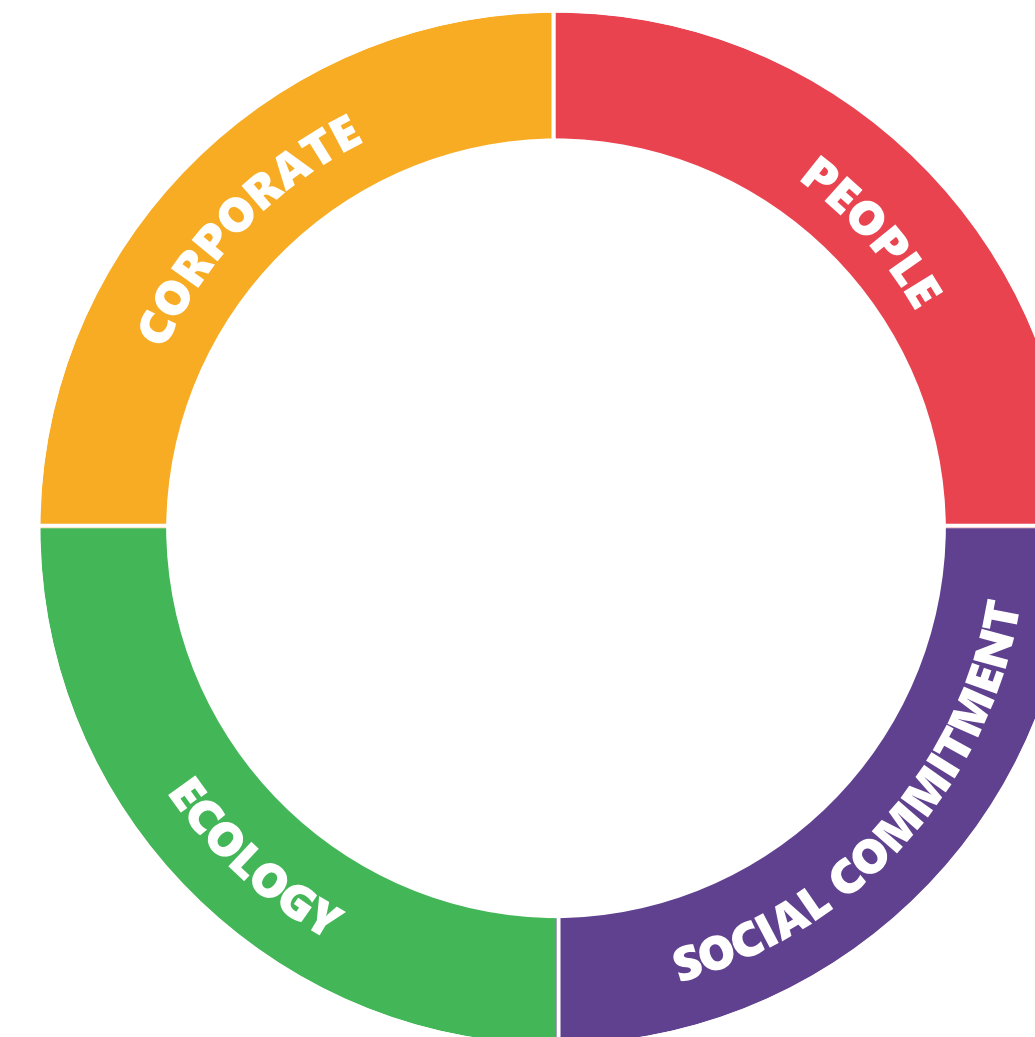
#3 SOCIAL COMMITMENT

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

#4 ECOLOGY

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

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



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

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



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

MATERIALITY ANALYSIS

Based on a 2021 stakeholder survey, we prioritised STI Group's CSR action areas up to 2030.

This materiality matrix (right) reflects the relevance of our CSR action areas for stakeholders and the company. The x-axis represents materiality for STI Group, the y-axis represents stakeholder relevance on a scale of 1 to 7, with 7 being the highest and 1 the lowest relevance. The axes start at 3 and 4 to reflect the lowest ratings identified.

The underlying materiality analysis is reviewed at least every three years by STI Group's CSR and Management Team and adjusted as necessary. For the issues of highest relevance, we set measurable targets and report on them annually. Key strategic action areas are monitored through Key Performance Indicators (KPIs), while other fields are addressed by reporting on our activities in these areas.

Looking ahead, STI Group will be subject to the CSRD reporting obligation. The first mandatory CSRD report will therefore be our 2027 CSR Report, published in 2028. We are using 2025 as a transition and preparation phase to ensure that our reporting will be both content-driven and system-supported, in full compliance with ESRS requirements.

A central element of CSRD is the principle of double materiality: this requires assessment of both the impacts of

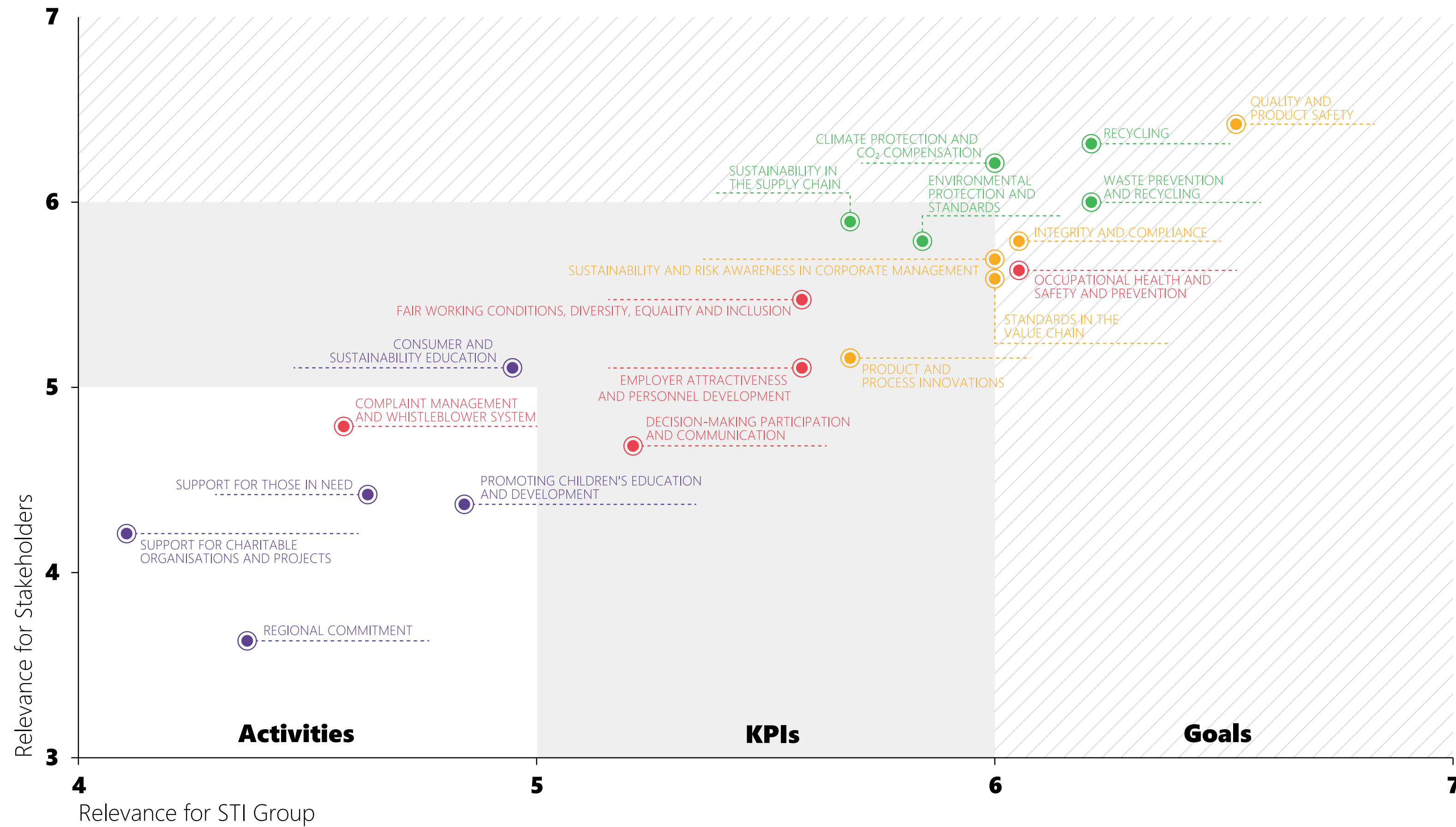
business activities on the environment and society (Impact Materiality) and the financial risks and opportunities arising from sustainability issues (Financial Materiality). The corresponding materiality analysis is currently in development and is expected to be completed in 2025 with the involvement of relevant stakeholders.



MATERIALITY ANALYSIS

Based on a 2021 stakeholder survey, we prioritised STI Group's CSR action areas up to 2030.

24/06/25 | CSR ROADMAP



- 

#1 CORPORATE
- 

#2 PEOPLE
- 

#3 SOCIAL COMMITMENT
- 

#4 ECOLOGY

STAKEHOLDERS

The interests of our internal and external stakeholders are reflected in our materiality matrix and STI Group's CSR roadmap. Our key stakeholders are listed below.

EMPLOYEES AND MANAGEMENT

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

CUSTOMERS, SUPPLIERS AND PARTNERS

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

LOCAL PUBLIC RELATIONS

We are an active part of the local community at each of our seven production sites. We are engaged and transparent with the local public. We maintain a lively dialogue with local political, business and community leaders and listen to their concerns. We also support numerous regional initiatives, placing particular emphasis on support and education projects for children. STI Group owner Dr Kristina Stabernack's charity Home for Kids e.V. supports projects that help traumatised children. The Wilhelm Stabernack Foundation is active in the Vogelsberg region of Germany and makes donations to people in need, as well as to organisations and initiatives that work to improve people's lives.



CSR ROADMAP

Quality and product safety

Target: Hygiene certification of another STI Group site by 2024

Target: Environmental management certification of further locations by 2025

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



Product and process innovations

Circular Innovation Programme

Standards in the value chain

Target: 98% of suppliers to sign the corporate compliance declaration

Sustainability and risk awareness in corporate management

Target: Group-wide CSR reporting in accordance with the GRI standard by 2024

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



Integrity and compliance

Target: No compliance cases in STI Group



#1 COMPANY

Environmental protection and environmental standards

KPI: Waste

Climate protection and CO₂ compensation

Target: Continuous improvement of STI Group's energy performance

Recyclability

Target: 100% recyclable packaging by 2030

Sustainability in the supply chain

KPI: Waste, Sustainable procurement

Waste prevention and waste recycling

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



#2 PEOPLE

Occupational health and safety and prevention

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

Fair working conditions, diversity, equality and inclusion

KPI: Human resources, labour and human rights, diversity programme: Diversity Charter

Employer attractiveness and personnel development

KPI: Human resources, labour and human rights

Complaints management and whistleblower system

Corporate compliance, introduction of whistleblower protection

Decision-making and communication

KPI: Human resources, labour and human rights

#4 ECOLOGY



#3 SOCIAL COMMITMENT



Support for charitable organisations and projects & regional commitment

Supporting social initiatives in the regions of our production sites

Promoting the education and development of children

Perspectives for children and young people, Home for Kids e. V.

Support for those in need

Wilhelm Stabernack Foundation

Consumer education and sustainability education

Customer workshops, web sessions



#1 COMPANY



PACKAGING



POS SOLUTIONS



SERVICES



PRODUCTS

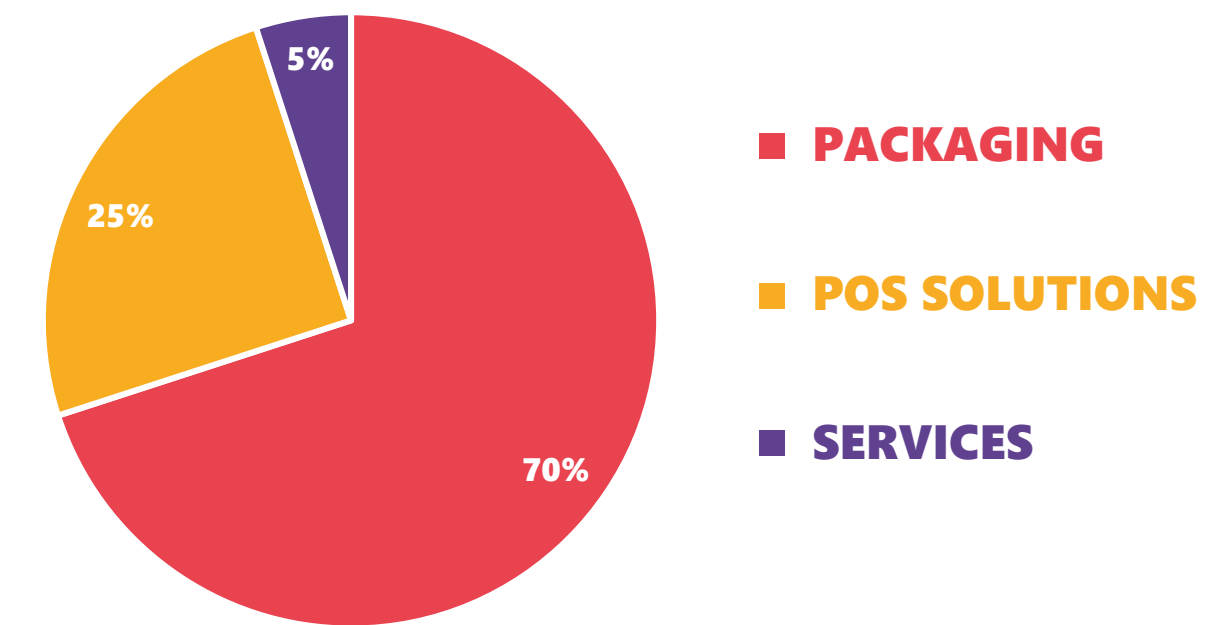
Action area: Quality and product safety

STI Group is a full-service provider of packaging and displays. As a strong partner for strong brands, we help our customers to make an impact at the point of sale and inspire shoppers.

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

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

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



PACKAGING

- Cardboard folding boxes
- Corrugated packaging
- Labels

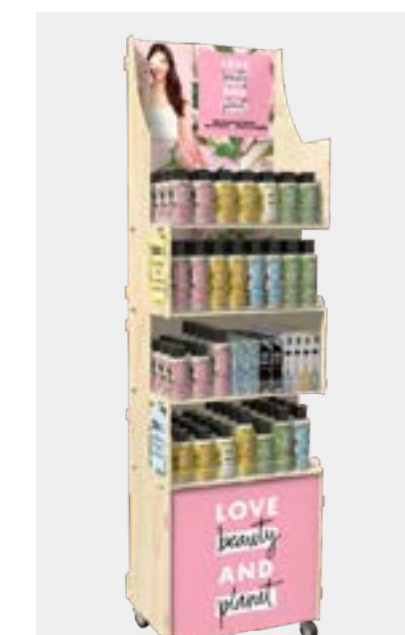
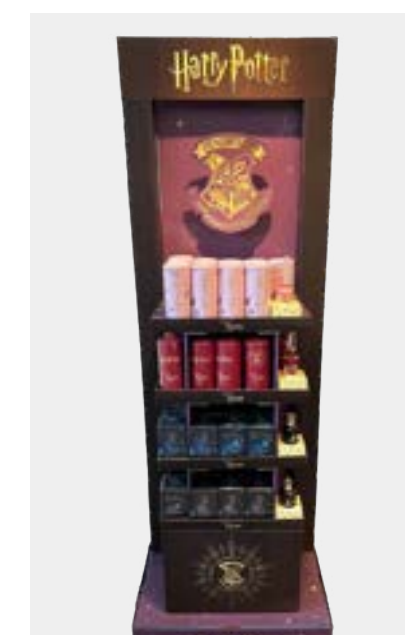
POS SOLUTIONS

- Promotional displays
- Permanent displays

SERVICES

- Graphic design, 3D visualisation, artworking
- Structural design
- Print management

- Prepress & tooling
- In-house materials lab
- Picking and co-packing





PRODUCTS

Action area: Quality and product safety

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

QUALITY

In our pursuit of operational excellence, we have created a learning and continuously improving organisation. This enables us to fulfil our customers' requirements effectively and efficiently. Key Performance Indicators, which we visualise in real time in our production areas, create the required transparency. Our management system, based on ISO 9001:2015, supports us in achieving our goals. In 2024, there were no violations of regulations or our own rules of conduct with regard to health and safety, or product and service information and labelling.

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

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

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

PRODUCT SAFETY

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

The hygiene management aspects of STI Group's production sites are based on internationally recognised hygiene

standards. Individual hygiene certifications according to BRC GS, FSSC 22000 or EN 15593 have been issued at four sites.

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

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





INNOVATION

Action area: Product and process innovation

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

Our Circular Innovation programme pursues a holistic and strategic approach to sustainable packaging innovations. An interdisciplinary team evaluates sustainable ideas in the context of a circular economy and brings effective product and process innovations to market maturity. We work closely with universities and technology partners to develop and realise innovative approaches.

While our innovations are primarily aimed at maximising recyclability, we also want to expand the range of applications for fibre-based packaging. We focus our business efforts on replacing plastic-based packaging with fibre-based solutions, ensuring that these can be recycled as efficiently as possible via existing recycling streams. We also consider resource efficiency, meaning that we use as little material as necessary and reduce waste.

At process level, we are always working on new materials, processes and technologies. We trial new approaches such as innovative fibre-based papers, sustainable barrier coatings and plastic-free finishes.

AWARDS

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





BEST PRACTICE

Circular Innovation: current product and process innovations

The STI Group has developed numerous innovative solutions to market maturity. Above all, we have replaced plastic-based packaging forms with fibre-based solutions, processed lighter paper and cardboard materials in finer flutes, implemented resource-saving approaches, optimised designs and logistics, and used new alternative raw materials.

SUSTAINABLE BARRIER COATINGS

The STI Group's Circular Innovation Team implements innovative coatings to replace conventional PE (polyethylene) coatings for food packaging that requires a grease or moisture barrier. With these recyclable barriers, we meet the high requirements for direct food contact – e.g. for to-go, fresh or frozen products. The latest innovation in this area: a plastic-free, bio-based barrier coating with a beading effect.



LIGHTWEIGHT MATERIAL

Investment in the latest laminating technology at the Lauterbach site opens up new opportunities in the field of lightweight packaging. This allows lighter paper and cardboard materials to be processed in finer flutes.

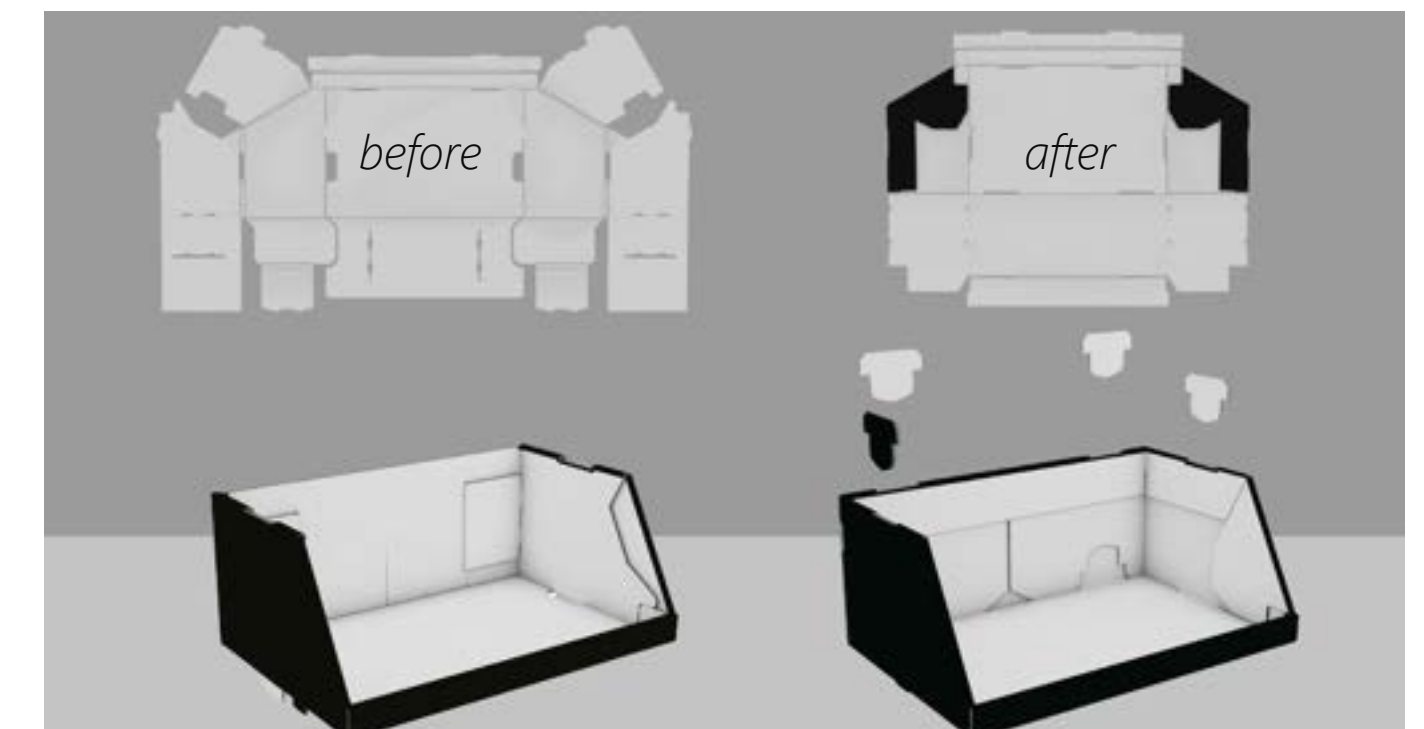
This creates great potential for replacing heavyweight cardboard packaging with more sustainable and, in some cases, more cost-effective lightweight alternatives.

Performance-based development – the development of packaging based on technical performance requirements – is our central approach to optimising ecological and economic criteria. The aim is to develop effective and efficient packaging that uses exactly the necessary amount and quality of material – no more, no less.



LOGISTICALLY OPTIMISED

Corrugated cardboard trays are used to efficiently place a large number of products on shelves or to present them as displays. An innovative corrugated cardboard tray will replace a large-format version that had to be shipped on special pallets. The new tray is pre-glued and offers advantages in the logistics process: 22.5% less transport volume, 23% less weight, 18% less CO₂ and, in co-packing, it can be assembled in 30 seconds instead of the previous 50 seconds. The logistically optimised solution can be used for different brands and placement methods.





STANDARDS

Action area: Standards in the value chain

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



CORPORATE COMPLIANCE

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

Corporate compliance for business partners governs the integration of suppliers and service providers within the framework of fair, open and trust-based cooperation. Our business partners are informed about our procedures through our General Terms and Conditions (GTC). These were supplemented by sustainability clauses in 2024. Our Responsible Policy forms the basis for cooperation with our business partners.

Our **Target 9 – Signature of corporate compliance by 98% of suppliers** – demonstrates our expectation that our suppliers commit to our standards.

ECOVADIS AND SEDEX

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

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

For Sedex, please connect via the registration number ZC104447.

FSC® AND PEFC

Our goal is to promote the use of wood from sustainable forestry. As one of the first companies in Europe, the German production plants and European sales companies of the STI Group were certified according to the FSC® standard in 2008, our Hungarian plant in Kecskemét and our Czech plant in Rumburk were additionally certified according to the PEFC standard. Today, the STI Group uses more than 84% FSC® and PEFC-certified materials.

SUPPLY CHAIN DUE DILIGENCE ACT (LKSG)

In view of the German Supply Chain Due Diligence Act (LkSG), which became binding for the STI Group on 1 January 2024, and also with regard to the proposed European supply chain law, we are ensuring even greater transparency in our value chain.

In accordance with our obligation, we are subjecting our supply chain to an abstract and concrete risk analysis with the help of an external software provider in order to identify human rights and environmental risks. An internal committee derives appropriate actions from the findings.





STANDARDS

Action area: Standards in the value chain

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

SUSTAINABLE DEVELOPMENT GOALS (SDG)

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

UN GLOBAL COMPACT

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

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

Human rights

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

Labour standards

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

Environmental protection

7. Companies should follow the precautionary principle when dealing with environmental problems.
8. Companies should take initiatives to promote greater environmental awareness.

9. Companies should accelerate the development and dissemination of environmentally friendly technologies.

Combating corruption

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

WE SUPPORT





RESPONSIBILITY

Action area: Sustainability and risk awareness in corporate management

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

CORPORATE POLICY AND STRATEGIC GOALS

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

SUSTAINABILITY STRATEGY

As pioneers in the packaging industry, we are a leading advocate for a more sustainable packaging landscape. When designing our products and services and making key corporate decisions, we are guided by environmental and climate protection values and the concept of a circular economy. Our CSR Council, an interdisciplinary body that involves the Executive Board, develops our sustainability strategy further and ensures its operational implementation with effective measures. To anchor sustainability even more firmly in corporate management, we introduced

Group-wide reporting in accordance with the GRI standard with the 2023 CSR report. STI Group is currently in the transition phase towards CSRD reporting. Our goal is to present the first CSRD-compliant sustainability report for the year 2027.

DIGITISATION

The digitisation of our work and business processes is an important pillar in the strategic development of STI Group and the basis for numerous process innovations. Information security is a top priority for us. New digital forms of product development and collaboration also help to conserve resources, for example through virtual product development and by reducing the number of business trips required.

VALUE CHAIN

With regard to the German Supply Chain Duty of Care Act (LkSG), which became binding for STI Group on 1 January 2024, and with the proposed European Supply Chain

Act in mind, we want to ensure even greater transparency in our value chain. An internal committee examines how human rights and environmental risks within our supply chains can be sustainably and effectively reduced and determines appropriate actions.

A policy statement on our human rights strategy has been published.

MANAGEMENT SYSTEMS

STI Group's management system oversees the Group's activities in the areas of quality, hygiene and sustainability. Regular certifications and internal audits support the high internal standards that we strive for. All plants are certified in accordance with ISO 9001:2015. This is flanked by an energy management system in accordance with ISO 50001:2018 at the Lauterbach, Alsfeld, Neutraubling and Kecskemét sites. Alsfeld, Lauterbach, Gillingham and Kecskemét are also certified to ISO 14001:2015, and the corresponding certification process has

begun for our Rumburk site. An additional certification to BRC GS is planned for Rumburk in 2025.





CORPORATE CONDUCT

Action area: Integrity and compliance

STI Group is committed to acting with integrity; not only do we comply with statutory legislation, we are also guided by farther-reaching regulatory and ethical standards relating to our area of business.

INTEGRITY

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

COMPLIANCE

STI Group's Corporate Compliance provides all employees with legally binding rules in the form of our Code of Conduct for dealing with colleagues, customers and business partners.

Target 7 – No compliance cases in STI Group – emphasises our strict requirements for effective compliance management. For us, compliance means acting in accordance with our corporate values and combining profitable business with the highest ethical standards.

The core elements of our compliance approach are as follows:

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

We want to eliminate the risk of non-compliance with applicable laws, including discrimination, corruption, bribery, anti-competitive behaviour, cartels and monopolies, as far as possible, both at our own sites and throughout our entire supply chain. This is the only way to ensure that we maintain a good reputation as an employer and business partner. 100% of our employees have been informed of our anti-corruption guidelines via the intranet. In addition, a total of eight training courses on compliance and business ethics

were assigned via our digital learning platform Talent LMS to relevant groups of employees. Over the past 24 months, 1,429 people have successfully completed these trainings.

We are increasingly integrating such requirements into our business processes as part of a due diligence approach. Structural obligations in corporate social responsibility (CSR) laws coincide with a compliance management system (CMS) approach.

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

The focus is on building our employees' knowledge of compliance and legally compliant behaviour.

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

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





#2 PEOPLE





HEALTH AND SAFETY

Action area: Occupational health and safety and prevention

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

OCCUPATIONAL PROTECTION

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

100% of STI Group employees are represented in health and safety committees. In accordance with legal requirements (Section 11 ASiG), there is an occupational health and safety committee at each of our production sites. There is also an overarching Group-wide occupational health and safety committee, which includes management, HR, site managers, the legal department and occupational safety specialists.

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

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

AVOID DANGERS

Employees can report any threat to their physical wellbeing to an external whistleblowing hotline. The contact persons at the hotline are bound to absolute confidentiality and will not disclose the identity of the whistleblower. Employee representatives offer an alternative point of contact for reporting work-related hazards, and are also obliged to maintain confidentiality.

All accidents at work in Germany are reported to the HR department, which submits a report to the employers' liability insurance association and forwards the form to the responsible occupational safety specialist. Where necessary, accident investigations are carried out by the responsible occupational safety specialist in collaboration with the company medical service and the employees concerned. The findings influence future actions in relation to occupational safety and employee health protection.





HEALTH AND SAFETY

Action area: Occupational health and safety and prevention

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

PREVENTION

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

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

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

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

HEALTH PROTECTION

Our sites either have a company medical service or are connected to medical care centres. In addition to acute care for employees, these centres also offer preventive check-ups, flu and other vaccinations and other services for employees at those sites.

At site level, we offer our employees various health-related campaigns and sporting activities, such as health days, information on nutrition and keeping healthy, and running events. Of course, all our sites ensure that employees have access to clean water and sanitary facilities.





FAIRNESS

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

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

FAIR WORKING CONDITIONS

We pay all employees and contract workers a living wage. We reviewed this in 2023 with a wage level analysis at country level, and will monitor this annually so we can make adjustments to guarantee a living wage should this deviate in future. All German locations are also bound by collective wage agreements with remuneration accordingly. 87% of employees are covered by collective wage agreements, while all other employees are covered by non-pay-scale contracts that are equivalent to or better than these collective wage agreements. In Germany, remuneration determination procedures are controlled by the works councils; the procedure is similar in Hungary and the UK. In the Czech Republic, the management is responsible for determining remuneration procedures.

We want to organise the framework conditions in our company in such a way that our employees can make the best possible contribution to the company's success. In

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

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

DIVERSITY AND EQUALITY

Diversity, equal rights and personal interaction are a matter of course in our international family business and make us even more competitive in a global context. In 2024, we signed the Diversity Charter, thereby officially committing ourselves to promoting

diversity in all its facets. STI Group has its own branches in six European countries as well as in Hong Kong and Shenzhen. We employ people from 38 different nations.

INCLUSION

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





DEVELOPMENT

Action area: Employer attractiveness and personnel development

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

FAMILY BUSINESS

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

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

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

EDUCATION AND TRAINING

STI Group promotes a knowledge- and performance-based corporate culture. We support our employees in behaving autonomously, because everyone should see themselves as 'entrepreneurs within the company'.

Strengthening individual expertise and increasing knowledge in the areas of quality, energy efficiency, the environment and costs are fundamental components of our personnel development concept. As an international group of companies, we facilitate stays abroad and dialogue between our different locations.

Personnel development includes training and further education. We provide training at all German locations and are proud of our skilled junior staff. Training and qualifications are important building blocks of our corporate culture.

TALENT PROGRAMME

In 2024, we launched a long-term talent programme. Its purpose is to identify the skills and potential of talented employees, support their development and prepare them for future leadership and key positions. We aim to promote our talents individually and in a targeted way, assigning them to roles

that match their strengths. In the long term, we want to develop them into the positions they aspire to and in which they can create the greatest added value for the company.

HYBRID FORMS OF WORK

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





TRANSPARENCY

Action area: Complaints management and whistleblower system

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

COMPLAINT MANAGEMENT

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

WHISTLEBLOWER PROTECTION

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

By enabling irregularities to be reported promptly, unbureaucratically and anonymously, we can better implement company regulations, combat violations of the law or internal rules and fulfil our legal requirements.

This grievance mechanism serves as a central instrument for us to detect any irregularities within STI Group. It is available to all employees, business and cooperation partners and other stakeholders as a central point of contact. Any information reported is scrutinised in several stages by the Chief Compliance Officer and the Data Protection Officer.





PARTICIPATION

Action area: Decision-making participation and communication

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

OPERATIONAL CO-DETERMINATION

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

COMMUNICATION

An open and respectful dialogue is part of our corporate culture. We support diversity of opinion and constructive feedback. Through modern communication media we ensure a fast, secure and transparent flow of information. In addition to digital channels, we continue to attach great importance to personal communication within our family business. Regular dialogue between managers and their teams is implemented in daily working life through defined communication channels and meetings. Dialogue events with the management team

provide an additional forum for discussing current topics.

EU GENERAL DATA PROTECTION REGULATION (GDPR)

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





#3 SOCIAL COMMITMENT



COMMITMENT AND PROJECTS

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

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

CHILDREN'S AND YOUTH HOSPICE

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



SCHOLARSHIPS FOR CHILDREN IN CARE AND FOSTER CARE

Since the beginning of 2023, we have been involved with the 'Klückskinder' scholarship programme based in Frankfurt am Main. Here, children in care and foster children receive help and opportunities for starting their working life despite lacking family support. The scholarship programme, with its various offers, helps young people to find their path as they transition out of residential care into adult life.



DIGITAL CRISIS SUPPORT

Adolescents in particular often find it easier to seek help digitally and anonymously. "krisenchat" addresses this need with a low-threshold service that gives young people immediate access to acute assistance via chat. Since 2024, we have been providing ongoing support for krisenchat's work. In addition to initial counselling, the organisation offers psychoeducation through social media platforms and raises awareness of the challenges faced by children and young people within society and politics..



CHAMCHAMAL HEALING GARDEN

Traumatized children in war zones who have survived combat, flight, loss or sexualised violence need to be carefully supported in order to rebuild trust and relearn social interaction. To this end, we support the Jiyan Foundation in Iraq. In Chamchamal, women and their children receive psychotherapeutic treatment and can rebuild their trust within a unique healing garden.





PROMOTION OF CHILDREN

Action area: Promoting the education and development of children

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

EDUCATION

We particularly welcome school students at all of our German locations on our nationwide 'Girls' Day' and 'Boys' Day' campaign days. Pupils with a particular interest in maths, IT, science and technology can also get to know the technical training professions within our company through cooperation with local STEM networks. We also offer school internships and longer work placements at specialised secondary schools. In this way, we enable young people to gain early experience in an industrial company and develop their career prospects.

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

HOME FOR KIDS E. V.

We support the non-profit organisation **HOME for Kids e. V.**, founded by STI Group owner Dr Kristina Stabernack.

The association supports organisations, projects and initiatives that promote psychosocial care for young people with psychological trauma or help to prevent such trauma.

In 2024, HOME for Kids e. V. was able to pass on a total donation amount of €20,000 to its project partners.



**DONATION ACCOUNT
HOME FOR KIDS E. V.:**

Deutsche Bank AG
IBAN: DE16 2907 0024 0109 9761 00
BIC: DEUTDE33HAN30





FOUNDATIONS

Action area: Support for those in need

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

WILHELM STABERNACK FOUNDATION

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

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



DONATION ACCOUNT WILHELM STABERNACK FOUNDATION:

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





INFORMATION AND EDUCATION

Action area: Consumer education and sustainability education

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

CONSUMER EDUCATION

Recognised symbols and logos can help to inform end consumers about the sustainable properties of packaging. For example, consumers can recognise whether packaging is made from FSC® or PEFC-certified material.

Clear labelling on packaging makes it easier to separate waste and dispose of packaging correctly. Easiest of all for consumers is to recycle packaging that is totally plastic-free. This is also the viewpoint of the Folding Carton Industry Association (FFI), of which we are a member.

In addition, we are actively involved in the GS1 working group on the GS1 Digital Link. This initiative will give all stakeholders in the supply chain access to the future digital product passport, providing consumers with transparent information on recycling options, raw materials used and the CO₂ footprint of packaging.

SUSTAINABILITY EDUCATION

How can its CO₂ footprint be reduced? What alternative materials are possible for my product's packaging? These and many other questions have been answered during workshops and web sessions that we have run for customers and stakeholders.

In 2024, we held a major on-site workshop at our Alsfeld location under the title Future Ready Packaging, bringing together experts from across the supply chain. The focus of this event was on the European Green Deal and the Packaging and Packaging Waste Regulation (PPWR). As an outcome, we published our Future Ready Packaging white paper, including a practical checklist that provides both customers and employees with guidance on assessing their packaging for sustainability and compliance, and on deriving the necessary actions.

We have also shared the required steps towards "future-ready" packaging in presentations at national and international

congresses, making the checklist available to a wide audience in multiple languages.

EMPOWERING EMPLOYEES

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





#4 ECOLOGY



PACKAGING



POS SOLUTIONS



SERVICES



ENVIRONMENT

Action area: Environmental protection and environmental standards

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

ENVIRONMENTAL PROTECTION

Our environmental protection activities focus on resource-saving production processes and eliminating environmental hazards. We work as resource-efficiently as possible to conserve energy, materials and water, and we train our employees accordingly. Our new **Target 4 – Environmental management certification of additional sites by 2025** – underlines the Group's high standards in this area. The Lauterbach and Alsfeld sites received ISO 14001:2015 certification in 2024. Certification of our Rumburk site in accordance with ISO 14001:2015 is planned for 2025.

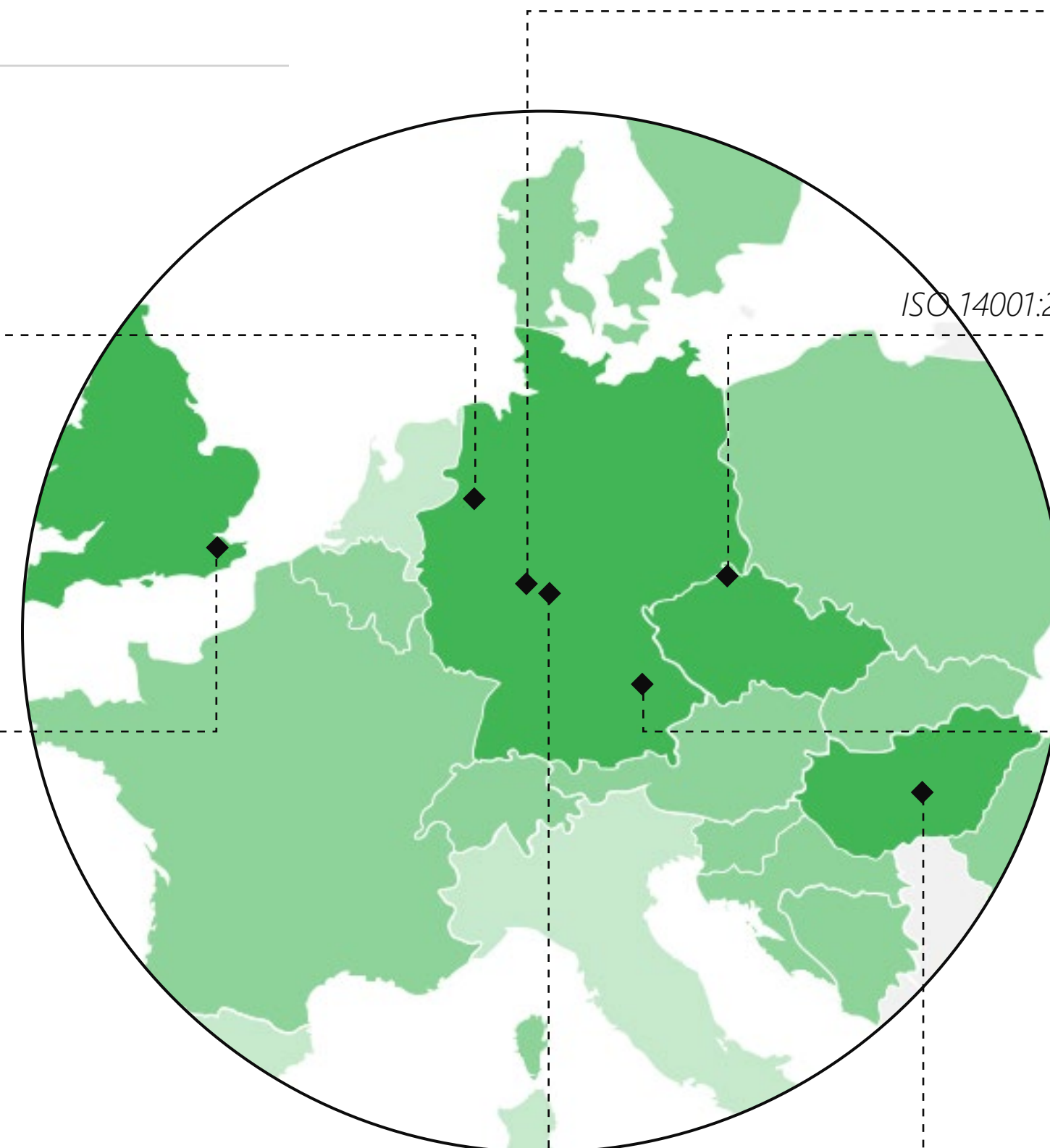
BIODIVERSITY

We have mapped our sites using the World Database of Protected Areas. None of our production sites are located in or in the immediate vicinity of protected areas or areas of high biodiversity value. As a result, and thanks to our product portfolio, our activities have no significant direct or indirect impact

on biodiversity. Preserving local biodiversity is important to us: with insect hotels at our production sites, we provide a protected habitat for nesting and overwintering.

WATER

Water is an important raw material for making our products. Our most water-intensive production process is manufacturing corrugated cardboard. The amount of water required depends on the quality of the corrugated cardboard that our customers order. Accordingly, we have relatively little influence over this aspect of water consumption. Nevertheless, we record and evaluate our water consumption and have carried out an impact analysis in relation to water stress areas based on the Aqueduct Water Risk Atlas. This assessment shows we do not source water from critical areas for any of our production sites.



GREVEN

FSC®-certified
ISO 9001:2015

GILLINGHAM

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

LAUTERBACH

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

ALSFELD

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

RUMBURK

ISO 9001:2015
EN 15593:2008
FSC®-certified
PEFC-certified
ISO 14001:2015 - Certification process started

NEUTRAUBLING

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

KECSKEMÉT

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



CLIMATE PROTECTION

Action area: Climate protection and CO₂ compensation

We are guided by climate protection principles when designing our products and services and when making key corporate decisions. We endeavour to reduce CO₂ emissions as far as possible.

CO₂-efficient production routes – including transport logistics – and professional energy management create the platform for energy-efficient operations at STI Group. The ISO 50001:2018 standard helps us to further develop our efficiency in a structured way.

With **Target 2**, we aim to **continuously improve STI Group's energy performance** by 3% by 2024. The value relates to the scope of ISO 50001:2018 and therefore to the consumption of all types of energy used, as well as the use of paper and cardboard materials. We were able to significantly exceed this target and achieved an improvement of 18.7%.

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

DEVELOPMENT OF CO₂-SAVING SOLUTIONS

To provide customers with the best possible advice right from the start of product development, our cross-divisional project teams work with a specialist assessment tool, the Sustainability Scorecard. This tool can compare and optimise sustainability aspects such as the CO₂ footprint or recyclability along the value chain of a packaging or display solution. Outputs from the tool are like a traffic light system, which shows the potential for improvement in key areas.

CO₂ COMPENSATION

With CO₂-compensated packaging and displays, STI Group actively supports its customers in achieving their sustainability goals. To offset the unavoidable residual amount of CO₂ via a certified partner, we first determine the CO₂ value per order.

CORPORATE CARBON FOOTPRINT (CCF)

We calculate our corporate carbon footprint annually, in accordance with the accounting and reporting standards of the Greenhouse Gas Protocol (GHG). Our reporting, which is externally validated by Nature Office, includes all Scope 1 and Scope 2 emissions. Scope 3 emissions are calculated in accordance with the Corporate Value Chain standard.

Our CCF report identifies the largest sources of CO₂ emissions in the value chain. It is used to review the targets that we set, measure our progress by area and show where there is a need for action to reduce CO₂. You can request our latest CCF report here.



PRODUCT CARBON FOOTPRINT (PCF)

We determine the PCF of the packaging and displays we produce using a CO₂ calculation tool from ClimatePartner.





CLIMATE PROTECTION

Action area: Climate protection and CO₂ compensation

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

SCIENCE BASED TARGET INITIATIVE (SBTI)

The reduction and long-term elimination of CO₂ emissions are key factors in our sustainability strategy. We support the 1.5-degree target of the Paris Climate Agreement and the European Green Deal.

Target 8 – Commitment to climate protection in the Science Based Target Initiative – documents this engagement.

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

CARBON DISCLOSURE PROJECT (CDP)

By joining the CDP we are creating the greatest possible transparency around CO₂ emissions for our customers. This non-profit organisation, which operates a global disclosure system to manage environmental impacts, is one of SBTi's founding partners and plays a central role in accelerating and institutionalising science-based targets as global best practice.

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

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



RECYCLING

Action area: Recyclability

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

RECYCLABILITY

Our Circular Innovation programme takes a holistic strategic approach to sustainable packaging and display innovations.

Producing fibre-based packaging and displays already supports the concept of a circular economy. Complete and efficient recycling has a positive impact on the environment.

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

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





SUPPLY CHAINS

Action area: Sustainability in the supply chain

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

FSC® AND PEFC STANDARDS

When procuring our raw materials, we carefully investigate the working conditions under which they are obtained and the impact they have on the environment. We monitor primary product manufacture in the same way. Through FSC® and PEFC certification and related processes and audits, we aim to avoid illegal deforestation and interference in local communities and ecosystems.

84% of the virgin and recycled fibre materials used at our sites come from FSC® and/or PEFC-certified sources.

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

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

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

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

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

EU DEFORESTATION REGULATION (EUDR)

STI Group is committed to the timely implementation of the requirements of the EU Deforestation Regulation (EUDR). Our supply chains are transparent and traceable, and we ensure that our products do not contribute to deforestation or forest degradation. Through close cooperation with our suppliers and the integration of appropriate processes and systems, we guarantee full compliance with legal requirements and make a sustainable contribution to the protection of forests.





SUPPLY CHAINS

Action area: Sustainability in the supply chain

The Supply Chain Due Diligence Act (LkSG) obliges STI Group to respect internationally recognised human rights and environmental concerns in its supply chains.

The German Supply Chain Due Diligence Act (LkSG) came into force on 1 January 2023 and obliges companies to subject their supply chains to a human rights and environmental risk analysis and to submit an annual report. STI Group has been directly subject to the LkSG since 1 January 2024. For this reason, we already appointed a Human Rights Officer in 2023 and established a task force to ensure risk management both within our company and throughout our supply chain.

During the reporting period, we conducted a comprehensive risk analysis of our direct suppliers with 100% coverage using an external tool that enables us to check our suppliers against human rights and environmental criteria, among other things, via a digital query.

The analysis comprised:

1.) Abstract risk analysis:

- assessment of country risks based on publicly available indices
- industry-specific risks.

2.) Concrete risk analysis:

- assessment of company-specific risks based on supplier questionnaires

Based on the results of this risk assessment, appropriate measures were jointly defined with suppliers in 2024

STI Group expressly commits to the protection of internationally recognised human rights, as formulated in the Universal Declaration of Human Rights, the ILO Core Labour Standards and the UN Guiding Principles on Business and Human Rights. This commitment is anchored in our policy statement and is binding for all employees, business partners and suppliers.

ANALYSIS AND AUDITS

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

COMPLAINTS

We have made the contact details and procedures for our complaints mechanism accessible to our employees, partners and suppliers. STI Group employees can contact the complaints office freely and in confidence. In accordance with Section 8 LkSG, our complaints procedure is also publicly available here: **Whistleblower protection.**

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





WASTE

Action area: Waste prevention and recycling

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

WASTE PREVENTION

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

Target 3 is to reduce waste by 1.5% by 2024, 2027 and 2030. Targeted projects enable us to optimise processes and save resources. For example, by optimising print sheet layout when we produce packaging and displays, we use material much more efficiently.

In 2023, a pilot project to reduce waste was implemented in Lauterbach and rolled out to our Alsfeld, Kecskemét, Greven and Neutraubling sites. A Project Management Office (PMO) regularly discusses current developments and standardised action plans.

WASTE RECYCLING

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



TARGET AND KEY FIGURE COCKPIT 2024



OUR TARGETS AND KEY PERFORMANCE INDICATORS

We identified a total of 20 action areas within the four categories of company, people, social commitment and ecology. Based on a materiality analysis, we determined the weighting of these action areas and defined a CSR roadmap to 2030.

This reflects STI Group's holistic approach to CSR, forming the framework for our CSR strategy and activities.

TARGETS

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

KEY PERFORMANCE INDICATORS (KPIs)

We monitor our progress in strategic action areas using KPIs.

ACTIVITIES

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

UN SUSTAINABLE DEVELOPMENT GOALS

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

UN GLOBAL COMPACT

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

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

GLOBAL REPORTING INDEX (GRI)

This report was prepared in accordance with the GRI Reporting Standards 2021.



PARTNERS

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

24/06/25 | TARGET AND KEY FIGURE COCKPIT



SUSTAINABLE DEVELOPMENT GOALS

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

SDG IN FOCUS

-   **see target 1:** 100% recyclable packaging by 2030
-  **see target 2:** Continuous improvement of STI Group's energy performance
-  **see target 3:** Reduce waste volumes by 1.5% by 2024, 2027 and 2030
-   **see target 6:** Reduce number of accidents at work by 10% by 2024, 2027 and 2030
-   **see target 8:** Commitment to climate protection in Science Based Target Initiative (SBTi)



#1 COMPANY

Quality and product safety			23									60					
Product and process innovations										24, 25		24	24				
Standards in the value chain								26, 65								26, 65	26, 27
Sustainability and risk awareness in corporate management												4	28, 4				
Integrity and compliance				29				29, 62								29, 62	

#2 PEOPLE

Occupational health and safety and prevention			31, 32, 61			32		61									
Fair working conditions, diversity, equality and inclusion			66		33			66		33						66	
Employer attractiveness and personnel development					34, 66												
Complaints management and whistleblower system								35								35	
Decision-making and communication								36									

#3 SOCIAL COMMITMENT

Support for charitable projects and regional commitment	38																
Promoting children's education and development				39													
Support for those in need	40																
Consumer education and sustainability education				19, 41				41								41	











#4 ECOLOGY

Environmental protection and standards						13						59					
Climate protection and CO ₂ compensation												44	44, 45, 56, 64, 68				45, 64
Recyclability										46, 55		46, 55					
Sustainability in the supply chain								47				47, 70				47, 48	
Waste prevention and recycling												49, 57					

TARGET COCKPIT

24/06/25 | TARGET AND KEY FIGURE COCKPIT

Target description and status

- 
TARGET 1: 100% recyclable packaging by 2030
- 
TARGET 2: Continuous improvement of STI Group's energy performance 
- 
TARGET 3: Reduce waste volumes by 1.5% by 2024, 2027 and 2030
- 
TARGET 4: Hygiene certification of another STI Group site by 2024 
- 
TARGET 4: Environmental management certification of additional locations by 2025 
- 
TARGET 5: Reduce complaint costs by 5% by 2024, 2027 and 2030
- 
TARGET 6: Reduce number of accidents at work by 10% by 2024, 2027 and 2030
- 
TARGET 7: No compliance violations by STI Group
- 
TARGET 8: Group-wide CSR reporting in accordance with GRI standard by 2024 
- 
TARGET 8: Commitment to climate protection in Science Based Target Initiative (SBTi) 
- 
TARGET 9: Sign-up to STI Group Corporate Compliance by 98% of suppliers

 **MILESTONE REACHED**

 **TARGET ACHIEVED**



TARGET 1: 100% RECYCLABLE PACKAGING BY 2030

Target owner: Dr Stefan Köhler, Circular Innovation

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



STATUS, MEASURES & TARGET DEVELOPMENT

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

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





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

Target owner: Sebastian Zimmermann, Energy Management

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

STATUS, MAßNAHMEN & ZIELENTWICKLUNG

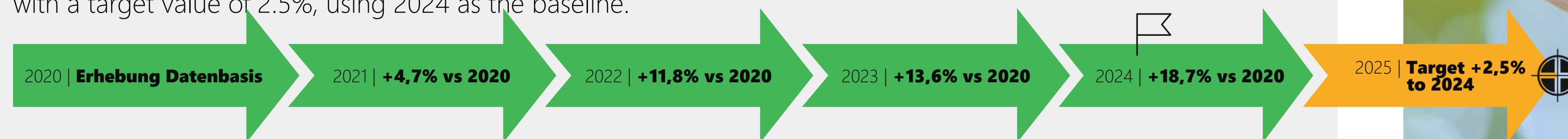
The ratio of energy to material use (kWh/kg) was positive during the period under review from 2020 to 2024:

- 2020 → 2021 = 4.7% improvement
- 2020 → 2022 = 11.8% improvement
- 2020 → 2023 = 13.6% improvement
- 2020 → 2024 = 18.7% improvement

Energy consumption was reduced from 68.4 million kWh in 2020 to 54.6 million kWh in 2024. Material consumption decreased slightly from 114.7 million kg in 2020 to 112.6 million kg in 2024. This resulted in an improvement of 18.7%. The Group has therefore achieved its target. Today, we are able to use energy around 19% more efficiently per kilogram of material processed than in 2020.

This positive development is the result of numerous efficiency measures at our sites, such as gas reduction initiatives and investments in compressed air and machine technology.

In the course of transitioning to CSRD-compliant reporting, the existing target has been extended by one year with a target value of 2.5%, using 2024 as the baseline.





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

Target owner: Matthias Herbst, Purchasing

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



STATUS, MAßNAHMEN & ZIELENTWICKLUNG

Targeted waste reduction projects have been developed in close cooperation with our production sites. Since 2023, a Project Management Office (PMO) has been holding quarterly meetings with plant managers and project leaders at the sites to monitor developments in waste volumes and review current action plans. Waste reduction is one of the defined site targets for Alsfeld, Lauterbach, Greven, Kecskemét and Neutraubling.

Across the Group, waste volumes in 2024 were reduced by a total of 2.0% compared to the 2021 baseline year, exceeding the target of 1.5% for 2024. The focus for achieving the target in the following year will be on systematically working through the action lists and on continuous benchmarking of the individual sites.





TARGET 4: HYGIENE CERTIFICATION OF ANOTHER STI GROUP SITE BY 2024

Target owner: Christoph Aha, Management Systems

To ensure product safety and meet the increasing hygiene requirements of our customers, we must continuously develop our internal standards. We have therefore set ourselves the goal of having another site certified to the internationally recognised GFSI hygiene management standard. Those sites with a current hygiene standard based on EN 15593:2008 will be combined or supplemented in the medium term with the GFSI standard FSSC 22000 and DIN EN ISO/TS 22002-4.

STATUS, MEASURES & TARGET DEVELOPMENT

In 2024, our Lauterbach site was successfully certified in accordance with the FSSC 22000 hygiene management standard. No deviations were identified during the initial site certification and the certificate was issued on 1 December 2023.

Our Rumburk plant in the Czech Republic was also certified in accordance with EN 15593 in 2023 and awarded the certificate. Here, too, no deviations were identified during the audit.

In addition to the Petöfi site in Hungary (BRCS) and Alsfeld (EN 15593), a total of four production sites are now certified to relevant hygiene management standards.





TARGET 4: ENVIRONMENTAL MANAGEMENT CERTIFICATION OF ADDITIONAL SITES BY 2025

Target owner: Christoph Aha, Management Systems

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

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

STATUS, MEASURES & TARGET DEVELOPMENT

ISO 14001 is the relevant Group-wide environmental standard for us. Already, four of our sites are certified to this standard, while the other sites work in accordance with it.

At the end of 2024, the decision was made to include the Rumburk site in the certification process. In early 2025, an initial inventory will be carried out and relevant environmental aspects identified. In mid-2025, a delta check will follow to determine which points still need to be addressed before certification can be obtained. The aim is certification to ISO 14001 by the end of 2025.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION





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

Target owner: Christoph Aha, Management Systems

We aim to reduce the number of internal and external complaints and the resulting costs associated with these. Possible causes of complaints should be recognised at an early stage and eliminated sustainably. Reducing the number of complaints reduces the need for additional raw materials, energy and transport for rework or correction, which has a directly positive effect on the carbon footprint of our products.

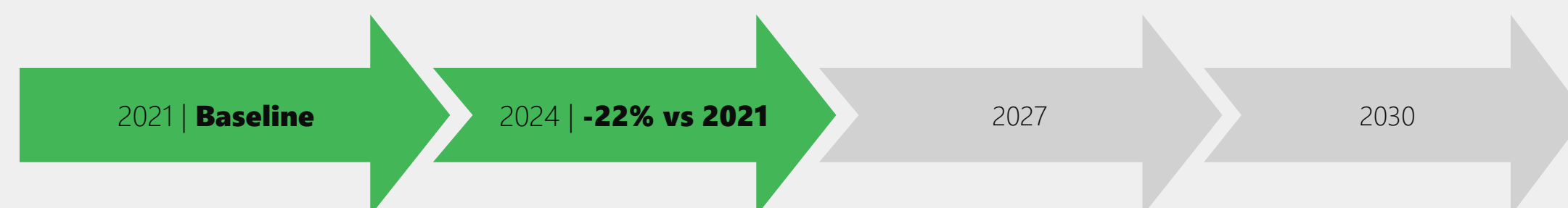


STATUS, MEASURES & TARGET DEVELOPMENT

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

Although price increases in recent years have automatically led to higher costs per individual complaint, our internal quality programmes nevertheless enabled us to reduce overall complaint costs. Across the Group, we were able to reduce complaint costs by a total of 22% compared to our 2021 baseline.

To continue this positive trend and achieve the target for the following year, we will focus on systematically addressing key error areas.





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

Target owner: Monika Kropp, Global HR

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

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

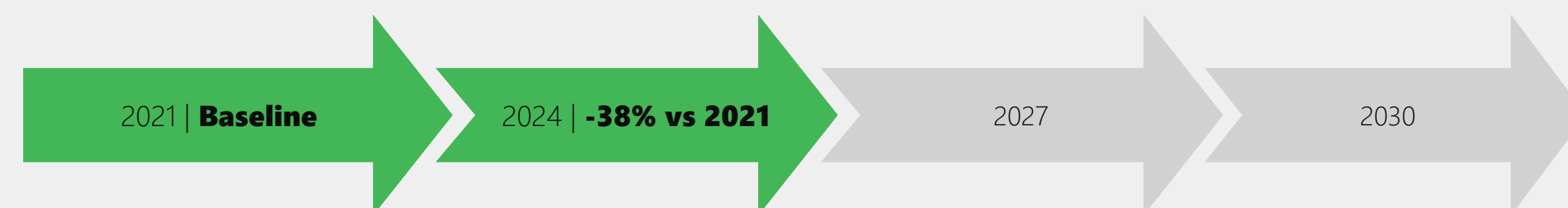


STATUS, MEASURES & TARGET DEVELOPMENT

2021 serves as our baseline. The calculation includes every occupational accident that results in at least one full day of absence from work and has a direct link to the workplace.

Since 2021, we have strengthened our focus on occupational safety. By harmonising standards and implementing initial measures, we have already reduced the number of workplace accidents by 38% compared to 2021.

In 2024, the number of occupational accidents was further reduced by 12%.





TARGET 7: NO COMPLIANCE VIOLATIONS BY STI GROUP

Target owner: Alexander Fuchshuber, Legal and Occupational Safety

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



STATUS, MEASURES & TARGET DEVELOPMENT

In recent years, we have developed and implemented a number of internal and external guidelines (Corporate Compliance, amendments to the General Terms and Conditions, Corporate Responsible Policy).

The year 2021 serves as the reference point for assessing the development of compliance violations within STI Group.

Compliance training to raise employee awareness supports the positive progress in this area. In addition, we review legislative developments in compliance and regulatory matters with regard to potential impacts and risks for the company and derive appropriate measures.





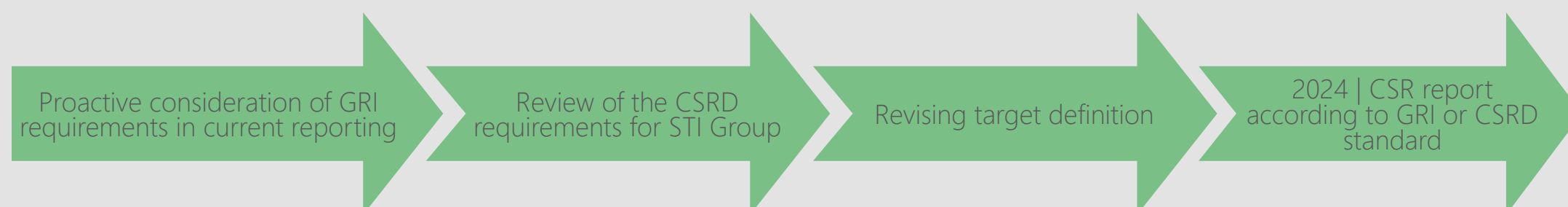
TARGET 8: GROUP-WIDE CSR REPORTING IN ACCORDANCE WITH GRI STANDARD BY 2024

Target owner: Meike Dihstelhoff, Communications

The goal of Group-wide CSR reporting in accordance with the GRI standard by 2024 will anchor sustainability even more firmly in STI Group's core business. Developing a sustainability reporting system based on the GRI standards will allow STI Group's CSR activities to be standardized, comparable and transparent.

STATUS, MEASURES & TARGET DEVELOPMENT

This report has been prepared in accordance with the GRI Universal Standard 2021. The relevant indicators can be tracked using the attached GRI index. By converting our CSR reporting to the GRI standard, we have created the basis for future CSRD reporting with the 2023 report.





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

Target owner: Dr Peter Nattermann, IT

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

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



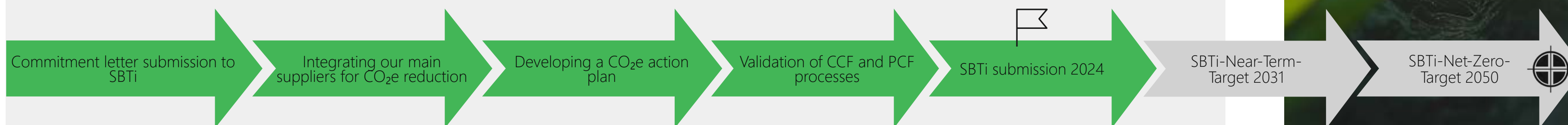
STATUS, MAßNAHMEN & ZIELENTWICKLUNG

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

Scope 1: introduction of electric steam boilers, replacement of oil and gas heating systems, and energy-efficient building renovations.

Scope 2: installation of photovoltaic systems and further investments in renewable energy sources and storage technologies.

Scope 3: requiring suppliers to provide specific data for CCF calculations; developing product designs towards a lightweight approach to reduce material usage and minimise process waste; improving disposal options and recyclability; introducing procurement specifications for CO₂-reduced products; and switching to downstream logistics providers with fleets that consume fewer fossil fuels.





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

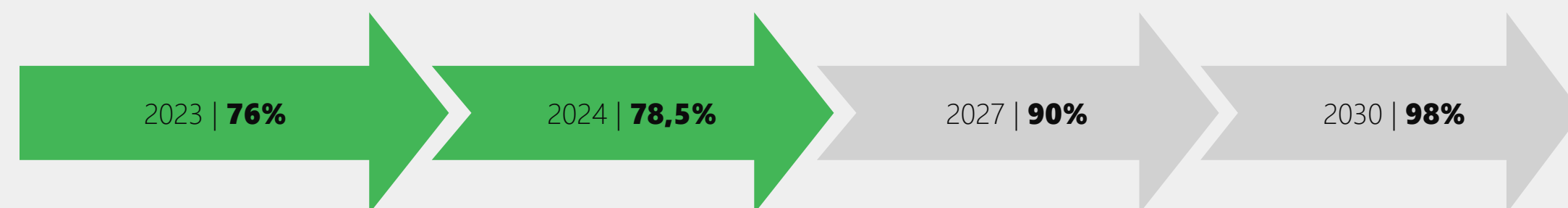
Target owner: Matthias Herbst, Purchasing

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

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

STATUS, MEASURES & TARGET DEVELOPMENT

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



KPI COCKPIT

LABOUR & HUMAN RIGHTS

KPI	UNIT	KEY FIGURE	COMMENT
% of internal employees covered by living wage benchmarking analysis	%	100	
% of total workforce at all production sites covered by formal collective labour agreements on working conditions, health, safety and career management	%	87	
% of total workforce at all sites represented by officially elected employee representatives	%	92	
% of total workforce at all sites represented by a formal joint employee–management health and safety committee	%	100	<i>We have health and safety committees or internal/external specialists representing employees at all production sites. In 2023, a Group-wide health and safety committee was also established.</i>
% of all operating sites for which human rights reviews or impact assessments have been conducted	%	100	<i>As part of the German Supply Chain Due Diligence Act (LkSG), we began assessing human rights impacts at our sites in 2023. At the end of 2023, we decided to use a digital solution to continue conducting these assessments going forward..</i>
% of all operating sites for which a health & safety risk analysis has been carried out	%	100	
% of all operating sites certified in accordance with ISO 45001 or another standard for labour or human rights management	%	14	
% of all operating sites that have been assessed for specific environmental risks	%	57	
% of operating sites with ISO 14001 environmental certification, measured against covered employees	%	85	
% of women in management positions	%	14	
% of employees across the Group who belong to minority and/or vulnerable groups	%	6	
% of women employed within the whole Group	%	30	
Average number of training and further education hours per year, per employee	h	5	<i>Through our digital learning platform, a total of 4,462 training sessions were completed in 2023. Additional physical or external training sessions and on-the-job training were also carried out. In addition, statutory and advanced training continues to take place via in-person events at our sites as well as through individual internal and external training sessions on topics such as fire protection, hygiene, load securing, addiction prevention, accident prevention regulations (UVV), industrial trucks and forklifts, traffic safety, skin protection, lifting and carrying, handling hazardous substances, and emergency procedures.</i>
% of security personnel trained in human rights policies and procedures	%	100	

KPI COCKPIT

PERSONNEL

KPI	UNIT	KEY FIGURE	COMMENT
Total number of employees (number of employees/FTE)	FTE	♀ 627 ♂ 1271 d 0 x 0	Gender, as indicated by the employees themselves
Number of permanent employees (number of employees/FTE)	FTE	♀ 611 ♂ 1219 d 0 x 0	
Number of temporary employees (number of employees/FTE)	FTE	♀ 16 ♂ 52 d 0 x 0	
Number of employees with non-guaranteed working hours (number of employees/FTE)	FTE	♀ 5 ♂ 3 d 0 x 0	
Number of full-time employees (number of employees/FTE)	FTE	♀ 563 ♂ 1264 d 0 x 0	
Number of part-time employees (number of employees/FTE)	FTE	♀ 64 ♂ 7 d 0 x 0	
% share of employees Europe/Asia	%	<1 Asien	
% share of permanent employees Europe/Asia	%	96 100	
% share of temporary employees Europe/Asia	%	4 0	
% of employees with non-guaranteed working hours Europe/Asia	%	1 0	
% share of full-time employees Europe/Asia	%	96 100	
% share of part-time employees Europe/Asia	%	4 0	
Total number of workers who are not employees and whose work is controlled by STI Group	Headcount	28	An average of 28 temporary workers were employed at various locations, primarily for manual tasks in packaging and display production.
Benefits for full-time and part-time employees that are not intended for temporary employees	Quantity	4	Parental leave, company medical service, company pension scheme, occupational disability insurance
Number of new employees (<30 years)	FTE	♀ 16 ♂ 49 d 0	
Number of new employees (30-50 years)	FTE	♀ 14 ♂ 39 d 0	
Number of new employees (>50 years)	FTE	♀ 8 ♂ 11 d 0	
Number of employees who left the company (<30 years)	FTE	♀ 11 ♂ 50 d 0	
Number of employees who left the company (30-50 years)	FTE	♀ 37 ♂ 67 d 0	
Number of employees who left the company (>50 years)	FTE	♀ 28 ♂ 56 d 0	
Number of employees entitled to parental leave	FTE	140	
Number of employees who have taken parental leave	FTE	140	
Number of employees who returned after parental leave during the reporting period	%	88,5	
Number of employees employed for a further 12 months after returning from parental leave	%	96	
LTIR (lost time injury rate) accidents only - across Group	Number of accidents with downtime / 1,000,000 hours	16,5	
Lost time injury severity rate (LTI) - for direct labour force	Number of days absent due to injuries x 1,000 / total hours worked	0,2	

KPI COCKPIT

EMISSIONS

KPI	UNIT	KEY FIGURE	COMMENT
Direct GHG emissions (Scope 1)	t CO ₂ e	5.933,76	
Indirect energy-related GHG emissions (Scope 2)	t CO ₂ e	7.457,56	
Other indirect GHG emissions (Scope 3), upstream	t CO ₂ e	194.766,60	
Other indirect GHG emissions (Scope 3), downstream	t CO ₂ e	7.375,83	
Intensity of GHG emissions	CO ₂ e / t	1,82	Intensity indicator: Raw material in kg
Reduction of GHG emissions	%		Only with the SBTi Submit 2024 (see CSR Goal 8)
Emission of ozone-depleting substances (CO ₂ , CH ₄ , HFC, N ₂ O, PFC, SF ₆ , biogenic CO ₂)	kg	13.238.632,00	Only in the context of reporting GH gases (HFCs), no calculation of CFC equivalents
Nitrogen oxides (NOx) Sulphur dioxide (SOx) and other significant gas emissions	kg	256,33	Only N ₂ O within the scope of GH gases
Greenhouse emissions offset for customers	t CO ₂ e	69,55	

WATER

KPI	UNIT	KEY FIGURE	COMMENT
Total water consumption	m ³	36.408	
Total wastewater volume	m ³	24.493	
Water supply from third parties	m ³	26.676	
Water supply from groundwater	m ³	9.732	
Total volume of recycled and reused water	m ³	0	

KPI COCKPIT

ETHICS

KPI	UNIT	KEY FIGURE	COMMENT
Number of reports using whistleblower procedures	Quantity	1	<i>Report regarding working time fraud, which has not been confirmed.</i>
Number of confirmed information security incidents	Quantity	0	
Number of confirmed cases of corruption	Quantity	0	
Number of confirmed incidents of discrimination	Quantity	0	

WASTE

KPI	UNIT	KEY FIGURE	COMMENT
Waste from fibre-based materials	t	34.770	
Hazardous waste deposited	t	14,62	
Hazardous waste incinerated (with energy recovery)	t	123,35	
Hazardous waste incinerated (without energy recovery)	t	97,48	
Hazardous waste recycled	t	142,34	
Non-hazardous waste incinerated (without energy recovery)	t	354,99	
Non-hazardous waste incinerated (with energy recovery)	t	691,07	
Non-hazardous waste deposited	t	945,68	
Non-hazardous waste recycled	t	36.359,48	
Total amount of waste across the Group	t	38.729,01	

KPI COCKPIT

SUSTAINABLE PROCUREMENT

KPI	UNIT	KEY FIGURE	COMMENT
% targeted suppliers that have undergone CSR assessment (e.g. questionnaire)	%	100	<i>As part of the LkSG, we use an external tool that enables us to check our suppliers according to environmental criteria, among other things, via a digital enquiry.</i>
% targeted suppliers that have signed the Sustainable Procurement Charter / Supplier Code of Conduct	%	78,5	
% share of certified wood or wood products / materials	%	84,3	
% share of recycled wood or wood products / materials	%	61,5	
Consumption of fibre-based raw materials	t	116.431	
Consumption of glue & adhesives	t	4.133	
Consumption of inks & varnishes	t	1.040	

ENERGY

KPI	UNIT	KEY FIGURE	COMMENT
Total energy consumption	kWh	58.677.469,09	
% renewable energies	%	18,12%	<i>Share of electricity from renewable energies in total energy consumption ->Due to availability of values Electricity mix calculation based on previous year's values</i>
Renewable energy consumption	kWh	10.633.661,11	
Non-renewable energy consumption	kWh	48.043.807,98	
Energy consumption - electricity	kWh	27.367.718,80	
Electricity generation	kWh	2.346.886,00	
Energy consumption - heating oil	kWh	273.395,54	<i>2024 = 27,926 litres</i>
Energy consumption - gas	kWh	29.087.647,00	
Energy consumption - fuel	kWh	1.766.642,21	<i>Consumption of diesel and petrol converted into kWh</i>
Energy consumption - propane	kWh	57.477,42	<i>2024 = 4,466 kg</i>
Energy consumption - wood	kWh	124.588,12	<i>2024 = 77.24 m³ Acacia wood</i>
% of operating sites with an energy management certification according to ISO 50001, based on the employees covered	%	92	

GRI INDEX

STATEMENT OF USE	STI Group has reported in accordance with the GRI Standards for the period 2023-01-01 to 2023-12-31
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	None

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-1 Organizational details	6, 8, 11	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization’s sustainability reporting	2, 10				
	2-3 Reporting period, frequency and contact point	2, 81				
	2-4 Restatements of information	n/a				
	2-5 External assurance	44, 81				
	2-6 Activities, value chain and other business relationships	6, 9, 11, 12, 22				
	2-7 Employees	67				
	2-8 Workers who are not employees	67				
	2-9 Governance structure and composition	8				
	2-10 Nomination and selection of the highest governance body	8				
	2-11 Chair of the highest governance body	8				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	8				
	2-13 Delegation of responsibility for managing impacts	8				
	2-14 Role of the highest governance body in sustainability reporting	8				
	2-15 Conflicts of interest	8				
	2-16 Communication of critical concerns	29				
	2-17 Collective knowledge of the highest governance body	8				
	2-18 Evaluation of the performance of the highest governance body	8				
	2-19 Remuneration policies				confidential	
	2-20 Process to determine remuneration	33				
	2-21 Annual total compensation ratio				confidential	
	2-22 Statement on sustainable development strategy	4				
	2-23 Policy commitments	27, 45, 47, 52, 53				
	2-24 Embedding policy commitments	26, 29, 47, 48				
	2-25 Processes to remediate negative impacts	29				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	29				
	2-27 Compliance with laws and regulations	62				
	2-28 Membership associations	12, 52				
	2-29 Approach to stakeholder engagement	19				
	2-30 Collective bargaining agreements	33, 66				
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	17	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	16, 20				
ECONOMIC PERFORMANCE						
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	6				
	201-2 Financial implications and other risks and opportunities due to climate change	45				
	201-3 Defined benefit plan obligations and other retirement plans				confidential	
	201-4 Financial assistance received from government	13				
MARKET PRESENCE						
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	33				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community			information unavailable	not being tracked; we are committed to fair recruitment practices	
INDIRECT ECONOMIC IMPACTS						
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	13				
	203-2 Significant indirect economic impacts	47, 48				
PROCUREMENT PRACTICES						
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	6				
ANTI-CORRUPTION						
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	48				
	205-2 Communication and training about anti-corruption policies and procedures	29, 69				
	205-3 Confirmed incidents of corruption and actions taken	62				
ANTI-COMPETITIVE BEHAVIOR						
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	29, 62				
TAX						
GRI 207: Tax 2019	207-1 Approach to tax			n/a	taxes are not part of our materiality	
	207-2 Tax governance, control, and risk management			n/a	taxes are not part of our materiality	
	207-3 Stakeholder engagement and management of concerns related to tax			n/a	taxes are not part of our materiality	

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GRI 207: Tax 2019	207-4 Country-by-country reporting			n/a	taxes are not part of our materiality	
MATERIALS						
GRI 301: Materials 2016	301-1 Materials used by weight or volume	70				
	301-2 Recycled input materials used	70				
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials				no return of products or packaging material	
ENERGY						
GRI 302: Energy 2016	302-1 Energy consumption within the organization	70				
	302-2 Energy consumption outside of the organization	70				
	302-3 Energy intensity	56				
	302-4 Reduction of energy consumption	56				
	302-5 Reductions in energy requirements of products and services	44				
WATER AND EFFLUENTS						
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource			n/a	water is not part of our materiality	
	303-2 Management of water discharge-related impacts			n/a	water is not part of our materiality	
	303-3 Water withdrawal	68				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GRI 303: Water and Effluents 2018	303-4 Water discharge	68				
	303-5 Water consumption	68				
BIODIVERSITY						
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	43, 47				
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	43, 47				
	304-3 Habitats protected or restored			n/a		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			n/a		
EMISSIONS						
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	68				
	305-2 Energy indirect (Scope 2) GHG emissions	68				
	305-3 Other indirect (Scope 3) GHG emissions	68				
	305-4 GHG emissions intensity	68				
	305-5 Reduction of GHG emissions	68				
	305-6 Emissions of ozone-depleting substances (ODS)	68				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	68				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
WASTE						
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	49				
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	49				
	306-3 Waste generated	69				
	306-4 Waste diverted from disposal	69				
	306-5 Waste directed to disposal	69				
SUPPLIER ENVIRONMENTAL ASSESSMENT						
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	68, 70				
	308-2 Negative environmental impacts in the supply chain and actions taken			n/a	no incidents of negative environmental impacts in the supply chain identified	
EMPLOYMENT						
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	67				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	33, 34, 67			company doctor, parental leave, company pension scheme and disability insurance	
GRI 401: Employment 2016	401-3 Parental leave	67				
LABOR/MANAGEMENT RELATIONS						
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	33				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
OCCUPATIONAL HEALTH AND SAFETY						
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	31, 32				
	403-2 Hazard identification, risk assessment, and incident investigation	31, 32				
	403-3 Occupational health services	31, 32				
	403-4 Worker participation, consultation, and communication on occupational health and safety	31, 32				
	403-5 Worker training on occupational health and safety	32, 66				
	403-6 Promotion of worker health	31, 32				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	31				
	403-8 Workers covered by an occupational health and safety management system	31, 66				
	403-9 Work-related injuries	31, 61, 67				
	403-10 Work-related ill health				No data available	
TRAINING AND EDUCATION						
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	66				
	404-2 Programs for upgrading employee skills and transition assistance programs	34				
	404-3 Percentage of employees receiving regular performance and career development reviews			n/a	not part of our materiality	

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
DIVERSITY AND EQUAL OPPORTUNITY						
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	67				
	405-2 Ratio of basic salary and remuneration of women to men			information unavailable	not being tracked; we are committed to fair recruitment practices	
NON-DISCRIMINATION						
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	29, 62				
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING						
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	36, 48				
CHILD LABOR						
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	33				
FORCED OR COMPULSORY LABOR						
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	33				
SECURITY PRACTICES						
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	66				
RIGHTS OF INDIGENOUS PEOPLES						
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples			n/a		
LOCAL COMMUNITIES						
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	38, 39, 40				

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S)	REASON	EXPLANATION	
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities			n/a		
SUPPLIER SOCIAL ASSESSMENT						
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	48				
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	48				
PUBLIC POLICY						
GRI 415: Public Policy 2016	415-1 Political contributions				no political contributions	
CUSTOMER HEALTH AND SAFETY						
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	23				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	23				
MARKETING AND LABELING						
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	47				
	417-2 Incidents of non-compliance concerning product and service information and labeling			n/a	no complaints reported	
	417-3 Incidents of non-compliance concerning marketing communications			n/a	no complaints reported	
CUSTOMER PRIVACY						
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	69				

YOUR FEEDBACK

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

Thank you for your support!

24.06.2025 Approval by the management and publication.

Christoph Aha

Head of Management Systems

Meike Dihstelhoff

Head of Communications

Layout:

Alwina Neumann

Art Director

IMPRINT

Publisher: STI - Gustav Stabernack GmbH
Richard-Stabernack-Straße
D-36341 Lauterbach, Germany

STI Group is FSC®-certified under license number FSC-C021442

© 2025 STI - Gustav Stabernack GmbH



IMAGE SOURCES

Photo credits for images not listed here: © STI - Gustav Stabernack GmbH

AdobeStock_302584036.jpeg.....	1	AdobeStock_169113038.jpeg.....	39
AdobeStock_302583954.jpeg.....	2	AdobeStock_425262466.jpeg.....	40
AdobeStock_340509733.jpeg.....	3	AdobeStock_216522017.jpeg.....	41
AdobeStock_486843400.jpeg.....	3	AdobeStock_474535333.jpeg.....	44
AdobeStock_1412626409.psd.....	7	AdobeStock_457332892.jpeg.....	46
AdobeStock_497446486.jpeg.....	13	AdobeStock_333211929.jpeg.....	47
AdobeStock_1276251084.jpeg.....	14	AdobeStock_211319091.jpeg.....	49
AdobeStock_448569684.jpeg.....	15	AdobeStock_486843400.jpeg.....	50
AdobeStock_750470565.jpeg.....	17	AdobeStock_298749976.jpeg.....	51
AdobeStock_362353487.jpeg.....	19	https://17ziele.de/downloads.html	53
AdobeStock_99896079.jpeg.....	26	AdobeStock_21355511.jpeg.....	55
https://17ziele.de/downloads.html	27	AdobeStock_92750247.jpeg.....	56
AdobeStock_245369942.jpeg.....	28	AdobeStock_332481332.jpeg.....	57
AdobeStock_245369942.jpeg.....	28	AdobeStock_320700868.jpeg.....	58
AdobeStock_393652002.jpeg.....	29	AdobeStock_720965984.jpeg.....	59
AdobeStock_789678371.jpeg.....	31	AdobeStock_211045412.jpeg.....	60
AdobeStock_423951388.jpeg.....	33	AdobeStock_293587878.jpeg.....	61
AdobeStock_438735027.jpeg.....	34	AdobeStock_393652002.jpeg.....	62
AdobeStock_299297541.jpg.....	35	AdobeStock_302583954.jpeg.....	63
AdobeStock_313885030.jpeg.....	36	AdobeStock_713951806.jpeg.....	64
AdobeStock_586528172.jpeg.....	38	AdobeStock_268308974.jpeg.....	81
AdobeStock_547999607.jpeg.....	38	AdobeStock_302584036.jpeg.....	83
AdobeStock_591537104.jpeg.....	38		

LET'S
GREEN UP
THE FUTURE
TOGETHER!

