

The Klingele Sustainability Report 2024



People. Planet. Progress.

KLINGELE
PAPER & PACKAGING



Foreword by our Managing Partner

Dear Readers,

I am pleased to present our third Sustainability Report, which illustrates the Klingele Group's continued progress on our path towards responsible, future oriented business practices. In 2024, we built upon the solid foundation of previous years and pushed forward with determination and innovation to further embed sustainability across all areas of our operations.

A key milestone was the advancement of our decarbonisation strategy. With the start of the transformation plan for our Weener site, we are taking concrete steps towards reducing greenhouse gas emissions in line with international standards. This includes detailed emissions analyses, the definition of ambitious reduction targets and the implementation of structured measures – all carried out with the active involvement of our employees.

At the same time, we have expanded our use of renewable energies. A prime example is our large-scale photovoltaic project in Tenerife, which is progressing steadily and is scheduled for completion in 2026. Alongside our hydropower and biomass initiatives, this investment underlines our long-term commitment to energy self-sufficiency and climate protection.

Our commitment to social responsibility also remains unwavering. The international roll-out of our Klingele Competency Model is promoting personal development and a shared understanding of values across all our sites. In addition, our proactive approach to transparency and due diligence is demonstrated by

our compliance with legal requirements, such as the EU Supply Chain Act and CSRD.

None of this would be possible without the dedication of our employees, partners, and stakeholders. I thank you all for your commitment, your ideas and your belief in a shared, sustainable future.

Sincerely,



Dr. Jan Klingele

About this report

The Klingele Sustainability Report 2024 aims to provide transparency to our stakeholders about the sustainable business practices of our company.

Scope

The data collected is from the financial year 2024. As Maistapack did not join until September, no data was collected for this report. Please take note that specific production sites have been excluded from our Sustainability Report due to their minority ownership status e.g. Scandinavia. Our Senegalese site has now been included in this report.

Methodologies

GRI standards:

This report was prepared in reference to the guidelines of the Global Reporting Initiative (GRI).

Headcount & FTE:

Headcount: the total number of employees (heads), independent of their contractual working time.
Full Time Equivalent (FTE): dependent on working time and type of contract (full-time or part-time).

Formula:
$$FTE = \frac{\text{number of contractual hours}}{\text{number of hours in full-time contracts}}$$

The FTE method was used for all figures reported on employee numbers and social GRIs. If the headcount method was used, this is marked or explained.

Why we used FTEs in this report:

- **Consistency:** FTEs provide a consistent way to measure numbers of employees across different departments or business units, regardless of the number of hours worked by each employee.
- **Comparability:** FTEs enable easy comparison of employee growth across different time periods, enabling organisations to track changes in their workforce over time.
- **Compliance:** FTEs are often used to determine compliance with laws and regulations, such as those related to healthcare coverage or minimum wage requirements.

The Greenhouse Gas (GHG) Protocol was used as a basis for categorisation of emissions. Scope 1 and Scope 2 are included. The calculation and integration of Scope 3 emissions at group-level is currently in progress.

Materiality

The concept of double materiality required by the European Sustainability Reporting Standards (ESRS) is applied. To implement our materiality analysis, we clustered business units with similar characteristics – for example, by manufacturing specialty. We also selected the paper facility at Weener as a pilot unit for modelling our process. Status quo analysis was delivered by taking into account existing documents and information along the entire value chain of the Klingele Group. We held workshops on areas of action with internal stakeholders from specialist departments, including plant management, technical development, energy, environmental and quality management, occupational safety, human resources, employee representatives and compliance.

In addition, for the Strasbourg plant, we held simplified workshops with the local QHSSE manager (Quality, Hygiene, Safety, Security & Environment). Analysis of Nova Campina was based on an extensive Environmental Social Due Diligence (ESDD) report published in 2022, after an external audit (RINA report).

In the fields of action of climate protection, employees, resources, circular economy and working conditions in the supply chain, our experts evaluated actual and potential negative or positive impacts, as well as financial risks and opportunities, in terms of their extent and probability of occurrence. In the case of negative impacts, we also assessed remediability.

The findings of our materiality analysis, including the results, are only partial at this stage and relate specifically to the paper division. In response to the upcoming changes introduced by the Omnibus package, we will publish our materiality assessment for the remainder of the Klingele Group once the framework is in place.

Table of contents

Governance	6
Milestones	8
An impactful organisation	10
Key facts	11
A passion for packaging	12
A responsible leadership team	14
A collaborative sustainability	16
Blue Box Partners	18
The perfect cycle	20
Supply chain	22
Materiality	23
SDG	24
Economic responsibility	25
Performance and impact	27
Environmental responsibility	28
Raw materials	30
Water	31
Energy	32
Emissions	33
Recyclables and residuals	34
Social responsibility	35
Employment	37
Diversity	38
Training and education	39
Health and safety	40
Annex	41
GRI index	42
Certificates	44



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Containerboard and corrugated board
 packaging manufacturer
 Klingele Paper & Packaging

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More about our sustainability
 management:
sustainability@klingele.com

www.klingele.com

Governance is
key to delivering
over 100 years
of Klingele's
success.



Governance

Governance provides Klingele with the management and decision-making processes necessary for the effective direction, control, and success of our organisation. Since 1920, it has been pivotal to our ability to embrace innovation, while staying true to our founding principles. From the strength of

our leadership team and organisational structure through to our collaborative approach towards sustainability and our partners, our passion for paper and packaging ensures that we deliver the products and services that customers demand.



KlingeLe milestones

For over 100 years, Klingele's success has been founded on three strong pillars: our people, their ideas and their commitment. From humble beginnings to today's status as a global Group, the Klingele story continues to unfold with every apprentice or new employee who joins us.

This timeline offers only a snapshot of the many innovations and investments that have helped the Klingele name to become synonymous with expertise in corrugated board, paper, and packaging.



Foundation

Badische Wellpapierfabrik
Klingele & Holfelder in
Wiesloch, Alfred Klingele
& Emil Holfelder

1920



Development

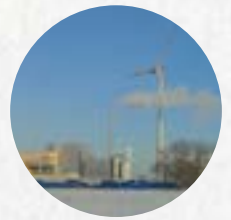
Nationwide presence in
Germany and Dr. Brigitte
Klingele joins the
management team

1968

Investment

Start of the largest
expansion programme.
Investment in machinery,
technologies, and
sustainable energy
supply

2000



RDF power plant

Commissioning
of the energy
power plant
in Weener

2008



1936

Expansion

Construction of the second
factory in Remshalden,
current Head Office for the
Klingele Group

1961

New markets

Acquisition of the paper
mill in Weener & expansion
in Spain through company
shareholdings

1992

3rd generation

Dr. Jan Klingele takes
over the management
of the Klingele Group

2006

European alliance

Foundation of Blue Box
Partners as a European
Alliance

1947

The next generation

Dr. Werner F. Klingele takes over
management of the company



BLUE BOX
PARTNERS



Light weight paper

Founding of Blue Paper in Strasbourg as a joint venture with VPK Packaging Group

2013

KLINGELE

PAPER & PACKAGING GROUP

Investment in Cuba

Acquisition of Compacto Caribe in Cuba together with Trade Packaging

2017

Brand-relaunch

The Group appears together under the new umbrella brand

2019

Expansion in the Caribbean

Acquisition of the box plant in Guadeloupe: Klingele Cartonnerie des Antilles

2021

Kraftliner in Brazil

Takeover of the Kraftliner mill in Nova Campina, Brazil



Energy Island, Brazil is operational

The Nova Campina energy self-sufficiency project is successfully completed

2024

2015

Expansion in Africa

Acquisition of MPE in Nouadhibou and construction of Mauripack SARL in Nouakchott, Mauritania

2016

Steps to Scandinavia

Acquisition of Peterson Packaging together with VPK Packaging

2018

Investment

Blue Paper: construction of the Blue Circle RDF power plant

Takeover in Spain

Complete takeover of the Spanish Ondunova Group

2020

100 years

Company centennial anniversary



2022

Expansion in Africa

Construction of a new sheet plant in Diamniadio, Senegal

2024

Partnership with Maistapack

Expansion of the product portfolio through the partnership with the Austrian company Maistapack

An impactful organisation



Klingele Sites:

Group Head Office

Paper mill

Power plant

Corrugated cardboard plant

Sheet/Converting plant

Logistics centre

Folding carton plant

Innovation centre

Minority share site

Key facts*

30 LOCATIONS IN
12 COUNTRIES

1 billion €
sales 2024

13 corrugated
cardboard plants

Capacity of
850,000 t
of paper per year

Capacity of
1.2 billion m²
corrugated
cardboard
per year

Since 2011,
investments of over
600
million €

8 SHEET/CONVERTING
PLANTS

3 PAPER
MILLS

3,100 employees

*Figures totalled from across Klingele sites
(including minority share sites)

A passion for packaging

The solution provider in the paper and packaging market

Klingele is an international family-owned business with locations in Europe, Africa and Latin America. As a global family, we work together with all our strength to meet the needs and challenges of our customers. We develop and distribute customised packaging solutions with reliable quality and a wide range of services. As true industry experts, we have a firm grip on the entire supply and production chain, from pulp to packaging. We act responsibly towards people and environment and are proud that our products

are part of a well-functioning circular economy. As a leading paper and packaging manufacturer, we recognise our responsibility towards external and internal stakeholders, the environment and society as a whole. For more than 100 years, we have been thinking ahead, using our expertise to take bold steps to consistently offer best solutions and innovative ideas. Our aim is to maximise the potential of customers and employees.



“At Klingele, our international presence allows us to effectively serve diverse markets through a combination of global scale and localised service.”

Dr. Jan Klingele, Managing Partner and CEO

People

At Klingele, people are at the heart of everything we do – both our customers and our employees, as well as other stakeholders. Speed and flexibility enable us to respond to individual needs and develop tailor-made solutions. We promote a culture in which everyone has the opportunity to realise their full potential. Flat hierarchies and open communication ensure that our employees can actively contribute and grow together. Thus we create an environment that fosters trust and long-term partnerships.

Planet

Sustainability is not just a goal for us, it is a fundamental attitude. We use modern technologies and processes to make our production more efficient and environmentally friendly. We use innovative concepts to reduce our environmental footprint and actively contribute to the conservation of resources. Decisions and investments are based on responsibility to the environment and to future generations. This is how we create tangible, lasting value.

Progress

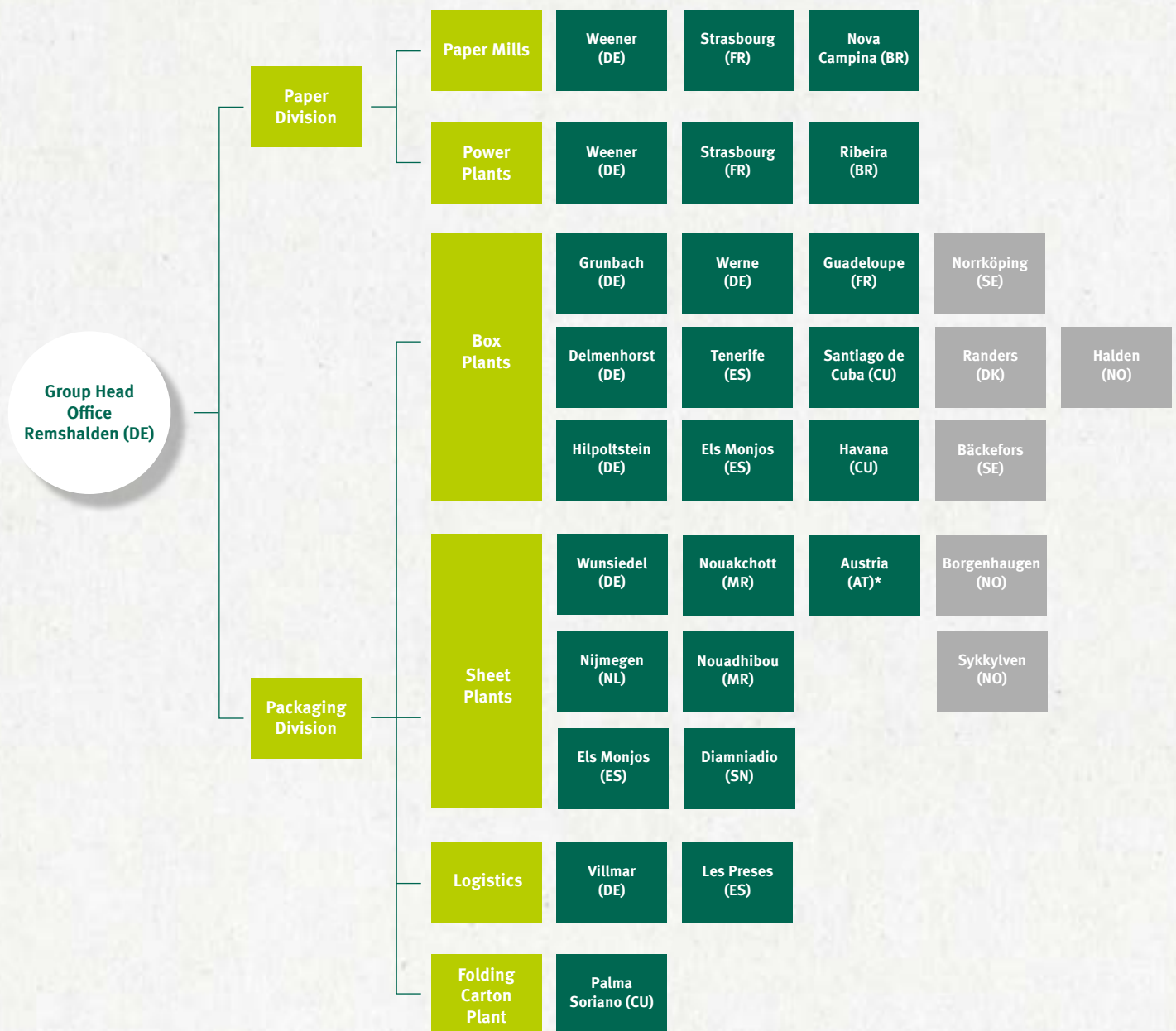
For us, progress means having the courage to break new ground. We focus on innovation and continuous development in order to actively shape the future. Our focus is on finding solutions that deliver added value. With our commitment to innovation and our openness to new ideas, we are constantly unlocking new potential – for our company, our customers and our employees.

Our global presence

Klingele brings together specialised units to provide our customers with the best possible service. The following diagram shows our organisational structure, and the production sites included in this report (marked in green).



Management board 2025



Please note that the production sites marked in grey have been excluded from our Sustainability Report data due to minority ownership (please see page 4).

* Data from converting plant Maistapack (Austria) not included

A responsible leadership team

Management board 2025

Our management board comprises five members in 2025, who regularly conferred to lead the affairs of the Klingele Group. With diverse backgrounds and well-defined responsibilities, board members collectively counsel on everything from operations

and innovation, through financial performance and regulatory issues – and of course, all matters pertaining to ESG, to ensure a comprehensive and considered approach to our commitments.



Dr. Jan Klingele

Managing Partner and CEO

As Managing Partner and CEO, and a third generation member of the founding family, Dr. Jan Klingele is responsible for the overall strategic leadership of the Klingele Group. Dr. Klingele is a prominent industry name, having served as president of the German, the European and the global corrugated cardboard associations.



Andreas Krafft

Chief Operating Officer, Packaging Division

Andreas Krafft has been responsible for Klingele's corrugated cardboard, sheet and converting plants worldwide. With extensive management experience in the international process industry, he drives the operational development of our packaging sites forward – pragmatically, solution-oriented and with a clear focus on the customer.



Jürgen Lemke

Chief Operating Officer, Paper Division

Jürgen Lemke oversees Klingele's global paper activities, including the Nova Campina paper mill in Brazil and Blue Paper in Strasbourg (a joint venture with our partner VPK). He focuses on the strategic development of the paper business, particularly by optimizing plant utilization and ensuring efficient supply to corrugated cardboard plants within the group.



Steffen Gehring

Chief Financial Officer

As head of the Group Finance Department, Steffen Gehring plays a central role in ensuring that the Klingele Group balances its financial performance with ESG responsibilities. The Stuttgart-born economist has worked for the business since 2005. Previously, Mr Gehring worked as an auditor at Ernst & Young and in financial management for various technology companies.



Christina Lauber

Chief Services Officer, Group Integration & Services

Christina Lauber looks after Klingele's central functions, including IT, Marketing, Human Resources, Sustainability, Compliance and Innovation. With 30 years of experience in the consumer goods industry, including 10 as a Managing Director, Ms Lauber has valuable expertise in strategic management and the development of synergies in complex corporate structures.

Sustainability

Sustainable development forms a regular and prominent part of every management committee meeting. Under the broad umbrella of ESG, subjects range from energy management and strategies for reduction of emissions, to

employee well-being, supply chain transparency, and ethical governance. In addition, our management committee consults our internal experts on various sustainability matters whenever needed.



“We are integrating ESG metrics into our control processes, building on years of sustainable development projects. This will strengthen our financial oversight and align our practices with evolving standards.”

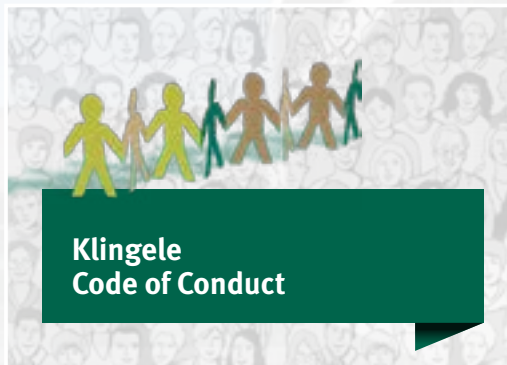
Steffen Gehring, Chief Financial Officer

Policy commitments

Our comprehensive policy commitments and Code of Conduct – signed by Dr. Jan Klingele to ensure accountability at the highest level – set the standards for all employees. These policies are also an important basis for our business relationships, reinforcing the company’s holistic approach to sustainable development and ethical business practices. The various Klingele production sites also comply with different internatio-

nal standards and certifications that provide a framework for continuous improvement and responsible business practices such as ISO 9001 for quality management systems, ISO 14001 for

environmental management, FSC® Chain of Custody (CoC) certifications (Forestry Management and Controlled Wood certified suppliers in Brazil) for responsible forestry, and ISO 50001 for energy management (please see page 60).



**Klingele
Code of Conduct**

Whistleblowing

Transparency and accountability are critical to maintaining a positive workplace culture and ensuring that our business operates with integrity. We take ethical behaviour extremely seriously and encourage all employees to speak up if they witness any

wrongdoing. Our whistleblowing process includes the availability of an internal anonymous reporting hotline by employees and third parties, and the appointment of a Human Rights Officer to oversee the process. klingele.integrityline.com



A collaborative sustainability

A holistic approach

There is no economy without people – and no people without the planet we share. That’s why, when we talk about collaborative sustainability, we include our internal colleagues and partners as much as working with external organisations, and stakeholders. We recognise that addressing complex

sustainability goals requires partnership, dialogue, and cooperation. Through leveraging our strengths and resources in combination with those of others we strive to drive positive environmental, social and economic outcomes.

Integrated sustainable management

Responsibility for sustainability extends across Klingele with our company structure enabling us to prioritise and promote sustainable thinking at every level. We achieve direct communication across departments and locations through a flat hierarchy, and

regular meetings aid swift decision making processes. For example, Plant Managers report directly to our Chief Operating Officers, facilitating greater productivity and access to expert knowledge on our material sustainability topics.



“Committing to the Science Based Targets initiative marks a pivotal step in our journey towards substantial sustainability goals, ensuring our business practices contribute positively to global climate efforts.”

Christina Lauber, Chief Services Officer

Memberships

We are committed to being an active voice within the corrugated board sector, collaborating on sustainability solutions to improve our industry's collective carbon footprint. Our Managing Partner Dr. Klingele plays a central role in this effort, having served as Chairman until 2022 and Vice Chairman until June 2023 of the International Corrugated Case Association (ICCA). Dr Klingele has also served as President of both the European Federation of Corrugated Board Manufacturers (FEFCO) and of the German association of the corrugated board industry – Verband der Wellpappen-Industrie (VDW). The Klingele Group is also a member of the German

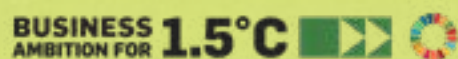
paper industry association DIE PAPIERINDUSTRIE, the Confederation of European Paper Industries (CEPI), and the World Containerboard Organisation (WCO), reflecting its dedication to supporting the German, European and worldwide pulp and paper industries. Through its active involvement in these organizations, Klingele underscores its dedication to influencing the future of the corrugated board industry and fostering positive transformation. This commitment is deeply ingrained across generations, as Dr. Werner Klingele, the forebear of our current managing partner, played a significant role in founding both the FEFCO and ICCA.



Science Based Targets initiative (SBTi)

Klingele has strategically aligned with the Science Based Targets initiative (SBTi), committing to rigorous climate targets. This move demonstrates Klingele's commitment to sustainability through the achievement of tangible objectives, namely the attainment of net-zero emissions by 2050 and a 50 % reduction in emissions by 2030. These commitments build on our long-standing sustainability practices

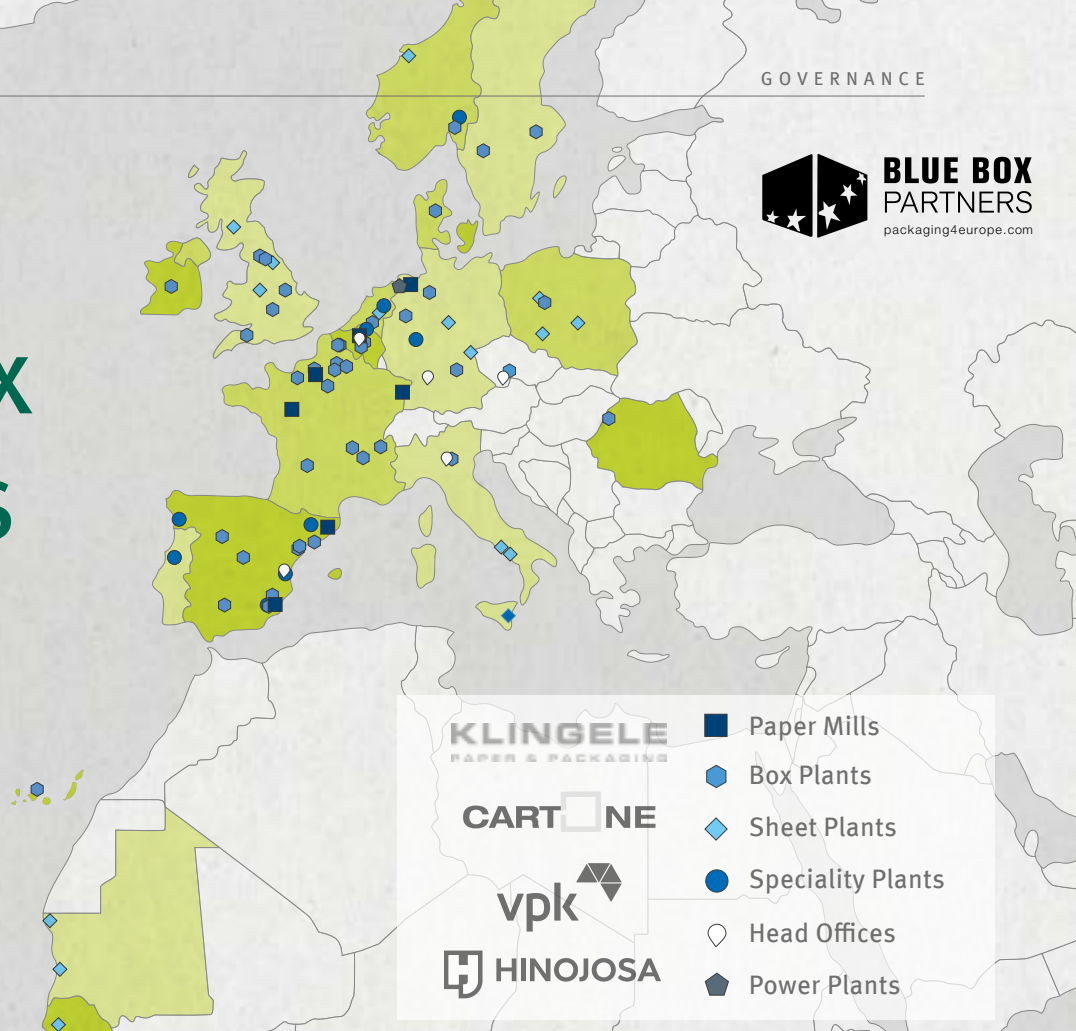
and demonstrate our belief in the compatibility of environmental responsibility and economic success. The German corrugated cardboard plants have established both short-term and long-term emission reduction targets in line with SBTi's science-based objectives. This ambitious alignment demonstrates our proactive stance on global climate challenges and reinforces our dedication to sustainable business practices.





**BLUE BOX
PARTNERS**
packaging4europe.com

Blue Box Partners



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CART ONE

vpk

HINOJOSA

- Paper Mills
- ⬢ Box Plants
- ◊ Sheet Plants
- Speciality Plants
- Head Offices
- ⬠ Power Plants

For client companies who operate across Europe, a packaging partner capable of delivering consistent quality and guaranteed supply accross Europe is highly desirable. Equally, individual factories of these companies value the shared language and personal service they get from a local contact.

But how can this be best achieved? Well, since 2006, Klingele has been proud to be part of one answer. We are a founder member of Blue Box Partners, an alliance of European manufacturers that share a clear objective: to supply customers with corrugated cardboard packaging throughout Europe in the best possible way.

Our fellow partners pursue the same progressive philosophy and strategy. We are all family businesses, well-established and successful in our respective markets. Alongside Klingele Paper & Packaging Group headquartered in Germany, there is Cart-One S.R.L. (Italy), Hinojosa Packaging Group, S.L. (Spain), and VPK Group NV (Belgium). By aligning innovation, reliability and partnership, with well-structured organisational, working and communication structures, Blue Box Partners has developed into a powerful strategic alliance in Europe that delivers corrugated packaging for customers where and when they need it.



“Our partnership within Blue Box Partners underscores our commitment to excellence and enduring values. Together, we strive to deliver corrugated packaging solutions across Europe that balance customer needs with our goals for sustainability.”

Armin Höttges, European Sales Manager of Blue Box Partners

Sustainability at Blue Box Partners

A commitment to responsible and sustainable business unites the Blue Box Partners. We understand that sustainability, in all its forms, is the framework for success.

We build trusting relationships with our customers, provide our employees with a safe and supportive workplace, and actively engage as a pioneer for climate and environmental protection.

Our corrugated packaging solutions are developed not only to add value to our customers but to contribute towards a closed loop circular economy. This has enabled us to set trends in packaging across Europe and provide an innovative approach to every challenge. Whether highlighting alternatives to plastics or optimising the efficient use of materials, we are the ideal partner to achieving a resourceful and innovative path for the future.

Facts & figures

Blue Box Partners play an important role in the European packaging market. Collectively, we are among the top three providers of corrugated packaging in Europe. The Blue Box Partners sustainability reports are available at: www.packaging4europe.com

114
Box plants

13
Paper mills

>13,000
Employees

Corrugated board production of 4.55 billion m²

Paper production of
2,2 million tonnes

Sales of
3.7 billion €

Investment of more than 750 million € until 2026

The Blue Box Partners



Dr. Jan Klingele
Managing Partner
Klingele Group



Antonio Sada
Managing Partner
Cart-One Sada Division



Denis Zenner
CEO Corex at
VPK Packaging Group



Ruben Martinez
President of
Hinojosa Group



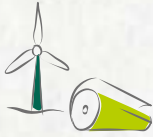
Closed loop recycling management is a key element in the European Commission's strategy for a climate neutral Europe by 2050. The future belongs to packaging materials that are part of a circular flow

of materials. The proven circularity of corrugated cardboard, saving resources and energy, makes Klingele a pioneer in recyclable packaging.



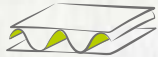
Responsible forestry & Kraftliner production

Our Brazilian mill produces strong Kraftliner from FSC®-certified pine and eucalyptus fibres. It generates renewable energy from hydropower and biomass, reducing environmental impact and fossil CO₂ emissions.



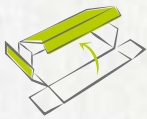
Recycled paper production

Our French and German paper mills produce Testliner and Fluting paper from 100 % recycled fibres. Renewable energy from biomass, wind, bio gas and refuse-derived fuels ensure an environmental friendly production.



Corrugated board production

We produce lightweight yet robust corrugated board by shaping containerboard into flutes and bonding it with starch adhesive. Single and double flute variants offer varying strength. Sheet/Converting plants convert the board into packaging through printing, creasing, die-cutting, folding, and gluing.



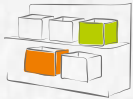
Packaging manufacturing

Our corrugated packaging is custom-made using die-cutting and flexo-folder-gluer machines. It ranges from sales displays to sturdy shipping containers. Industry 4.0 solutions like RFID enhance efficiency and precision in production and logistics.



Our customers

Our specialised packaging is tailored to customer needs, protecting products and enhancing brands. Designed for automated packing and logistics, it ensures safe and sustainable delivery to the final destination.



Commerce & trade

Corrugated packaging is ideal for commerce due to its flexibility, durability, and recyclability. It protects goods during shipping and storage, supports logistics, and helps reduce transport costs through its lightweight design.



Consumers & end-users

Corrugated packaging enhances the consumer experience with its tactile feel and strong visual impact. It protects a wide range of products and is easily recyclable or reusable, supporting the circular economy.



Paper for recovery (trade)

Used corrugated packaging is collected, baled, and recycled into new products, reducing landfill and conserving resources. If recycling isn't possible, it can be used for energy or decompose naturally—supporting the circular economy.



“As in a chain where each link must hold firm, every one of our paper mills is robustly supported by our proprietary energy production, ensuring operational sustainability and efficiency.”

Britta Trauernicht, Plant Manager of the Weener paper mill and Weener power station

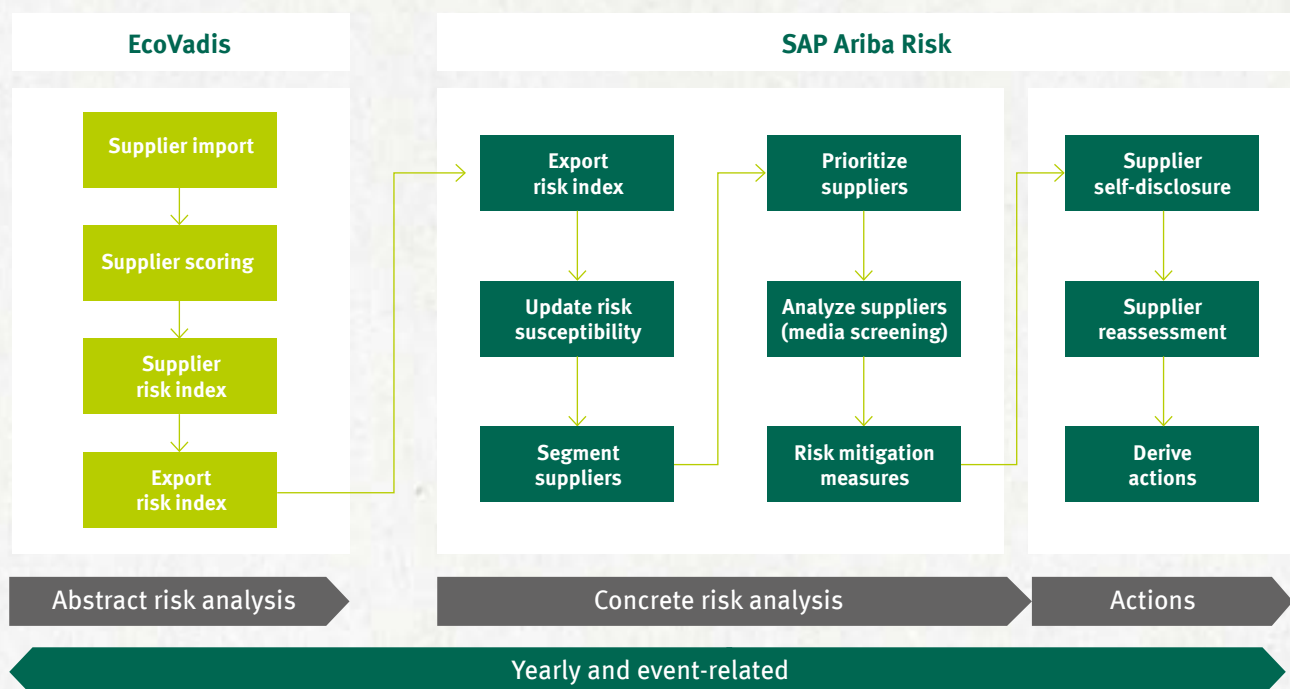
Supply Chain transparency through digital risk analysis

Protecting human rights and the environment in the supply chain – this is the aim of the German Supply Chain Due Diligence Act, which is also binding for us at Klingele. With about 1,200 employees in Germany (as of 2023), we have been subject to the Supply Chain Act since January 1, 2024. Although Klingele already met high standards in environmental protection and social responsibility, we lacked a systematic approach of monitoring and improving conditions along the entire supply chain with (at the beginning of 2024) 5,800 suppliers.

In order to meet the requirements of the Supply Chain Act, a comprehensive process was set up in early 2023 for the plants in Germany, which will be continuously developed and rolled out globally in the future. Sixtine Germain has been appointed Compliance Manager, a new position dedicated to this issue.

Klingele chose the EcoVadis IQ Plus software for the abstract risk analysis required in the first step. The concrete risk analysis is then carried out using SAP's Ariba Risk software. This enables the company to identify high-risk suppliers and impose measures on them to minimise or mitigate their risk.

Strategy for risk mitigation in the supply chain



Materiality

Our Double Materiality

Our materiality analysis identifies the sustainability issues that are relevant to Klingele, to help us define strategic priorities. Our analysis aligns to the European Sustainability Reporting Standards (ESRS) and Corporate Sustainability Reporting Directive (CSRD). We use double materiality to better analyse topics, comparing impact and financial materiality.

Impact materiality: What negative or positive, actual or potential impacts does Klingele

have on people and the environment through its industrial activities in relation to the sustainability topics?

Financial materiality: What financial risks or opportunities arise from the sustainability topics for Klingele?

The analysis is led by Klingele's Sustainability Management team and supported by experts from the various plants. For further details on our materiality process, please read "About this report" on page 4.

Summary of results

1 Climate change

We identified a negative material impact due to high energy consumption; however, this is moving in a positive direction thanks to our growing investment in renewable energy production and transformation working groups to set climate targets.

2 Resources

Analysis confirmed a mixed impact. The negative was due to high water consumption and industrial processes. More positive outcomes came from the circularity of Klingele's products and from the plants' FSC® Chain of Custody certifications (please see page 44), which guarantee the highest standard of forest management to minimise impacts on ecosystems and biodiversity both on site and in our value chain.

3 Our workforce

This registered an overall positive impact, thanks to collective bargaining agreements, workers' councils, and the possibility for further professional and personal development. While we are focused on implementing the highest standards for our Health & Safety, we recognise that there is always work to do and we remain fully committed to consistently seeking opportunities for further improvement.

4 Value chain workers and communities

We noted a mixed impact but acknowledged that deeper insights are needed. We defined as positive the FSC® CoC certifications of the plants (please see page 44), which also considers human rights in its audits, as well as our overall good relationship with residents around the plants.

(Year 2022)

The Sustainable Development Goals

The United Nations' Sustainable Development Goals (SDG) are a comprehensive framework for addressing the world's most pressing environmental, social, and economic challenges. Accordingly, we are integrating SDGs into our existing business strategies.



100 % of our employees are protected by the Klingele Safety Management System, which has been developed to create a safe workplace culture and provide resources for the physical and mental wellbeing of all our employees. By promoting healthy lives, our proactive approach aligns with the targets outlined in SDG #3 'Good Health & Wellbeing'.



1,850 participations in 239 seminars at the Klingele Academy to date. Klingele actively contributes to SDG #4 'Quality Education' by offering varied training courses, ranging from corrugated board technology to management, IT and work-life balance. By focussing on developing staff skills, we contribute to fair education and lifelong learning.



11,748.00 m³ of water was recycled and reused in our group. Paper production is a water-intensive process and by recycling and reusing water, we reduce the demand on fresh water resources. This effort is a crucial step in minimizing water consumption and directly contributes to achieving the targets outlined in SDG #6 'Clean Water & Sanitation'.



209,6 GWh of electricity generated from renewable sources in 2024. Klingele invests in a variety of renewable energy sources, including solar, biomass, hydro-power, biogas, wind turbine and one power plant. This results in a decreased carbon footprint per units produced and a drastically reduced reliance on fossil fuels. Such efforts are directly contributing to achieve the targets outlined in SDG #7 'Affordable & Clean Energy'.



12 countries invested in through Klingele's internationalisation. With over a century of experience, our company actively contributes to promoting longterm economic growth and generating job opportunities, not only in Germany but in various regions across Europe, Africa, and Latin America, directly contributing towards achieving SDG #8 'Decent Work & Economic Growth'.



Over 600 million euros invested since 2011 in technology, industrial infrastructure and renewable energy supply with Klingele's investment predating the implementation of SDG #9 'Industry, Innovation & Infrastructure'. Our unwavering commitment to sustainable development through renewable energy sources is reflected in various investments, such as the implementation of photovoltaic systems at multiple sites and the achievement of energy self-sufficiency at our Nova Campina plant.



506,202 t – 485,545 tonnes of discarded paper processed in Europe last year to produce 100 % recycled corrugated base paper. 20,657 tonnes of discarded paper, together with pulpwood from FSC® Forest Management and FSC® Controlled Wood sources, were used to produce Kraftliner in Brazil (see page 44). These efforts demonstrate our dedication to circular and sustainable production practices, supporting SDG #12, 'Responsible Consumption and Production'.



88,5 % of the fuels consumed in 2024 came from renewable resources including substitute fuels, demonstrating our commitment to reducing Klingele's dependence on fossil fuels. Over the past two decades we have invested in many different renewable energy sources. This has significantly decreased our greenhouse gas emissions per unit produced, and promotes sustainable practices to combat climate change, in line with SDG #13 'Climate Action'.



**Economic
responsibility**
is central to
Klingele's
corporate
strategy.



Economic responsibility

Economic responsibility is central to the Klingele Group's corporate strategy. We continuously and sustainably achieve our desired business results by operating with the utmost care.

The following section provides transparent insights into how we create and share economic value. The figures presented are based on our financial data and share insight into our economic development.

TAKE A LOOK AT OUR LATEST CASES →





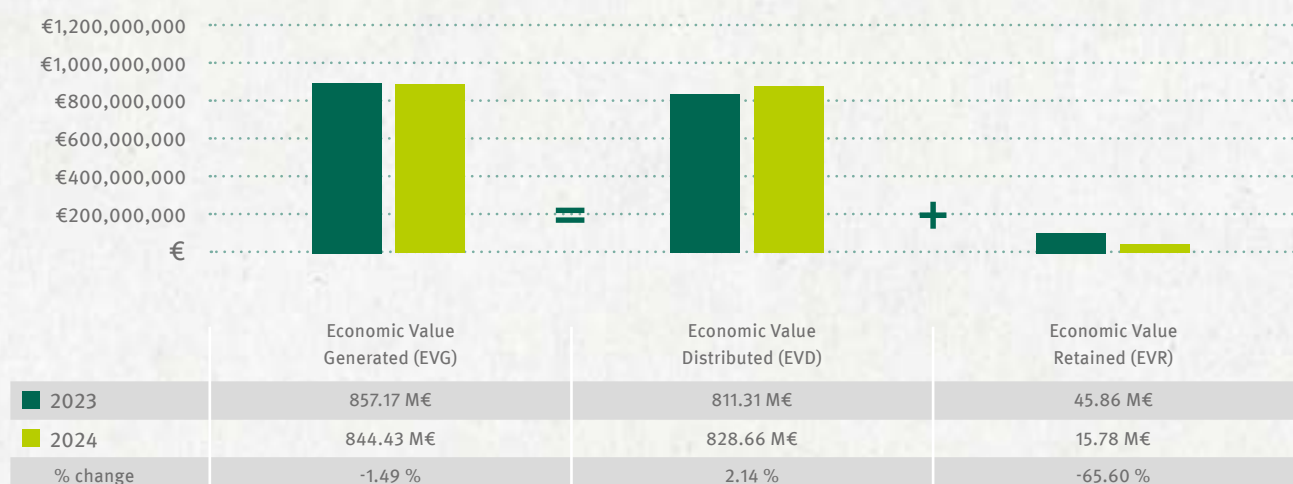
Key data

Economic performance and impact

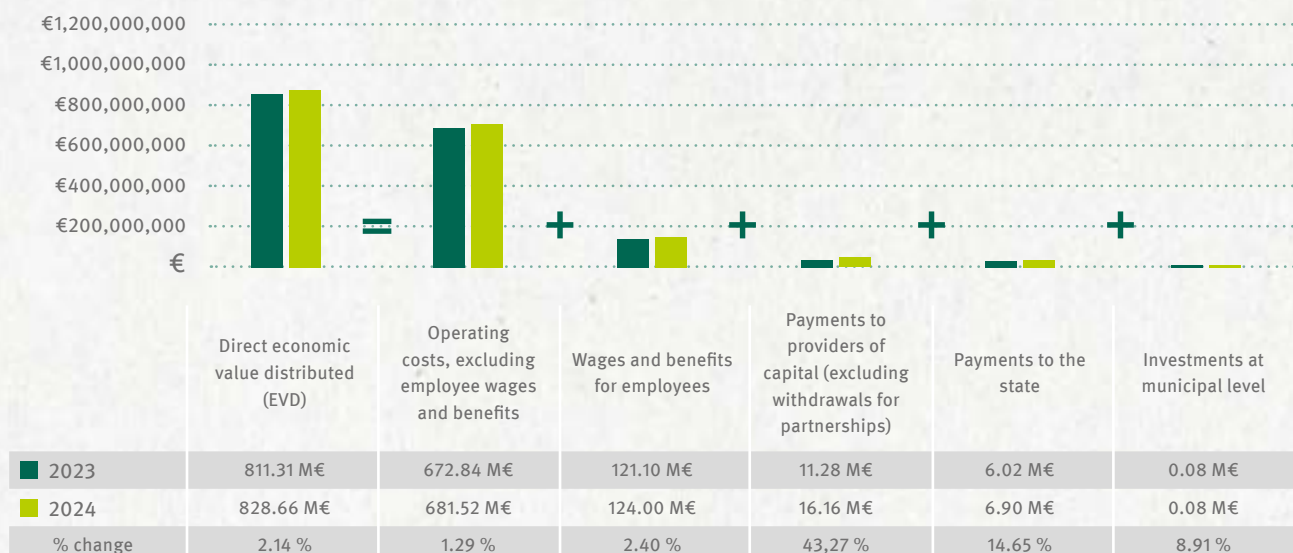
This summary of our economic performance and impact is based on the Klingele Group's financial statements. These were prepared using the accounting records of our constituent companies and include all adjustments and reclassifications necessary to ensure consistency (in terms of

timing and valuation) with the Group's accounting policies. The data is a purely summary view, i.e. no consolidation has taken place. In the reporting period, there were no legal proceedings due to anti-competitive behaviour or infringements of antitrust and monopoly law.

Direct Economic value generated: Revenues (EVG)



Direct Economic Value Distributed (EVD)



The deteriorating global economic climate and the resulting difficult market conditions have led to overall reduction of the created economic value.

At Klingele,
we take our
**environmental
responsibility**
seriously.



Environmental responsibility

As the Klingele Group's activities have a direct impact on the environment, we take our environmental responsibilities very seriously.

In 2024, much like in 2023, we also recorded zero incidents of non-compliance with environmental laws and regulations that resulted in monetary sanctions, in accordance with GRI 307-1.

This section highlights our efforts and continuous improvements on our environmental topics through the sourcing of materials, electricity generation, our water usage as well as figures concerning residuals and recyclables and other factors.

TAKE A LOOK AT OUR LATEST CASES →



Key data

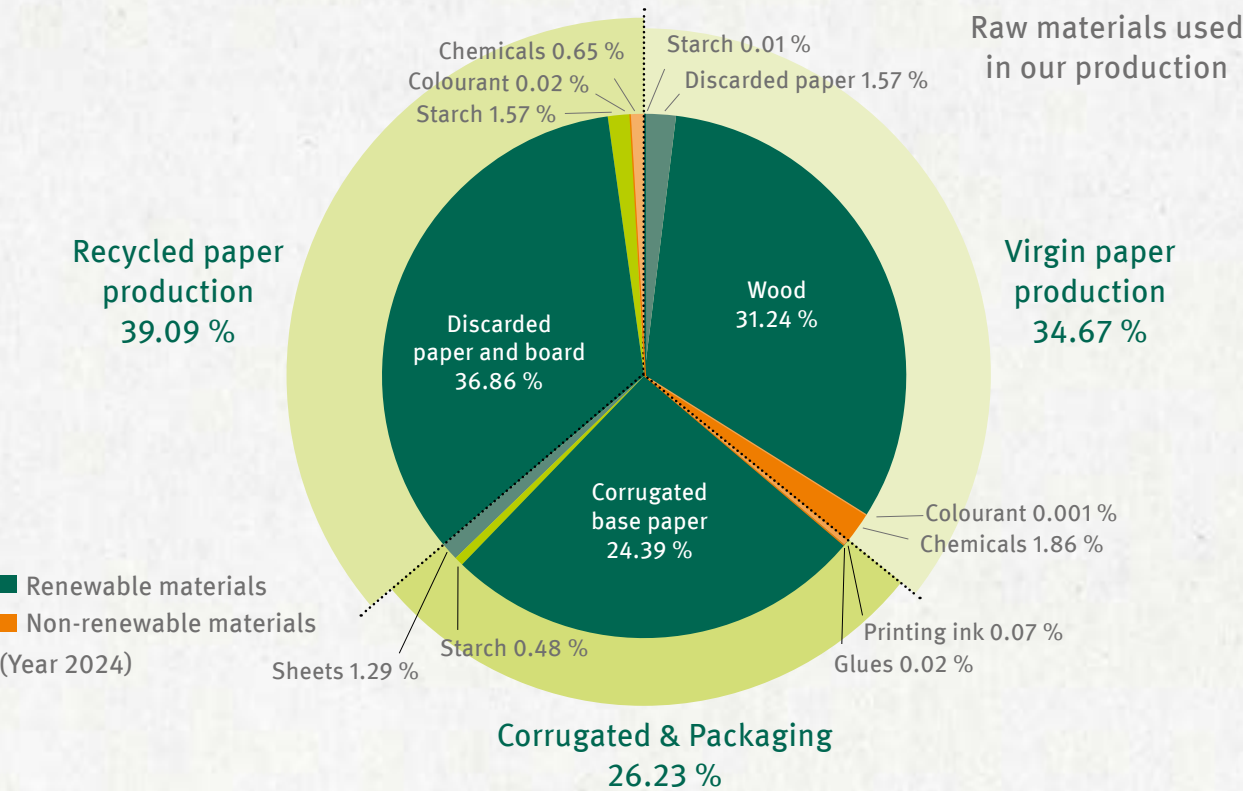
Raw materials

Paper

In 2024, we processed 506,202 tonnes of wastepaper to produce containerboard. Our Weener and Strasbourg sites produce 100 % recycled paper. In Nova Campina 30 % of the fibers come from discarded paper and board, while the remaining 70 % are virgin fibres. For the manufacture of virgin paper, we use pulpwood, wastepaper, chemicals and starch as our raw materials. For recycled paper production, we use discarded paper and board, starch, colourant, and chemicals.

Corrugated board

Corrugated board is produced in our corrugated box plants using containerboard and starch. Of the 321,256 tonnes of containerboard used in 2024, 140,933 tonnes were produced in our own paper mills, equating to 43.8 % of the total input from plants covered by this report.



Packaging

Our packaging is produced in our corrugated box plants and our sheet/converting plants. During board processing for packaging, we also use 211 tonnes of glue and 865 tonnes of printing inks across our sites.

Renewable and non-renewable

95.11 % of our raw materials are renewable – this includes fibres, whether recycled or virgin, and starch. The remaining 4.9 % are from non-renewable sources, and include colourants, chemicals, glues, adhesives, and printing ink.



Key data

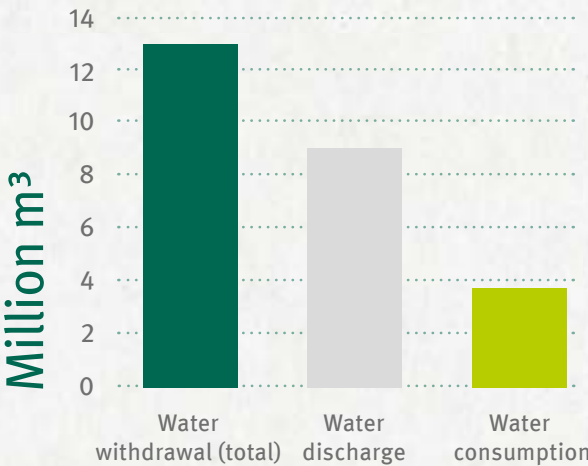
Water usage

Combining the Klingele Group’s paper and corrugated board production sites covered by this report, 12.8 million cubic metres of water is withdrawn annually. To ensure responsible usage, we analyse our water consumption in several ways:

- The ratio of water discharge and water consumption to water supplies (total)
- Individual categories of water supplies (total)
 - Surface water usage
 - Groundwater extraction
 - Rainwater harvesting
 - Municipal water extraction

We consume 30.36 % of our water with the remaining 69.64 % being discharged.

Water usage (Year 2024)



Paper production		Amount
Water withdrawal (total)	m³	12,798,879
Surface water withdrawal	m³	10,404,155
Ground water withdrawal	m³	2,204,654
Rainwater usage	m³	38,554
Municipal water withdrawal	m³	151,515
Water discharge	m³	8,929,395
Discharged to sewers	m³	0
Discharged to surface water	m³	8,929,395
Water consumption	m³	3,869,484

(Year 2024)

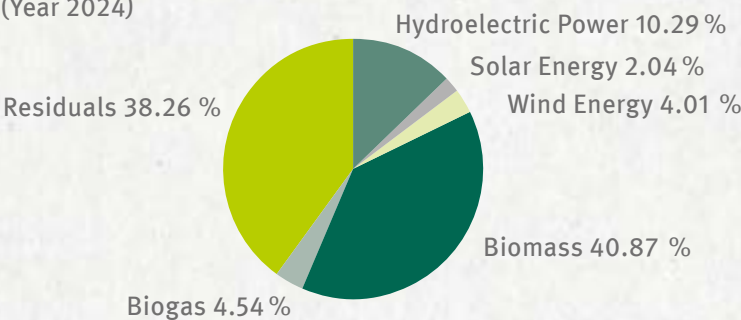
Corrugated & Packaging		Amount
Water withdrawal (total)	m³	86,462
Surface water withdrawal	m³	0
Ground water withdrawal	m³	5,082
Rainwater usage	m³	295,000
Municipal water withdrawal	m³	81,085
Water discharge	m³	44,215
Discharged to sewers	m³	44,215
Discharged to surface water	m³	0
Water consumption	m³	42,247



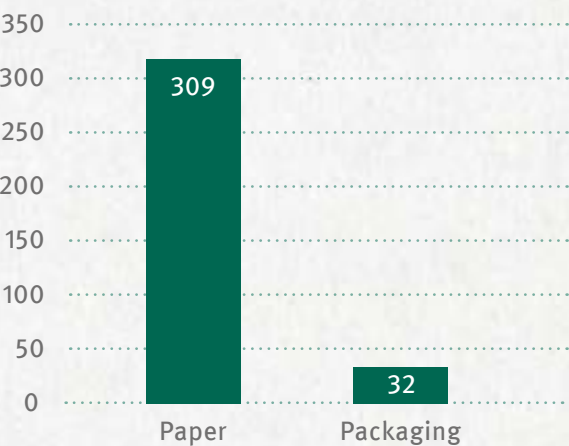
Key data

Electricity generation & energy consumption

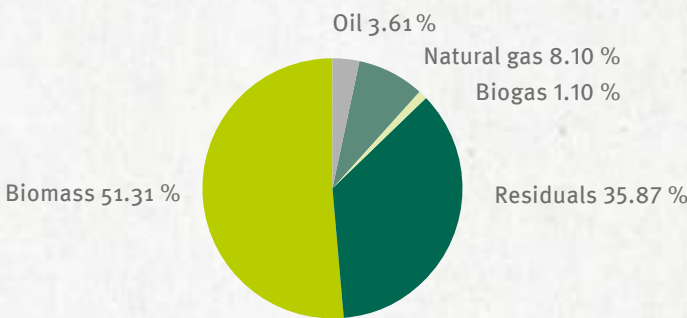
(Year 2024)



Electricity consumption compared (in GWh) (Year 2024)



Combustion (Year 2024)



Electricity generation & consumption

At Klingele, we generate over half of the electricity we consume, with only 44.3 % of our total electricity consumption being purchased. Importantly, we produce this energy sustainably from:

- A refuse-derived fuel (RDF) plant in Weener
- Biomass use in Strasbourg and Nova Campina
- Hydropower in Ribeira
- A wind turbine in Weener
- Biogas use in Weener and Strasbourg
- Solar panels across six sites

Overall, 90.6 % of the electricity we produced we consumed ourselves, with the remaining 9.4 % fed into the grid. As 90.6 % of the electricity we consume is required for paper production, we focus our efforts on saving energy and CO₂ at our three paper mills.

Combustion for energy generation

88.3 % of our energy derived from combustion is generated from renewables (biogas, biomass, substitutes) with only 11.7 % coming from the use of fossil fuel (oil and gas) sources.



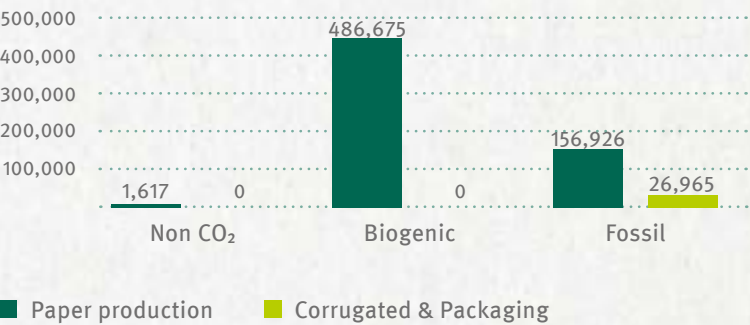
Key data

Emissions

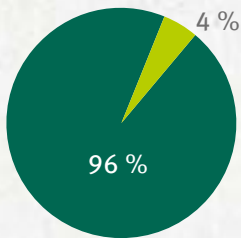
Both Scope 1 and Scope 2 emissions were accounted exclude comprehensively in the assessment, with the emissions being represented in this report. Emission factors were defined using the Futureproofed platform. By using this system, we have access to a broad range of emission factors following the widely used Greenhouse Gas (GHG) Protocol. Scope 1 emissions included all company facilities under the Klingele Group and any subsidiaries which are 50 % or more owned by Klingele. Company vehicles were initially excluded as they were estimated to contribute less than 5 % of Scope 1 emissions. However, measures are being taken to account for company vehicles' emissions. Scope 1

amounts to 145,971 tonnes of CO₂ equivalent emissions, and Scope 2 is 37,135 tonnes of CO₂. We have already started to compute Scope 3 data as well, such as inbound emissions from the purchase of goods and services, capital goods, fuel and energy, and outbound emissions resulting from product transportation and processing. We are continuously working to improve our capabilities to include Scope 3 and all relevant categories.

Emissions overview (in tonnes) (Year 2024)



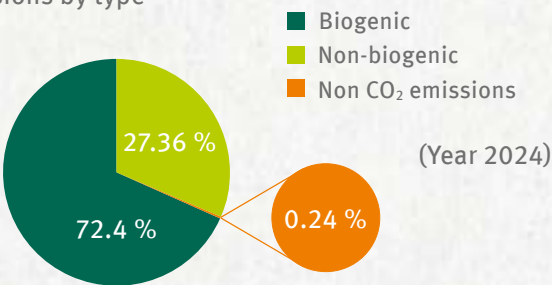
CO₂ emissions by segment (Year 2024)



Paper mill emissions includes a small part of non CO₂, such as SO_x, particulate matters among others. Klingele's constant efforts to reduce emissions are shown through our investments in renewable energy production and filtering technology. 72,4 % of our emissions are biogenic (not derived by fossil fuels burning). Biogenic emissions relate to the energy generated from biological sources in our paper mills (such as biomass boilers). Our commitment to

transparency, authenticity and progress in reducing our carbon footprint is an integral part of our work towards improving our business operations.

Emissions by type



Key data

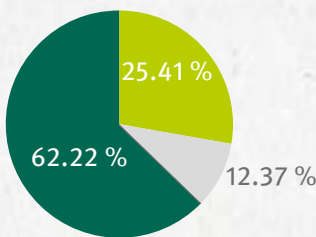
Recyclables and residuals

The Klingele Group is dedicated to end-waste reduction, which we achieve through a combination of energy recovery and a nearly closed loop recycling system. Energy recovery is defined as the responsible incineration of non-recyclable waste; this not only generates energy, but also reduces our reliance on

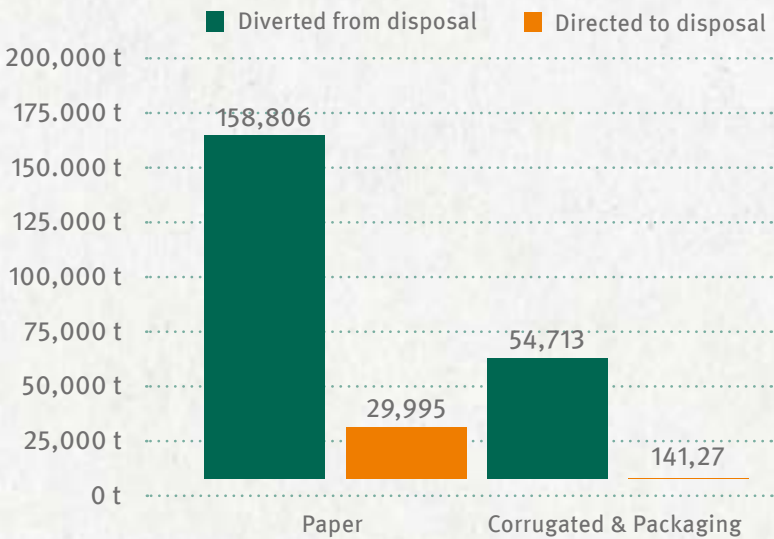
fossil fuels. Our recycling system is a vital component of Klingele’s production cycle. By reusing wastepaper in our paper manufacturing process, we promote resource efficiency and reduce our environmental impact.

Waste and recovery method

(Year 2024)



- Recycled/Reused
- Energy recovered
- Directed to disposal



57,707

57,707 tonnes of discarded paper* were recycled/ reused by Klingele in 2024

*paper generated as waste in Klingele's own production processes

87.6 %

of waste generated by Klingele is diverted from disposal. That is, we are sure it will not end up in a landfill.

Social
responsibility
shapes
Klingele's
vision for
the future.



Social responsibility

Social responsibility shapes not only our day-to-day actions but our vision for the future. This section of the report explores how the Klingele Group strives to improve wellbeing and opportunities for our employees. We focus on data collection of diversity, age group and employee training to secure continuous improvement and equality in the

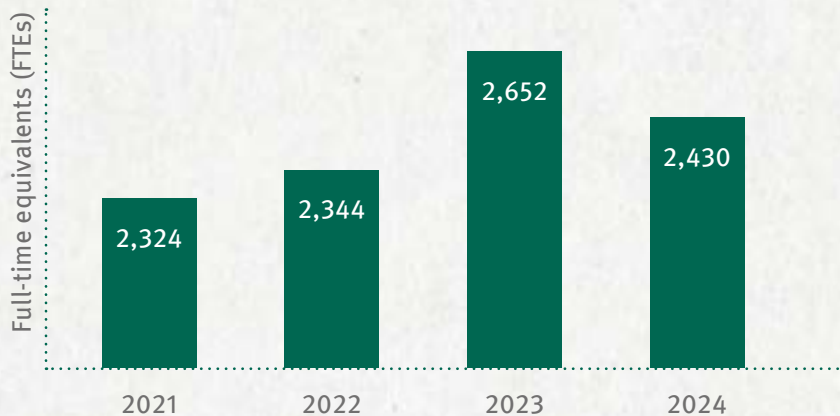
workplace. Additionally, we provide key insights into employee demographics, occupational health and our ongoing efforts to strengthen the safety culture within the company.

TAKE A LOOK AT OUR LATEST CASES →

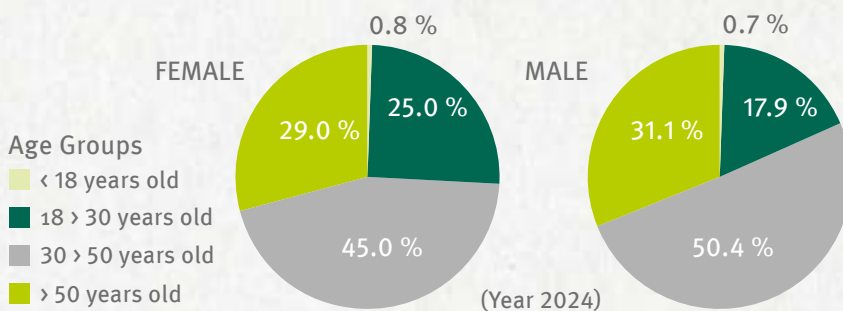


Key data

Employment insights



Due to changes in the reporting scope, there is a decrease in our reported number of employees. In 2024, we had 2,429.96 full-time-equivalent (FTE) employees, of which 380.63 were female and 2,022.33 male. Although we included 'diverse' as a gender option in our data collection, none of our employees self-identified as 'diverse'. The following graphs provide a detailed breakdown of our workforce by gender and age group.

**Parental leave**

Nearly all our employees, 98.8 %, are eligible for paid parental leave; in Mauritania, men are not eligible for paid leave due to national regulatory differences. In 2024, of 86 employees taking parental leave, 52 were male (2.5 % of male employees) and 28 female (6.6 % of female employees). These numbers are measured using the headcount method.

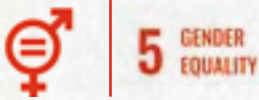
Employee benefits

At Klingele, we prioritise the well-being of our workforce, ensuring their needs are met through comprehensive packages that meet or surpass local regulations. Our benefits for example include health insurance, retirement plans, and paid parental leave, which provide the necessary support and environment for employees to flourish, both professionally and personally.



“We are striving for an even more partnership-based corporate culture and want to promote both the individual and overall sustainable development of the entire group of companies.”

Anke Püttmann, Head of People & Culture



Key data

Diversity in the workplace

At Klingele, we start with the belief that everyone, regardless of background, is valued, respected, and has the opportunity to flourish. Our diversity and inclusion plan sets out these principles, helping to build awareness and ownership, and embed them across all aspects of our people policies and practices. The table below shows the changes over the past year, according to gender by working time and type of contract.

As a company, we are also encouraged by the incremental improvement of our workforce gender balance. We will continue now to focus on ensuring a work environment where we can develop and retain more women, while also growing our leadership pipeline through greater talent identification, succession planning and market-driven remuneration.

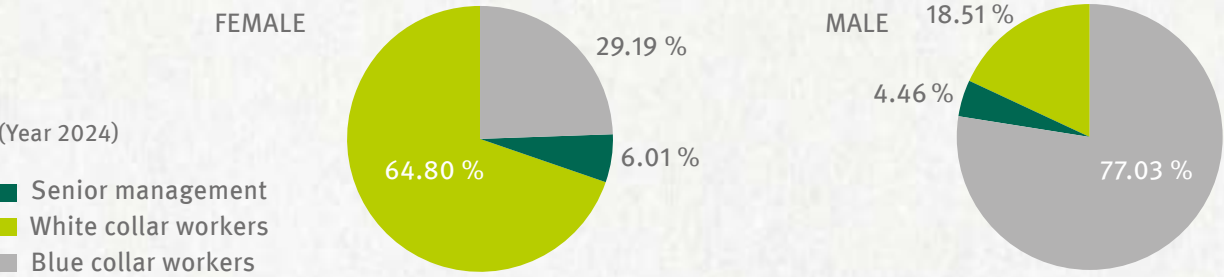


	Female		Male		Diverse	
	2023	2024	2023	2024	2023	2024
Number of employees (FTE)	425.6	382.3	2,226.7	2,047.7	0.0	0.0
Permanent contract	95.1 %	92.6 %	95.0 %	93.6 %		
Temporary contract	4.9 %	7.4 %	5.0 %	6.4 %		
Full-time	81.3 %	82.7 %	97.4 %	99.2 %		
Part-time	18.7 %	17.3 %	2.6 %	0.8 %		

Diversity by employee group

Our management committee acknowledges the importance of diversity in its broadest sense in management positions as a driver of its effectiveness. Diversity encompasses diversity of perspective,

experience (including working internationally), background (including cultural, socio-economic and nationality), personality type, cognitive and personal strengths, and other personal attributes.





Key data

Training and education

KlingeLe is committed to the training and development of our employees – and we monitor our performance carefully to ensure we meet this promise.

In 2024, our training hours per employee (FTE) increased to an average of 40.3, up from 24.9 hours in 2023 and equating to a total of 97,931 hours of training during the year. Both external and internal training programmes are included in this data, as well as time spent in the KlingeLe Academy. Training opportunities are available to employees, regardless of age, gender, location or job function. Inevitably, there will be differences driven by the nature of the job roles – for example, our shop floor employees must undertake more compulsory training than our office-based colleagues.



Average hours of training per employee		
	2023	2024
Female	17	32
Male	29	42
Blue collar workers	30	49
White collar workers	20	21

Likewise, our business currently employs more men than women, and more of them work in production roles which, by their nature, require more training. Therefore, while the data suggests fewer training hours for our female employees, by taking a holistic view we ensure that women receive equal training opportunities relative to their roles.



“Nelson Mandela famously said that ‘education is the most powerful weapon to change the world.’ We wholeheartedly agree and that’s why we focus on continually developing our employees to help them achieve their very best.”

Debra Douglas, Marketing & KlingeLe Academy English Instructor



Key data

For long-term occupational health

We take the wellbeing of all our employees extremely seriously. That’s why we have implemented the Klingele Safety Management System, a robust framework for occupational health and safety, across all our sites. Seven of our sites are classified at the Basic level of the safety management system, six at the Intermediate level, and eight at the Best Practice level. By meeting all minimum local legal requirements and following recognised international guidelines, we ensure our employees can work with complete peace of mind.

Training & accident prevention

We understand that effective safety starts with good training. That’s why we provide mandatory annual safety training to all team members at our sites, with 98 % undertaken during working hours. Our training programme is tailored to each facility, ensuring its relevance and effectiveness in addressing site-specific hazards.

Risk assessment

A risk assessment is a crucial step in ensuring workplace safety. In the Klingele Safety Standard, we define a risk assessment according to the

following hierarchy: substitution, technical measures, organisational measures, personal measures, and instruction. By following this process, we identify and minimise potential workplace hazards to create a secure working environment for everyone.

	2023	2024
Total hours worked	4,326,307	4,030,305
Number of nearmisses	194	106
Number of accidents	73	70
LTIR	16.87	17.24

We use Loss Time Injury Rate (LTIR) as a measure of our safety performance, which calculates the number of occupational accidents resulting in at least one day of lost time, to the total hours worked. We acknowledge a slight increase in our LTIR, which rose from 16.87 in 2023 to 17.21 in 2024. A particularly positive outcome is the significant 45 % decrease in reported near-misses, reflecting our continued commitment to preventive safety measures. While we continue to work towards a final objective of zero, our progress demonstrates our commitment to continuously improving our safety processes and ensuring the wellbeing of our employees.



Every Klingele site has an occupational safety officer, while 19 sites also have a company doctor or medical service. This means that over 96 % of our employees are covered by a company medical service.

Annex

GRI index
Certificates



GRI index

Disclosure	Name	Page
Governance		
2	General disclosures (2021)	
2-1	Organisational details	pp. 6–13
2-2	Entities included in the organisation's sustainability reporting	pp. 4–13
2-3	Reporting period, frequency and contact point	pp. 4–5
2-6	Activities, value chain and other business relationships	pp. 20–22
2-7	Employees	pp. 37–40
2-9	Governance structure and composition	p. 14
2-11	Chair of the highest governance body	p. 14
2-13	Delegation of responsibility for managing impacts	p. 16
2-22	Statement on sustainable development strategy	p. 12
2-23	Policy commitments	p. 15
2-28	Membership associations	pp. 17–19
3	Material topics (2021)	
3-1	Process to determine material topics	p. 4, 28–29
3-2	List of material topics	pp. 29–30
Economic responsibility		
201	Economic performance (2016)	
201-1	Direct economic value generated and distributed	pp. 25–27
206	Anti-competitive behaviour (2016)	
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	p. 27
Environmental responsibility		
301	Materials (2016)	
301-1	Materials used by weight or volume	p. 30
301-2	Recycled input materials used	pp. 30–34
302	Energy (2016)	
302-1	Energy consumption within the organisation	p. 32
303	Water and effluents (2018)	
303-3	Water withdrawal	p. 31
303-4	Water discharge	p. 31
303-5	Water consumption	p. 31

Disclosure	Name	Page
305	Emissions (2016)	
305-1	Direct (Scope 1) GHG emissions	p. 33
305-2	Energy indirect (Scope 2) GHG emissions	p. 33
306	Waste (2020)	
306-3	Waste generated	p. 34
306-4	Waste diverted from disposal	p. 34
306-5	Waste directed to disposal	p. 34
307	Environmental compliance (2016)	
307-1	Non-compliance with environmental laws and regulations	p. 29

Social responsibility

401	Employment (2016)	
401-3	Parental leave	p. 37
403	Occupational health and safety (2018)	
403-1	Occupational health and safety management system	p. 40
403-2	Hazard identification, risk assessment, and incident investigation	p. 40
403-3	Occupational health services	p. 40
403-5	Worker training on occupational health and safety	p. 40
403-9	Work-related injuries	p. 40
404	Training and education (2016)	
404-1	Average hours of training per year per employee	p. 39
404-2	Programmes for upgrading employee skills and transition assistance programmes	p. 39
405	Diversity and equal opportunity (2016)	
405-1	Diversity of governance bodies and employees	p. 38

Certificates

Entity	ISO9001	ISO14001	ISO45001	ISO50001	FSC® CoC	BRCGS	Others
Paper mills							
Blue Paper SAS, Strasbourg	yes	yes	yes	yes	FSC® C118465 WB-COC-001297	no	CEPI Good Manufacturing Practice (GMP) for the manufacture of paper and board for food contact ISEGA food contact certificate
Klinge Paper Nova Campina Ltda., Nova Campina	yes	no	no	no	FSC® C017777 SCS-COC-002363	no	
Klinge Paper Weener SE & Co. KG	yes	yes	no	yes	FSC® C043075 TUEV-COC-000032	no	ISEGA, ISO 28000
Corrugated carboard plants							
Klinge Cartonerie des Antilles SAS, Baillif	no	no	no	no	no	no	
Klinge Paper & Packaging SE & Co. KG, Delmenhorst	yes	yes	no	yes	FSC® C108153 TSUD-COC-000028/D	AA+	
Klinge Embalajes Iberia S.L., Els Monjos	yes	no	no	no	FSC® C154648 SGSCH-COC-060446	no	PEFC
Klinge Paper & Packaging SE & Co. KG, Grunbach	yes	yes	no	yes	FSC® C108153 TSUD-COC-000028/B	AA+	
Klinge Paper & Packaging SE & Co. KG, Hilpoltstein	yes	yes	no	yes	FSC® C108153 TSUD-COC-000028/C	AA+	
Compacto Caribe S.A. La Habana	no	no	no	no	no	no	
Klinge Embalajes Canarias, S.A., Santa Cruz de Tenerife	yes	no	yes	no	FSC® C149173 AEN-COC-000271	no	
Compacto Caribe S.A., Santiago de Cuba	no	no	no	no	no	no	
Klinge Paper & Packaging SE & Co. KG, Werne	yes	yes	no	yes	FSC® C108153 TSUD-COC-000028/E	AA+	-
Sheet/Converting plants							
Klinge Emballage Sénégal S.A., Diamniadio	no	no	no	no	no	no	
Klinge Golfkarton C.V., Nijmegen	yes	no	no	no	FSC® C117448 CU-COC-828394	A	-
MPE Mauritanienne des Produits d'Emballage SARL, Nouadhibou	no	no	no	no	no	no	
MPK Mauripack SARL, Nouakchott	no	no	no	no	no	no	
Norpack Verpackungsgesellschaft mbH, Wunsiedel	yes	no	no	no	FSC® C197198 TSUD-COC-002586	no	

Entity	ISO9001	ISO14001	ISO45001	ISO50001	FSC® CoC	BRC	Others
Logistics							
Envases Universal S.A., Les Preses	yes	no	no	no	FSC® C154648 SGSCH-COC-060446	no	PEFC
KlingeLe Plus GmbH, Villmar	no	no	no	no	FSC® C172898 GFA-COC-006843	no	
Folding Carton Plant							
Compacto Caribe S.A. Palma Soriano	no	no	no	no	no	no	

