



Production & Operations

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



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

Anca Vasilioiu (NEVEON)
Plant Manager

Production & Operations Employees



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

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

Employees are the key to our success

11,238¹ people in 34 countries – therein lies our greatest strength. Our principles: We treat each other with mutual trust and respect. We encourage people and promote collaboration across divisions and across cultures. We are courageous and take responsibility to achieve our goals. We will continue to invest in our employees to ensure that we remain successful in the future. This is because employees are the key to solving the great sustainability challenges that lie ahead. The transformation that is required can be achieved only if our employees meet their full potential and we do everything we can to create a workplace that makes full use of their talents and sparks their enthusiasm for helping develop our company sustainably.

Our goal

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

Our targets

80%

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

By 2020

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

Our performance

64%

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

Since 2020

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

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

A culture of working together

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

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

We want to maintain our corporate culture even as a global group. This reflects our conviction that integrating people with different identities and backgrounds enriches Greiner and makes us more

innovative and robust and that we, armed with this diversity, can better rise to the challenges ahead.

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

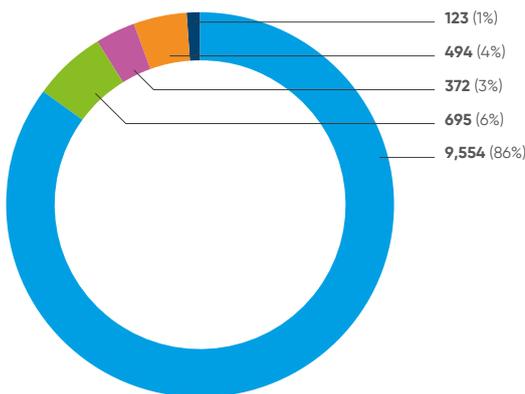
Tomorrow's world of work

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

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

Employees by continent¹

11,238
in 2020



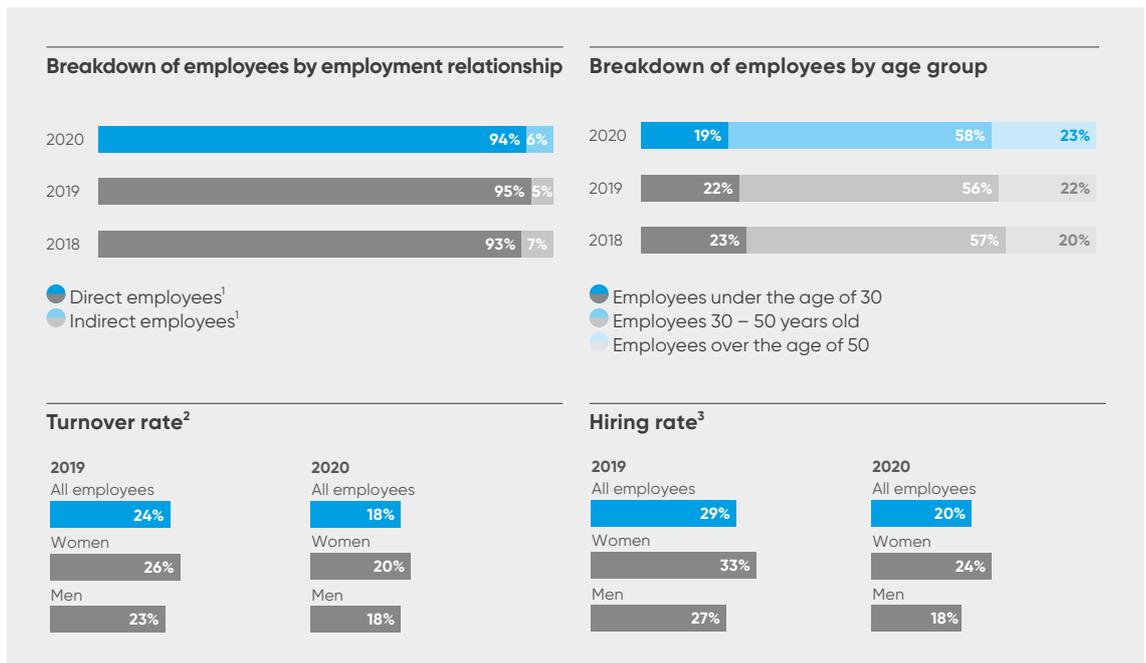
- Europe
- North America
- South America
- Asia
- Africa

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

The challenges posed to our innovative capabilities and versatility by the transition from a linear to a circular business model are enormous. To make this change to a fully circular company a success, we have to win the hearts and minds of all of our employees. This requires lively discussions and an honest approach to handling feedback and mistakes. Successfully implementing our sustainability agenda requires us at Greiner to provide fertile soil for entirely new production and sales approaches. To achieve this, we put our employees at the heart of our sustainability strategy, driven by the conviction that we are the basis for

Greiner's success. We have set ambitious targets in the various areas. Some of these we will be able to meet quickly, while others will take perseverance.

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



Michael Parker
(Greiner Bio-One)
Production Manager

Employer of Choice award for Greiner Bio-One North America

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

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

Leadership for a common vision

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

Supporting managers on their journey

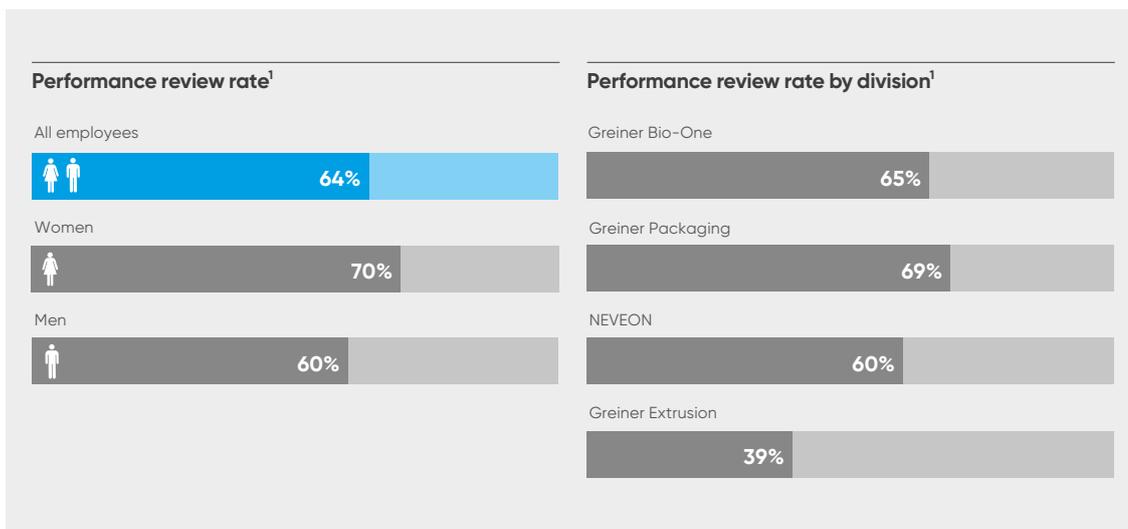
As diverse as leaders are and should be, the ways people reach leadership positions are equally varied. Through our training opportunities LEAD and BRIDGE, we at Greiner Packaging support these individual processes: LEAD, for example, gives our managers an opportunity to reflect on their roles and responsibilities and on their responsibility as managers. This aims to provide a chance to reflect on practices that have developed in the day-to-day work environment, to compare these to our values and principles and, if necessary, to make changes. The goal is to create standards for innovative and efficient leadership and to put these into practice in everyday activities. BRIDGE is aimed at experts whose expertise predestines them to becoming bridge builders and, in this role, to pursuing cross-location and cross-border topics and projects and leading to sustainable results. Participants learn the techniques of "lateral leadership"

to take on management responsibilities without having direct authority so that jobs can be carried out based on partnership and a solutions-oriented approach.

Dialog with our employees

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

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



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



"Empathy and responsibility that is lived among all colleagues are our basis for a sustainable future."

Haimo Bück (Greiner Extrusion)
Chief Production Officer

Make the most of potential, promote strengths

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

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

Production & Operations

Health & Occupational Safety



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

Maria Cordova (Greiner Bio-One)
Quality Control Operator

Creating safe and healthy workplaces

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

Our goal

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

Our targets

-50%

Reduction in frequency of serious work accidents¹ by 50 percent by 2025.

100%

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

Our performance

-9%

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

63%

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

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

Overcoming Covid-19 together

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

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

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

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



Stefan Schedlberger (Greiner AG)
Covid-19 Vaccination Management

Solidarity at Greiner through face coverings

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



Martina Minichmair (Greiner AG)
Covid-19 Testing

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

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

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

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



Group health and safety strategy

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

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

Mental health support at Greiner Packaging UK

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

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



Kristi Byrum (Greiner Bio-One)
Marketing Manager

Greiner Bio-One Hungary supports fitness and popular sports

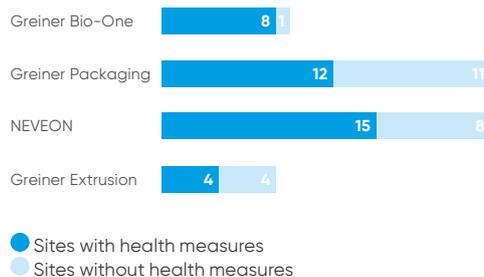
As part of the *Greiner Cross Challenge*, Greiner Bio-One Hungary supports the annual highlight of the Hungarian cross country calendar as the event's main sponsor. The main motivation behind this event and other sporting events sponsored by Greiner is to boost the appeal of sports and, in turn, a healthy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

Prevention is better than cure

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

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

Sites with at least one health measure¹

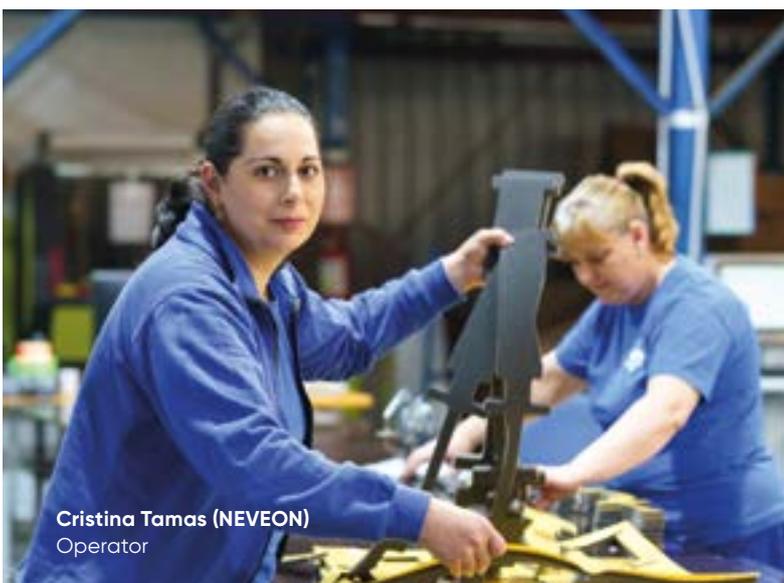


Greiner Packaging Serbia: Silver medal for safety concept

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

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

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



Cristina Tamas (NEVEON)
Operator

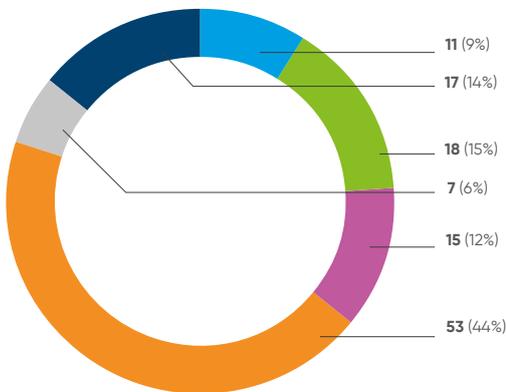
¹ Greiner AG is the 40th site. However, it is not assigned to any of the four Greiner divisions and so is not explicitly included in this graphic.

Health prevention in action

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

Health prevention measures

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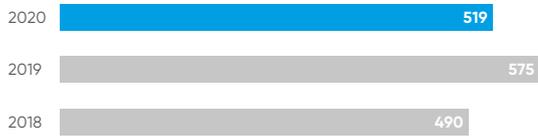


- Information
- Activity & sport
- Nutrition
- Medical care
- Stress & psyche
- Other

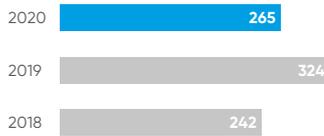
Compared to the base year 2018, the total number of accidents rose by 29 in 2020, an increase of 6 percent. The rise in the total number of accidents reflects more minor accidents (increase of 23/up 10 percent) as well as serious accidents (increase of 12/up 6 percent). Encouragingly, this was countered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

Accidents (total)

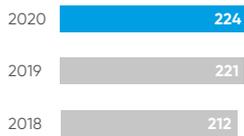
Accidents¹



Minor accidents²



Serious accidents³



Accidents on the way to work⁴

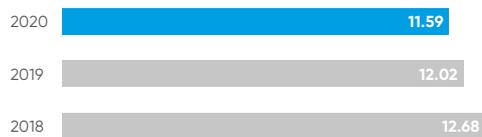


1 The total number of accidents includes accidents with downtimes of more than and less than eight hours as well as accidents on the way to work.
 2 Minor accidents are accidents that result in downtime of less than eight hours.
 3 Serious accidents are accidents that result in downtime of more than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

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

Frequency of serious accidents per one million hours worked¹

Frequency of accidents



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

Employee health check

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

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

Production sites with certified management system ISO 45001



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



	2019	2020
Greiner Packaging	1 / 23	1 / 23



	2019	2020
NEVEON	2 / 15	3 / 23



	2019	2020
Greiner Extrusion	0 / 8	0 / 8



Ivanka Vukadin (NEVEON)
Team Lead

Production & Operations Diversity



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

Barbara Desl (Greiner Packaging)
Chief Financial Officer

Diversity enriches us

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

Our goal

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

Our targets

35%

Women to account for 35 percent of management positions by 2025.

50%

Women to account for 50 percent of all work areas outside production by 2025.

Our performance

27%

Women accounted for 27 percent of management positions in 2020.

43%

Women accounted for 43 percent of administration in 2020.

Diversity must be promoted, protected and appreciated

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

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

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

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

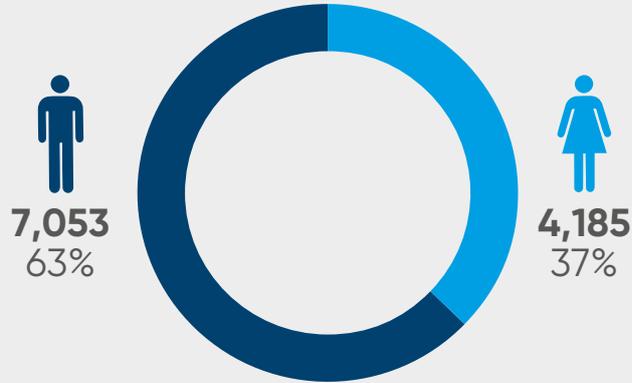


"We want to increase the share of females in management positions to 35 percent by 2025 and to 50 percent outside production."

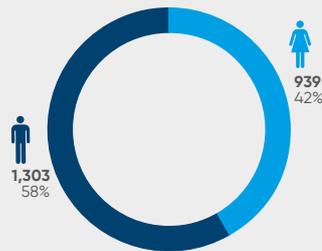
Isabella Melbinger (Greiner AG)
Sustainability Manager

Distribution of our 11,238 women and men by division¹

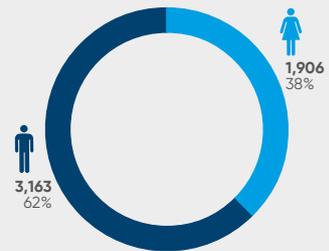
Greiner



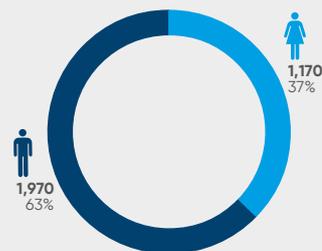
Greiner Bio-One



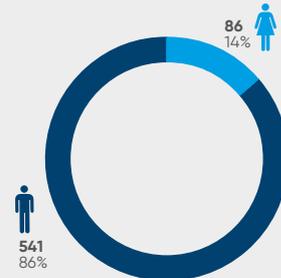
Greiner Packaging



NEVEON

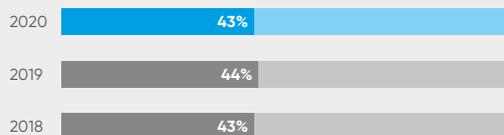


Greiner Extrusion

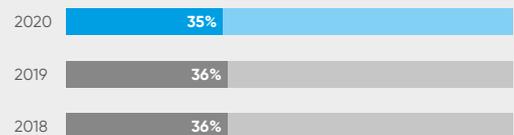


Share of women per work area

Administration



Production



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

Make equality a given

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

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

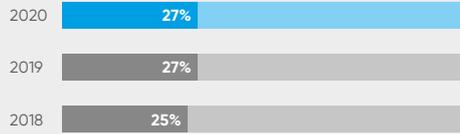
By signing, Greiner supports the Women's Empowerment Principles and we undertake to advance the implementation of equal opportunities and the promotion of women at our company. This includes scrutinizing and changing traditional structures and environments at our company if these are found to present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

Focus on gender pay gap

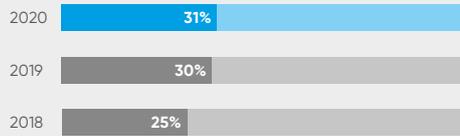
Given that there are still substantial income disparities between men and women in Austria and that the Austrian pay gap is far higher than the EU average, the Austrian Federal Ministry of Labor, Family and Youth allows the provision of consultancy services for companies to design transparent remuneration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

Women in management positions

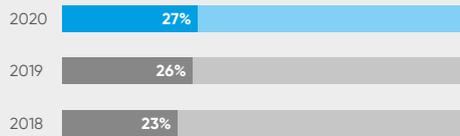
Greiner



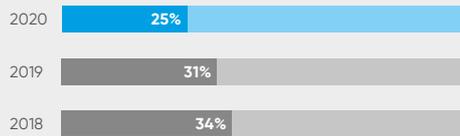
Greiner Bio-One



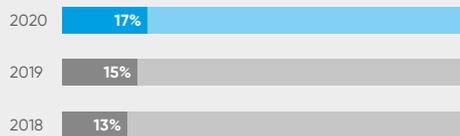
Greiner Packaging



NEVEON



Greiner Extrusion



Resolving the family life/work life contradiction

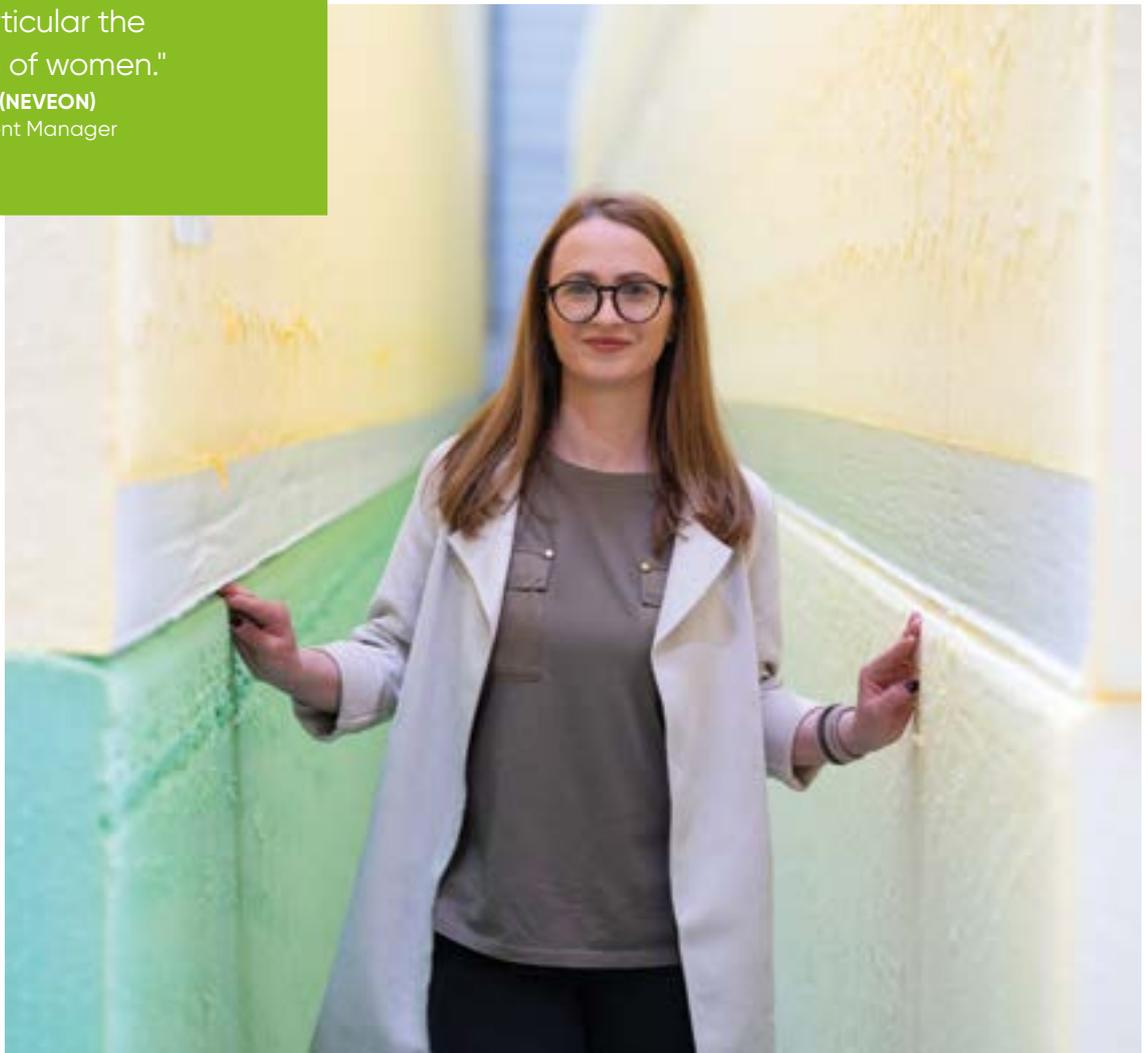
Increasing the share of women in management positions to 35 percent by 2025 requires creating the conditions for a better work-life balance. One way that Greiner Packaging has taken a real step towards achieving this balance is allowing management positions to temporarily be filled as part-time roles.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

Making it easier to return from maternity leave

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

"We have set ourselves goals in order to support equality, and in particular the promotion of women."

Bianca Vintila (NEVEON)
HR Development Manager



Production & Operations

Training & Further Education



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

Petra Moser (Greiner AG)
Assistant Apprentice Training

Lifelong learning makes us fit for the future

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

Our goal

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

Our targets

16h

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

Our performance

8h

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

Lifelong learning

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

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

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

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

Further education hours per employee



	2020
Greiner	8



	2020
Greiner Bio-One	6



	2020
Greiner Packaging	11



	2020
NEVEON	6



	2020
Greiner Extrusion	3



Marco Mayer (Greiner Bio-One)
Apprentice Metals Technician

Ivica Dzankic (Greiner Packaging)
Apprentice Metals Technician

Opening up opportunities for the younger generations

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

Helping graduates transition to the world of work

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



"Is there anything better than learning something new and taking a fresh look at things?"

Faye Sun (Greiner Bio-One)
Product Specialist

An academy for continuous learning

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

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

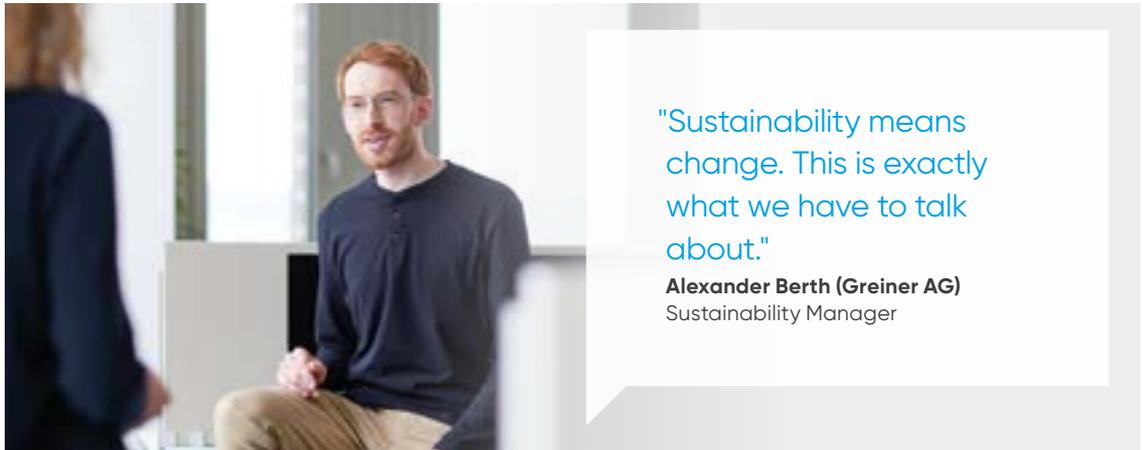
We also run courses on a variety of themes to anchor our diverse sustainability commitment in the hearts and minds of our employees. As well as the know-how and methodology knowledge provided by cross-division and cross-border training courses, these also

offer an insight into other cultures and ways of life, bolstering our diversity approach. Thanks to these training programs, which are both broad-based and targeted, the *Greiner Academy* has become an indispensable and highly regarded cross-divisional and international facility that excellently prepares our employees for the latest challenges.

Making future managers fit

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

Raising awareness of sustainability



"Sustainability means change. This is exactly what we have to talk about."

Alexander Berth (Greiner AG)
Sustainability Manager

Hard Talks with Greiner's executive management

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

Greiner Talks with experts

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



Production & Operations

Social Commitment



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

Gerda Damböck (NEVEON)
Senior Communications Expert



Cooperation between business and society

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

Our goal

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

Our targets

Worldwide

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

Our performance

242

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

Social commitment as matter of course

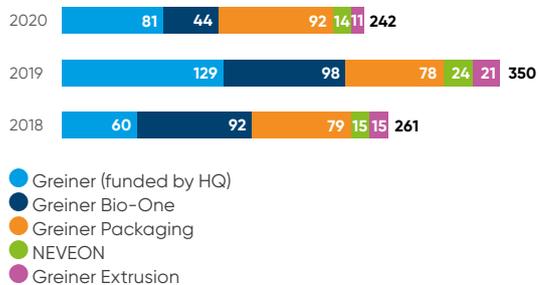
"No man is an island". Long ago, this was how the English baroque poet John Donne neatly summed up humankind's and society's solidarity and need to depend on each other across the ages. No man lives for himself; the coronavirus pandemic and its global impact has clearly demonstrated this once again.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

All sponsoring and donation inquiries in Austria are handled by our group headquarters to ensure that the available funds are used to maximum effect. Inquiries about support must comply with our relevant policies. As a minimum, for approval to be granted the projects looking for support must meet our four principles of regionality, sustainability, transparency and sector exclusivity. This means that we focus our social commitment on the area of the respective business activity. In Austria, this is primarily the Kremstal region and surrounding areas, where we see ourselves chiefly as partners to the area's inhabitants. We stand for sustainable actions and resource conservation across all of our divisions and sites. Accordingly, we lend our support primarily to sustainable requests, i.e. those

that create value in the long term and constitute an environmental and social benefit to society. In addition, we exclusively donate to or sponsor projects and/or events by natural persons, legal entities and associations that are transparent and clearly used for the intended purpose. It is essential that the sponsorship itself and the consideration agreed beforehand are documented. We also aim to use sponsorships and donations to play an active role in sustainably developing society and solving the global challenges of our time. Last but not least, investments in education and science are not only part of our social responsibility, they are also crucial to the continuation of our society. Helping young people develop is therefore of utmost importance to us and so we are delighted to support selected educational initiatives and educational institutions.

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

Number of supported projects

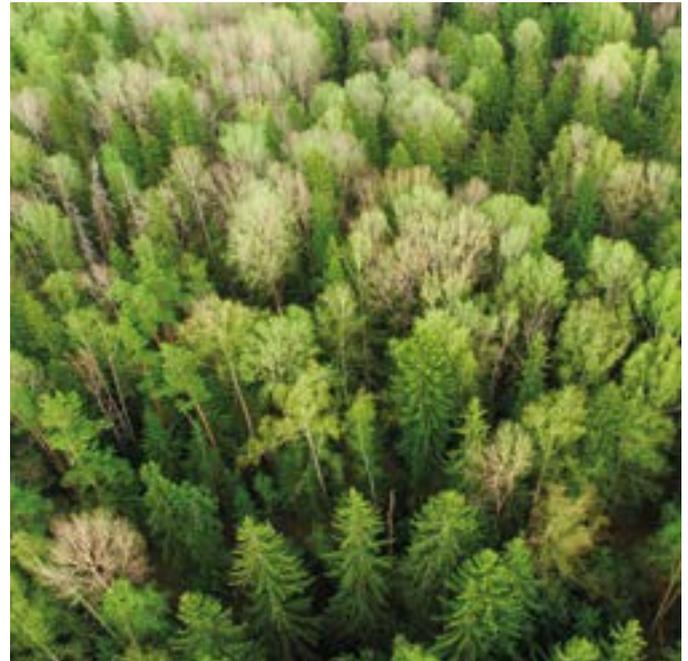


"We believe that sustainable actions and social responsibility are simply part and parcel of doing business."
Jennifer Agrill (NEVEON)
 Specialist Corporate Communications

Greiner AG

Tackling educational inequality through *Teach for Austria*

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



Greiner AG

30,000 trees planted to protect the climate

Our 150th company anniversary in 2018 was not only an opportunity to look back to our past with pride, it was also a time to send a strong message about climate action for the future. Since 2018, we have therefore been planting one tree a year for all of our employees with and for the *Plant for the Planet* child and youth initiative. We have since planted over 30,000 trees on the Yucatán peninsula in Mexico. Our trees help reforest the forests there that had been chopped down and degraded. The new, health forest helps store CO₂, provides raw materials in the long term and creates jobs. In 2020, another 10,735 trees were added to our Greiner climate protection forest and this is not the end: we are continuing to plant more!

Felix Finkbeiner, a nine-year-old (!) from Bavaria, founded the *Plant for the Planet* initiative in 2007. Together with its partners, the non-profit organization has since planted more than ten billion trees around the world. The ambitious objective of this initiative, also known as the *Trillion Tree Campaign*, is to plant one trillion new trees worldwide, increase the global tree population by 30 percent and therefore capture about a quarter of the CO₂ emissions currently generated by people. Felix Finkbeiner was also a guest on our *Greiner Talks* podcast. "Don't spend ages talking about it, do something" was his message. He is convinced that the only way we can solve the climate crisis is through fundamental changes and large-scale action. We at Greiner share this opinion.



Greiner Bio-One

Helping with the difficult task of finding stem cell donors

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



Greiner Packaging

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

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

NEVEON

Development aid for clean drinking water in Malawi

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



Greiner Extrusion

Support for refugees and asylum seekers in India

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



South Africa: Schooling for children with special needs

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

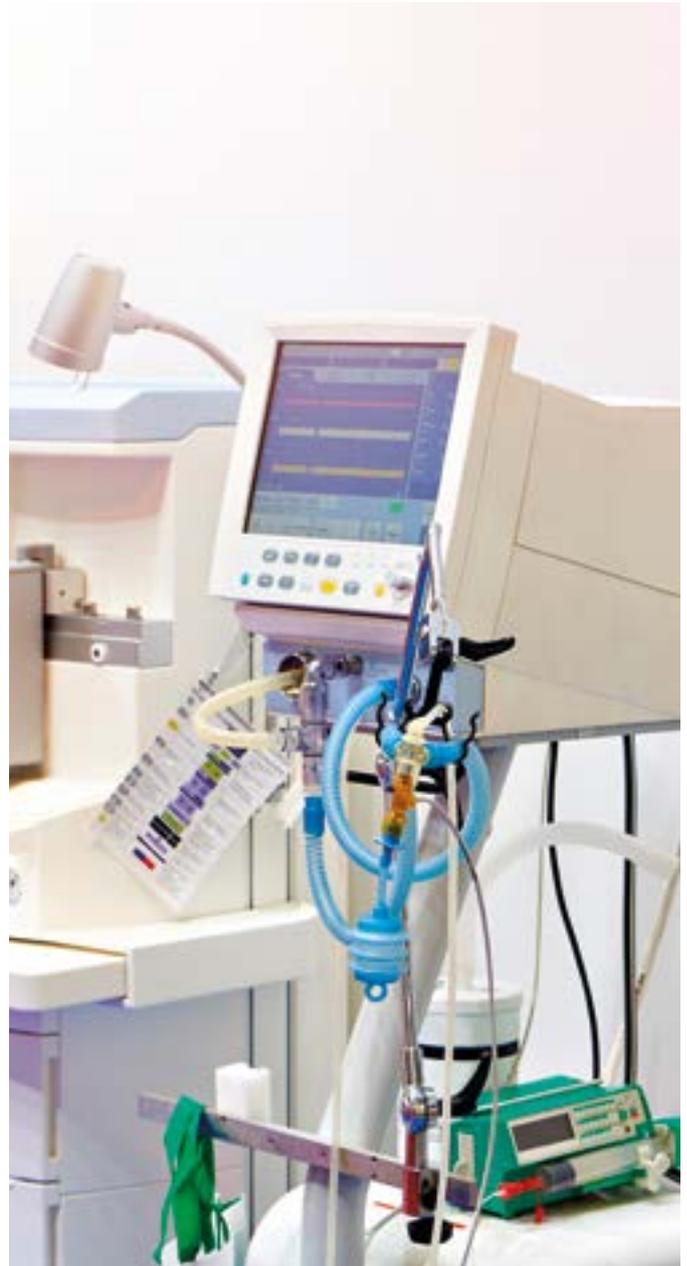


Equipment for Covid-19 emergency medical areas in Upper Austria

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

Northern Ireland: Food aid during the Covid-19 crisis

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



Financial assistance for hospitals in Romania

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

Production & Operations

Energy



"The climate crisis is the main challenge we face in the 21st century. As a company, we are obliged to drastically reduce our CO₂ emissions so that global warming does not escalate further."

Hannes Kahr (NEVEON)
Head of Production

Climate protection: a question of survival

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

Our goal

We want to be climate neutral by 2030.

Our targets

90%

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

-53%

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

-20%

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

Our performance

26%

Renewable electricity accounted for 26 percent in 2020.

-24%

24 percent reduction in our specific emissions since 2018.

-18%

Energy efficiency improved by 18 percent since 2018.

Slamming on the CO₂ brakes

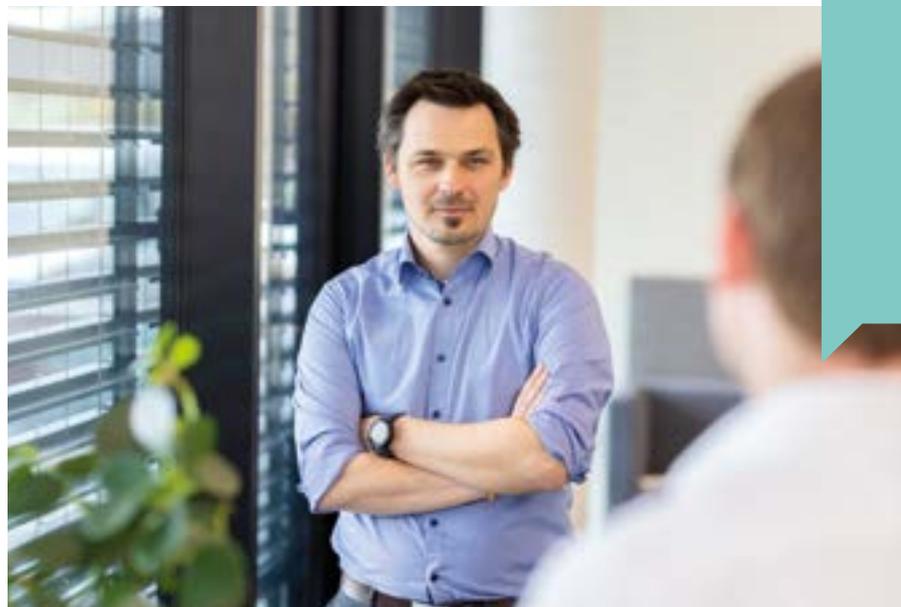
A global catastrophe is looming. We, the global community, are heating up the planet as a result of our skyrocketing CO₂ emissions. It is estimated that more than two trillion tonnes of CO₂ have been released into the atmosphere since the end of the 19th century. A higher concentration of CO₂ means higher temperatures. That is how simple the equation of the climate crisis is. The repercussions of the climate crisis are already making themselves felt and are no longer merely a theoretical threat facing the future: storms, torrential rainfall, droughts, heat waves – we are seeing all of these events more and more frequently. The climate has already warmed up significantly. Temperatures in the Arctic have already risen by two degrees, and they are continuing to increase. Arctic ice sheets have been shrinking for years. The smaller and smaller area covered by ice, especially in summer, acts as an indicator for climate change. It is a visual reminder that we need to change course.

Faster and more aggressive switch

Climate change has not only just begun – we have been right at the center of it for a long time. The Earth today is already about one degree warmer than it was 100 years ago. Even if we manage to massively cut our emissions, temperatures on Earth will continue to rise after emissions stop. They will fall only if we are able to successfully harness technological innovations to remove CO₂ from the atmosphere on a large scale. At the moment, however, this is not a feasible option. At the same time, the global ecosystem will be thrown out of balance if certain temperatures are exceeded.

There are tipping points that, if exceeded, will have an irreversible impact on the global climate with devastating consequences. These tipping points include the Greenland ice sheet, the permafrost ground in Siberia and the Amazonian rainforest. If we, as the global community, want to limit global warming to no more than 1.5 degrees, we need to rapidly slam on the CO₂ brakes. If annual emissions remain at current levels, we do not even have another nine years before we cannot emit any more CO₂. Yet even if we succeed in drastically reducing CO₂ emissions extremely quickly, massive repercussions will still be felt across all parts of the world. No matter what, sea levels will rise by at least 30 centimeters by 2100.

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



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

Christoph Zipko (NEVEON)
Head of Global Innovation & Development

Global warming brings with it conventional business risks such as supply bottlenecks, supply chain disruption and damage to production sites as a result of extreme weather events. Yet these may also be compounded by new business risks if society's response to climate change creates new technologies, markets and legal requirements that incur costs or directly affect existing products, services and assets. Nonetheless, it also opens up numerous opportunities. For example, companies can improve their energy efficiency and therefore reduce costs. Climate change also promotes innovations aimed at reducing CO₂ and that make companies less reliant on fluctuations in the prices of fossil raw materials. The latter strengthens competitiveness and opens up new market opportunities for companies.

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

Moving away from coal, gas and crude oil

As a company, we are partly responsible for more CO₂ being released into the environment than the planet can handle. This is because, in the manufacturing sector, our energy requirements are too often met by burning coal, gas or crude oil. Producing the materials we process at Greiner also generates emissions. The targets that we set ourselves as part of our Blue Plan sustainability strategy start right here. Even more importantly, they go hand in hand. A functioning circular economy, for example, uses fewer resources and thus generates fewer emissions than a linear industry. Increased use of secondary materials reduces our emissions and helps protect the climate. Emissions are also generated as a result of using and disposing of our products. These two areas are also the focus of our measures and ambitions. Structural and profound changes in many areas – including consumption,

mobility, production and agriculture – and increased technological development in the areas of energy efficiency and renewable energy sources are crucial to providing an answer to the climate crisis. Both companies and consumers across the world have a responsibility here, no matter how complex and difficult the transition may seem. It has to happen fast and with a force with which we have never before unleashed as a global society.

Paris Climate Agreement

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

The goal:

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

The stages:

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

Becoming a carbon neutral company

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

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

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

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

Production sites with certified management systems



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



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



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



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

Green energy revolution needed

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

Total energy consumption (MWh)

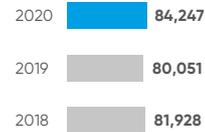
Greiner



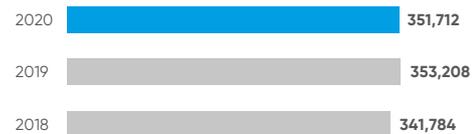
Total energy consumption is made up of our purchased energy consumption for electricity, heating and cooling, direct energy consumption in production and fuel consumption. Greiner requires fuel both for production and for the vehicle fleet. Although it already uses some electric forklifts and electric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

Total energy consumption by division (MWh)

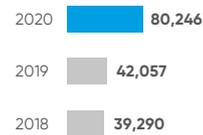
Greiner Bio-One



Greiner Packaging



NEVEON



Greiner Extrusion



Kremsmünster (Greiner Bio-One) Savings: 1,337 MWh (482 t CO₂e)

New cooling system for lower energy consumption

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



Peter Xiong (Greiner Bio-One)
Production Manager Assistant

Overview of our energy consumption

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

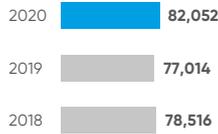
Total electricity consumption (MWh)

Greiner

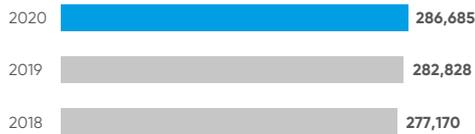


Total electricity consumption by division (MWh)

Greiner Bio-One



Greiner Packaging



NEVEON



Greiner Extrusion

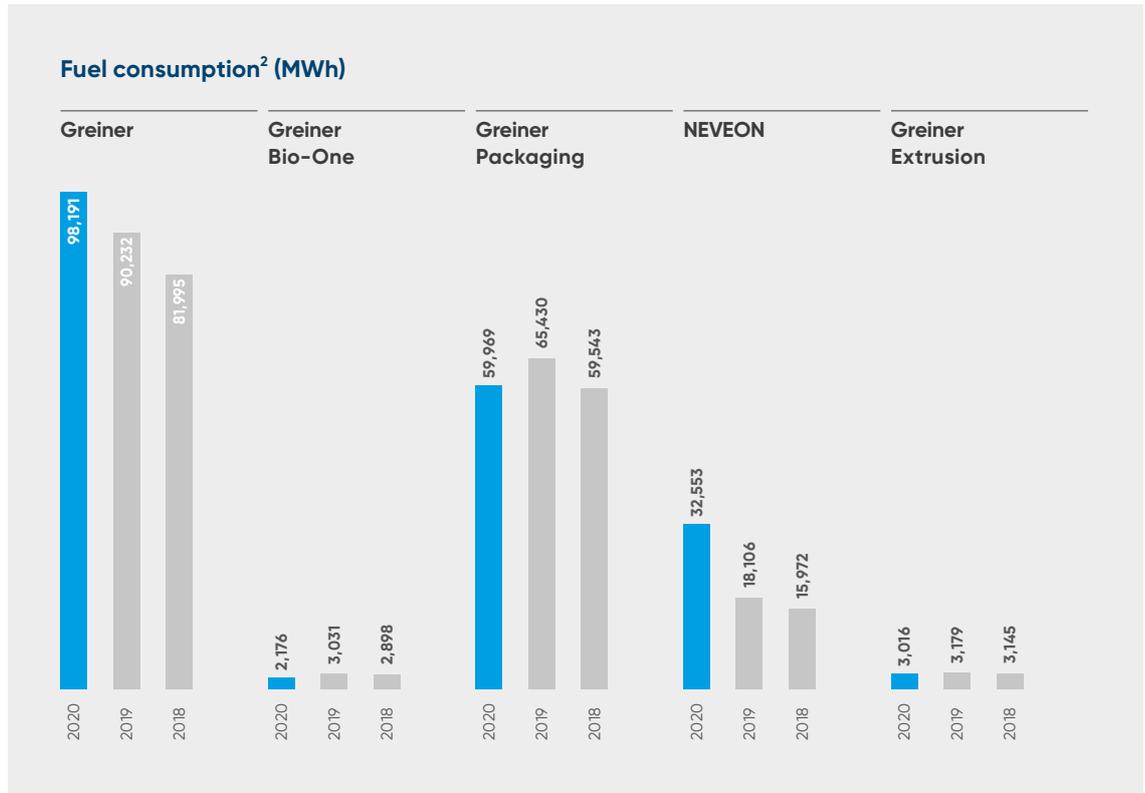


"We can become a climate-neutral company only when we measure our energy consumption and optimize it on an ongoing basis."

Simona Spinu (NEVEON)
Environmental Manager



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



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

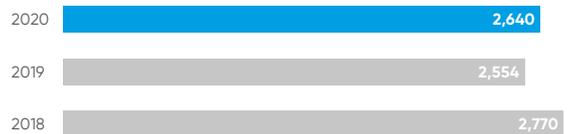
However, integrating Eurofoam did not impact cooling energy requirements as this is used primarily at a Greiner Packaging site in Litvínov (Czech Republic). This has seen a slight 4.7 percent decline in the last three years.

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

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

Cooling energy (MWh)

Greiner



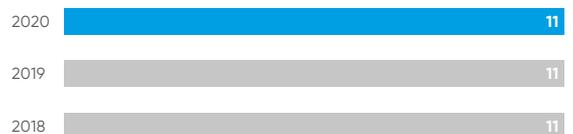
Heating energy (MWh)

Greiner



Electricity sold (MWh)

Greiner



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

Electricity from renewable energy

Most of our Scope 1 and Scope 2 emissions are attributable to our electricity consumption (79 percent) and so switching to green electricity is a major step in reducing our emissions. There are many answers to the question as to what a switch to electricity from renewable energy might look like. Building photovoltaic plants is one possibility. But the potential of this is very limited as the amount of electricity generated can cover only a very small part of our electricity needs. Green electricity products thus play a far more important role, even though green electricity tariffs are not available in all countries where we have production sites. In light of this, buying guarantees of origin is a

particularly good short-term alternative. As the price of guarantees of origin is currently too low to further expand the share of renewable energies, in the longer term we have opted for a more sustainable option that has the potential to create real change.

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



Kremsmünster (Greiner Packaging) Savings: 1,220 MWh (440 t CO₂e)

Cool down! Using river water for process cooling

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



Ioan Adrian Stanese (Greiner Packaging)
Thermoforming Setter

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

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

Produce our own electricity using photovoltaics

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

Buy green electricity in the short term

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

Promote development of green electricity in the long term

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

Power Purchase Agreement

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

On the right track for energy efficiency

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

Energy efficiency (kWh per TEUR turnover)

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

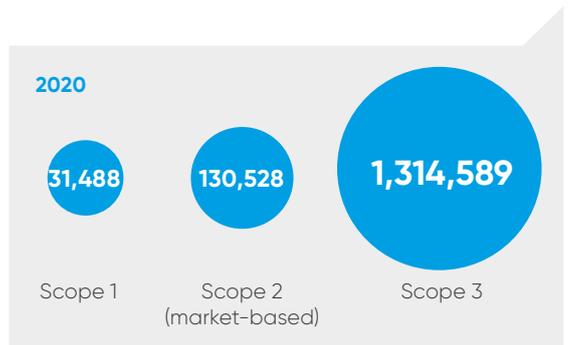
Energy efficiency in our production process plays a key role in going carbon neutral, and so we have also set ourselves a goal here. Measures and projects in this area are thus important to detecting and resolving inefficiencies and leakages (losses). This is the only way to reduce emissions across the board. We achieved energy savings of almost 6,500 MWh in 2020, which translates into a reduction of about 3,000 tonnes of CO₂ equivalents.

How we calculate our carbon footprint

Calculating our corporate carbon footprint is a key element of our Blue Plan sustainability strategy. Analyzing our CO₂ emissions allows us to identify potential to make reductions and to develop suitable action plans to achieve our climate protection targets. In the past, we calculated emissions from our Scope 1 and 2 business activities, using 2018 as the base year. We expanded our emissions calculation to include Scope 3 categories for the first time in our 2020 carbon footprint. In total, Greiner's business activities were responsible for Scope 1 and 2 emissions² of 162,016 tonnes of CO₂e. This means that emissions generated in production have risen by 3 percent since 2018.

Greiner (t CO₂e)

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



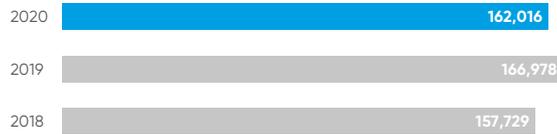
Energy savings



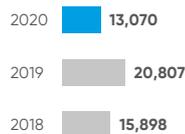
1 The Greiner Sustainability Report 2018 states 276 kWh per TEUR turnover. This was corrected as it included the turnover of a joint venture outside our system boundaries.
 2 Scope 1 and 2 (market-based approach).

Emissions Scope 1 & 2 (t CO₂e)*

Greiner



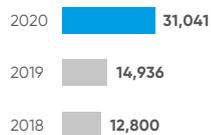
Greiner Bio-One



Greiner Packaging



NEVEON



Greiner Extrusion



*A detailed description of how CO₂ emissions are calculated can be found at the end of this report.

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

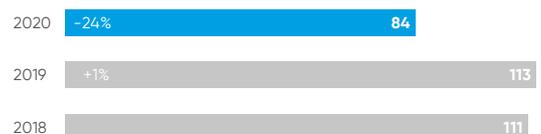
Given the lack of energy data or a more precise calculation method, we have recalculated our emissions retrospectively. Compared to our first sustainability report in 2018, recalculating our emissions results in larger differences in Scope 1 emissions. In 2018, we also aimed to include Scope 3 emissions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

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

Cut specific CO₂ emissions in half

Our goal is to reduce our specific emissions (Scope 1 and 2) by 38 percent by 2025 and by 53 percent by 2030. Our absolute and specific emissions rose slightly between 2018 and 2019 and declined in the following year – down three percent in absolute terms with specific emissions down by 25 percent. This massive reduction in specific emissions was driven primarily by growth at Greiner Bio-One. As a company in the life science sector, the division was particularly affected by the coronavirus pandemic: Based on its product range, this division saw increased demand and so was able to reduce the amount of energy used per euro earned. While our specific emissions in 2018 came to 111 kg per thousand euros of turnover³, in 2020 we reduced this to 84 kg per thousand euros of turnover.

Specific CO₂ emissions (kg CO₂e per TEUR turnover)



³ According to the Sustainability Report 2018, our specific emissions totaled 143 kg of CO₂. The 2018 data was updated based on corrected energy data and the subsequent recalculation of our emissions.

Science Based Targets by 2023

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

Science Based Targets Initiative

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

Offsetting emissions

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

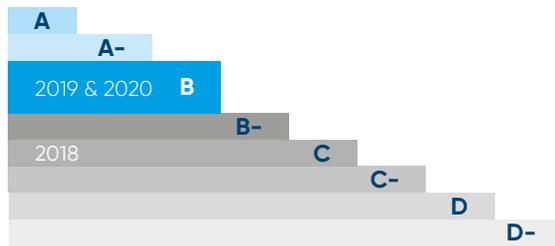
Carbon pricing as a necessity

In our first sustainability report in 2018, we aimed to set an internal CO₂ price. This has still not been finalized, mainly because we had to recalculate our Scope 1 and Scope 2 emissions in the last two years and make corrections accordingly. We therefore had to postpone our plans for internal carbon pricing. But postponed is not the same as canceled. By 2023, we intend to make a fresh attempt and address internal emissions taxation.

Become an A-list team in climate protection

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

Our CDP climate score



Go carbon neutral as quickly as possible!

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

klimaaktiv pakt2020 target agreements

	National minimum targets by 2020	GPA pact targets by 2020
Reduction in CO ₂ emissions	16%	21%
Increasing energy efficiency	20%	40%
Minimum share of renewable energy	34%	63%
Share of renewable energy in transport	10%	10%

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

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

Tanja Zauner (Greiner Packaging)
Technician Thermoforming



Production & Operations Waste



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

Ernst Wallner (Greiner Packaging)
Technician Thermoforming

Make waste a resource!

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

Our goal

We want to be climate neutral by 2030.

Our targets

0t

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

75%

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

Our performance

2,212t

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

42%

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

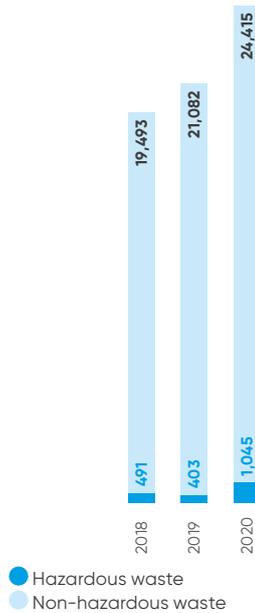
Waste is not to be thrown away

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

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

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

Total waste by waste type (t)



"At Greiner, we apply the EU Waste Framework Directive's five-step waste hierarchy."

Razvan Catalinoiu (NEVEON)
Technician

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

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



Total waste by waste type for each division (t)



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



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



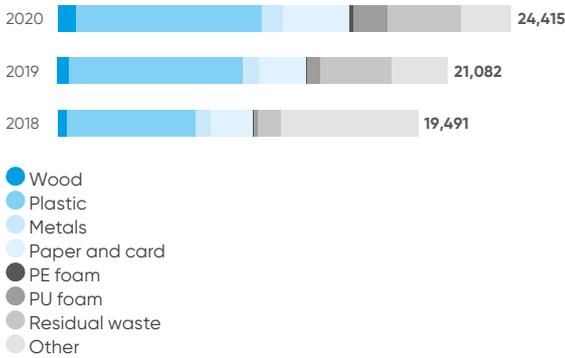
	2018	2019	2020
NEVEON	5,956	7,236	10,630
Hazardous waste	59	75	305
Non-hazardous waste	5,898	7,160	10,324



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

Waste

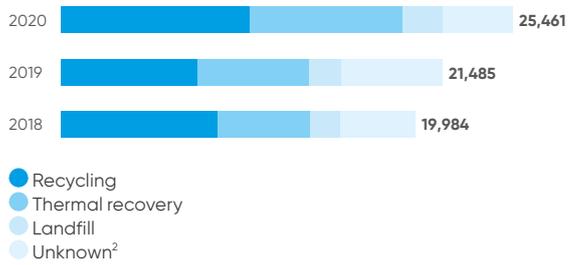
Breakdown of non-hazardous waste (t)



Looking at the development of the disposal types of non-hazardous and hazardous waste, it is particularly positive to note that the amount of waste for which the disposal method is unknown has been greatly reduced. This means that we have a much better idea of how our waste is disposed of. This also creates an awareness of where we are in terms of achieving our goals. The increase in the amount of waste sent to landfill (+480 tonnes / +28 percent) in the last three

years is almost equal to the total rise in waste (+27 percent) and so the share of waste sent to landfill remains unchanged at nine percent. This means that we have to address the 2,212 tonnes and find solutions to completely avoid sending any waste to landfill. Good data is a first step in the right direction to achieving this. Knowing what happens to our waste is a key concern at Greiner. On an even more positive note, we reduced the amount of waste for which the disposal method is unknown by almost six percent between 2018 and 2020.

Total waste by disposal method (t)¹



Catalin Sirbu (Greiner Packaging)
Technician

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

Non-hazardous waste by disposal method (t)

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

Hazardous waste by disposal method (t)

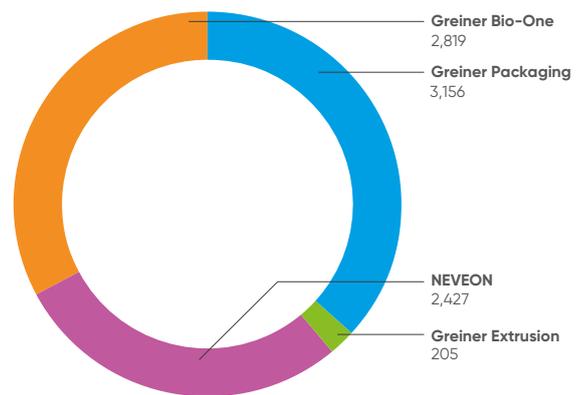
	2019	2020
Greiner Bio-One	72	324
Recycling	4	4
Thermal recovery	3	282
Landfilling	16	24
Unknown	48	14
Greiner Packaging	186	364
Recycling	44	222
Thermal recovery	26	48
Landfilling	0	0
Unknown	116	93
NEVEON	75	305
Recycling	15	22
Thermal recovery	38	99
Landfilling	0	0
Unknown	23	184
Greiner Extrusion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

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

We calculated the emissions generated by our operational waste for the first time in 2020. These came to a total of 8,608 tonnes of CO₂ equivalents. This calculation is based on the waste categories and the type of disposal. For example, waste sent to landfill has a higher emission factor than waste that is recycled or incinerated. This way, the following picture emerges:

Waste emissions (t CO₂e)

8,608
Greiner as a whole



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

Production & Operations Water



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

Vasile Stefu (NEVEON)
Foaming Manager



Stop wasting water!

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

Our goal

We want to be a fully circular business by 2030.

Our targets

By 2030

Reduce water consumption in areas with water risks.

By 2023

Create a water policy at all sites with water risks.

Our performance

-17%

Our water consumption has declined by 17 percent since 2018.

6 Sites

Six sites had a water policy in place in 2020.

Conserving water

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

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

In terms of water withdrawal, the strong increase in surface water in 2020 is particularly striking. This is due to the ongoing improvement in data quality. Our total water consumption, the difference between water withdrawal and return, has reduced by around 20 percent since 2018 and was in total 46,024m³ in 2020.

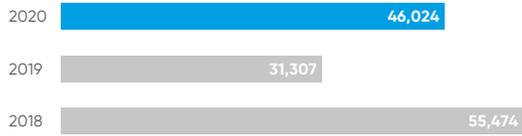
Water withdrawal (m³)

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

Water discharge (m³)

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

Total water consumption (m³)



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



Mike Raj (Greiner Bio-One)
IT Manager

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

Water withdrawal from water stressed areas² (m³)

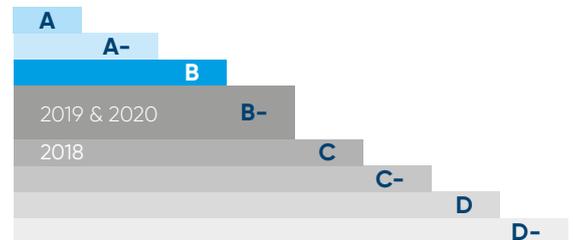
	2018	2019	2020
Surface water	0	0	4,759
Groundwater	4,500	25,855	32,510
Water from third parties	38,218	62,731	67,742
Total	42,718	88,586	105,011

Water discharge in water stressed areas (m³)

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

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

Our CDP water score



WWF Water Risk Filter

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

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