

Sustainability Policy

As part of the value proposition to its stakeholders, Siegwerk is seeking the integration of sustainability and competitiveness, thriving for a business approach where growth and positive environmental and social impact align. Therefore, sustainability is embedded in our long-term business strategy, together with driving digitalization and creating spaces where people thrive. All aiming at creating long-term competitiveness. This reflects our dedication to preserving the future success of our family-owned enterprise. Siegwerk stands for enabling sustainable packaging.



Seven UN SDG's Siegwerk directly contributes to achieving

To translate this ambition into action, Siegwerk combines compliance, continuous improvement, and structured target management. Continuous improvement is driven locally across all entities and forms the backbone of our sustainable business practices. The global HorizonNOW 2030 program enhances our sustainability commitment by setting measurable targets for key material topics that guide the company toward long-term sustainability performance. With our actions, we directly contribute to seven selected UN Sustainable Development Goals (SDGs 3, 5, 7, 8, 11, 12, 13), prioritized based on materiality and relevance to our business.



The new sustainability agenda is delivered through three strategic areas and eight targets that guide how the company drives sustainability across its global operations and the full value-chain:

1. Sustainable Procurement

Siegwerk recognizes its responsibility for conditions within its supply chain and leans into the fact that sustainable products cannot be achieved without sustainable procurement. Siegwerk has structured its sustainable procurement activities in the program SustainUP – driving sustainability in the upstream supply chain.

The program focuses on two key material topics:

Human and labor rights

Siegwerk reduces human and labor rights risks in its supply chain through a robust, legally aligned human rights due diligence system that combines strong governance, comprehensive risk assessments and proactive supplier engagement. This includes structured abstract and specific supplier risk analyses and an alert system for credible incidents. High risk suppliers undergo detailed assessments and receive targeted development support, including improvement plans,

dedicated training, and capacity building initiatives. An optionally anonymous grievance mechanism accessible to all supports early identification of risks and ensures transparent handling of supplier-related concerns. to both affected stakeholders at our suppliers and those in our own operations via the following <https://siegwerk.integrityline.app/>.

› *By doing so, we **will reduce high-risk suppliers by 95% by 2030 (2024 baseline)**.*

The evaluation of risk is based on a comprehensive assessment of ESG performance, covering Environment, Labor & Human Rights, Ethics (incl. IT security) and Sustainable Procurement and considers the supplier's policies, actions and results.

Climate: Scope 3 emissions

Purchased Goods and Services (Scope 3 - Category 1) are our main category of emissions in the supply chain. Siegwerk has identified clear levers to reduce scope 3 emissions. These include collecting supplier-specific data as a basis to incorporate carbon performance in supplier selection, integrating climate action in our supplier sustainability rating, training of suppliers on best-practice carbon reduction actions and driving innovation for lower carbon products.

› *By doing so, we **will reduce our scope 3 emissions by 25% by 2030 (2020 baseline)**.*

Our short-term 2030 climate target (including the scope 1 and 2 reduction as described below) has been validated by the Science-Based Target Initiative. Additionally, we are proud to have validated long-term targets, aiming for net zero emissions by 2050. We follow the respective ISO standard for our Corporate Carbon Footprint (ISO 14064-01) and our Product Carbon Footprint (ISO 14067).

2. Sustainable Operations

Sustainable operations focus on minimizing the environmental impact of our own production while ensuring the safety and well-being of our employees.

Reducing emissions from our own operations is key to address the negative effects we have on the environment. We do so by reducing energy consumption, improving energy efficiency through investments and smart operational choices for energy reduction (e.g. energy-efficient drives, light sensors, etc.). Furthermore, we install renewable electricity production such as solar power (on-site and off-site) and source renewable electricity. Our renewable electricity investments aim at creating additional renewable electricity capacities. Dedicated funds ensure that investments for emission reduction are pursued even where payback times are longer.

› *By doing so, we **will operate on 100% renewable electricity year over year**.*

› *By doing so, we **will reduce scope 1 and 2 emissions by 60% by 2030 (2020 baseline)**.*

Reducing waste in our own operations is essential as it conserves resources, lowers disposal-related risks, and aligns with growing customer and regulatory expectations. We work systematically to improve the accuracy of waste data, reduce overall waste generation in relation to produced volumes, and enhance waste treatment practices.

- › *By doing so, we will **reduce waste by 10%** relative to produced volumes by 2030 (2024 baseline).*

Additionally, Siegwerk is committed to responsible water stewardship across all operations. We aim to continuously reduce **freshwater** withdrawal, improve **water** efficiency, and prevent adverse impacts on local water resources, with a particular focus on water-stressed regions. This is achieved through the identification of water-intensive processes, the implementation of efficiency and reuse measures. Any risks of water pollution are prevented through strict operational controls, emergency preparedness, and compliance with applicable environmental standards.

Also, Siegwerk strives to minimize **emissions to air** from its operations, including volatile organic compounds (VOC) and other pollutants, by applying best available techniques, safe chemical management, and preventive operational controls. We continuously improve production processes and ensure effective emission control measures are in place. Air-emission performance is monitored, risks are assessed regularly, and corrective actions are implemented where needed to prevent accidental or non-routine releases.

Health and safety of our employees is the utmost responsibility. To prevent any work-related injury or ill health of our employees or contingent workers, it is our obligation to provide safe and healthy working conditions. Our “Safety First” program ensures leadership accountability, employee engagement, standardized safety behaviors, and continuous learning. It does so, among others, by conducting Safety Culture assessments and HSE audits leading to action plans and mandatory safety trainings. These assessments are conducted together with affected employees and do not only focus on occupational safety but also on machines, plant, and fire safety.

We ensure the safety of our visitors and contractors by consistently following all applicable internal safety procedures.

- › *By doing so, we will sustain a **Total Incident Rate (TIR) < 1.0**.*

We strive for a diverse, inclusive, and equitable workplace as a driver for success. Increasing the **female representation** in leadership positions is a key component. In this context, we are reviewing and, where necessary, adapting our talent management and recruiting processes. We consider unconscious bias in the ways of working. We ensure transparency throughout our hiring process. We will strengthen employer value propositions that are important to employees who are seeking a work environment defined by gender-parity. Increasing female representation is a key leadership topic and thus the responsibility of each hiring manager.

- › *By doing so, we will **increase female representation in leadership roles to 30%** by 2030.*

3. Sustainable Products

Sustainable products form the final link in our value chain approach. A key aspect of sustainable packaging is creating circular packaging. Inks & coatings are key to **enable circular packaging**. We are phasing out non-circular products (e.g. containing PVC). We are developing products that are designed explicitly for circularity, thereby broadening the solution space (e.g. barrier coatings for paper and mono-plastics, NC-free ink systems) across all packaging structures and regions. We combine product innovation, regulatory expertise, and collaboration with value chain partners

to ensure we contribute to packaging solutions that create circularity and meet all functionality requirements.

› By doing so, **65% of all products sold (volume)** enables circular packaging by 2030.

Product trust and transparency, rooted in scientific data, are core elements of Siegwerk's philosophy and are reflected, for example, in its product safety practices and circular product offerings.

In the past decades Siegwerk has set a trusted industry benchmark for customer and end-consumer safety. We do so by proactively ensuring that our inks and coatings are safe throughout their intended use and lifecycle by applying stringent product safety standards often going beyond legal compliance (e.g. by applying EuPIA standards globally), robust exclusion policies, and science-based risk assessments. We are committed to transparency through Statements of Composition, anticipate regulatory and market developments, and actively work to eliminate substances that could pose risks to human health or the environment. Product safety considerations are systematically embedded in product development, raw material selection, and customer communication.

It is based on this approach that Siegwerk is developing a **sustainable product assessment**. This assessment will provide clear, validated, and data backed product claims, ensuring transparency and credibility for customers while meeting growing markets and regulatory expectations. By systematically evaluating products across key dimensions such as carbon footprint, circularity, and product safety, the assessment **enables consistent decision-making** and supports the long-term development of products that genuinely reduce environmental impact.

› By doing so, products can be evaluated **consistently, transparently, and data-based** regarding their **sustainability impact**.

Compliance & Continuous Improvement

Driving a successful sustainable business always requires continuous improvement and compliance across all aspects of the organization. Therefore, we apply strict **Occupational Health and Safety, Plant Safety, and Environmental (HSE) standards** at all our sites, whether located in highly industrialized or emerging countries. In full compliance with all relevant legal, value chain partners and internal obligations, we strive for continuous improvement across all our environmental, social and governance activities. This also includes topics that are not explicitly listed above, such as preventing any accidental pollution of the environment resulting from leakages or fires.

External certifications help us communicate our standards effectively with external stakeholders and check our continuous improvement, specifically ISO 14001 (Environmental Management System), ISO 9001 (Quality Management System), ISO 45001 / OHSAS 18001 (Occupational Health & Safety), and ISO 50001 (Energy Management) with a broad reach across our global sites. An overview of coverage is available here: <https://www.siegwerk.com/en/sustainability/sustainable-procurement/certifications.html>. In addition, our "Sustainable Procurement Policy & Operating Procedures" are aligned with ISO 20400 (Sustainable Procurement) and our Information Security Policy is aligned with ISO 27001 (Information Security).

To strengthen human and labor rights in our own operations and the supply chain, we have released **Guiding Principles on Human Rights**. As an implementation framework, Siegwerk has established a global human rights management system that is compliant with the German Lieferkettensorgfaltspflichtengesetz – the Supply Chain Due Diligence Act – and with the anticipated requirements of the European Corporate Sustainability Due Diligence Directive (CSDDD or CS3D). As an implementation framework Siegwerk has developed a global human rights management system, which is compliant to the German Lieferkettensorgfaltspflichtengesetz (LksG) – Supply Chain Due Diligence Act and anticipated requirements of the European Corporate Sustainability Due Diligence Directive. The management system fully covers our own operations and suppliers with the aim to identify, prevent, and remediate environmental and human rights risks.

We regularly review our **double-materiality analysis** to identify emerging impacts, risks and opportunities and develop metrics, policies and measures as needed. Siegwerk's sustainability agenda and thus this policy integrates the perspectives of **affected stakeholders** - including our own workforce, suppliers and workers in the value chain, customers, and communities - ensuring that their needs inform our expectations, governance processes, and continuous improvement efforts.

Mandatory and voluntary trainings on environmental, social, and governance topics are available. Critical trainings, e.g. on safety and ethical business conduct, are mandatory for all employees. Fulfillment is monitored by the Compliance Circle (headed by the CFO).

Governance & Responsibilities

Sustainability at Siegwerk is governed through a structured, multilevel setup that combines global strategic steering with strong regional accountability.

Board-Level – Oversight and Accountability:

Overall accountability for sustainability lies with the Chief Executive Officer (CEO), ensuring alignment with company strategy and long-term targets. Board accountability is anchored regionally, with Regional Presidents responsible for sustainability performance in their respective regions.

Global Sustainability – Strategy, Governance & Oversight:

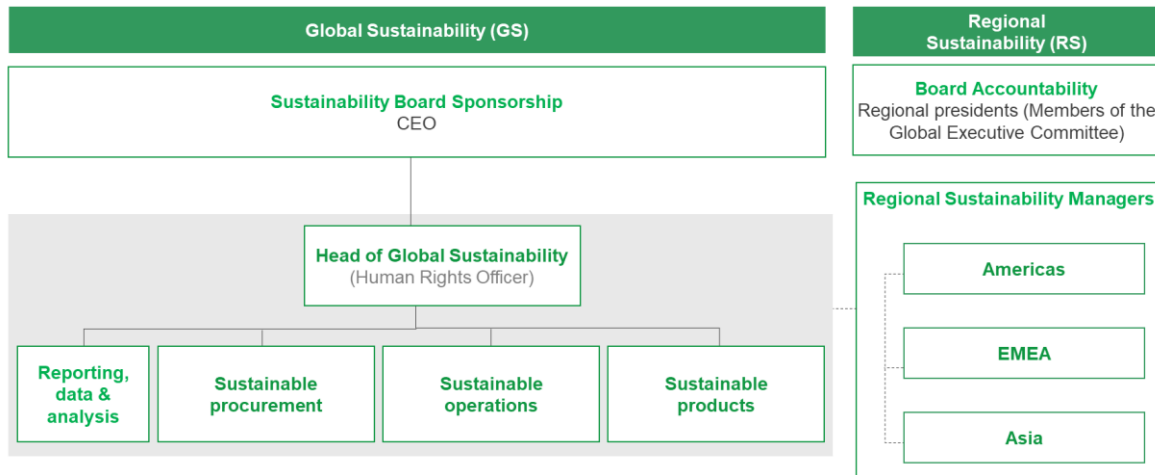
Global Sustainability (GS) provides global guidance, governance, and coordination across all sustainability topics and targets.

Key responsibilities include governance & compliance, strategy & target management, data, systems & transparency, and global enablement & communication.

The Head of Global Sustainability leads Global Sustainability and is the central owner of sustainability governance and coordination. The Head of Global Sustainability also functions as Human Rights Officer.

Regional Sustainability – Execution:

Regional Sustainability (RS) is responsible for execution and delivery of sustainability targets at regional level. Key responsibilities lie in operational sustainability and regional target achievement. Regional Sustainability Managers serve as the first point of contact for sustainability in the regions and ensure close linkage between regional execution and global governance.



Sustainability governance also integrates cross-functional collaboration with functions such as Legal, Human Resources, HSE, and Purchasing/Procurement with regulatory expectations and company-wide standards. Siegwirk has an appointed Human Rights Officer.

Scope

Siegwerk’s sustainability policy sets out our overarching commitment to managing material impacts, risks and opportunities across our operations and value chain. This policy is guided by internationally recognized standards, including the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the ILO Fundamental Conventions, and the OECD Guidelines for Multinational Enterprises.

This policy, and thus implementing sustainability, applies to all Siegwirk employees across all entities. Our managers are responsible for the health and safety of their team members as well as for safe operations of the production sites while minimizing the environmental impact. They act as positive role models. Managers are responsible not only for their own conduct but also for the conduct of their teams. Each manager must inform employees, ensure understanding and compliance, and allow training on this Policy and its relevant implementation.

The Policy also applies by virtue of individual reference, to Siegwirk's contractors, consultants, temporary workers, and other workers at Siegwirk, including all personnel affiliated with third parties.

This Policy cannot encompass every aspect of sustainability and is intended to be an overarching guidance document. Additional policies can be applied on a topic or entity level where required, for example the Human Rights Policy. Furthermore, global governance is established through key policies such as the Code of Ethical Business Conduct (covering “Our People”: fair competition, respectful behavior, workplace health and safety; “Our Company”: confidential information protection, financial integrity, conflict of interest; “Our Customers and Suppliers”: fair competition, anti-corruption and “Our Communities”: human rights, product safety, environmental sustainability) and the Information Security Policy. For all relevant related policies please contact [Global Sustainability](#).

Our sustainability approach underscores our commitment to minimizing negative impacts and amplifying positive ones on the planet and its people. Siegwerk stays fully dedicated to our responsibilities towards direct business partners such as customers, suppliers, our owners and employees. Additionally, we acknowledge our responsibility to expand sustainability to tier-n suppliers, the end-users of our products and communities we operate.

We enable sustainable packaging.



Dr. Nicolas Wiedmann

CEO

Appendix 1: Policy Review & Change History

Regular reviews of this policy are carried out by the Global Sustainability department. Additionally, reviews are triggered by material changes in the business model (such as acquisitions or divestments) or updated to the sustainability strategy (e.g. addition or revision of targets).

Supersedes	Release Date	Version Number
Siegwerk Sustainability Policy 2026	05.05.2026	3.0
Siegwerk Sustainability Policy 2022	01.03.2024	2.0
Siegwerk Sustainability Policy 2011	31.10.2022	1.0