

2024

SUSTAINABILITY REPORT

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Introduction

HOW TO READ THIS REPORT

DATA

This sustainability report has been prepared by Siegwirk Druckfarben AG & Co. KGaA (Siegwerk) with the data reported for the period from 2020 to 2023. The report covers the environmental, social, and governance (ESG) aspects of Siegwirk's global operations and activities that are material to its stakeholders and its long-term value creation. The report also discloses the progress and performance of Siegwirk in relation to its sustainability goals and targets.



STRUCTURE

This report includes content related to Siegwirk's company profile, ambition, progress summary, stakeholder engagement, materiality, governance, and a deep dive into each key focus area which includes data-driven metrics on environmental and social impacts.

At the end of 2021, Siegwirk launched a new sustainability business program under the name of HorizonNOW. Since then we have been in implementation mode. It is important for us to drive transparency, not only on our ambition and plans, but progress and actions too. We wish to share quality data in which we have invested sufficient time and consider it having high levels of confidence. To bridge temporal proximity and data accuracy you will find references to different years in this report. All base data is 2020 (unless otherwise indicated), all data on progress is until the end of 2023. Qualitative highlights are shared up to September 2024 and the outlook is provided for 2025.

- ✓ Corporate and product carbon footprint third party verified
- ✓ Solar installed in Bhiwadi (India), Shanghai (China), Tortuguitas (Argentina)
- ✓ 100% renewable electricity used globally
- ✓ Carbon Disclosure Project Climate: B Score
- ✓ Near-term and net zero climate targets validated by Science-Based Target Initiative

- ✓ "Safety First – It starts with me!" Global initiative launched
- ✓ Diversity, Equity and Inclusion training on inclusive leadership initiated

- ✓ GLOBAL SOCIAL DEVELOPMENT PROGRAM FOCUSED ON CHILDREN VIA SOS CHILDREN'S VILLAGES

2023 HIGHLIGHTS 2024

- ✓ RAMP-UP OF SUPPLIER ENGAGEMENT PROGRAM FOR SUSTAINABILITY (HUMAN RIGHTS & DECARBONIZATION)

- ✓ Continuous advancement of coatings portfolio for circular paper and plastic packaging
- ✓ Launch of new global business unit for Circular Economy Coatings
- ✓ Entire product portfolio assessed in terms of circularity

- ✓ Product carbon footprint established for 100% of all products
- ✓ 100% mineral oil free inks launched in Bhiwadi (India)
- ✓ Toluene ban in India

Message

FROM OUR CEO

Dr. Nicolas Wiedmann is the sponsor and strong advocate of Siegwerk's future-focused approach to sustainability



..... “
Of course, there are always going to be challenges to realize our sustainability agenda, but they are in fact opportunities in disguise. And if we choose to see these opportunities rather than challenges then we can achieve great success!
..... ”

Sponsoring Siegwerk's sustainability strategy, which we named "HorizonNOW" was one of the early decisions I took when I stepped into the position of CEO in 2021.

The brand owners and the packaging industry as a whole are under increasing pressure to provide more environmentally sustainable options for the future. But doing business with the next generation in mind is not only a business imperative, it is a big business opportunity. Siegwerk has always been a company looking to the future, and innovating and adapting accordingly.

We are well-positioned to take up this opportunity working together in tandem with our customers, brand owners and other important business partners in order to drive the latest innovations in safe, circular, and digital packaging solutions.

200
YEAR

.....
history

< 5,000
SIEGWERKERS

.....
*in more than
35 countries*

> 100
COUNTRIES

.....
*serving
customers*

1.3
BILLION
EURO

.....
net sales

**INK &
COATINGS**
SOLUTIONS

.....
for packaging

230
KILOTONS

.....
*printing inks &
coatings per year*

Introduction to **SIEGWERK**

We create inks and coatings for the following:



NARROW WEB



LIQUID FOOD PACKAGING



FLEXIBLE PACKAGING



TOBACCO



SHEETFED



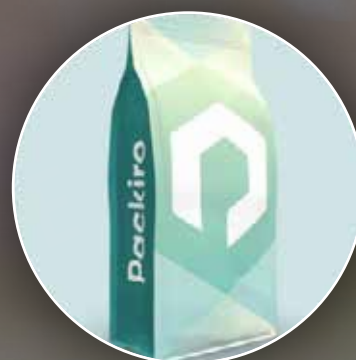
PAPER AND BOARD



DIGITAL



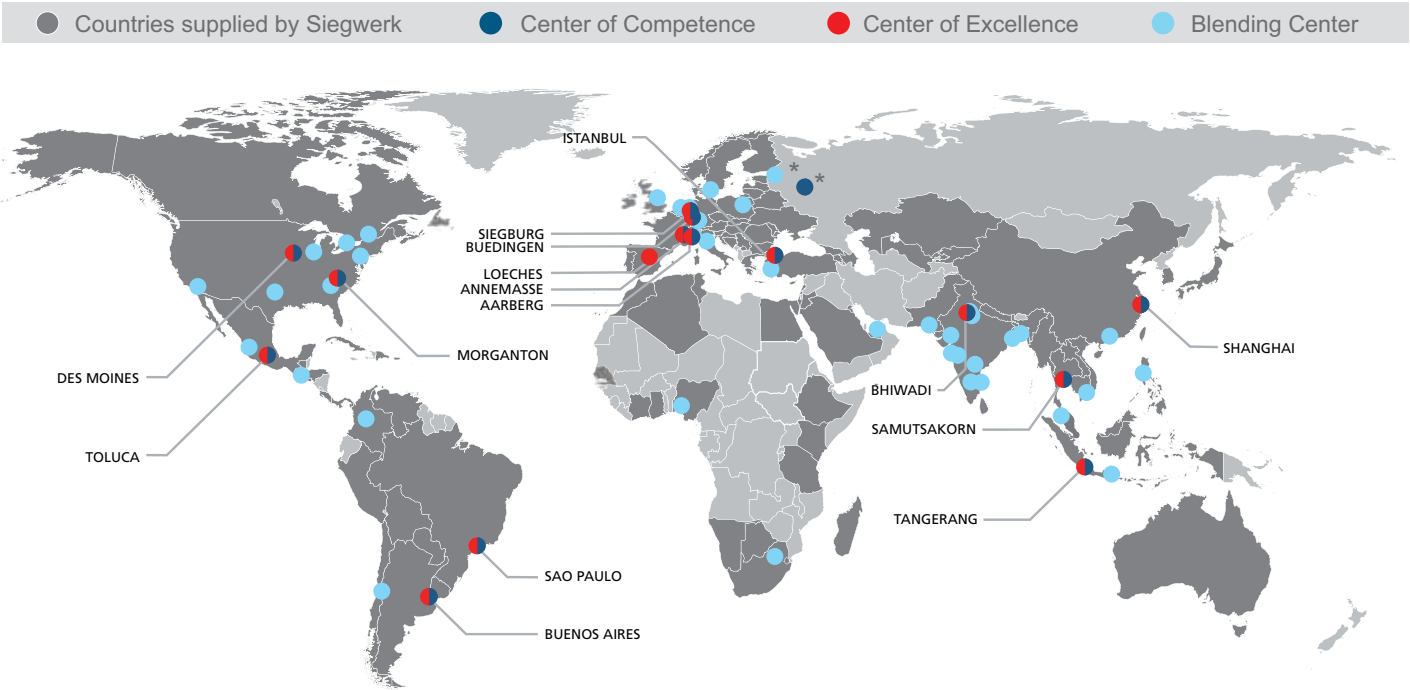
PRINT MEDIA



**SUSTAINABLE PACKAGING
PRODUCTION (VENTURES)**

LOCATIONS

and employees

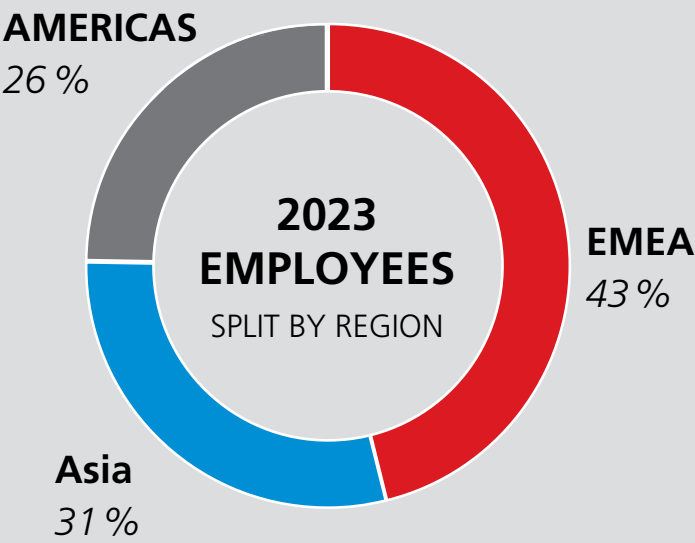


EMPLOYEE STATISTICS IN DECEMBER 2023

4,807 employees

19% women 81% men

Includes permanent and term employee & active and paid leave. Excludes apprentices, working students, contracted workers, and paid and unpaid leave



Our **AMBITIONS**

Alina Marm is the Head of Global Sustainability and Circular Economy

From environmentally-friendly production processes and the development of safe and sustainable products to inclusive workplaces and local support for the communities we operate in – we follow a holistic sustainability approach. To date, we have already made successful progress on our journey to become a circular and digital packaging solutions company: We are not only developing circular ink and coating solutions but are also continuously rethinking our own processes and business according to a circular approach.

With HorizonNOW, we have launched a sustainable business program to manage our ambitious sustainability targets and keep track of our progress and achievements.

With its clear targets, HorizonNOW is the roadmap of our sustainability journey, ensuring that all of our actions have the desired impact on the UN Sustainable Development Goals. Thereby, all of our targets and actions are organized in 4 platforms:

- 1. Operations and Supply Chain**
- 2. Product Safety and Responsibility**
- 3. Circular Economy**
- 4. People and Communities**



..... “
Sustainability leadership begins with transparency, and it requires taking the long view and being willing to take short-term risks in order to achieve long-term results. We believe that sustainability is a business imperative, and we are fully committed to ‘walking the talk’ in this regard.

..... ”

Siegwerk's

SUSTAINABLE BUSINESS PROGRAM

Doing business with the **NEXT GENERATION IN MIND** by innovating for safe, circular and digital packaging solutions and the ambition of a **NET POSITIVE IMPACT**.

1

OPERATIONS AND SUPPLY CHAIN

- 1 ACHIEVE CARBON NEUTRAL **SCOPE 1 & 2** EMISSIONS GLOBALLY
 - **Adding a new Scope 3 target:**
Net zero by 2050 and 25 % reduction by 2030 compared to a 2020 baseline
- 2 100 % OF **SUPPLIERS** COMMITTED TO THE PRINCIPLES OF THE **UN GLOBAL COMPACT**

2

PRODUCT SAFETY AND RESPONSIBILITY

- 3 ESTABLISH **PRODUCT ENVIRONMENTAL FOOT-PRINT** DATA FOR 100 % OF PRODUCTS
- 4 BE A TRENDSETTER FOR SAFEST INKS AND COATINGS BY PROACTIVELY IMPROVING OUR OWN PRODUCTS AND SETTING NEW INDUSTRY STANDARDS IN **CONSUMER AND ENVIRONMENTAL SAFETY**

3

CIRCULAR ECONOMY

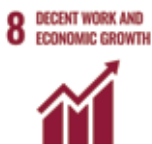
- 5 75 % OF ALL **PRODUCTS OR SERVICES** SOLD TO ENABLE THE REDUCING, REUSING OR RECYCLING OF PACKAGING

4

PEOPLE AND COMMUNITIES

- 6 DOUBLE FEMALE **GENDER REPRESENTATION** AT EXECUTIVE LEVEL
- 7 ACHIEVE **TOTAL INCIDENT RATE (TIR)** < 1.0

2025



Contribution to the

SUSTAINABLE DEVELOPMENT GOALS

The 17 United Nations Sustainable Development Goals (SDGs) are a blueprint to achieve a better and more sustainable future for all. They were established in 2015 and focused on protecting the planet, alleviating poverty, and achieving worldwide peace and justice. Siegwirk contributes directly to six SDGs to guide Siegwirk's sustainable business strategy. The contribution to each SDG is outlined below.



As a leading producer of inks and coatings and varnishes for nutrition, pharmaceuticals and hygiene packaging, we ensure that all related printed packaging are non-toxic and safe throughout their lifecycle.

Key contribution:

Platforms 2 and 4



As a global employer, we are in a unique position to foster a diverse and inclusive workplace, contributing to the health & well-being of our workforce, consumers, and the communities in which we operate.

Key contribution:

Platform 4



For more than 15 years we have been a pillar for not only local but global communities by supporting SOS Children's Villages and Youth Can! driving mentorship and education in young people.

Key contribution:

Platforms 1 and 4



As a key player in the inks and coatings industry, we have an important role to play in creating products, driving innovations, and defining processes that reduce negative impact on the environment through more lower carbon and circular packaging solutions.

Key contribution:

Platforms 2 and 3



Driving responsible consumption and production requires taking responsibility for the climate impact of the business.

Key contribution:

Platform 1



To achieve our ambitious sustainability agenda and maintain a positive contribution within the value chain we work closely with industry partners, and stakeholders to achieve impact.

Key contribution:

Platforms 1, 2, 3, and 4

Siegwerk's

SUSTAINABILITY IMPACT

Data focus of this report is from our baseline years 2020 to 2023

SDG COMMITMENT	2025 TARGETS	2020 BASELINE	2023 PROGRESS TO 2025 TARGETS
OPERATIONS AND SUPPLY CHAIN			
<div><div>13</div><div>CLIMATE ACTION</div><div></div></div>	Achieve carbon neutral scope 1 and 2 emissions globally	2020: Scope 1 and 2: 36,725t CO ₂ e	<div><div></div></div> 55 % reduction
<div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div>	100% suppliers committed to the principles of the UN Global Compact	2021: 60%	<div><div></div></div> 80 %
PRODUCT SAFETY AND RESPONSIBILITY			
<div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div>	Establish product environmental footprint data for 100% of products	Evaluating 8 environmental impact areas	<div><div></div></div> 81% completed biorenewable content, product carbon footprint for full portfolio
<div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div>			
<div><div>13</div><div>CLIMATE ACTION</div><div></div></div>	Be the trendsetter for the safest inks and coatings		
<div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div>			
CIRCULAR ECONOMY			
<div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div>	75% of all products or services sold enable reducing, reusing or recycling of packaging	2020: 41%	<div><div></div></div> 33 %
<div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div>			
PEOPLE AND COMMUNITIES			
<div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div>	Double female gender representation at executive level		<div><div></div></div> Increase of 1.8x compared to baseline year
<div><div>5</div><div>GENDER EQUALITY</div><div></div></div>			
<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>	Achieve Total Incident Rate (TIR) < 1.0	2020: 1.4	<div><div></div></div> 0.97
<div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div>			

COLLABORATIONS

We engage with partners and associations along the value chain



Siegwerk is a firm believer in cross-value-chain collaboration. Being active members and partners of various circular economy associations and initiatives across the globe gives us the opportunity to create awareness of the role of inks and coatings in enabling circularity and to co-create solutions for sustainable packaging.

With about two centuries worth of knowledge on inks and coatings, we actively and holistically contribute to packaging design.

Our experts sit on important panels and are a part of discussions with many associations that are responsible for globally known design for recycling guidelines and standards.

We partner with industry consortiums or packaging associations to share expertise, learn the best industry practices, and collaborate to co-create and pilot circular solutions.

ENGAGEMENT

along the value chain

Circular transition and a truly embedded sustainability program requires a systems approach. We look at the full value chain and various impacts. We seek collaboration and innovation opportunities where we can make an impact.

We look at the big picture, from developing our suppliers who are at higher risk from a human rights perspective, to internalizing our own negative externalities, and working with customers to find circular innovation solutions for the market.

HOW SIEGWERK CREATES VALUE FROM CRADLE TO GRAVE—AND BEYOND

REGULATORS

Engage with industry associations to promote constructive conversations with a focus in science

EMPLOYEES

Empower employees to create positive impact through education

PARTNERS

Drive collaborative innovation projects and technical knowledge exchange

SUPPLIERS

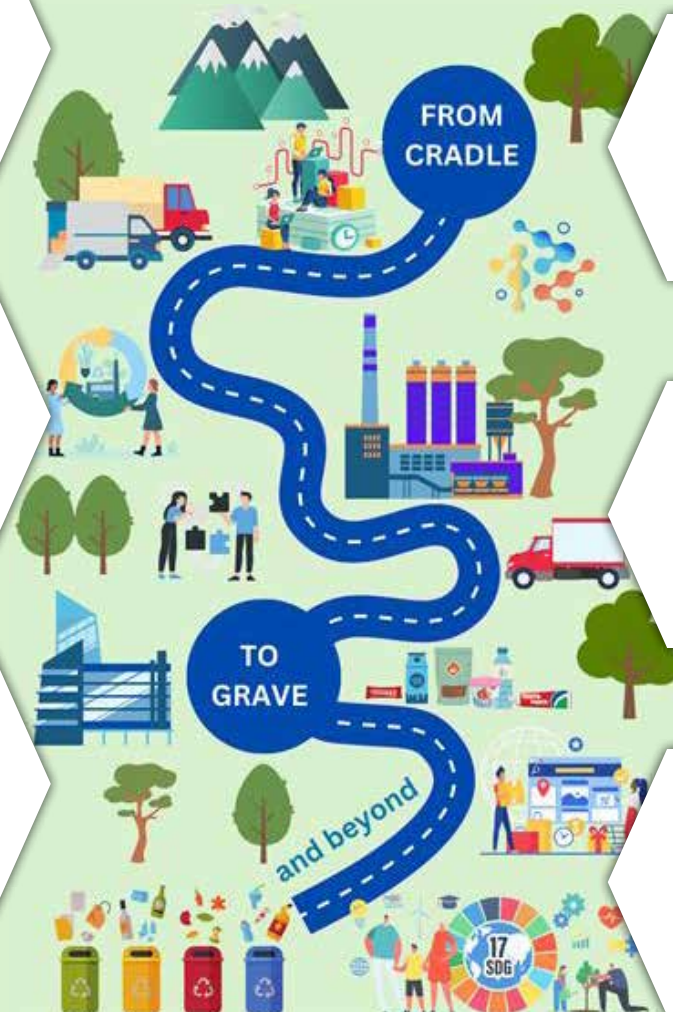
Develop our suppliers' human rights and decarbonization

CUSTOMERS

Exchange on best practices and innovations through meetings, surveys, INKdays, and webinars

COMMUNITIES

Empower local communities by promoting local initiatives and enabling individuals



EXTERNAL VERIFICATION

We have our sustainability targets, actions and outcomes verified by external partners



UNPACKING OUR SUSTAINABILITY RATINGS

Carbon Disclosure Project (CDP) & EcoVadis

SIEGWERK RECEIVED A SCORE OF B FOR ITS FIRST-TIME CDP DISCLOSURE

STRENGTH IDENTIFIED

BY CDP:

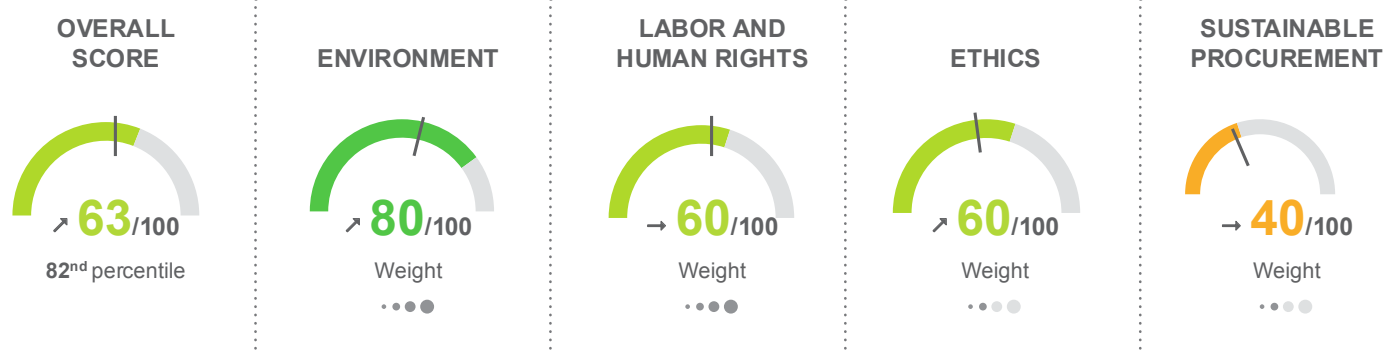
- ✓ Integrate climate as a value driver for our business and growth strategy
 - ✓ Extensive and ongoing emission reduction efforts
 - ✓ Stewardship in developing and promoting circular and low environmental impact products
 - ✓ Transparent and accurate reporting of data
- Maturity of data, progress and processes in 2022 (for 2023 scorecard). Significant improvements in terms of data (3rd party verification), reduction (100% renewable electricity) and governance (e.g. SBTi verification) are expected to positively influence future scoring



EXCERPT CDP SCORECARD 2023 CATEGORY SCORES BENCHMARKING

Business Strategy, Business Planning & Scenario Analysis	Activity Group Average	B
	Siegwerk	B
Emissions reduction initiatives and low carbon products	Activity Group Average	C
	Siegwerk	A-
Energy	Activity Group Average	B-
	Siegwerk	C-
Governance	Activity Group Average	B
	Siegwerk	D
Opportunity Disclosure	Activity Group Average	B
	Siegwerk	B-
Risk Disclosure	Activity Group Average	B
	Siegwerk	B
Risk management process	Activity Group Average	B
	Siegwerk	A
Scope 1 & 2 emissions (incl. verification)	Activity Group Average	B
	Siegwerk	B-
Scope 3 emissions (incl. verification)	Activity Group Average	C
	Siegwerk	D-
Targets	Activity Group Average	B-
	Siegwerk	B
Value chain engagement	Activity Group Average	B-
	Siegwerk	C

SIEGWERK IS CONSISTENTLY IMPROVING ITS ECOVADIS RATING



- ✓ Siegwerk was rated again by EcoVadis with an improved points score, a testament to our ongoing commitment to environmental and social governance
- ✓ Rates in the top **18 %** of all assessed companies
- ✓ Standout performance in the Environment pillar with **80 / 100 points**



Scoring does not include current advancement such as sustainability report, advanced human and labor due diligence (own operations & supplier sustainability program).

VERIFICATION

CORPORATE CARBON FOOTPRINT (CCF) & PRODUCT CARBON FOOTPRINT (PCF)

Siegwerk successfully completed a comprehensive carbon audit with TÜV SÜD Industrie Service GmbH. This audit included the validation of the Partial Product Carbon Footprint (PCF) and the verification of the Corporate Carbon Footprint (CCF), ensuring full transparency and reliability of carbon data.

CORPORATE CARBON FOOTPRINT (CCF)

The CCF covers the overall emissions of Siegwerk, including emissions in the value chain. The audit verified the CCF for the years 2020 and 2022 in accordance with ISO 14064-03:2019 standards. The audit encompassed Scope 1 & Scope 2 emissions as well as various categories of Scope 3 emissions such as:

- ✓ Purchased goods and services
- ✓ Capital goods
- ✓ Fuel- and energy-related activities
- ✓ Upstream transportation and distribution
- ✓ Waste generated in operations
- ✓ Business travel
- ✓ Employee commuting
- ✓ Downstream transportation and distribution

PRODUCT CARBON FOOTPRINT (PCF)

The PCF provides product-specific carbon emissions for inks, coatings, and varnishes. The validation process confirmed that Siegwerk's procedures comply with DIN EN ISO 14067:2019 standards. This includes the "cradle-to-factory-gate" and "cradle-to-customer-gate" stages, covering:

- ✓ Extraction, processing and transportation of raw materials
- ✓ Production processes
- ✓ Transportation to customers

Want to know more about our methodology and data? Available upon request:

- **CCF:** Full Green House Gas (GHG) Report
- **PCF:** Whitepaper, for customers: respective specific PCF data

ISO CERTIFICATIONS

Maintaining the highest standards ensures consistent high quality of products and services while enabling us to work in a more efficient way. That's why we at Siegwerk place great importance on standardized methods of working – in the interests of our staff, customers and end consumers.

Here, we rely on global standards covering for example areas like quality management (ISO 9001), occupational health and safety (ISO 45001), environmental management (ISO 14001) as well as energy management (ISO 50001). Below is a list of current ISO certificates.

Please visit <https://www.siegwerk.com/en/sustainability/operations-and-supply-chain/certifications.html> for access to all ISO certificates.

ENTITY	ISO 9001	ISO14001	OSHAS 18001 / ISO 45001	ISO 5001
EMEA				
Siegwerk Belgium N.V.				
Siegwerk France S.A.S.	✓	✓		
Siegwerk Druckfarben AG & Co. KGaA	✓	✓		✓
Siegwerk Group Holding AG & Co. KG				
Siegwerk Backnang GmbH	✓	✓		
Siegwerk Büdingen GmbH	✓	✓		✓
La Sorgente S.p.A.	✓	✓		
Siegwerk Italy SpA	✓			
Siegwerk Netherlands B.V.				
Siegwerk West Africa Ltd.				
Siegwerk Poland Marki Sp. z o.o.	✓	✓		























ISO CERTIFICATIONS

Please visit <https://www.siegwerk.com/en/sustainability/operations-and-supply-chain/certifications.html> for access to all ISO certificates.

ENTITY	ISO 9001	ISO14001	OSHAS 18001 / ISO 45001	ISO 5001
EMEA				
Siegwerk South Africa (Pty.) Ltd.	✓			
Siegwerk Spain S.A.	✓	✓		
Siegwerk Scandinavia AB				
Siegwerk Switzerland AG	✓	✓		
Siegwerk Baski Mükrekkepleri San. Ve Tic. A.S.	✓	✓		
Siegwerk Ukraine LLC				
Siegwerk UK Ltd.	✓	✓		
AMERICAS				
Siegwerk Argentina S.A.	✓	✓		
Siegwerk Brasil Industria de Tintas Ltda.	✓			
Siegwerk Publications Partici- pacoes Ltda.				
Siegwerk Chile S.A.				
Siegwerk Colombia Ltda.				
Siegwerk Centroamerica S.A.				

ISO CERTIFICATIONS

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ENTITY	ISO 9001	ISO14001	OSHAS 18001 / ISO 45001	ISO 5001
AMERICAS				
Siegwerk Mexico S.A. de C.V.				
Siegwerk Publication USA, Inc.				
Siegwerk USA Inc.				
Siegwerk EIC LLC				
ASIA				
Siegwerk Bangladesh Limited				
Siegwerk Shanghai Ltd.				
Siegwerk India Private Ltd.				
PT. Siegwerk Indonesia				
Siegwerk Malaysia Sdn. Bhd.				
Siegwerk Pakistan (Private) Limited				
Siegwerk Philippines Inc.				
Siegwerk (Thailand) Ltd.				
Siegwerk Vietnam Co., Ltd.				

MATERIALITY REVIEW

In 2021, with the support of external experts, Siegwerk updated its materiality assessment that was used as the basis for our sustainable business program HorizonNOW. The 2021 materiality assessment was built on a 2015 Chemie3 materiality assessment and external sources such as the Sustainability Accounting Standards Board (SASB) and EcoVadis.

ENVIRONMENT	ETHICS & COMPLIANCE	SOCIAL	PROCUREMENT	GOVERNANCE
E1 · Water-use E2 · VOC emissions E3 · Non-hazardous waste E4 · Hazardous waste E5 · Circular economy E6 · Climate action E7 · Pollution	EC1 · Contingency plans and hotline EC2 · Product-related compliance EC3 · Product-related communication EC4 · Corporate compliance EC5 · Product safety	S1 · Work/life balance S2 · Employee H&S S3 · Training and securing skilled workers S4 · Community engagement S5 · Employee engagement and involvement S6 · Social dialogue and collective agreements S7 · Decent working standards S8 · Diversity & inclusion S9 · Internal incentive schemes	P1 · Supply chain environmental impact P2 · Supply chain social standards P3 · Supply chain transparency P4 · Raw material impacts P5 · Local and regional relations	C1 · Integrating sustainability into corporate strategy C2 · Research & development C3 · Leadership and culture C4 · External sustainability reporting C5 · Internal KPI monitoring and reporting C6 · Sustainability value creation C7 · Stakeholder dialogue C8 · External collaboration

Material topics were mapped according to the influence that they have on stakeholder assessment and decisions (vertical axis) and the significance they have to our impact on the economy, environment and society (horizontal axis).

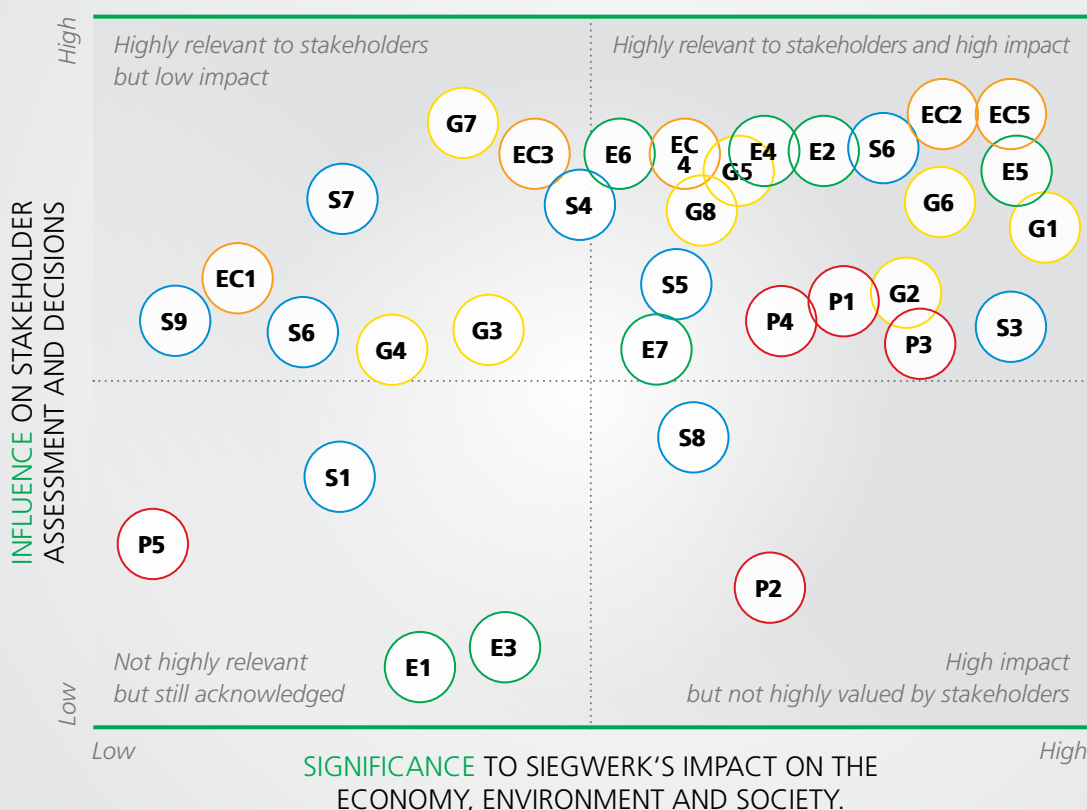
STAKEHOLDERS CONSIDERED

Suppliers:
tier 1 and tier 2 suppliers in the Siegwerk supply chain

Employees:
Siegwerkers across all locations and departments

Customers:
converters, and by extension brand owners and retail

Government:
local and national governments as well as regulatory bodies; local communities in which Siegwerk operates



Below are the selected material topics deemed critical to our strategy.

DEVELOP AND INCORPORATE
INTO STRATEGY

- S5** · Employee engagement and involvement
- S8** · Diversity & inclusion

- P1** · Supply chain environmental impact
- P3** · Supply chain transparency
- P4** · Raw material impact

- E6** · Climate action

- G1** · Integrating sustainability into corporate strategy
- G4** · External sustainability reporting
- G5** · Internal KPI monitoring and reporting
- G6** · Sustainability value creation

REVIEW AND INCORPORATE
INTO STRATEGY

- S2** · Employee H&S
- S3** · Training and securing skilled workers
- S4** · Community engagement

- G2** · Research & development
- G7** · Stakeholder dialogue
- G8** · External collaboration

- EC2** · Product-related compliance
- EC3** · Product-related communication
- EC4** · Corporate compliance
- EC5** · Product safety

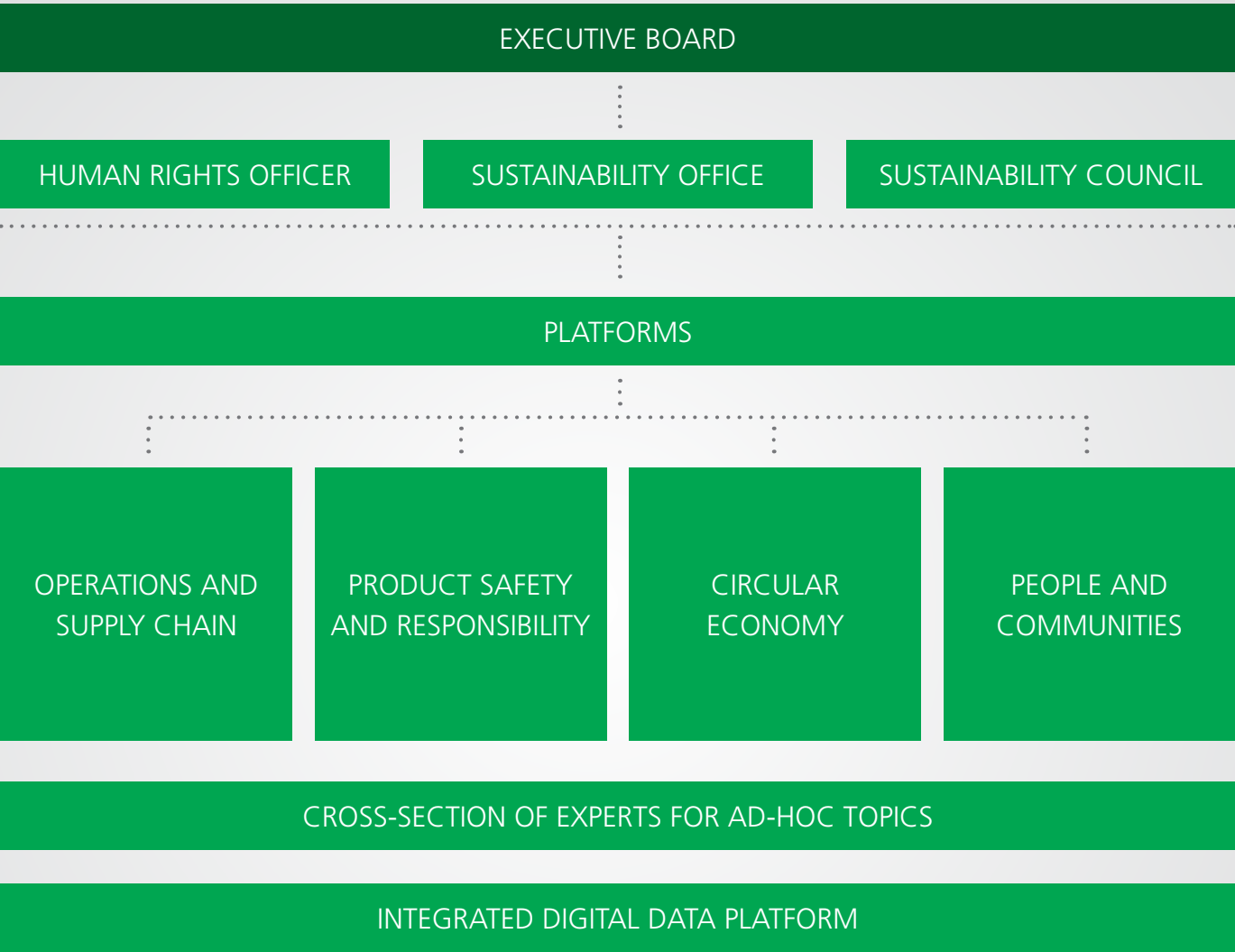
- E2** · VOC emissions
- E4** · Hazardous waste
- E5** · Circular economy



GOVERNANCE

HorizonNOW’s implementation is overseen by a group of committed, dedicated individuals and implemented organization-wide.

To ensure an embedded sustainability program, the governance and steering of the program is interwoven throughout the organization. To support the company in driving sustainability forward, key organizational units were established and responsibilities assigned. The CEO has overall accountability for sustainability. The Sustainability Council has overall responsibility and ownership of the sustainable business program HorizonNOW. The Sustainability Office centrally coordinates and can be the first point of contact. Each platform is led by a “Platform Lead” who is responsible for breaking the 2025 targets down on an annual level and driving the implementation of the respective targets.



SUSTAINABILITY CHANGE AGENTS

The Green-CAT (Green Change Agent Team) network is an internal network of sustainability ambassadors championing our sustainable business program HorizonNOW. The change agents have different roles, at different sites, and act as multipliers of our sustainability program.



- Local Sustainability Task Forces
- Green CAT (Change Agent Team)
- Green CAT Lead

The Green-CATs create a sense of connectedness, inclusion and purpose in the organization and bring the topic of sustainability closer to home.

THE GREEN-CATS ARE:

Change Agents coming from every part of the organization, from different levels of hierarchy and all walks of life committing 10% of their time to the role. A perfect Green-CAT is a leader not by hierarchy but by authenticity. They are an effective communicator who finds motivation in the responsibility of the role.

LOCAL TASK FORCES ARE:

Local task forces represent the next tier of local change agents to push HorizonNOW. The task forces are self-organized and create the highest level of localization of sustainability across the four pillars of the sustainability strategy. They are a result of the multiplier effects of the Green-CATs, as the local task forces are initiated and led by a dedicated Green-CAT.

GOVERNANCE:

Over 40 Green-CATs meet regularly through internal exchange platforms to exchange and test ideas, share best practices and facilitate cross-regional exchange.



Check out this **Triple Pundit** article
if you want to learn more!

ACCELERATING FLAGSHIP SUSTAINABILITY IDEAS

BACKGROUND

- Since 2020 Green-CATs are gathering ideas from employees.
- Flagship projects are an incubator process that enables the pitching and senior management support of regional sustainability ideas.
- Important driver for engagement and culture shift.

SELECTED PROJECTS ARE ENDORSED BY THE SUSTAINABILITY COUNCIL TO SUPPORT BOTTOM-UP MATURING/IMPLEMENTATION

SCOPE / PROJECT CRITERIA

Projects improving our sustainability on-site.	✓
Covering all four areas of impact of HorizonNOW.	✓
Projects with tangible/visible impact for employees and/or customers.	✓
Projects with implementation timelines of max 18 months.	✓
Projects should be new.	✓

EXAMPLES OF FLAGSHIP PROJECTS

MEXICO	FRANCE	BRAZIL
REDUCE WATER FOOTPRINT	WASTE MANAGEMENT SYSTEM	REDUCE SITE WASTE
Update water cooling system to increase energy efficiency and save water usage Water saved (per year): 3,052 m³ Energy saved (per month): 7,604.87 kW/h	Circular awareness campaign and of a complete inventory of end of life waste scenarios for site	Pilot digital system in operations to greatly reduce paper waste usage 60% annual paper use reduction

INTERNAL ENGAGEMENT

Our engagement efforts seek **to ensure that all Siegwerkers are aware and engaged in our sustainable business program HorizonNOW**. The Sustainability Office works to ensure that all employees are equipped with HorizonNOW relevant knowledge to foster sustainability throughout the organization and achieve our HorizonNOW targets.

MEASURE



HorizonNOW INTERNAL SURVEY

Global Internal Survey
conducted in 2023

*Understand
sustainable program aware-
ness throughout
the organization*

**55% of Siegwerk
employees not fully
aware of HorizonNOW**

MAP



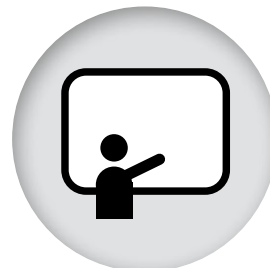
DATA-DRIVEN DECISIONS INTERNAL NEEDS ANALYSIS

**Understand the
level of maturity**
from different sites and cater
to the needs of materials

*Package leveraging
existing touch points*

**Cooperation with local
teams**
Initial effort with
1-2 sites per region

IMPLEMENT



HorizonNOW INTERNAL ENGAGEMENT PACKAGE

Package development
in local language

*Joint review and approval
with local team. Driven
through the Sustainability
Office & GreenCATs*

**From basic knowledge to
deep levels of engagement:**
Site posters, info sessions,
customer presentation,
webinars, podcasts, others

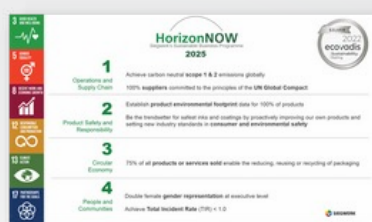
Some examples:



*Sustainability Policy
One Pager*



*Site
Posters*



*All-format-in-one
HorizonNOW Overview
four design versions*



*Core Concepts –
Briefing Monitor Screens*

EQUIPPING ALL SIEGWERKERS WITH SUSTAINABILITY KNOWLEDGE IS ESSENTIAL TO CREATE ENGAGEMENT AND ENSURE EVERYBODY CAN CONTRIBUTE TO ACHIEVING THE TARGETS WITHIN THEIR RESPECTIVE ROLES.

OUR TRAINING EFFORTS INCLUDE:

FORMAT	TOPICS	TIME SPAN	TARGET GROUP	REGION	NUMBER OF PEOPLE TRAINED
Environment					
Monthly information sessions on sustainability (online)	· EcoVadis & CDP Scoring	· February 2024	· All	· Global	· 83
	· CIRKIT Product Naming	· May 2024			· 196
	· Renewable Energy Procurement	· June 2024			· 146
	· Packaging & Packaging Waste Regulation	· September 2024			· 159
	· GreenCAT Flagship Projects	· August 2024			· 117
Classroom training program (3-4 days each), incl. Train the Trainer	· Training on the need and principles of a circular economy and Siegwerk's product solutions	· September 2023 – June 2024	· Sales, Technology	· LATAM, Asia	· 241
Online Training program (5-10 hours each)	· Training on the need and principles of a circular economy and Siegwerk's product solutions	· January 2024 – October 2024	· Sales, Technology	· EMEA, CUSA	· 106
Classroom training session	· Climate Action	· September 2024	· HSE · Engineering	· Global	· 20 · 17
Social					
Monthly global information sessions on sustainability (online)	· Human Rights & UNGC	· April 2024	· All	· Global	· 141
Online training session (catered)	· Update & new processes for Sustainable procurement	· July 2024	· Purchasing · Supply Chain & Site Management · Purchasing · Human Ressources, HSE, Inhouse responsables	· Global	· 50
	· Human Rights Risk in investment & tolling projects	· June/September 2024		· India & Pakistan	· 4
	· EcoVadis training for Supplier Onboarding	· October 2024		· Global	· 50
	· Internal human rights & environmental impact analysis	· October 2024		· Global	· 85
Classroom training session	· Human Rights & Sustainable Procurement including Business Partner Code of Conduct · Human Rights awareness training for our own operation	· September 2024	· Purchasing · HSE	· Global	· 83
Governance					
Online training session	· Anti-Trust	· 08/2024	· All	· Global	· 300
Online training session	· Equal-Treatment	· 06/2024	· All	· Global	· 3.000
Online training session	· Anti-Corruption	· 11/2023	· All	· Global	· 5.000
Online training session	· Sexual Harassment	· 06/2023	· All	· Global	· 5.000
Online training session	· How to report a Compliance Concern	· 04/2023	· All	· Global	· 5.000

OPERATIONS AND SUPPLY CHAIN

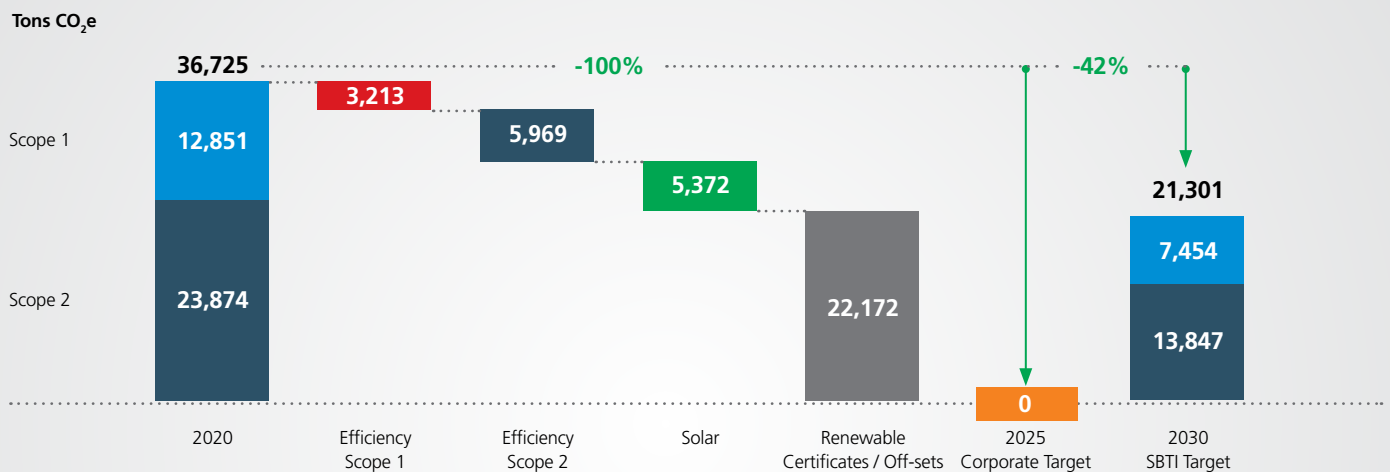
OUR TARGETS:

1

OPERATIONS AND SUPPLY CHAIN

- 1 ACHIEVE CARBON NEUTRAL **SCOPE 1 & 2 EMISSIONS GLOBALLY**
 • **Adding a new Scope 3 target:**
Net zero by 2050 and 25 % reduction by 2030 compared to a 2020 baseline
- 2 100 % OF **SUPPLIERS** COMMITTED TO THE PRINCIPLES OF THE **UN GLOBAL COMPACT**

CLIMATE ACTION TARGETS



Siegwerk has established a corporate target to achieve carbon neutrality by 2025. Following a clear hierarchy of levers in achieving this target, we have set absolute reduction targets by investing in efficiency and installing capacities for solar. We are targeting 40% absolute carbon reduction through these levers by 2025. In addition, we will purchase high quality renewable electricity certificates and carbon off-sets to achieve carbon neutrality. This corporate target is more ambitious than the science-based, near-term targets aligned with 1.5 degrees.

Adhering to the GHG Protocol Corporate Accounting and Reporting Standard principle of completeness, Siegwerk reported on all categories where it could report with a reasonable degree of accuracy and have a material impact. To ensure the highest level of data accuracy of our carbon data, Siegwerk has verified its Corporate Carbon Footprint Data for the years 2020 and 2022 through TÜV Süd against the standard ISO 14064-03:2019 and ISO 14064-01:2019.

CLIMATE ACTION ACTIVITIES AND PROGRESS



Our commitment to carbon neutrality is one of the top seven sustainability targets reinforced by our commitment to the following climate goals, which were validated and approved by the Science-Based targets initiative (SBTi):

SBTI NEAR TERM:

Scope 1 and 2 reduce by 42% by 2030 – aligned with 1.5 degree scenario

Scope 3 reduce by 25% by 2030 – aligned with a well below 2 degree scenario

SBTI LONG TERM:

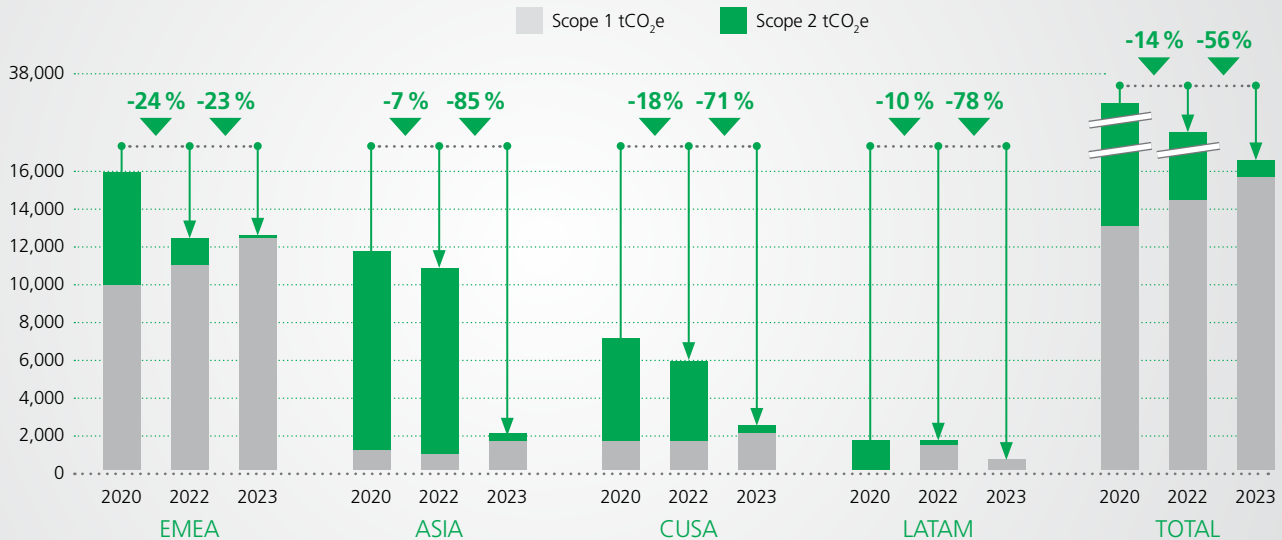
Scope 1,2,3 achieve net zero by 2050

SCOPE 1 & 2			SCOPE 3		
	NEAR TERM TARGET	LONG TERM TARGET		NEAR TERM TARGET	LONG TERM TARGET
Ambition	1.5 degrees	Net Zero	Ambition	Well below 2 degrees (WB2D)	Net Zero
Reduction potential	42 % ▼	90 % ▼	Coverage	Purchased goods and services (raw materials)	All categories for Scope 3
Target Year	2030	2050	Reduction potential	25 % ▼	90 % ▼
			Target Year	2030	2050

CLIMATE ACTION

SCIENCE BASED TARGETS

SIEGWERK SCOPE 1 AND 2 PROGRESS FROM 2020 TO 2023



As part of the target to achieve carbon neutral Scope 1 and Scope 2 emissions globally, Siegwirk keeps a close eye on the developments of the Emissions Trading System (ETS) regulation including any resulting financial and compliance risk, including those arising in international markets like China. We are also monitoring the emission volume of high risk sites to initiate timely actions in case regulatory thresholds are exceeded.

It is imperative Siegwirk's reduction levers are hierarchical with priority on absolute energy reduction and production of own renewable electricity. The following image outlines Siegwirk's key carbon reduction levers.

SCOPE 1 AND 2 CARBON REDUCTION LEVERS

1 · REDUCE CONSUMPTION

We reduce the consumption of carbon emitting energies through efficiency gains and behaviour change.

3 · PURCHASE RENEWABLE ENERGY

We purchase renewable electricity certificates on the market globally. We set high standards for these certificates to ensure they create new capacities of renewables on the electricity market.

2 · PRODUCE RENEWABLE ELECTRICITY

We produce renewable electricity on site/close to site, mainly invested by solar.

4 · OFF-SETTING

We off-set any remaining emissions. We choose a high standard for off-sets. Off-setting is the last resort.

Since the start of HorizonNOW more than 40 carbon reduction projects have been completed. To reduce energy consumption (lever 1), projects have been implemented globally covering production process optimization, substitution of existing machinery or equipment with energy efficient variants, optimizing heating and cooling techniques and upgrading ventilation systems. While we were able to reduce energy consumption, emission factors in many countries increased and we saw volume growth especially in Asia, which impacted the absolute carbon reduction achievement for 2023.

To fulfill its commitment to transitioning to renewable sources of electricity Siegwerk has successfully scaled its production of renewable electricity by the factor of 2.6 since 2021. At our site in Bhiwadi (India) almost 15% of the electricity need is produced on site. A second solar park outside their premises covers another 15%. The most recent addition to our sites with solar is Argentina. Solar panels have been installed and are supplying electricity to the administrative buildings. Further expansions are planned. At our site in Shanghai (China) solar panels were installed by the landlord.

Additionally, in 2023 Siegwerk sourced 100% renewable electricity through unbundled Energy Attributes Certificates for all sites in the reporting scope globally. Only renewable electricity certificates which follow the RE100 standard were sourced. Further, we ensured the highest quality of certificates by choosing certificates audited by EKOEnergy and receiving their label.

EKOEnergy ensures additional benefits such as

- ✓ it is endorsed by environmental NGOs
- ✓ it is recommended by CDP and Greenhouse Gas Protocol Scope 2 Guidance
- ✓ it makes additional positive impact through the renewable energy projects
- ✓ EKOenergy funds in low and middle income countries to fight energy poverty,
- ✓ it addresses several of the UN's Sustainable Development Goals, as mentioned in a UN Department of Economic and Social Affairs publication

Together with the scaling of our solar facilities this means Siegwerk's operations run fully on renewable electricity for the first time.



SIEGWERK'S RISING SOLAR CAPACITY AND EMISSIONS SAVINGS

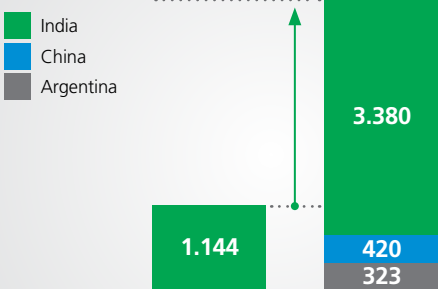
Key achievements for a better future



ELECTRICITY CONSUMPTION

BASED VIEW

+2,6 TIMES

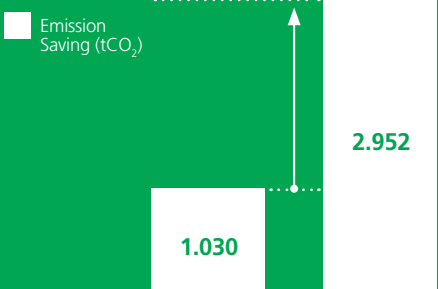


Growth in Solar capacity between 2021-2024 (MWh)*

EMISSION SAVING

BASED VIEW

+187 %



Emissions saving contribution of Solar PV Capacity 2021-2024*

* 2024 data is forecasted

A major initiative at Siegwerk is cutting carbon emissions.

We aim to lower the use of carbon-based energy through efficiency and behavior changes, and by generating renewable electricity, mainly via solar power. We measure scope 1 and 2 emissions per site. By mid-2024, we installed solar plants in India, China and Argentina.



BHIWADI

(India · Asia)

- On-site and off-site installations
- Generates circa 3.390 MWh annually
- Inside of scope of Siegwerk's carbon accounting



SHANGHAI

(China · Asia)

- On-site installations by landlord
- Generates circa 420 MWh annually
- Outside of scope of Siegwerk's carbon accounting



TORTUGUITAS

(Argentina · Latam)

- On-site installation
- Generates circa 320 MWh annually
- Inside of scope of Siegwerk's carbon accounting

SCOPE 3

Scope 3 GHG emissions are a category of emissions that occur from sources not owned or controlled by a company, but that the company indirectly impacts in its value chain. Scope 3 emissions represent the largest source of Siegwerk's carbon footprint and can be found both upstream and downstream in our value chain. Our upstream emissions from purchased goods and services, specifically the procurement of raw materials, are the majority of our Scope 3 emissions. Therefore, our near term reduction activities are focused on reductions of our raw material carbon footprint. All sites and product volumes are included in the Scope 3, the below table outlines the total Scope 3 emissions in the relevant categories.

A reduction strategy is being developed, levers include: collecting supplier-specific product carbon footprint data, incorporating supplier carbon reductions into

their product carbon reduction potentials, and setting up a supplier sustainability engagement program.

The sustainability driven supplier engagement program will provide Siegwerk with a platform to achieve its sustainability ambitions. While we are dependent on our suppliers to reduce their emissions and provide data transparency, we do not want to be passive. Rather, we actively want to push the importance of these topics and as such create awareness and urgency at our suppliers. Further, the program allows for a streamlined data collection approach, contributing to our data quality and forecasting abilities. Compared to 2020 Siegwerk's scope 3 emissions decreased by 13% in 2023. This decrease is driven by lower purchasing volumes of raw materials and a switch from impact assessment method from EF 3.0 to EF 3.1 (following an audit recommendation).



		2020 & 2022		2023	
SCOPE 3 CATEGORY	MOST RELEVANT REDUCTION LEVERS	METRIC TONS OF CO ₂ E	PERCENTAGE OF TOTAL SCOPE 3 EMISSIONS	METRIC TONS OF CO ₂ E	PERCENTAGE OF TOTAL SCOPE 3 EMISSIONS
1 Purchased goods and services	<ul style="list-style-type: none"> · Supplier engagement · Product innovation · Technology innovation 	865,335	92.3%	762,566	93.1%
2 Purchase of lower carbon machinery		23,373	2.5%	11,607	1.4%
3 Fuel and Energy related activities	<ul style="list-style-type: none"> · Product Portfolio design · Procurement choices · Supplier engagement 	6,388	0.7%	6,313	0.8%
4 Upstream transportation and distribution	<ul style="list-style-type: none"> · Tracking transportation data 	14,014	1.5%	16,520	2.0%
5 Waste generated in operations	<ul style="list-style-type: none"> · Increased monitoring and targets · Flagship projects · Digitalization · Business model innovation 	1,714	0.2%	788	0.1%
6 Business Travel	<ul style="list-style-type: none"> · Operational policies · Procurement policies 	6,135	0.7%	4,403	0.5%
7 Employee Commuting	<ul style="list-style-type: none"> · Working model (hybrid) · Other operational policies 	5,461	0.6%	5,111	0.6%
9 Downstream transportation and distribution	<ul style="list-style-type: none"> · Tracking transportation data 	15,180	1.6%	11,764	1.4%
TOTAL		937,600	100%	819,071	100%

RISK DRIVEN CLIMATE STRATEGY

Our climate actions focus on mitigating risks and material issues that impact our stakeholders and business the most. Our efforts to significantly reduce the carbon footprint of our operations and products secure that climate-related financial and non-financial exposure of our business is well addressed. Through timely and resolute actions we strive to ensure that the aims and ambitions of The Paris Agreement are fulfilled.

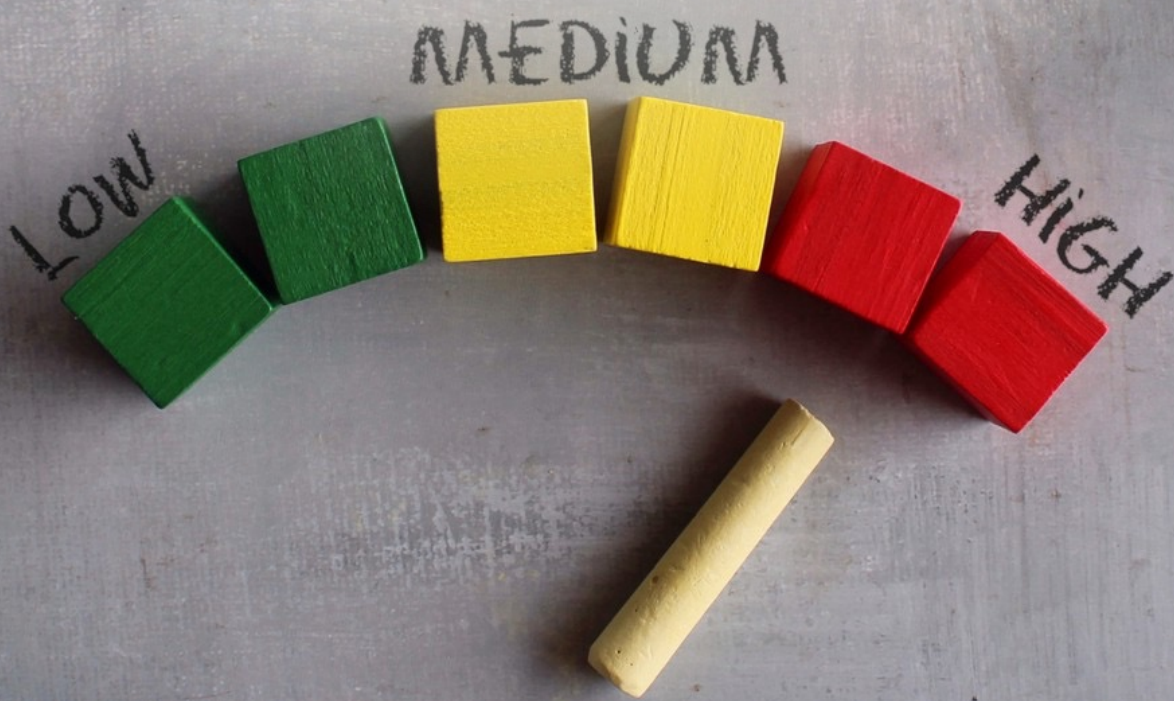
CASE STUDY

German sites constitute a significant proportion of our operations, housing one of the largest production sites as well as an automated, state of the art blending center in Siegburg, Germany. The geo-political unrest induced supply chain disruption of natural gas posed both financial and operational risk for our German operations. To alleviate the crisis of persistent supply uncertainties, surging energy costs and increased emissions from alternative fuel sources, we engaged external energy consultants to identify energy optimization measures to reduce internal demand for gas/fuels.

Thorough energy-use analysis formed the basis of a detailed heat map identifying buildings, facilities, and

processes that were a suspected source of high energy usage, case-by-case remediation measures/actions recommended to optimize site-level energy consumption. Though created for the German site, the remediation plans have potential for global upscale.

This recommendation list has since been adopted as a master guide that drives our Global Carbon Reduction Initiative Program. Many suggestions have taken the form of full blown energy reduction projects globally with promising initial results realizing multiple objectives of reducing demand pressure for natural gas, lowering energy costs and managing emissions.



INTERNAL CARBON PRICING INFORMS OUR INVESTMENT CHOICE

We use internal carbon pricing as our strategic tool to accelerate net-zero transition. Our carbon shadow price is integrated in the Capital Expense Request (CER) evaluation process whereby projects either get a carbon price premium or burden depending on their emission impact.

Every project that indicates a carbon impact in their CER needs clearance from the Sustainability Office as part of their approval process. This improves the sustainability related oversight and control of all projects that have an impact on the emission performance of the company.

THE INTERNAL CARBON PRICE IS COMPRISED OF TWO COMPONENTS:



A basic price derived from the indicative price of Global Renewable Energy Certificates needed to neutralize the residual corporate carbon emissions together with estimation of internal costs to drive emission reduction projects.



The price is adjusted annually based on anticipated movements in the carbon pricing market driven by regulatory and market mechanisms such as the global emissions trading systems (ETS) prices and pricing of renewable energy.

The objective is to derive an internal carbon shadow price that is representative of the financial risk carbon emissions could subject Siegwark to, if left unmitigated.

CASE STUDY

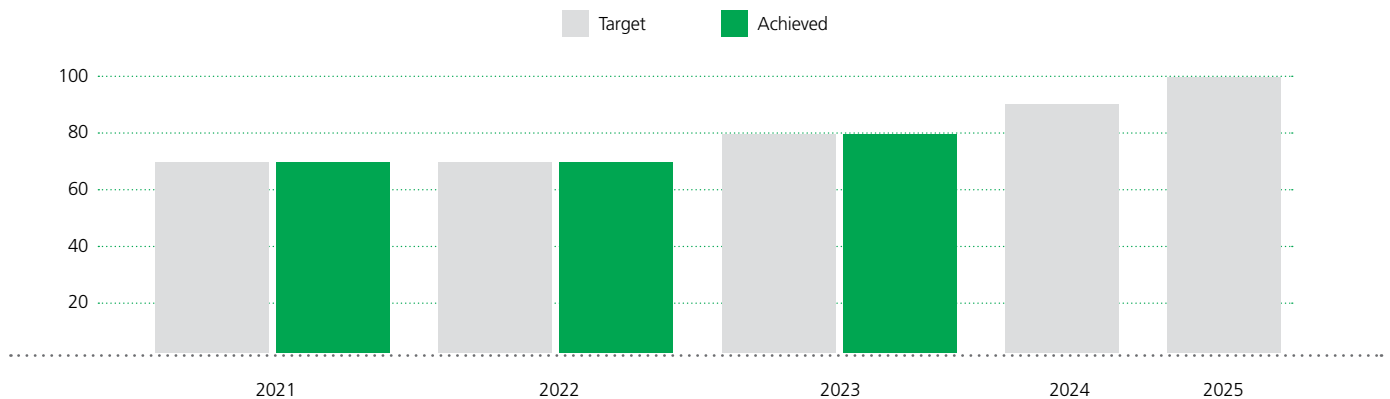
The introduction of internal carbon pricing as part of the CER Process benefited the 2021 capital expenditure sanction for the solar panel project at Siegwark India's Bhiwadi site, which currently fulfills around 15% of electricity needs of the site. This is especially significant since the grid electricity of India is fueled primary by coal (grey grid).

Additionally, in 2023 a second solar park project in Bhiwadi, which in part was incentivized through the internal carbon price and its carbon emission savings potential. This project provides another 15% of electricity needs of the India site.



UNITED NATIONS GLOBAL COMPACT (UNGC) INFORMS OUR INVESTMENT CHOICE

PERCENTAGE OF SUPPLIERS COMMITTED TO THE PRINCIPLES OF THE UNGC



As part of our sustainability targets, we endeavor to achieve a 100% commitment to the UNGC by all of our suppliers. Our emphasis on our commitment to the UNGC also conveys our prioritization of climate, environment and social aspects in all business activities*. This has a push and a pull impact on the suppliers who understand that alignment with our climate focus could be crucial for continuity of business relationships in the long run.

**The progress data is reviewed by an external 3rd party annually as part of the verification needed for a ESG-linked loan.*



INITIATIVE SPOTLIGHT WATER

One of the various local sustainability initiatives spearheaded by teams in various countries around the world is a project aiming to reduce the production water footprint in Toluca, Mexico. The Toluca site operates a 30 year-old open-loop cooling tower and a chiller. Large amounts of both energy and water are required to operate this system, and this was identified as inefficient.

As a solution, the team set out to replace the obsolete equipment with a closed-circuit new generation system. This provides benefits such as cutting water consumption nearly by half (40%, or >3,000 m³/year), saving on chemical treatment by reducing this need by half too, as well as reducing energy consumption.

**Only suppliers of >100k€/annual spend are considered*

Platform 2:

PRODUCT SAFETY AND RESPONSIBILITY

OUR TARGETS:

2

PRODUCT SAFETY
AND RESPONSIBILITY

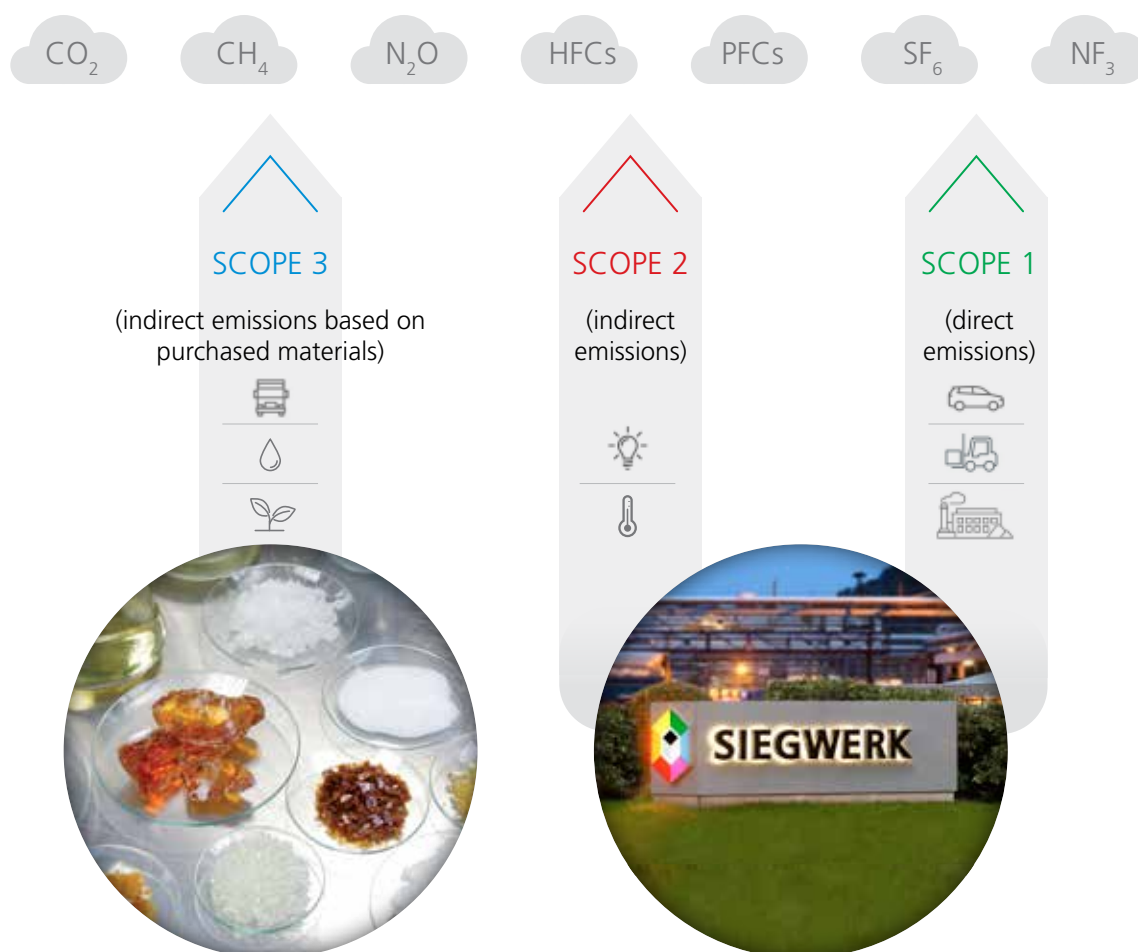
- 3 ESTABLISH **PRODUCT ENVIRONMENTAL FOOT-
PRINT** DATA FOR 100 % OF PRODUCTS
- 4 BE A TRENDSETTER FOR SAFEST INKS AND COATINGS
BY PROACTIVELY IMPROVING OUR OWN PRODUCTS
AND SETTING NEW INDUSTRY STANDARDS IN
CONSUMER AND ENVIRONMENTAL SAFETY

PRODUCT ENVIRONMENT FOOTPRINT ACTIVITIES AND PROGRESS

As one of the leading global manufacturers of inks and coatings, we are aware of our responsibility for the environment. Within this context full transparency on product environmental footprint data is paramount. As such, we are pursuing our ambition of providing Partial-Product Carbon Footprint (P-PCF) data for each product sold.

The P-PCF is an indicator of the GHG emissions associated with a product in a cradle-to-customer

gate boundary. It includes carbon emissions starting with the manufacturing of raw materials for inks and coatings, and carbon emissions during the production of the inks and coatings up to transport to the customers and is divided into Scope 1, 2 and 3 emissions. The P-PCF helps to assess the environmental impact of a product and identifies opportunities to reduce emissions.



We aim to be the trendsetter on the market concerning accuracy and reliability of P-PCF data, Siegwirk is the first ink and coatings manufacturer to be ISO 14067:2019 certified for the systematic approach of generating P-PCF data for all products. This certification was done by the external company TÜV Süd. This ISO standard establishes the principles and guidelines for quantifying and communicating the P-PCF of a product. The certification is expected to be granted soon.

In addition to the product carbon footprint data, bio-renewable content of all inks and coatings sold is available. Data is available to customers on request.

Moreover, we are planning the next steps: as part of the HorizonNOW program by beginning of 2025, we will expand the product carbon footprint and bio-renewable data by additional environmental impact categories (e.g., land use, water use) and summarize these in a Product Environmental Footprint Pass for each product.

SAFEST INKS ACTIVITIES AND PROGRESS

OUR COMMITMENT TO BEING TRENDSETTERS ON THE SAFEST INKS AND COATINGS IS EMBODIED IN THE HORIZONNOW 2025 TARGETS.

In order to support and maintain this claim, we have established sophisticated policies and procedures, which ensure involvement of expertise based on the latest scientific findings, regulatory developments, market demands and finally close and effective cooperation of important stakeholders in the company on a global scale in order to walk the talk.



AUTOMATED
COMPLIANCE CHECK FOR
NEW FORMULATION



EARLY IMPLEMENTATION
OF CHEMICAL LAW
RECLASSIFICATIONS



SYSTEM SUPPORTED
COMPLIANCE CHECK OF
COMPLETE SOLD PORTFOLIO

INDIVIDUAL & SYSTEM
SUPPORTED TOXICOLOGICAL
ASSESSMENT



One of our key policies is the voluntary Siegwerk exclusion policy, applied globally. Based on the European Printing Ink Association (EuPIA) Exclusion Policy, it excludes substances classified as carcinogenic,

mutagenic, and reprotoxic (CMR) with known or presumed human relevance (Cat. 1) and those with severe chronic health hazards from our inks and coatings.

TRENDSETTER FOR SAFEST INKS AND COATINGS

Voluntary Commitment



SIEGWERK EXCLUSION POLICY

Self commitment based on EuPIA Exclusion Policy and applying the principles on global level

FORESIGHTED ADAPTATION

Continuous improvement of raw material portfolio regarding consumer, occupational and environmental safety

PSR MANAGEMENT SYSTEM

Rigid raw material selection and globally coordinated approval processes to safeguard legal and brand owner compliance result in global benchmark for the composition of inks and coatings

TRANSPARENCY

Proactive communication about relevant product related information down the supply chain to support compliance management and sustainability ambitions via product environmental data as well as provision of expert knowledge via the openly accessible Ink Safety Portal

This exclusion policy is complemented by a number of additional elements both on human health hazards as well as on environmental hazards. Important elements of this are a continuously changing agenda on substances in focus which uses end of life scenarios and is thoroughly risk assessed and where proactive action is taken in terms of substances phase-outs.

Moreover the use of Per- and Polyfluorinated Substances (PFAS) in Siegwerk inks and coatings has been thoroughly examined and found to be limited to the use of Polytetrafluoroethylene (PTFE) waxes. A commitment on the global phase-out of PTFE waxes has been taken and will be finally concluded by end of 2024.

CASE STUDY:

VOLUNTARY INK STANDARD IN VIETNAM

Siegwerk with its differentiation strategy has actively promoted toluene free inks in SEA. This is one concrete action for Siegwerk's ambition being trendsetter of the safest inks. The differentiation strategy is a way to gain business opportunities with a high level of safety even going beyond legal requirements. After long advocacy activities with the authorities in Vietnam, on 28 November 2023, the Ministry of Science and Technology of Vietnam finally announced and issued National Standard

Printing ink for food packaging standard (TCVN 13928:2023). The standard excludes toluene as solvent used in ink formulations. Furthermore, Siegwerk together with the authorities proactively promoted the new standard by organizing events in Vietnam (seminar and webinar) to bring together key stakeholders including ministries, packaging associations, and representatives from various industries to discuss and align on the importance of adopting safe printing inks for food packaging.

CASE STUDY:

NIAS HAZARD ASSESSMENT FOR SENSITIVE APPLICATIONS (e.g. food contact materials)

Non-Intentionally Added Substances (NIAS) are chemical compounds that, in contrast to IAS (Intentionally Added Substances), are present in a raw material used in an ink or coating as impurity. IAS as well as NIAS need to be safe from consumer's perspective. However, from the regulatory point of view these two classes of substances are handled differently. NIAS are subject to an industrial self assessment which has been handled

by Siegwerk very seriously. To this end Siegwerk has been doing hundreds of NIAS risk assessments under the safest inks claim. These risk assessments are done for the most critical toxicological properties (=genotoxicity). The results of these risk assessments are transparently communicated along the packaging chain embedded in the compliance documentation for the inks and coatings ("Statement of Composition").

SOLUTION SPOTLIGHT:

INK SAFETY PORTAL

Siegwerk believes in full transparency and sharing know-how regarding relevant PSR (Product Safety and Responsibility) topics on inks and coatings. Here Siegwerk's Ink Safety Portal serves as web-based tool on knowledge sharing and is regularly visited by several thousand external users. Updates are provided regularly and all registered users are alerted automatically via a newsletter.

The latest topics being addressed in 2024 were pharmaceutical packaging and an update on the regulatory affairs section with focus on Switzerland and Southeast Asia.

Platform 3:

CIRCULAR ECONOMY

OUR TARGETS:

3

CIRCULAR ECONOMY

5

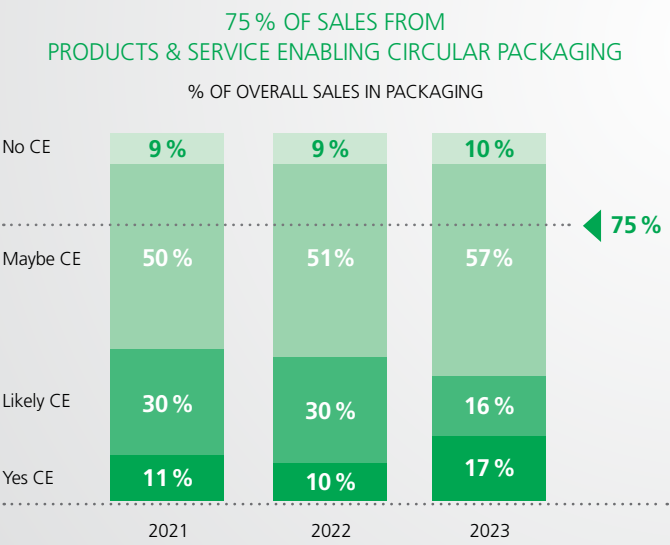
75 % OF ALL **PRODUCTS OR SERVICES** SOLD
ENABLE THE REDUCING, REUSING OR RECYCLING
OF PACKAGING

We are committed to rethink packaging in the sense of a Circular Economy to protect our environment by recycling, reusing, and reducing packaging. As a global leading manufacturer of printing inks for packaging applications and labels, Siegwerk is making every effort to actively drive the transformation towards a circular packaging industry by providing special inks and coatings that enable the development of new

circular packaging solutions. By 2025, we want to ensure that 75% of all our products or services sold enable reducing, reusing and recycling of packaging. To achieve this target we actively engage in a product portfolio transformation. To measure our progress on this ambitious journey, we initiated the Circular Economy Quantification Project:

CIRCULAR ECONOMY QUANTIFICATION

Thanks to the developed and applied definitions of what constitutes circular inks and coatings all sales can be categorized. The figure on the left shows the respective splits for the year 2021 (base year) to 2023.



We have categorized our products into four groups: No CE, Maybe CE, Likely CE and Yes CE. This data has not been audited by external entities, it is the result of the hard work of our teams to show transparency. These results are preliminary and may change in the process of gaining more knowledge and clarity on the categorization of our portfolio. Within the last year, we have been pushing to implement new regional and customer insights to our CE Quantification rulebook. Thanks to a support from Siegwerk regions and BU's, we were able to increase the YES CE share from 11% (base year) to 17%. In addition, some products moved from Likely CE to Maybe CE due to regional insights applied resulting in an overall CE share of 33%.

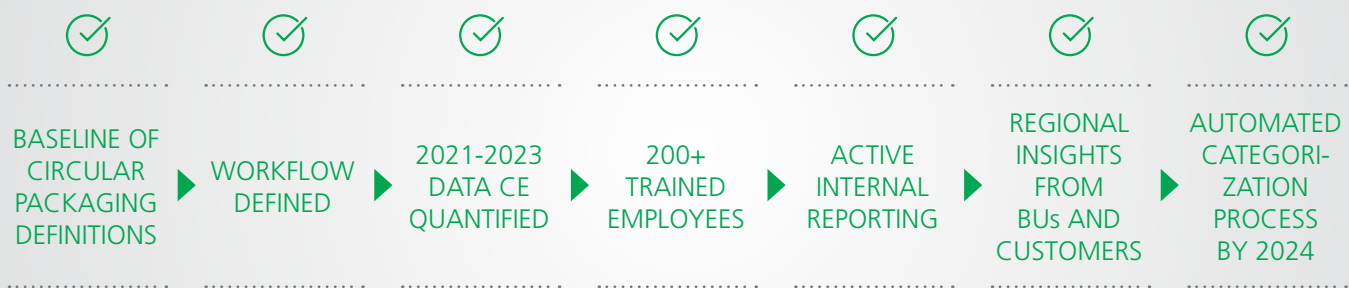
SCOPE OF THE CIRCULAR ECONOMY QUANTIFICATION PROJECT

The degree of transformation the packaging industry has to undergo in a limited amount of time is immense. While inks & coatings are only a small portion of the packaging structure, their impact on the circularity is high – for better or for worse. Hence, also Siegwerk needs to fully engage in the circular transformation of the packaging industry, which is reflected in our strategy. Transformation should be measured and aligned. Therefore, in the CE Quantification project we want to understand which share of our products and services sold are applied or have enabled circular packaging solutions. We created an industry relevant definition of inks and coatings enabling circularity, working closely with internal and external stakeholders and experts.

Besides focusing on products with a clear intent to enable or increase circularity, we consider the complete

packaging structure when categorizing our inks and coatings portfolio. Following this approach, consistent criteria and processes have been established to quantify our product portfolio. Having a complete categorization of >150k products in place, we can provide insights and track the progress on our CE sales and activities.

There have been several benefits of circular product data transparency including: understanding if our investments in new developments are market ready, jointly understanding the development transition needs to achieve a more circular portfolio and identifying, and supporting the phase out of non-circular packaging, informing Design 4 Recycling guidelines, especially as part of drafted Extended Producer Responsibility laws.

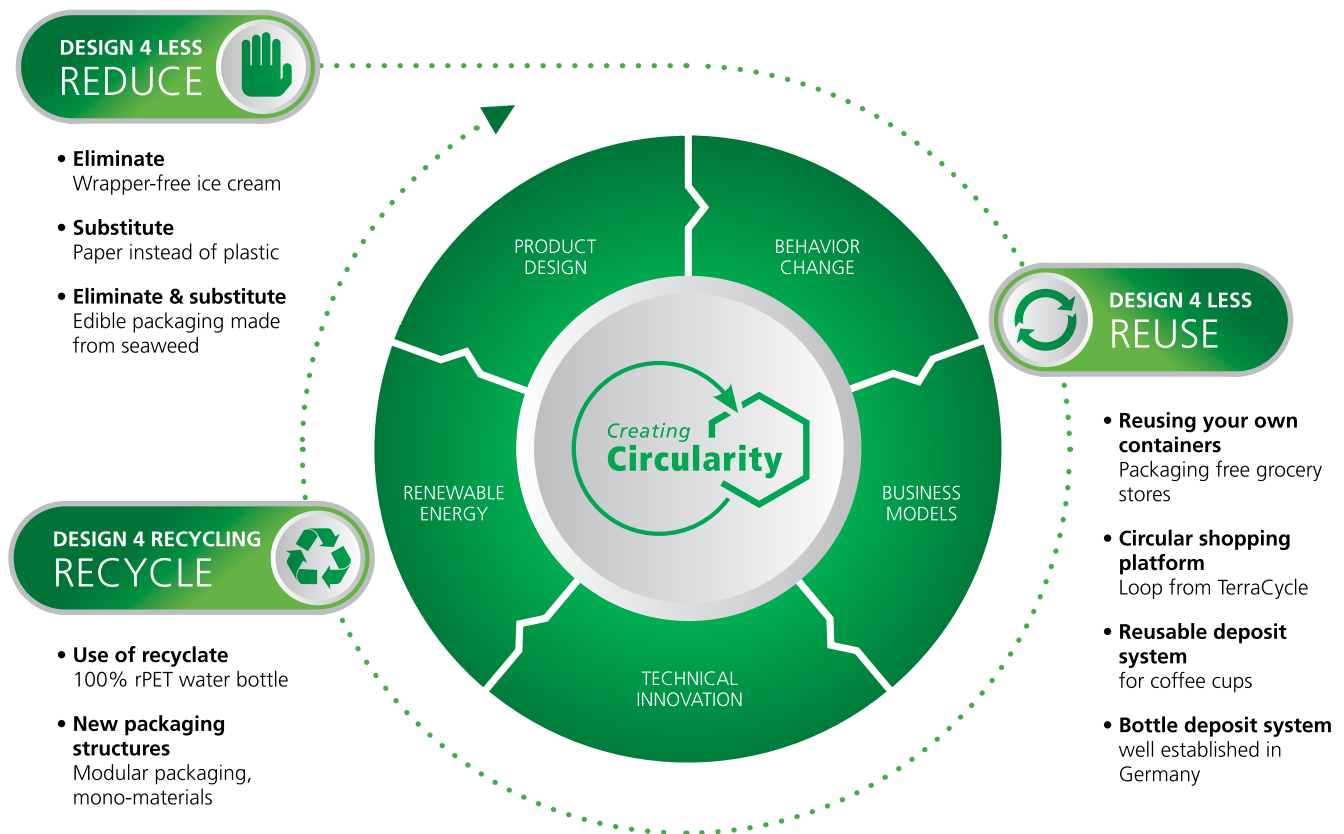


A BIG CHALLENGE WE CANNOT FACE ALONE

We are making great progress to achieve CE Quantification clarity, consistency and transparency using knowledge of our products, our customers, and applications. However, we are still far from having a fully accurate mapping. Together with our customers and brand owners we need to support the transition and increase of circular packaging in the market.

Enabling a circular packaging industry is a very complex challenge that needs the collaboration of the whole industry. We have challenges to overcome in the market and we would like you to join us in the journey towards a circular economy. In the following pages you will find the solutions we have for you. Contact us for opportunities to collaborate.

RETHINK PACKAGING FOR A CIRCULAR ECONOMY



Outlined above is Siegwark's circular strategy. We understand that to achieve a business model shift moving from a linear model to a circular one we must take on a systems-wide and holistic approach. To

realize packaging circularity, new design approaches are required that specifically address the three levers of a Circular Economy: REDUCE, REUSE and RECYCLE.



SIEGWERK'S CIRKIT INNOVATIONS

Functional coatings for sustainable packaging

Siegwerk established a new business unit dedicated to functional coatings increasing its dedication to enable circular packaging. At the core of this ambition is the CIRKIT product range: a broad range of functional coatings equipping both paper and mono-plastics with the functionalities needed (such as barriers, sealability) while ensuring recyclability and reusability.

"IN ADDITION TO OUR BROAD PORTFOLIO OF RENOWNED PRINTING INKS AND VARNISHES, WE HAVE ALSO BEEN FOCUSING ON THE DEVELOPMENT OF FUNCTIONAL COATING TECHNOLOGIES FOR VARIOUS SUBSTRATES, PROCESSES AND PERFORMANCE REQUIREMENTS"

Dr. Nicolas Wiedmann · CEO at Siegwerk

FUNCTIONAL COATINGS CAN HELP TO REDUCE PACKAGING COMPLEXITY

OR EQUIP RENEWABLE MATERIALS LIKE PAPER WITH FUNCTIONAL PROPERTIES SO THAT THEY CAN BE USED FOR A WIDER RANGE OF PACKAGING APPLICATIONS



CIRKIT Product Portfolio

	APPLICATION TECHNIQUE						SOLVENT BASE		SUBSTRATE			FILLING GOOD		BARRIER PROPERTIES						PROCESSING & PACK-AGING PROPERTIES				SURFACE PROPERTIES				KEY FEATURES
	Gravure printing	Flexo printing	Rod / Air Knife Coating	Gravure Coating	Blade Coating	Curtain Coating	Water-based	Solvent-based	Paper / Paperboard	Metalized paper	Film	Food contact materials*	Indirect food contact	Liquid	Moisture Vapour	Oxygen	Aroma	(UV) Light	Grease & oil	Heat-seal	Heat-resistant	Overprintable / Delamination / denking	Scratch & rub resistance	Coefficient of friction (COF)**	Chemical resistance**	Matte		
CIRKIT BAR SEAL PR 1609	Yes	-	-	-	-	-	Yes	-	Yes	-	-	Yes	Yes	••	•	-	-	-	•	•••	-	••	-	••	••	-	-	-
CIRKIT BAR SEAL CT 1420	-	-	Yes	-	Yes	Yes	Yes	-	Yes	-	-	Yes	Yes	••	••	-	-	-	•	•••	-	••	-	••	••	-	-	-
CIRKIT BAR SEAL PR 1684	Yes	-	-	-	-	-	Yes	-	Yes	Yes	-	Yes	Yes	•••	••	-	-	-	••	•••	-	••	-	••	••	-	-	Optimized for barrier and heat-seal performance
CIRKIT BAR SEAL CT 1422	-	-	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes	-	Yes	Yes	•••	•••	-	-	-	••	•••	-	••	-	••	••	-	-	Optimized for barrier and heat-seal performance
CIRKIT SEAL PR 1643	Yes	Yes	-	-	-	-	Yes	-	Yes	-	-	Yes	Yes	-	-	-	-	-	-	•••	-	••	-	••	••	-	-	-
CIRKIT BAR PR 2104	Yes	Yes	-	-	-	-	Yes	-	Yes	-	-	Yes	Yes	••	-	-	-	-	•••	•	•••	•	-	••	••	-	-	-
CIRKIT BAR PR 2169	Yes	Yes	-	-	-	-	Yes	-	Yes	-	-	Yes	Yes	••	-	-	-	-	•••	-	•••	•	-	••	••	-	-	Optimized for corrugated preprint
CIRKIT BAR PR 2040	Yes	Yes	-	-	-	-	Yes	-	Yes	Yes	-	Yes	Yes	••	-	-	-	-	•••	-	••	••	-	•••	•	-	-	-
CIRKIT BAR CT 2513	-	-	Yes	Yes	Yes	-	Yes	-	Yes	Yes	-	Yes	Yes	••	•	-	-	-	•••	-	••	••	-	•••	•	-	-	-
CIRKIT BAR PR 2763	Yes	Yes	-	-	-	-	Yes	-	Yes	-	-	Yes	Yes	•••	•	-	-	-	••	-	••	•	-	••	••	-	-	-
CIRKIT NATUBAR PR 4798	Yes	Yes	-	-	-	-	Yes	-	Yes	-	-	Yes	Yes	•	-	-	-	-	••	-	•	••	-	•	•	-	-	Based on natural raw materials, SUPD compliant
CIRKIT NATUBAR CT 4326	-	-	Yes	Yes	Yes	-	Yes	-	Yes	-	-	Yes	Yes	••	-	-	-	-	••	-	•	••	-	•	•	-	-	Based on natural raw materials, SUPD compliant
CIRKIT BAR PR 2613	Yes	Yes	-	-	-	-	Yes	-	Yes	-	-	Yes	Yes	••	-	-	-	-	••	•	••	•	-	•••	••	-	-	Optimized for outside paper cups
CIRKIT HEATGUARD HP 6003 2K 15	Yes	Yes	-	-	-	-	-	Yes	-	-	Yes	-	Yes	-	-	-	-	-	-	-	•••	•••	-	•••	-	•••	-	Increases sealing window for PE structures on PP level
CIRKIT HEATGUARD HP 6003 2K 15 MAT	Yes	Yes	-	-	-	-	-	Yes	-	-	Yes	-	Yes	-	-	-	-	-	-	-	•••	•••	-	•••	-	•••	•••	Increases sealing window for PE structures on PP level
CIRKIT UVBAR BC 6001	Yes	Yes	-	-	-	-	-	Yes	-	-	Yes	-	Yes	-	-	-	-	•••	-	-	-	•••	-	-	-	-	-	High transparency for visible light
CIRKIT OXYBAR BC 1582	Yes	Yes	-	-	-	-	Yes	Yes	-	-	Yes	-	Yes	-	-	•••	••	-	••	-	-	•••	-	-	-	-	-	Optimized for inline printing; CYCLOS-HTP certified
CIRKIT CLEARPRIME DP 6300-04/23	Yes	Yes	-	-	-	-	-	Yes	-	-	Yes	-	Yes	-	-	-	-	-	-	-	-	•••	Yes	-	-	-	-	Optimized for inline printing
CIRKIT CLEARPRIME WB A04	Yes	Yes	-	-	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	•	-	-	•••	Yes	-	-	-	-	APR certified
CIRKIT LUX LASER-SENSITIVE PR 5654	Yes	Yes	-	-	-	-	Yes	-	Yes	-	-	-	-	-	-	-	-	-	-	-	-	•••	-	••	••	-	•	Optimized for corrugated post print

* Please contact your local Siegwerk representative for full information about food contact or any other sensitive packaging application.

** Please contact your sales representatives for more information.

SPECIFIC EXAMPLES

COATINGS FOR PAPER

Razor packaging
with CIRKIT Bar Seal
and UniNATURE
(bio-based ink series)



Peppermint pouch
with CIRKIT Bar Seal
and standard OPV

COATINGS FOR PLASTIC



Pet Food Pouch
with CIRKIT Heatguard,
Grease Bar (White) and
Full PU ink (no NC)



Coffee packaging
with CIRKIT Heatguard
and OxyBar



Pouch for dry and semi-dry foods
with CIRKIT OxyBar and
CIRKIT ClearPrime
(deinking and delamination)

FOR THE FIRST TIME, SIEGWIRK IS LAUNCHING
PRODUCTS SPECIFICALLY FOR PAPER MILLS/COATERS.

OUTLOOK

FOUR NEW COATING PRODUCTS

RELEASED IN
SEPTEMBER 2024

CIRKIT BAR SEAL CT 1420
Multi-functional coating (water, water vapour, heat-sealing) for paper and board & metallized paper



CIRKIT BAR SEAL CT 1422
Multi-functional coating (liquid, water vapour, heat-sealing) for paper and board & metallized paper



CIRKIT BAR CT 2513
Multi-functional coating (oil & grease, high heat resistance) for paper and board applications



CIRKIT NATUBAR CT 4326
Multi-functional coating (liquids, oil & grease) based on natural raw materials and SUPD compliant



SOLUTION SPOTLIGHT: DEINKING

The world is facing a plastic paradox: Better polymers and processing technologies in plastic packaging led to higher mechanical properties that allowed a reduction in thickness. Combinations of different polymers, such as PET/PE structures (with and without aluminum) or PE/PP structures, led to higher barriers and, thus, a longer shelf life for the packed goods. This in-

creased packaging performance and efficiency, but also complexity.

However, increased plastic packaging use has resulted in increased waste, contributing to environmental issues like climate change. A lot of packaging ends up in landfills or leaks into nature.

Recycling is often suggested as a solution. But recycling processes can't always deal with the current packaging complexity. Creating high-quality recyclates is limited to mostly mono- materials, i.e., consisting of only one polymer type, ideally non-laminated.

What is good for recycling, however, poses a challenge for the functionality of the packaging and can reduce options for creativity and attractive decoration on the packaging.

Barrier and functional coatings, such as those offered by Siegwerk, can provide functionality to the mono-material packaging structures. However, two challenges remain: First, not all goods can be packaged in a mono-layer packaging. Many still require a laminate structure (using the same polymer types). The two layers are laminated using adhesives. Second, packaging requires printing to inform the consumer. Brands further use their packaging as an opportunity to address customers. Together with the adhesives, even inks optimized for recycling will decrease the quality of the recycled material.

However, there is a way to address that last challenge on the way to high-quality recyclates: de-inking and de-lamination as part of a hot-washing step in the current recycling process.

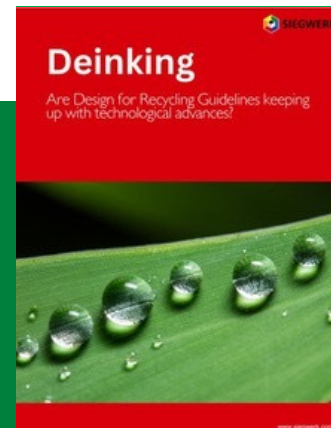
Siegwerk offers process know-how as well as concrete product solutions that enable the delamination and de-inking of packaging.



In this way, brand owners can be more flexible and creative in their packaging design, while ensuring recyclability and high quality recycle.



PLEASE **USE THE QR-CODE** TO VIEW
OUR DEINKING WHITE PAPER.



We contributed expertise and our deinking and delamination technology to a deinkable, recyclable stand-up PE pouch solution that won the German Packaging Gold Award in 2023. Other partners to the project were ExxonMobil, Henkel, Kraus Folie and Windmüller & Hölscher.



SOLUTION SPOTLIGHT: OXYGEN BARRIER COATING

Globally, the growing plastic waste issue can no longer be ignored. Whereas reduce and reuse are options to tackle the problem, plastic still has certain qualities that are needed in today's world e.g. for food preservation or as light weight packaging option. For these applications for plastic films, recycling is the best option to come to a circular economy. However, many packaging

are multi-material plastic films which cannot be recycled. Siegwerk, together with Henkel AG & Co. KGaA, have developed an Oxygen Barrier Coating which enables the usage of mono-material laminate films while at the same time providing the needed barrier properties to preserve the foodstuff.



Comparable OTR performance to non-sustainable alternatives



Good OTR stability in high humidity environments



Suitable for both flexo and gravure applications



Compliant for use in food packaging (FDA, EU)



Recommended for dry food packaging



Compatible with PE recycling (certified by cyclos-htp, APR)*



Suitable for BOPE, MDO-PE, PP and PET



Good running properties at commercial line speeds

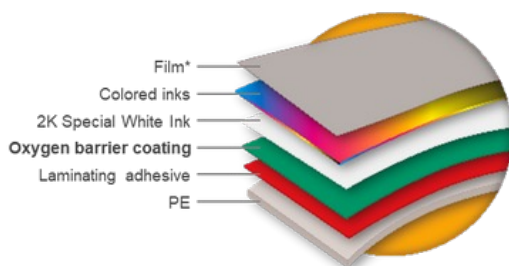
Dozens of converter trials worldwide have shown that CIRKIT® OxyBar BC 1582 can be applied inline on Flexo and Gravure presses with speeds up to 200m/min as well as offline on many substrates. The structures achieve oxygen transmission rate (OTR) values of 1-5 cc/m²/day equivalent to less-recyclable solutions such as EVOH. Moreover, the coating has shown additional barrier properties for grease/oil and aroma and can serve as a de-lamination

and de-inking primer to increase the quality of the recyclates.

It is most suitable for dry food applications and has shown a good stability in high humidity environments. After being recognized by cycloHTP and APR to be compatible with recycling, we are confident that with applying CIRKIT® OxyBar BC 1582 we are one step closer to a truly circular economy.

TECHNICAL INFORMATION: CIRKIT OXYBAR BC 1582

Inline: Last Deck

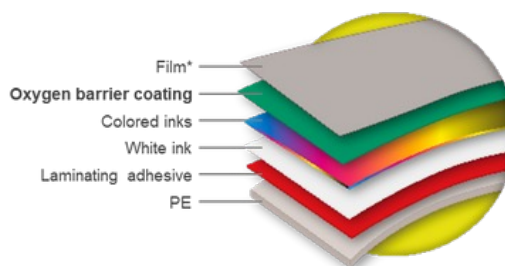


Flexo Press, Gravure Press

0.9 – 1.1 gsm

Regular machine speeds due to inline printing

Inline: First Deck, or Out of line

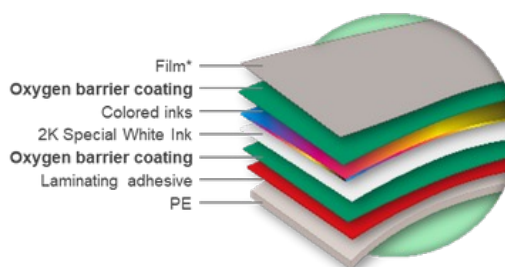


Laminator, Gravure Press (+ Jumbo Dryer in 1st deck)

0.6 gsm

Reduced coat weight due to direct print on film

Inline: First and Last Deck



Gravure Press (+ Jumbo Dryer in 1st deck)

Coating weight per deck: 0.2 – 0.5 gsm

Higher machine speeds due to use of 2 decks



ADVANCING BIORENEWABILITY

SOLUTION SPOTLIGHT: UNINATURE

As one of the world's leading ink manufacturers we are committed to the principle of sustainability: achieving a sensible balance between ecological, social and economic needs without compromising the resources of future generations. Sustainability means

progress to us. For years, our paper and board team has been working on further extending the company's portfolio of sustainable product solutions to concretely support renewability and further enhance the recyclability of paper and board packaging.

WITH UNINATURE WE OFFER THE NEXT GENERATION OF SUSTAINABLE WATER-BASED INKS AND COATINGS FOR PAPER AND BOARD APPLICATIONS MEETING THE REQUIREMENTS OF BRAND OWNERS AND PACKAGING CONVERTERS.

UniNATURE products are formulated with a high Bio Renewable Content (BRC). They are extenders and technical coatings intended for use with UNIBASE and UNI-T products. UNIBASE and UNI-T have a low Volatile Organic Compounds (VOC) content. UNI-T is especially developed for products demanding food contact applications where compliance with BFR (Federal Institute of Risk Assessment) opinion 021/2014 regarding primary aromatic

amines (PAA's) is required for example for napkins and bakery bags. The UniNATURE series is suitable for many Paper & Board applications including corrugated board boxes, trays and displays, fast food packaging, sacks and bags, as well as cups and wraps. It supports various printing applications whilst meeting the highest market and regulatory standards. The UniNATURE series is a two-time winner of the Sustainability Awards of Packaging Europe.



Printed with **Siegwerk standard extenders & technical coatings**

- ✓ Excellent ink performance
- ✓ Very good color strengths
- ✓ High printing-speed for efficient print runs on coated and uncoated papers
- ✓ Easy cleaning & high resolubility
- ✓ High print-resistance

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Printed with **UniNATURE**

- ✓ Excellent ink performance
- ✓ Very good color strengths
- ✓ High printing-speed for efficient print runs on coated and uncoated papers
- ✓ Easy cleaning & high resolubility
- ✓ High print-resistance
- ✓ Lower carbon footprint
- ✓ Lowering the proportion of petrochemicals
- ✓ Lowering the proportion of microplastics by increased share of renewable content

Submitted for OK compost certificate

PEOPLE AND COMMUNITIES

OUR TARGETS:

4

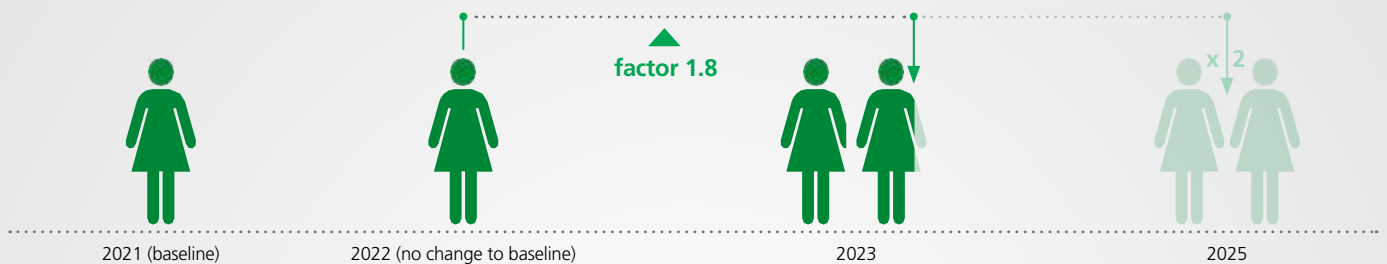
PEOPLE AND
COMMUNITIES

6 DOUBLE FEMALE **GENDER REPRESENTATION**
AT EXECUTIVE LEVEL

7 ACHIEVE **TOTAL INCIDENT RATE (TIR)** < 1.0

GENDER DIVERSITY ACTIVITIES AND PROGRESS

DOUBLE FEMALE GENDER REPRESENTATION AT EXECUTIVE LEVEL BY 2025



We started our group level diversity, equity, and inclusion (DEI) journey with a focus in doubling female representation at the executive level by 2025. We understand that challenges with DEI lie in a culture shift within the senior leadership, therefore the first action was to train the leadership team on the business benefits of diverse teams. Equipped with an understanding of why diversity matters for businesses, we started tackling our understanding of unconscious bias and trained selected management teams against these biases. This was to bring to the forefront how unconscious bias impacts recruitment and hiring, promotion and team development, in order to create a supportive culture that fosters a shift towards inclusivity of female leadership.

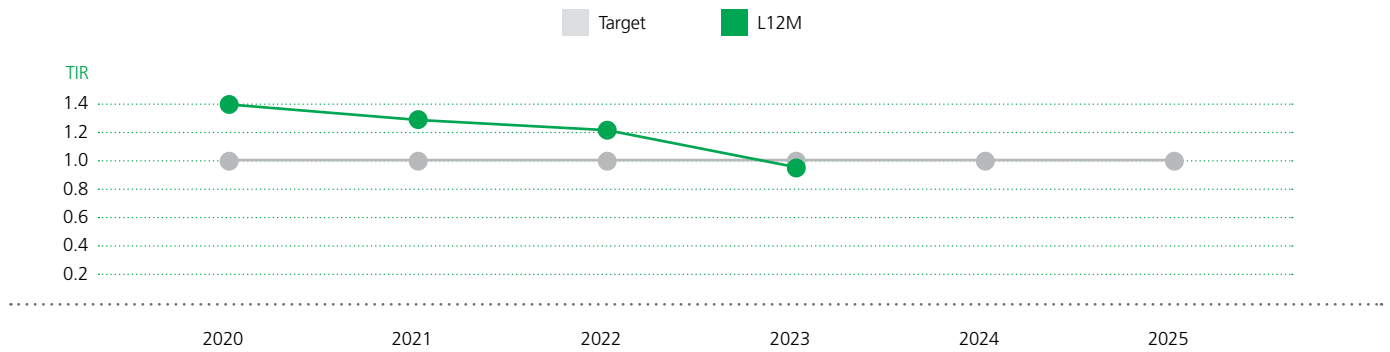
In addition to leadership training we rolled out regional initiatives such as:

- Siegwerk Indonesia launched the Women of Inspiration Awards
- Women in leadership “Mit Frauen in Führung” mentorship program in Germany
- Global DEI webinar attended by 200+ employees
- Celebration of International Women’s Day across sites in Columbia, Mexico, Türkiye, Brazil, and India

Our DEI activities today are based on full data availability on gender representation for all hiring managers in their teams.

TOTAL INCIDENCE RATE ACTIVITIES AND PROGRESS

ANNUAL TOTAL INCIDENCE RATE (L12 M)



At Siegwerk, our Safety First approach focuses on the safety of all employees and the safe operation of our many facilities around the world. To reach our goal of a sustainable Total Incident Rate (TIR) of less than 1, the Global Health, Safety and Environment (GHSE) team is continuously working on new measures to further improve our safety culture. The new “Safety First – It starts with me!” initiative launched on December 15th 2022 is aimed at ensuring that Siegwerk employees have the necessary tools and knowledge to achieve our safety targets, and that this knowledge is shared in a

step-by-step process. To capture the pulse and level of safety awareness of employees, the Global Health and Safety Team is conducting

“safety culture assessment” for all Centers of Excellence (COEs), which are locations worldwide that manufacture Siegwerk’s basic inks and coatings in a standardized process. By the end of 2023, the safety culture assessments were completed at eight COEs with a plan to cover all fifteen COEs within two years.



ALL EMPLOYEES ARE EXPECTED TO ADHERE TO THE FOLLOWING KEY SAFE BEHAVIORS:

1. Maintain clean and organized workplaces.
2. Stay vigilant at work and take our time to finish the job in a safe way.
3. Follow trained procedures like the right use of equipment and PPE (Personal Protective Equipment).
4. Use handrails and no mobile phones while walking or using stairs.
5. Directly report unsafe acts, conditions and near misses to our management and take preventative measures.
6. Care about others, appreciate safe behaviors, and directly address unsafe behavior at work.

To further increase safety awareness, all COEs celebrate “World Day for Safety and Health at Work” on April 28. Each site holds events and encourages employees to learn more about proper safety practices through safety demonstrations, emergency drills, first aid trainings, and lectures by subject matter specialists. The progress data is reviewed by an external 3rd party annually as part of the verification needed for an ESG-linked loan.

FROM ASSESSMENT TO ACTION

DEFINITION AND TRACKING OF IMPROVEMENT MEASURES IN SIEGBURG

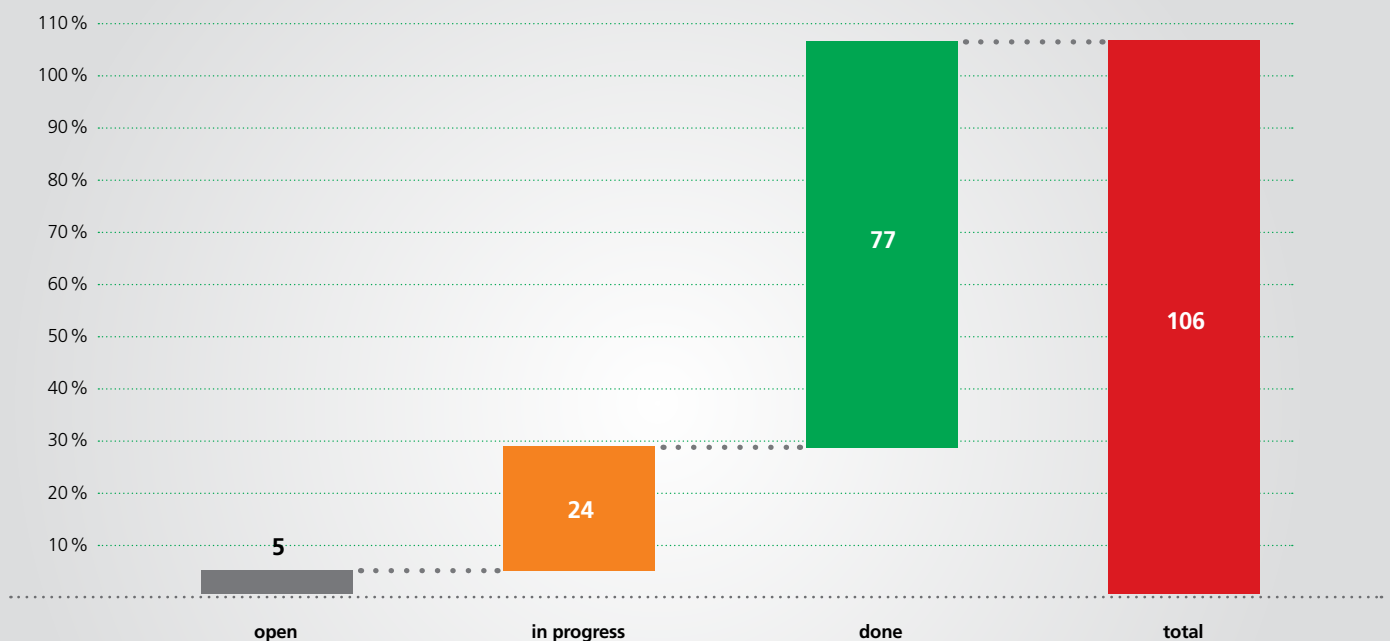
The safety workshops conducted in our CoEs are designed to have long-lasting and structural impact. Thus, concrete actions are identified in the workshops and their implementation is rigorously tracked.

In Siegburg, our largest CoE and headquarters, a total of 106 actions were defined in the workshops in

2023. The actions are progressing well, with 77 completed, 24 in progress and 5 open (status: Aug 2023). The actions address the different sources of safety risks: behavioral, organizational and technical.

The action planning is a continuous process including follow-up surveys for topics with heightened criticality and a new round of workshops planned for Q1 2025. One example of the now implemented actions is the roll-out of safety dedicated shift dialogues. These

ensure that safety is on the mind at the beginning and end of each shift, creating a consciousness for safety throughout the shift. Further, it gives a dedicated space to discuss potential safety risks and their immediate mitigation.



CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES

Doing good and giving back

We continued our multi-project approach with projects aimed at giving back to the communities where we operate. The main focal point of our partnership with SOS Children’s Villages is with the

YouthCan! mentoring project for young adults in need. This continues the tradition that was started in 2018 and includes projects in the following countries: Argentina, Brazil, Guatemala, India and Vietnam.



ADDITIONALLY, WE ALIGNED OURSELVES WITH SOS IN THE LAUNCH OF A NEW SOS INITIATIVE CALLED “CLIMATE PROTECTION IS CHILD PROTECTION.”

To ensure future generations of children and their families do not experience the effects of devastating environmental crises, SOS has made it a priority to

include climate concerns in their work. For Siegwerk, this aligns perfectly with the sustainability objectives we have established as a company.

CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES

From 2020 – 2023 Siegwirk was a strategic partner of Project STOP. Together with other strategic partners Siegwirk contributes to create circular systems in Indonesia. Creating environmental and social impact.



JULY 2024 IMPACT

since inception in 2017

451,492

Population served with waste collection

261

Number of full-time equivalent jobs created

72,276

Tonnes of waste collected

59,407

Tonnes of environmental leakage stopped

10,760

Tonnes of plastic collected

8,879

Tonnes of plastic leakage stopped

A City Partnership initiative to create comprehensive waste management systems to stop ocean plastic leakage in Southeast Asia. Project STOP was launched in 2017 by Borealis and SYSTEMIQ.

SUPPLIER SUSTAINABILITY PROGRAM AND HUMAN RIGHTS IN OUR OWN OPERATIONS

Newly introduced Supplier Sustainability Program and Human Rights Officer

Sustainability needs collaboration and actions across the entire value chain. As part of our sustainability strategy, Siegwerk has decided to significantly strengthen the systematic and proactive involvement of its suppliers. This is essential to achieve our voluntary targets, ensure upcoming legal compliance and, of course, drive change in the industry on material

topics. Therefore, Siegwerk has launched a Supplier Sustainability Program in 2024. Furthermore, the Supplier Sustainability Hub, together with the newly appointed Human Rights Officer, will focus specifically on human rights in our own and our upstream supply chain.

SIEGWERK HAS ESTABLISHED A SUPPLIER SUSTAINABILITY HUB WHICH FOCUSES ON:

Carbon Reduction

Siegwerk has the target to reduce scope 3 emissions by 25% by 2030 with a focus on purchased goods and services. This requires suppliers to move to action in terms of data transparency and reduction efforts.

UN Global Compact (UNGC) Principles

Siegwerk wants 100% of suppliers committed to the principles of the UN Global Compact. Especially to smaller suppliers we want to offer support to align their business practices with the UNGC principles. Further, due diligence on the adherence of the UNGC principles will be in scope.

Human rights due diligence:

Human rights issues in the supply chain is a topic which the packaging industry has not yet fully understood nor tackled. We want to ensure we understand and are able to act upon human rights issues in our supply chain. With these actions we will also ensure

legal compliance to the German Supply Chain Due Diligence Law (a German law with global reach for Siegwerk) for ourselves and ease of compliance and actions for our customers.

HUMAN RIGHTS IN OUR OWN OPERATION AND SUSTAINABLE PROCUREMENT

IMPLEMENTED DOCUMENTS AND PROCESSES

Processes and systems are being set up to make Siegwirk compliant by the end of 2024 and have all systems in place to become a Human rights conscious organization. The following topics have been addressed so far:

Siegwerk has published its **Human Rights Policy** including its unique **Human Rights Guiding Principles**. This shows the commitment of its owners, managers and employers towards this material topic. Siegwirk values transparency and acknowledges the risk for human rights violations within its supply chain. The principles give guidance on how to deal with them and clearly aim at a forward-looking mindset to collaborate with business partners for continuous improvements. The document can be accessed here:



To optimize our **grievance mechanism** and ensure wider accessibility, we have launched a tool on both the intranet and internet. This tool is available in multiple languages and features an in-software translation engine to facilitate seamless communication. Voice messages can be recorded to increase accessibility. The user can decide on whether they want to stay anonymous or not. The user will be informed about status and outcome of the procedure. All messages will be reviewed, and feedback provided. The grievance tool can be accessed here:



Furthermore, the **Business Partner Code of Conduct** was created and is currently being communicated to all suppliers. It clearly defines the expectations Siegwirk has towards its business partners. It also underlines the pursuit of transparency within our end-to-end supply chain by encouraging suppliers, partners, customers and to check if they have human rights and environmental risks within their own operations and their upstream supply chain. To accompany the Business Partner Code of Conduct, we have created the **"Siegwerk Sustainability Checklist"** to analyze the status and share it with business partners so that in a collaborative approach, improvements can be initiated. The code and the checklist are also an integral part of our **Supplier Onboarding Process**.

The document can be accessed here:



IMPLEMENTED DOCUMENTS AND PROCESSES

We also implemented a Human Rights Awareness Training into our Capital Expenditure Approval process. In case there are investments being made in high-risk countries and/or high-risk items such as construction or tolling, a mandatory awareness training for the project managers takes place alongside the approval

process. This is to ensure that already during the supplier selection, human rights are being taken into consideration to avoid issues later in the process. The process and training also equips Siegwerklers to communicate our expectations to potential partners in the earliest stages of collaboration.

Regular **trainings** are taking place to familiarize all employees with the topic of human rights due diligence such as webinars and presentations at internal conferences. Where needed, in-depth awareness raising and workshops are mandatory for those colleagues that are being exposed the most to human rights and environmental risks such as purchasing, procurement and Human Resources. We hold workshops with stakeholders to collaboratively identify roadblocks for the implementation and to identify actions to overcome them.

In our commitment to sustainability and human rights, we conduct **regular proactive reviews of relevant**

legislation to ensure our operations not only comply with current laws but also align with the best practices in corporate responsibility. Our review process encompasses a wide range of regulations, including those related to environmental protection, labor standards, and anti-corruption. We closely monitor the evolving legal landscape, such as the European Commission's directive on corporate sustainability due diligence, which mandates companies to respect human rights, the environment, and good governance. By staying ahead of regulatory changes, we can adapt swiftly and effectively, ensuring that our business activities contribute positively to society and the planet.

HUMAN RIGHTS AND ENVIRONMENTAL IMPACT RISK ANALYSIS FOR OWN OPERATIONS

The Siegwerk Sustainability Checklist Insert (see page 60) is not only a tool used with business partners it also functions as a comprehensive tool which is also employed to thoroughly access our internal supply chain and find risk factors and opportunities for

improvements. Together with internal stakeholders such as Human Resources, Health, Safety & Environment and Supply Chain Management, the following process is being implemented to access human rights and environmental risks within our own operation.

HUMAN RIGHTS AND ENVIRONMENTAL RISK ASSESSMENT AND MITIGATION PROCESS



ABSTRACT RISK ANALYSIS

1

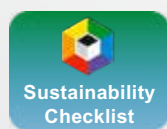
Based on country/Industry,
identification of major risk
themes



SPECIFIC RISK ANALYSIS

2

Yearly, identification
of specific risks and
actual issues



INTERNAL AND EXTERNAL REPORTING

3

Internal: Sustainability
Council, Compliance Circle
External: German Supply
Chain Due Diligence Act
(‘LkSG’), to come:
Corporate Sustainability
Reporting Directive (CSRD),
Corporate Sustainability Due
Diligence Directive (CSDDD)

PRIORITIZATION AND ACTION DEFINITION

4

Department &
country specific support and
control by Human Rights
Officer

IMPLEMENTATION

5

Department & country
specific; support and control
by Human Rights Officer

GRIEVANCE MECHANISM



INTERNAL AUDITS

e.g. HSE,
Corporate Auditing



SUSTAINABLE PROCUREMENT ADVANCEMENTS

Siegwerk's upstream supply chain includes more than 10.000 direct suppliers. Managing this breadth and subsequent complexity in the supply chain, requires scalable processes. Therefore, we have chosen EcoVadis as a platform for our upstream supply chain due to their extensive expertise in the field of evaluating sustainability and human rights of companies worldwide. We want to have meaningful assessments and support our suppliers in their own journey towards sustainability.

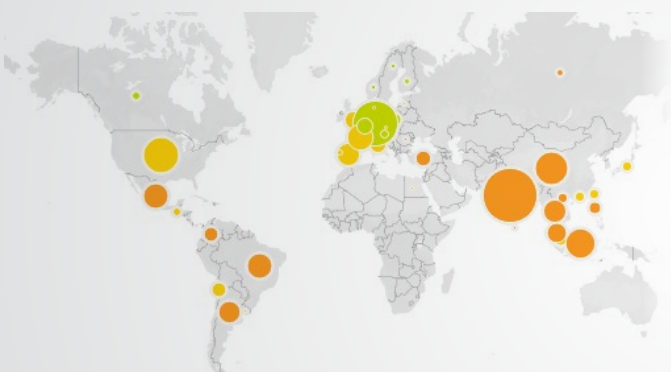
In a first step, we have mapped our 10.000+ suppliers and uploaded them on the EcoVadis platform. This represents more than 90% of our global spend. We have conducted an abstract risk analysis. This is based on the country and the industry that the supplier operates in and gives an overview of the respective risk level.

The abstract risk analysis has shown that we have the highest risk for environmental impact and human rights with our supplier base supplying raw materials and packaging. Thus we decided to focus on these

suppliers. We are planning to onboard suppliers to the EcoVadis rating platform which then serves as a supplier specific risk analysis. This will give us and our suppliers insights on strengths but also on improvement areas.

Out of roughly 2000 raw material and packaging suppliers, roughly 2% are being marked with very high risk from the abstract risk analysis. About 50% have a high risk. The major risks are seen in India, but also in the Southeast Asia region, China and Latin America. The analysis shows that the highest risks are in the criteria Health and Safety, Environmental practices as well as Materials, Chemicals and Waste. Followed by Social Practices and Energy Consumption and Greenhouse Gas Emissions. We will be focusing with the onboarding procedure on the suppliers with very high risk and then follow a step-wise approach for the remaining. All of our purchasing and procurement colleagues have been trained on the risk assessment methodology with the EcoVadis tool and how to guide our suppliers in this journey.

COUNTRY PROFILE FROM ABSTRACT RISK ANALYSIS OF
SIEGWERK SUPPLIERS



GEOGRAPHIC DISTRIBUTION & SCALE OF
VERY HIGH RISK SUPPLIERS

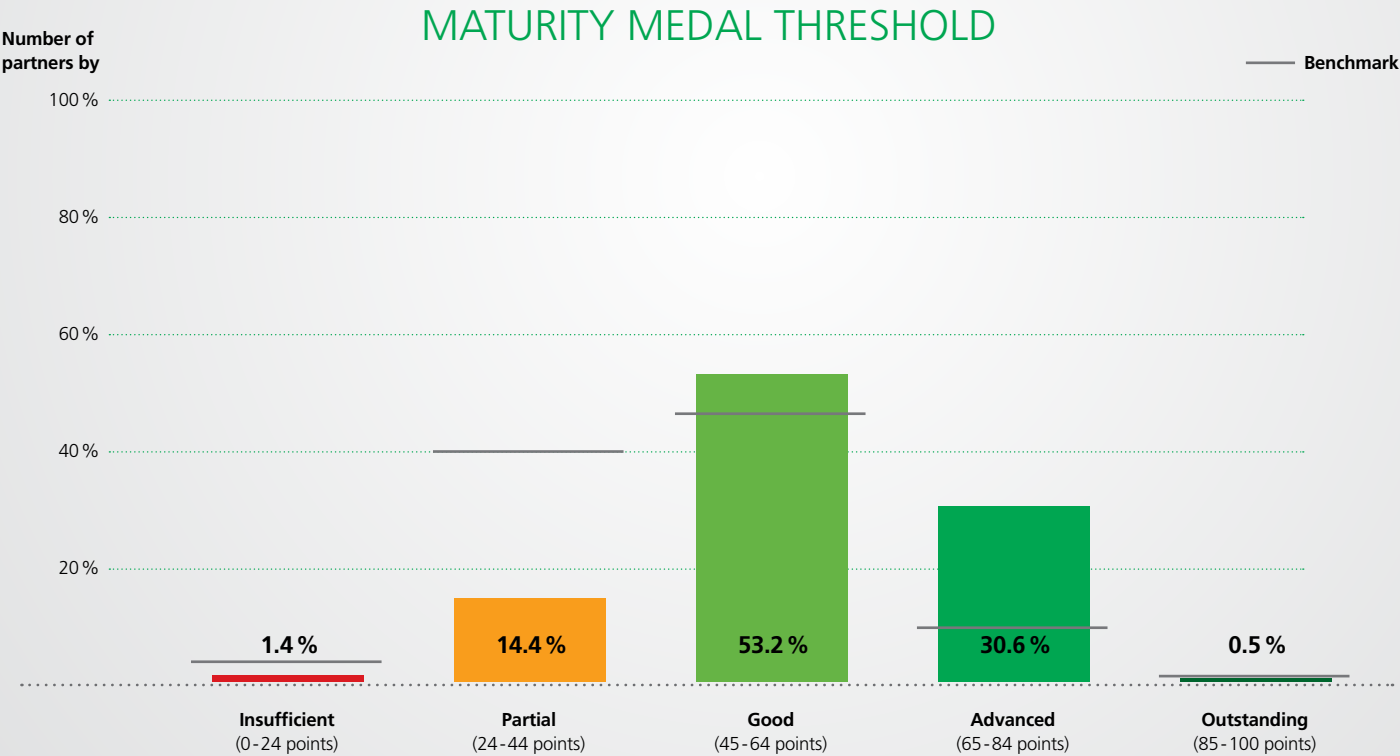


With the insights from the abstract risk analysis, we will be focusing with the onboarding procedure on the suppliers with very high risk and then follow a step-wise approach for the remaining.

100% of our purchasing and procurement colleagues have been trained on the risk assessment methodology with the EcoVadis tool and how to guide our suppliers in this journey.

WE ALREADY HAVE ROUGHLY 600 SUPPLIERS ON THE ECOVADIS PLATFORM.

The scoring shows that our supplier base outperforms the average scores of all companies and is a good basis to move forward with sustainable procurement:



These insights will also be used to fulfil the reporting requirements from the German Supply Chain Due Diligence law ("Lieferkettensorgfaltspflichtengesetz").

MORE SUSTAINABLE PROCUREMENT ADVANCEMENTS

Digital foundation enhanced by personal engagement:

The analysis and actions built around the EcoVadis platform are essential to cover the breadth and complexity of suppliers. However, we are aware of the limitations of these assessments and ratings. Therefore, the Supplier Sustainability Hub proactively taps into decades of experience with suppliers in our purchasing organization. Further, based on our risk analysis, we have conducted a Human Rights Impact Assessment with several of our suppliers, focusing on interviews with external stakeholders and workers to identify priority areas for human rights issues. We

have seen risks concerning very low wages, excessive overtime and application fees as well as a lack of awareness for operational health and safety and mitigating measures. In a collaborative approach we have mapped the highest priority issues based on severity and impact and are moving forward with action definition to mitigate immediate issues and implement processes for future prevention. In this we work with the respective reviewed suppliers as well as think about broader initiatives to incorporate other suppliers to make a wider impact.

OUTLOOK

In 2025, we will be adding another focus area to our sustainable procurement agenda: **Scope 3 and Decarbonization**. Siegwirk is certified under ISO 14067 for its product carbon footprint (PCF) calculations. We mostly use databases for this matter, after carefully reviewing their suitability and quality of data. As only about 5% of our suppliers are currently able to supply

data that meets the quality requirements of our ISO certification, our initial focus will be on supporting our suppliers to deliver quality data. For those, that are more advanced, the focus shifts to identifying raw materials with a high impact on our PCF and starting conversations and collaborations to reduce the impact.



REPORTING STANDARDS

This report was compiled with reference to GRI, and in alignment with the UN Global Compact and Sustainable Development Goals.

TOPIC	GRI ALIGNMENT	SDG ALIGNMENT	UNGC ALIGNMENT	HorizonNOW PLATFORM	PAGE
Policy Commitments	GRI 223	SDG 3, 5, 8, 12, 13	Principles 1-10	1-4	29, 40-41, 59
Employee	GRI 207 GRI 404	SDG 8	na	4	08, 27
Materials	GRI 301	SDG 12	Principle 9	3	43-52
Climate Change	GRI 302 GRI 305 GRI 201	SDG 13	Principle 7	1	17, 28-37
Water	GRI 303	SDG 6	Principle 8	1	25, 37
Labor	GRI 403 GRI 406-411	SDG 8	Principles 1-6	4	54-55, 59-60
Gender	GRI 405 GRI 406	SDG 5	Principle 6	4	08, 53-54
Product safety	GRI 416 GRI 417	SDG 3	Principle 7	2	38-42
Community Engagement	GRI 413	SDG 17	na	4	56-57
Supplier sustainability	GRI 308 GRI 414	SDG 5, 8, 12, 13, 17	Principles 1-10	1	37, 59-64



DISCLAIMER

The information and data in this report is based on the best available sources and methods at the time of preparation. However, due to the inherent limitations and uncertainties of sustainability reporting, Siegwirk cannot guarantee the accuracy, completeness, or reliability of the information and data, nor can it assure that the report meets the expectations or requirements of all stakeholders. Siegwirk reserves the right to modify or update the information and data in this report as new or revised information becomes available.

The report contains forward-looking statements based on assumptions and estimates of data. Although we assume the expectations in these forward-looking statements are realistic, the assumptions may harbor risks and uncertainties that may cause the actual figures to differ considerably from the forward-looking statements. Siegwirk does not plan to update its forward-looking statements, nor does it assume the obligation to do so.

The contents of this medium apply to all sexes, even if gender-specific words (such as "he" or "she") are used for simplification.

CONCLUSION

In this sustainability report Siegwirk has presented our sustainability performance and progress for the years 2020–2023 in quantitative terms. We have highlighted our qualitative achievements and challenges, as well as our initiatives and actions, for all of our focus areas, up to August 2024. We have disclosed our material issues, stakeholder engagement, and reporting standards and frameworks.

Siegwerk is proud of the positive impact that we have made on our planet, our people, and our prosperity, while also acknowledging the areas where we need

to improve and innovate. We are committed to continuing our sustainability journey, and to aligning our strategy and operations with the United Nations Sustainable Development Goals (SDGs) and the Paris Agreement on climate change.

Siegwerk recognizes that sustainability is not a destination, but a continuous process of learning and improvement. We welcome collaboration and feedback from our stakeholders and the public, and we invite them to join us in creating a more sustainable future for ourselves and generations to come.

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