

TRANSPARENCY MATTERS

SUSTAINABILITY REPORT 2020 – 2022

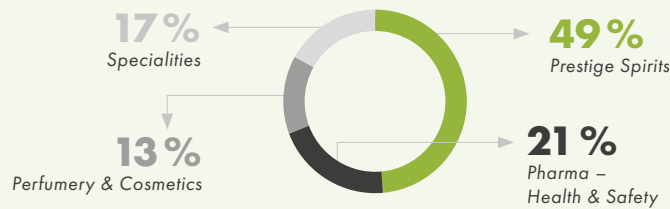
[GRI 2-7, GRI 201-1, GRI 302-3]

STOELZLE AT A GLANCE

OUR COMMITMENT TO SUSTAINABILITY – IMPORTANT FACTS AND FIGURES.

SALES REVENUE BY BUSINESS UNITS

Share of sales revenues by business units in 2022.



SUSTAINABILITY INDICATORS OF PRODUCED GLASS

*Share of external cullet and raw material.

	2020	2021	2022
Energy Intensity (molten glass)	2.53 MWh/t	2.35 MWh/t	2.30 MWh/t
CO ₂ Intensity (molten glass)	0.59 t CO ₂ /t	0.54 t CO ₂ /t	0.52 t CO ₂ /t
Water Intensity (molten glass)	1.95 m ³ /t	1.55 m ³ /t	1.59 m ³ /t
Waste Intensity (molten glass)	41 kg/t	38 kg/t	30 kg/t
Recycled content* (flint)	5 %	9 %	14 %
Recycled content* (amber)	50 %	56 %	65 %
Recycled content* (green)	76 %	67 %	90 %

7

PRODUCTION SITES

across two continents, in six countries: Austria, Poland, the United Kingdom, France, Czech Republic and the United States

3

DECORATION SITES

in the United Kingdom, France and Poland, with a wide range of innovative and contemporary decorative options

5

SALES OFFICES

in Austria, the United States, Russia, Italy and France, for a local presence and reliable customer service

4

BUSINESS UNITS

Pharma – Health & Safety
Prestige Spirits
Specialities
Perfumery & Cosmetics

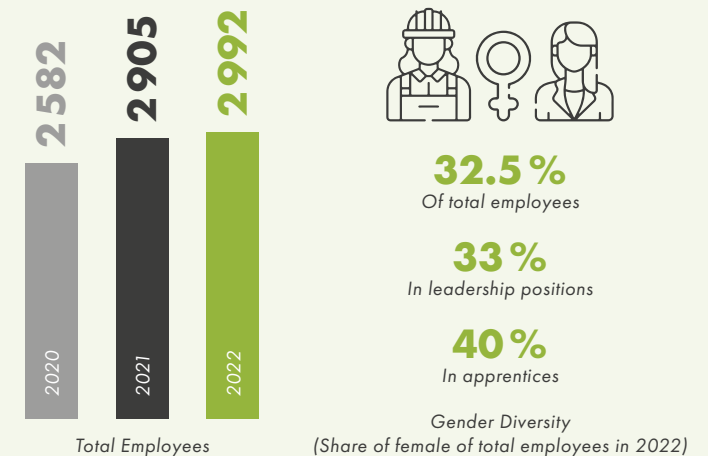
KEY FIGURES AT A GLANCE

In million euros or melted tons of glass (rounded).

	2020	2021	2022
Net sales (consolidated)	€ 339.8 Mio.	€ 416.5 Mio.	€ 506.7 Mio.
Investment (consolidated)	€ 30.3 Mio.	€ 85 Mio.	€ 63.4 Mio.
Produced glass (molten)	413 000 t	539 000 t	556 000 t

OUR PEOPLE – THE FOUNDATION OF SUCCESS

Gender as specified by the employees themselves.



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IMPRINT

STOELZLE GLASS GROUP

- + Stoelzle Glass Group is a global manufacturer of high quality glass packaging solutions.
- + We specialise in the production of glass containers for a variety of industries, including: Pharmaceuticals, Spirits, Specialities, Perfumery and Cosmetics.
- + We promote innovative design and are committed to business sustainability.

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ABOUT THIS REPORT

STOELZLE GLASS GROUP'S THIRD REPORT ON SUSTAINABILITY PERFORMANCE.

This is the third sustainability report from Stoelzle Glass Group (also referred to as "Stoelzle" or "the Group" in the report), which includes:

- + Stoelzle Oberglas GmbH (AT)
- + Stoelzle Flaconnage Ltd. (UK)
- + Stoelzle Masnières Parfumerie SAS (FR)
- + Stoelzle Union s.r.o (CZ)
- + Stoelzle Częstochowa Sp. z o.o. (PL)
- + Stoelzle Wymiarki Sp. z o.o. (PL)
- + Stoelzle Glass USA, Inc. (US) – was acquired in April 2021 and became part of the Group

Sustainability-related information and performance indicators for the period from 01/01/2020 to 31/12/2022 are reported in accordance with GRI standards for all Group companies, with a database line from 2019. Due to the recent acquisition of Stoelzle USA in April 2021, their data has only been partially included in the report from April 2021 to December 2022, which has been flagged in the report.

Stoelzle Glass Group participates in the United Nations Global Compact initiative. To demonstrate the commitment to continuous improvement of sustainability practices, and to communicate the progress made in implementing

the Ten Principles of the UN Global Compact in the areas of: human rights, labour rights, environmental sustainability and anti-corruption, the relevant report chapters have been tagged with icons. These have been kindly provided by the Global Compact Austria Secretariat: > www.globalcompact.at

The report was approved by the Executive Board without external assurance. Stoelzle has issued annual reports in 2016 and 2019 on decisions, activities, and impacts related to the economy, environment, and society and intends to report annually from 2023 onwards.

CONTACT

For questions or suggestions on sustainability-related topics of Stoelzle Glass Group, or to improve the content of our reporting, please contact:

DI (FH) Birgit Schalk
 Group Sustainability and Carbon Management
 Stoelzle Glass Group
 E-mail: > sustainability@stoelzle.com

WE SUPPORT



THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT



Human rights

- 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2: make sure that they are not complicit in human rights abuses.



Labour

- 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4: the elimination of all forms of forced and compulsory labour;
- 5: the effective abolition of child labour; and
- 6: the elimination of discrimination in respect of employment and occupation.



Environment

- 7: Businesses should support a precautionary approach to environmental challenges;
- 8: undertake initiatives to promote greater environmental responsibility; and
- 9: encourage the development and diffusion of environmentally friendly technologies.



Anti-corruption

- 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Explanation of the symbols:



[GRI 2-11, GRI 2-12, GRI 2-22]

MILESTONES AND CHALLENGES

GEORG FEITH, CEO OF THE STOELZLE GLASS GROUP, ON THE COMMITMENT TO SUSTAINABILITY, RECENT ACHIEVEMENTS, JOINTLY MASTERED CHALLENGES AND AN OUTLOOK FOR THE FUTURE.

Mr Feith, looking back at the last three years, what were the biggest challenges for you and the Stoelzle Glass Group?

Workforce, regulation, and energy were the three major areas of concern. In March 2020, the pandemic meant hard lockdowns were imposed in Austria, France, Poland, the Czech Republic, and the UK, where we have production facilities. Luckily, we had migrated our data processing to the cloud two weeks prior to this, making the transition to remote working smoother. Nonetheless, we had to temporarily close the factories in France and the UK – an unprecedented situation for us. We maintained emergency operations to prevent damage to the glass furnaces.

What were some of the highlights or milestones achieved during that period?

The fact that we were able to keep up with the changes so well in these crisis years, thanks to solidarity and team spirit both within the plants and within the group, is a highlight that I look back on with great appreciation. We certainly

owe this to our highly motivated workforce. To maintain our positive work culture, which has been strained in the past few years, and to attract even more skilled staff and trainees, we will expand measures in Austria, France, the Czech Republic, Poland, the UK and the USA.

Furthermore, I see a milestone in our sound decarbonisation strategy, which we developed in 2022. We have submitted a group-wide science-based decarbonisation target to the international Science Based Targets initiative, and are expecting its positive evaluation in 2023.

In 2022, the Stoelzle Glass Group also faced energy challenges, ranging from supply to pricing. How has this impacted the Group?

The tenfold increase in energy prices has been widely felt. As an energy consuming enterprise, we were of course severely affected by this price increase. Simply passing it on directly to the market is not an option for the sake of good customer relations, which is why we had to tolerate a temporary decline in EBIT.



[GRI 2-11, GRI 2-12, GRI 2-22, GRI 201-2]

Due to the extreme price volatility for energy, conventional budgeting or forecasting is currently an impossibility as one constantly needs correction factors. These are challenges that we have never faced in the past – and now there may be a recession looming.

What are the group's challenges posed by new EU Green Deal regulations?

There has been an incredible paradigm shift in the last 3 years. The European Green Deal makes achieving the EU's goal of being a climate-neutral continent by 2050 a major challenge for an energy-intensive industry like ours. There are legal obligations now to reduce emissions by at least 55 % by 2030, which may increase further. The glass industry, like many others, is under massive strain due to the emission targets.

What is the long-term vision for Stoelzle's traditional industry under potentially difficult economic conditions?

To address the challenges of job appeal, regulation, and decarbonisation, we aim to create attractive working conditions, promote digitisation, and automate physically strenuous work. Our focus is on reducing tasks that are physically demanding to attract and retain quality staff. We're implementing digitisation projects, such as cameras, to detect and prevent production anomalies.

Compliance with new EU regulations is another important issue, which we achieve through intensive research, development, and investments. We invest two to three million

euros annually in each plant to reduce energy consumption, and are prepared to decarbonise production by replacing gas with electricity or hydrogen.

As part of an international research consortium, we're conducting joint research with eleven glass manufacturers worldwide (IPGR) into the "glass furnace of the future". This project will total 20 million euros over the next three years, with each partner contributing 1.5 million euros. It's the largest existing glass research project and aims to run on green hydrogen and electricity, with carbon-free raw materials for maximum energy efficiency.

You have turned into a sought-after energy expert in the industrial sector over the past year – how did that come about?

We are the first major glass company to have set up a group-wide energy data management system with Siemens. This system has 6 000 measuring points and the potential to perform digital carbon footprint and corporate carbon footprint calculations online, in real-time, at any time. We've also recruited our own "cullet manager", who is now expected to find more cullet of good quality, and provide reinforcement to purchasing. Cullet is an energy saving technique because it is already glass.

The Stoelzle Group acquired a production plant in the US state of Pennsylvania in April 2021.

What made you decide to undertake this venture, and what outcome do you expect to achieve?

We've been striving to establish a presence in the USA for decades, and when the opportunity

arose to acquire an existing site, we knew it was time to step into the US market. The business environment is fast-paced and dynamic, and we ventured into the US primarily for our customers.

However, we face certain obstacles, such as the absence of a regulated electricity market in the US. Electricity is purchased from a monopolist, with no green certificates or decarbonisation policies like those in Europe. Although these are significant challenges, I'm optimistic that things will improve in due course.

What are your plans to future-proof Stoelzle?

We'll be focusing on incoming orders, turnover, revenue, production line utilisation, and energy cost developments. To make data based decisions in a dynamic and complex operating environment, we're working on an internal information system. Additionally, we'll implement and evaluate energy-saving initiatives and related systems in each plant, comparing them with existing evidence for continuous improvement. We're committed to learning quickly from each other within the Group.

Our next furnaces must be hybrid or electric, and we're in talks with suppliers in Poland, England, and Austria to ensure adequate power supply. We're also expanding our own energy supply with photovoltaics on all roofs at our plants. Furthermore, we're in collaborations with customers seeking long-term capacity expansions. We're currently looking into two projects, one in the UK and the other in the Czech Republic, where we may build additional capacities in the future.



"We kept up with the changes in the crisis years through solidarity and team spirit within the plants and group, thanks to our highly motivated workforce."

DI Georg Feith, MBA
CEO, Stoelzle Glass Group

COMPANY PROFILE

EXPERIENCE, MODERN TECHNOLOGIES AND HIGH QUALITY GLASS PRODUCTS MAKE STOELZLE A RELIABLE PARTNER.

The Stoelzle Glass Group looks back on more than 200 years of glass production. Founded in 1805 in Köflach, we merged with Oberdorf Glassworks in 1978 to become Stoelzle Oberglas AG. It was acquired by CAG Holding in 1987, owned by Dr. Cornelius A. Grupp, who has since then been the sole private owner of the Stoelzle glass plants.

The group has been expanding continuously, opening several other European glass works over the years. The group's most recent acquisition is Stoelzle Glass USA, Monaca, Pennsylvania, which opened in April 2021. The Group now consists of seven production sites and three decoration facilities in Europe and the USA. Its registered headquarters are located in Köflach, Austria, with four more offices in Vienna (Austria), Milan (Italy), Cognac (France), Moscow (Russia) and New York (USA).

At Stoelzle, we embrace both our historical background and modern technologies. Industry 4.0 and IoT enable us to develop more than 300 innovative and appealing new products per year, many of which have become proud winners of prestigious international Packaging and Design Awards.

All our products are created with the highest quality in mind, along with brilliant designs and stunning decoration. Our vision is to be the first-choice partner for our customers and our employees by creating a culture of mutual trust and striving for high performance, flexibility and reliability.

The highest governance body of Stoelzle Glass Group is nominated and selected, and its performance evaluated annually by the Group's supervisory board. Our CEO is employed at Stoelzle Austria, with an annual total compensation ratio of 8:1.

THE STOELZLE GLASS GROUP MANAGEMENT

Left to right: DI (FH) Alexander Stern (CSCO Stoelzle Glass Group & Head of Pharma Business Unit), DI Georg Feith, MBA (CEO Stoelzle Glass Group) and Mag. Regina Zorn (CFO Stoelzle Glass Group).

[GRI 2-1, GRI 2-2, GRI 2-6, GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-18, GRI 2-21]



OUR STRATEGIC BUSINESS UNITS

PRODUCTION SITES OPERATING AS PROFIT CENTRES; WITH KEY FUNCTIONS SUCH AS: FINANCE, QUALITY, CSR AND PROCUREMENT MANAGED CENTRALLY.

PHARMA – HEALTH & SAFETY

Stoelzle offers first-class pharmaceutical primary packaging solutions through its Pharma business unit. The glass packaging comprises type 2 and type 3 glass which is manufactured in amber, flint and green glass in accordance with ISO 15378 GMP. Two European production facilities, which operate as back-up plants for the production of pharma glass, meet the highest hygiene and quality standards. The portfolio is completed by customised product developments, decoration and closures. Stoelzle's glass packaging solutions offer the best protection for Rx and OTC-medicines as well as products for customers' well-being.

> www.stoelzle.com/pharma



PRESTIGE SPIRITS

As a world-renowned manufacturer of high-end glass bottles for premium spirits and liquors, the Stoelzle Glass Group has established itself as a leader in the industry. The company specialises in both custom designs and standard glass containers, leveraging great expertise to deliver exceptional results. Stoelzle's Innovation Team, which includes designers and glass experts, collaborates closely with clients to turn their beautiful concepts into outstanding products. The company offers an exclusive touch of luxury through its decoration services, providing an extra layer of refinement to its glass packaging solutions.

> www.stoelzlespirits.com



SPECIALITIES – FOOD & BEVERAGES

The Specialities business unit concentrates on manufacturing glass packaging for food and beverages, offering tailored solutions, decoration services, and compatible caps and closures. Glass packaging provides unmatched protection as it is made from 100% pure and natural ingredients, preserving the purity, taste, and healthiness of the contents. Being inert, odourless, and tasteless glass ensures the integrity of the products. Moreover, glass is infinitely recyclable without compromising quality, making it an environmentally sustainable choice that is aligned with the circular economy.

> www.stoelzle.com/consumer



PERFUMERY & COSMETICS

Stoelzle Masnières Parfumerie specialises in premium perfume and cosmetic glass packaging, with a history dating back to 1818. The business unit offers luxurious, individually developed perfume flacons in brilliant cosmetic flint glass, with an unlimited range of feeder-coloured glass. High flexibility is the top priority for excellent service in decoration, product development and special designs. In addition, a wide range of products are available, including the Luxury range "Private collection" and cosmetic glass containers such as jars and bottles for body care & bath products, body lotions and roll-ons.

> www.stoelzle.com/beauty



ACTIVE AROUND THE WORLD

DISCOVER OUR GLOBAL PRESENCE.

● PRODUCTION/DECORATION SITES

- 1. **Stoelzle Flaconnage Ltd.**
(West Yorkshire, UK)
Focus: Prestige Spirits
- 2. **Stoelzle Masnières**
Parfumerie & Decoration SAS
(Masnières, FR)
Focus: Perfumery & Cosmetics
- 3. **Stoelzle Cześtochowa Sp. z o.o.**
(Cześtochowa, PL)
*Focus: Prestige Spirits,
Perfumery & Cosmetics*

● PRODUCTION SITES

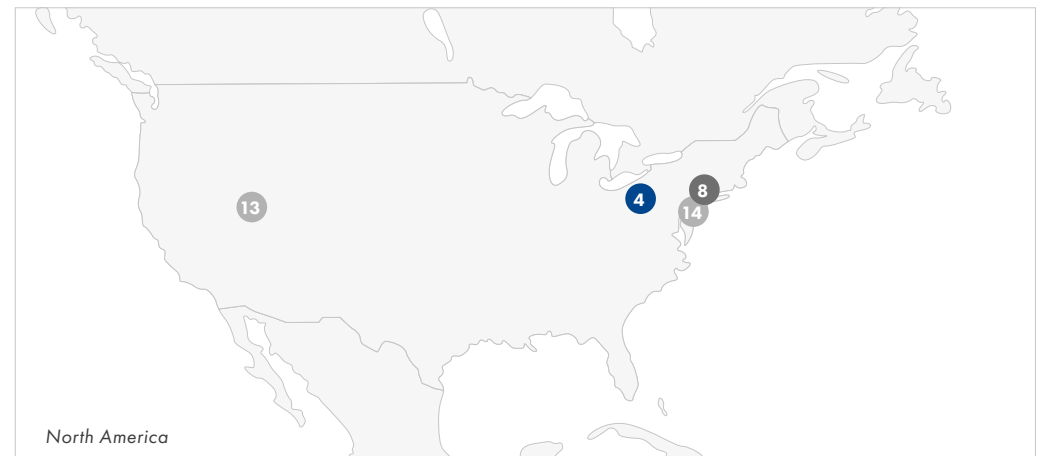
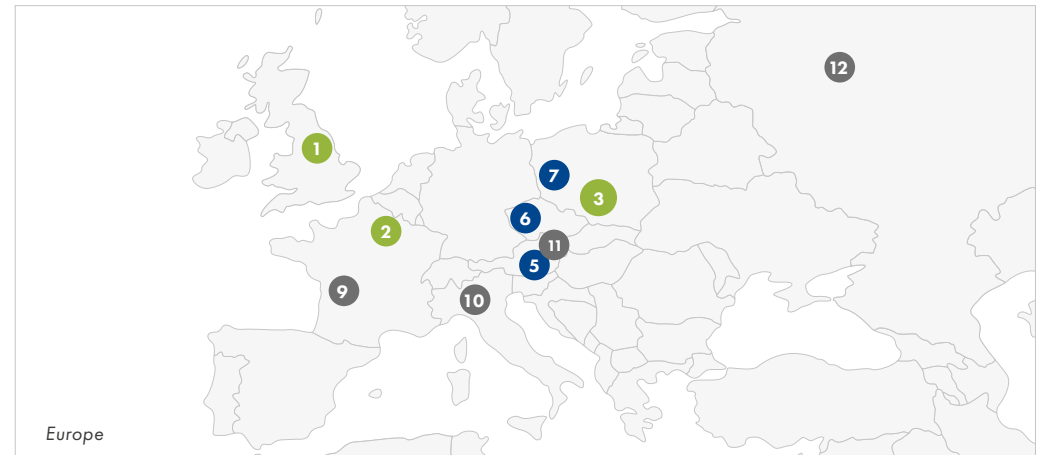
- 4. **Stoelzle Glass USA, Inc.**
(Monaca, Pennsylvania, US)
Focus: Prestige Spirits
- 5. **Stoelzle Oberglas GmbH**
(Headquarter Köflach, AT)
Focus: Food & Beverages, Pharma
- 6. **Stoelzle Union s.r.o**
(Heřmanova Huť, CZ)
Focus: Pharma
- 7. **Stoelzle Wymiarki Sp. z o.o.**
(Wymiarki, PL)
Focus: Food & Beverages

● SALES OFFICES

- 8. **Stoelzle Glass USA, Inc.**
(New York, US)
- 9. **Stoelzle Glass Group**
(Cognac, FR)
- 10. **Stoelzle Glas Italia s.r.l**
(Milan, IT)
- 11. **Stoelzle Oberglas GmbH**
(Vienna, AT)
- 12. **Stoelzle Glass Russia Llc**
(Moscow, RU)

● DISTRIBUTION CENTRES

- 13. **Salt Lake City**
(Utah, US)
- 14. **Cranbury**
(New Jersey, US)

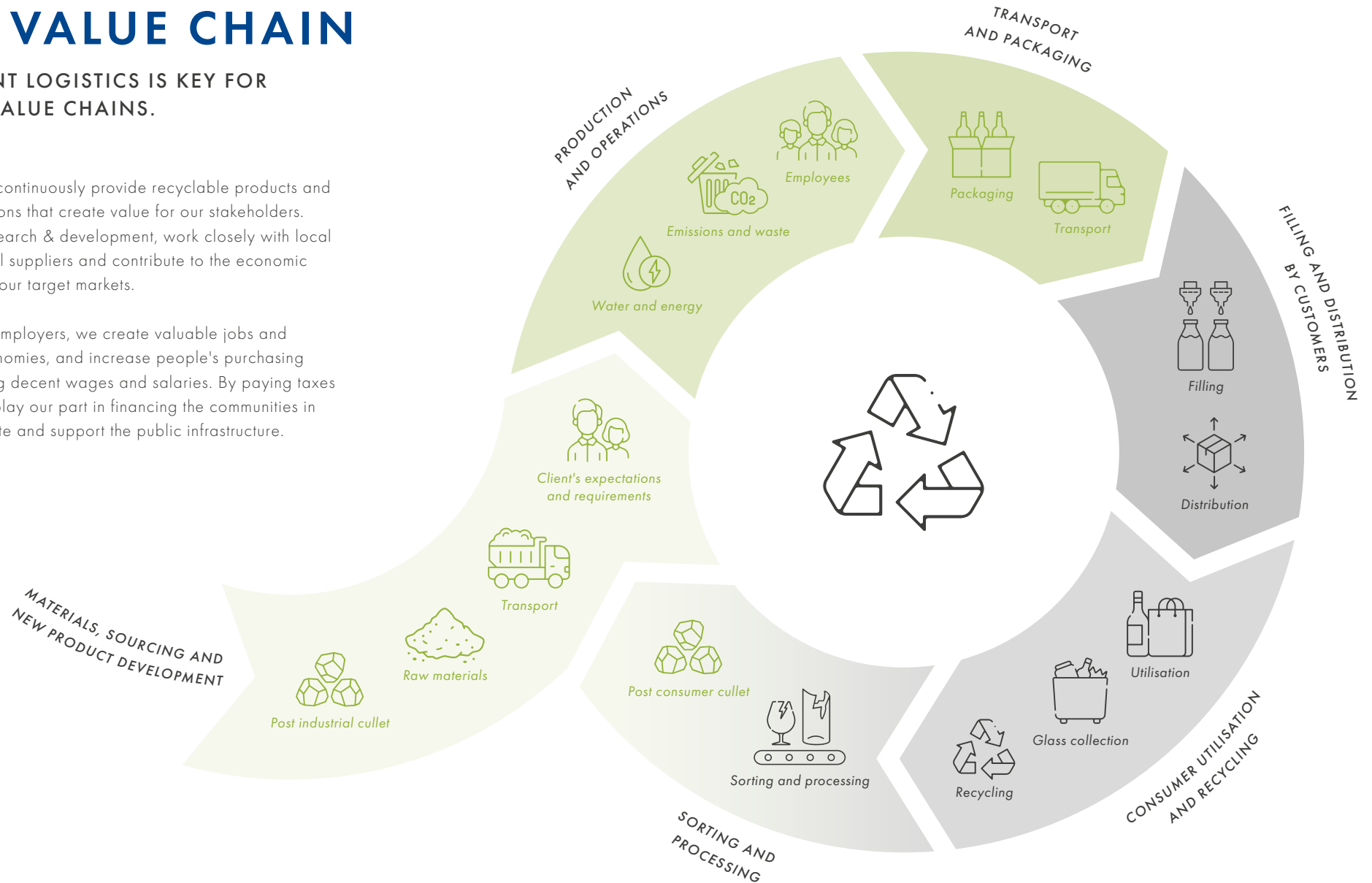


OUR VALUE CHAIN

INTELLIGENT LOGISTICS IS KEY FOR MODERN VALUE CHAINS.

At Stoelzle, we continuously provide recyclable products and innovative solutions that create value for our stakeholders. We invest in research & development, work closely with local and international suppliers and contribute to the economic development of our target markets.

As responsible employers, we create valuable jobs and developing economies, and increase people's purchasing power by paying decent wages and salaries. By paying taxes and duties, we play our part in financing the communities in which we operate and support the public infrastructure.



The value creation cycle of glass and the Stoelzle share (in green).

A WORLD IN CRISIS

RECENT YEARS HAVE HIGHLIGHTED THE NEED FOR GLOBAL COOPERATION AND SUSTAINABLE SOLUTIONS TO PRIORITISE HEALTH AND CLIMATE ACTION.

2020 to 2022 were marked by multiple crises around the world, including: the Covid-19 pandemic, the war in Ukraine, and energy and climate-related challenges. These crises have highlighted the importance of global cooperation, innovation, and resilience in the face of unprecedented challenges. Moving forward, it will be crucial to prioritise people's health, sustainable energy, and climate action to ensure a better future for all.

The EU Green Deal, Europe's plan to achieve its commitment to the UN Sustainable Development Goals, will have a significant impact on the economy and society. Its goal is to make Europe the first climate-neutral continent by 2050, which will require reducing greenhouse gas emissions by at least 55 % by 2030. One way the EU plans to achieve this is through a certificate trading scheme that incentivises companies to reduce their emissions.

The Fit-for-55 package is a key component of the European Green Deal and includes legislative proposals to help member states meet their climate targets. It includes measures such as a carbon border tax, an expansion of the emissions trading scheme,

and stricter regulations on emissions from transport, buildings, and industry. While these proposals pose regulatory risks for traditional industries like the glass industry, they also offer opportunities for innovation and growth.

To comply with these regulations, the glass industry will need to adapt and invest in new technologies to reduce their emissions. They will need to focus on improving their energy efficiency and transitioning to renewable energy sources to guarantee energy security. These changes will require significant investments in research and development, infrastructure, and equipment.

However, the glass industry also faced significant challenges during the Covid-19 pandemic. Demand for glass products decreased sharply, and many companies in the industry were forced to temporarily shut down production. Plants had to implement strict health and safety protocols, such as: social distancing, increased sanitization, and remote work arrangements to prevent the spread of the virus among employees.

The European Green Deal and its related policies represent a significant shift in the



way traditional industries such as the Stoelzle Glass Group will need to operate. While these changes will pose challenges, they also offer opportunities for innovation, growth, and a more sustainable future. To succeed in this transition, we are ready to innovate and invest in new technologies. **We see the need to collaborate with policymakers and other stakeholders to ensure a smooth transition to a zero-carbon future – a better future for all.**

We were able to rely on our suppliers to provide the raw materials and equipment we needed to maintain production, even in the face of supply chain disruptions caused by the

pandemic. This allowed our business units to continue meeting the needs of their customers and maintain a stable business environment.

We were able to ensure business continuity during these challenging three years through the loyalty and dedication of staff, as well as the stable relationships we'd built with customers and suppliers. These factors are crucial in enabling us to continue producing and delivering high quality glass products despite significant challenges. They serve as a demonstration of the resilience and strength of the Stoelzle Glass Group as a whole – and of its future sustainability.

CORPORATE SUSTAINABILITY COMMITMENT

- + We collaborate with stakeholders to develop sustainable business practices, participating in initiatives, sharing best practices and advocating for supportive policies.
- + We prioritise a safe and healthy working environment for our employees, making investing in their training and development a top priority.
- + We focus on sustainable product innovation, developing eco-friendly solutions such as lightweight glass and easily recyclable glass products.
- + We establish strong relationships with our customers, going beyond satisfaction to proactively anticipate their needs.
- + We support our customers' decarbonisation efforts and pathways to sustainability through innovative products and measures.

- > Pathway to a Sustainable Future
- > Sustainable Business Performance Goals
- > Our Commitment and Achievements
- > Driving Integrated Business Value
- > Corporate Sustainability Governance
- > Stakeholder Engagement and Communication
- > Our Material Topics
- > Risk Management and Continuous Improvement
- > Reflecting, Innovating and Looking Ahead



LABOUR



ENVIRONMENT

PATHWAY TO A SUSTAINABLE FUTURE

IN LINE WITH OUR STRATEGIC FOCUS, WE ARE COMMITTED TO MAKING SMART INVESTMENTS IN A SUSTAINABLE FUTURE.

The Sustainable Development Goals (SDGs) have set the agenda to transform our world for the year 2030 and beyond. Addressing the multiple challenges humanity is facing to achieve well-being, economic prosperity, and environmental protection for all, it provides a holistic and multidimensional view on development rather than a restricted set of dimensions and targets. Countries and regions, governments, the private sector and civil society are called upon to collectively and collaboratively take efforts to transform the world for the better and leave no one behind.

This powerful vision comes at a time of great uncertainty, climatic instability and political tensions within and among states. To make a sustainable future reality for everyone on this planet, incremental improvements and trade-offs between economy, environment and society must be shifted to radical transformation for the common good, with all sectors starting simultaneously. The greatest risk we face to reach the goals is delaying urgent decisions, and the greatest barriers are competitiveness and acting in silos. It's imperative we work together for 2030, with the participation of all countries, all stakeholders, and all people.

The Stoelzle Glass Group is committed to ambitious contributions in order to reach the Global Goals. In 2019, Stoelzle analysed the 17 development goals in terms of their relevance to its business. In many of these areas Stoelzle can make important contributions to a sustainable development. However, the intensity of Stoelzle's potential impact on the UN development goals differs. > www.un.org/sustainabledevelopment



SDGs OUR CONTRIBUTION TO THE GLOBAL GOALS



Good Health and Well-Being

We pay close attention to clean production in all areas. Compliance with legal limits and the responsible use of chemicals and critical substances are minimum requirements.



Gender Equality

We promote women in technology by advancing gender equality and empowering women and girls. By actively promoting women in technical roles, we are challenging gender stereotypes and prejudices, and aim to inspire more women and girls to pursue careers in technical fields and in the manufacturing industry.



Decent Work and economic growth

Through long-term investments and the corresponding innovation performance, we promote the local economy, contribute to regional added value and create numerous secure jobs. We reduce HS&E impacts of our activities, respect and protect labour rights and provide safe, secure and healthy working environments for all employees.



Responsible Consumption and Production

Glass is critical to ensuring sustainable consumption and production patterns. It is a permanent material that is infinitely recyclable, reusable and refillable. In addition we are striving for an increased circular approach in processes and products.



Climate Action

As the Glass Industry is very energy intensive, we play a significant role when it comes to reducing emissions associated with the supply chain and passing on a healthy planet to future generations. With energy efficient equipment and increased cullet input, we reduce our carbon footprint.

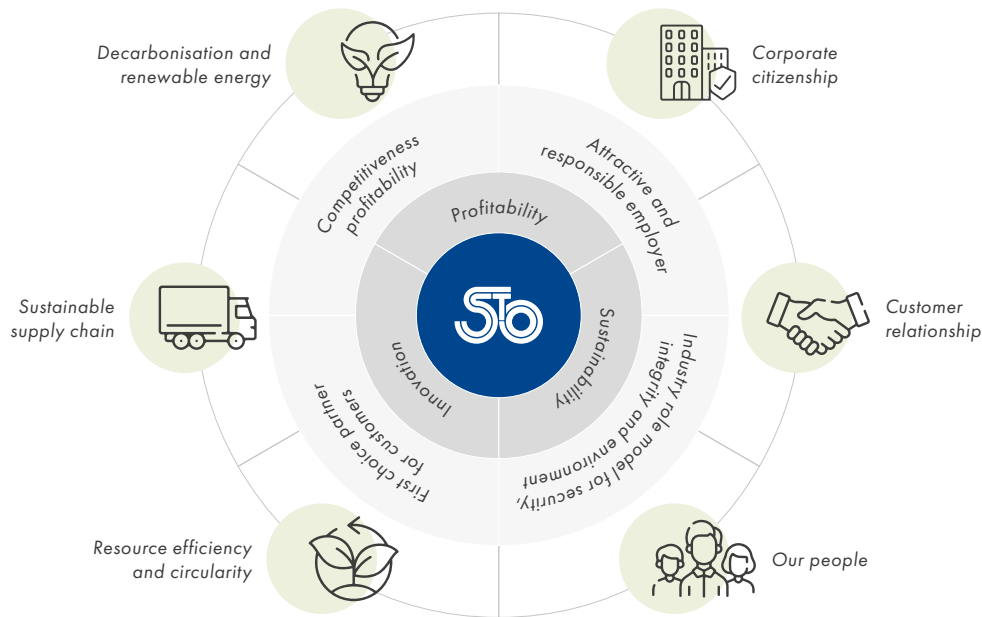


Peace, Justice and Strong Institutions

Internal compliance mechanisms ensure that corruption and bribery have no place in our company. In addition, Stoelzle is aware of its responsibility within the supply chain and is working to align it with environmental and social criteria.

SUSTAINABLE BUSINESS PERFORMANCE GOALS

OUR STRATEGY TO REDUCE NEGATIVE ENVIRONMENTAL IMPACT RESULTING FROM OPERATIONS.



At the heart of the Stoelzle Glass Group's business lies a commitment to sustainability, profitability and innovation. We aspire to be an employer that is both attractive and responsible, serving as a shining example to our industry by embodying the principles of safety, integrity and environmental stewardship. Our goal is to become the go-to choice for customers seeking a partner that is both competitive and profitable, ensuring that we remain at the forefront of our industry for years to come.

Sustainable business performance goals are becoming increasingly important in the glass industry as companies strive to meet the targets set by the European Green Deal, and reduce their carbon footprint. Measurable sustainable business performance goals are essential for the Stoelzle Glass Group to ensure a smooth transition to a more sustainable future, meeting regulatory requirements while remaining competitive.

Continuous improvement management contributes to our corporate sustainability by driving the reduction of energy consumption and CO₂ emissions. We achieve this through electrification, the implementation of energy-efficient measures

and the adoption of sustainable practices, such as using renewable energy sources and optimising production processes.

We apply integrated management systems to all areas of performance including sustainable business. Our focus on continuous improvement can help foster a culture of sustainability within the organisation, driving further progress towards a more sustainable future.



"My vision for sustainability at Stoelzle is to instil a deep understanding of sustainability among all individuals, both professionally and personally. I envision a future where sustainability becomes so deeply ingrained in our company's ethos that the role of the sustainability manager becomes transcended. By promoting open communication and taking decisive action, we can create a culture where sustainable practices are deeply embedded."

DI (FH) Birgit Schalk
Sustainability & Carbon Manager,
Stoelzle Glass Group

[GRI 2-22, GRI 2-29]



TO ACHIEVE OUR GOALS WE ARE FOCUSING ON SIX KEY AREAS

1. Our people

We understand the importance of providing a safe and healthy working environment for our employees as a business imperative. Employee training and development have always been a top priority at Stoelzle, and we recognize that it is more important than ever to invest in employee qualifications and well-being.

2. Decarbonisation and renewable energy

We are investing in energy-efficient technologies and transitioning to renewable energy sources. We are setting clear targets and measuring our progress towards achieving them. By monitoring and tracking our sustainability performance indicators equally to our financial performance indicators, we can continuously improve in both these areas and provide transparency on our progress by publicly reporting on it. This not only reduces our environmental impact but can also result in cost savings and increased competitiveness.

3. Resource efficiency & circularity

We are implementing circular economy principles by reducing waste, increasing recycling rates and increasing the usage of recycled materials in our production processes. This not only helps to conserve natural resources but can also create new revenue streams and business opportunities.

4. Customer relationships

Establishing and nurturing robust relationships with our customers is a cornerstone of our success. It is imperative that we not only satisfy their needs, but also proactively anticipate them. We support our customers' decarbonisation and their pathways to sustainability with innovative products and measures.

5. Sustainable supply chain

We are focusing on product innovation, and developing new products that are sustainable and eco-friendly. This includes developing lightweight glass, which reduces energy consumption during production and transportation, or developing glass products that can be easily recycled.

6. Corporate citizenship

We are collaborating with communities, policymakers, industry associations, and other stakeholders to develop and implement sustainable business practices. This includes participating in sustainability initiatives, sharing best practices, and advocating for policies that support sustainability.

OUR COMMITMENT AND ACHIEVEMENTS

AN OVERVIEW OF OUR SUSTAINABILITY GOALS AND OBJECTIVES, KEY ACHIEVEMENTS AND INITIATIVES.

Target	KPI	Performance by 2022	Target Value	Target Year	Base Year
PROTECTING THE PLANET					
Reduction of absolute CO ₂ emissions to keep global warming well below 1.5 °C	Scope 1 and 2 emissions in t of CO ₂	-27 %; 298 784 t CO ₂	-50 %; 185 304 t CO ₂	2030	2019
	Scope 3 emissions in t of CO ₂	Figure available in 2023	-15 %; 255 709 t CO ₂	2030	2019
Reduction of total energy consumption	Total energy consumption in MWh	0 %; 1 330 790 MWh	-10 %; 1 197 711 MWh	2030	2022
Increase share of purchased electricity of renewable sources	Share of electricity from renewable sources	74 %	100 %	2030	2019
Increase number of management systems ISO 14001 and ISO 50001	Share of certified sites within Europe	66 %	100 %	2025	2019
RESSOURCE EFFICIENCY AND CIRCULARITY					
Increase recycled content of produced and packed glass	% in flint glass	14 %	40 %	2030	2019
	% in amber glass	65 %	85 %	2030	2019
	% in green glass	90 %	95 %	2030	2019
Increase client cooperation for lightweighting articles	Reduction in t of melted glass	0 t; 100 ongoing projects	-25 000 t	2030	2022
Improve water efficiency	m ³ water withdrawal per t of melted glass	-7.7 %; 1.59 m ³ /t	-10 %; 1.55 m ³ /t	2025	2019
CHAMPIONING OUR PEOPLE					
Improve occupational safety performance	Accident frequency with lost working days (LTIR)	-0 %; 13.35	-20 %; 10.68	2025	2022
Increase number of management systems ISO 45001	Share of certified sites within Europe	33 %	100 %	2025	2019
SUSTAINABLE SUPPLY CHAIN PARTNER FOR OUR CUSTOMERS					
All sites conduct an ethical audit periodically	Share of sites with periodical 4 pillar SMETA audits	42 %	100 %	2025	2019
Improve ESG performance within Stoelzle Glass Group	Ecovadis Rating	Gold medal; 71/100	Platin medal; 78/100	2026	2016
Improve environmental Stoelzle Glass Group governance for climate change	CDP rating for climate change	Rating available in 2023	A	2026	2022
Improve environmental Stoelzle Glass Group governance for water security	CDP rating for water security	Rating available in 2023	A	2026	2022

DRIVING INTEGRATED BUSINESS VALUE

BY INTEGRATING ESG FACTORS INTO OPERATIONS, STOELZLE PROMOTES SUSTAINABLE GROWTH AND SOCIAL RESPONSIBILITY WHILE REDUCING ENVIRONMENTAL IMPACT.

The international financial community is increasingly interested in how Stoelzle is managing the Environmental, Social and Governance aspects of our business. This is why we want to provide a comprehensive overview of our activities.

What we refer to at Stoelzle as Corporate Sustainability are the ESG aspects of our business to banks and insurance companies. Increasingly, investors want facts and data about our goals and performance. This is why sustainability and related ESG aspects are an important consideration at Stoelzle, particularly in external communications with banks and auditors.

ESG Management in the glass industry refers to the integration of environmental, social, and governance factors into the operations and decision-making processes of glass

manufacturing companies. By incorporating ESG factors into Stoelzle's operations, we can reduce our environmental impact, enhance our social responsibility and promote long-term sustainable growth.



"Sustainability has become a top priority for the Stoelzle Glass Group in recent years and we are always looking for ways to improve our environmental impact."

Mag. Regina Zorn
CFO, Stoelzle Glass Group



ENVIRONMENTAL FACTORS

Include our impact on the environment, such as its energy and water usage, greenhouse gas emissions, waste management, and use of sustainable materials.

Sustainability and carbon accounting

As sustainability becomes increasingly important, projects related to sustainability have gained priority over time. As a company, Stoelzle has become more flexible, constantly improving and adapting to change. The concept of CO₂ accounting is becoming more widespread, and at Stoelzle we are increasingly open to it.

The role of top management

Our senior executives have a significant role to play in sustainability issues and are involved in developing goals, policies and measures to address them. Top management plays a particularly strong role in CO₂ certificate and energy purchasing. Energy usage has also been a major concern for Stoelzle, and has only become more prevalent recently.

Circular economy and recycling

Recycled materials, such as cullet and raw materials, are increasingly being used and have become a significant topic for banks and insurances due to associated climate and business continuity risks. However, we have dedicated plans to adapt to the effects of climate change, such as adjusting production to consider extreme weather events, including: heavy rainfall, hail, droughts or increasing temperatures.

[GRI 2-15, GRI 2-19, GRI 2-20, GRI 2-22, GRI 2-23, GRI 2-24, GRI 2-27, GRI 2-29, GRI 201-4]



SOCIAL FACTORS

Refer to our impact on its employees, customers, suppliers, and communities, including: labour practices, health and safety, diversity and inclusion, and community engagement.

Attractive employer

Employee retention and recruitment still are and have been important topics for Stoelzle, with regular coordination and consultations with our plants.

Labour practices

Stoelzle ensures fair working conditions, proper training and development opportunities, and protection of our workers' rights, as well as avoiding child labour and forced labour.

Health and safety

We ensure the safety of our employees and the surrounding communities, minimising risks such as exposure to chemicals, dust, noise, and physical hazards. This includes providing protective equipment, safety training, and emergency response plans.

Diversity, equality and inclusion

At Stoelzle, we strive to promote diversity and inclusion by creating an inclusive workplace culture and addressing any forms of discrimination or harassment.

Community engagement

At Stoelzle, we engage with local communities by supporting local initiatives and promoting sustainable practices. We invest in community development projects, charity and sponsoring, participate in local volunteer activities, as well as providing information and resources to local stakeholders.



GOVERNANCE FACTORS

Refer to Stoelzle's leadership and management practices, including ethical and transparent business practices, board composition and independence and accountability to stakeholders.

Transparency

Stoelzle Glass Group issued its first sustainability report in 2016. Since then, the top management team has played a significant role in summarising measurable data and making it scalable, with strong support from the controlling team.

Conflicts of interest

We have policies and compliance regulations in place to avoid conflicts of interest. Complaints procedures are in place, and monthly meetings are held to address regular issues with direct communication with relevant management for acute issues. There are no standard processes for evaluating the work of the highest governing body, but there is regular communication with the CEO, owner and supervisory board, as well as the work council.

Remuneration

Stoelzle has approximate guidelines for remuneration policies, with a range per position and a bonus structure increasing with higher positions.

Regulation

Stoelzle adapts to new sustainability, environmental, occupational health and safety, energy, carbon, chemicals, and technical or product relevant regulations by first involving the management team on a group level, and then through further consultation with auditors. Risk assessment is standardised and is managed

throughout all departments, not just at factory level. Responsibility for permit management currently lies on site level and is in development as legal certainty is a priority area at Stoelzle.

EU-Taxonomy

We have not yet completed an EU taxonomy assessment as Stoelzle does not yet fall under regulation. However, we already monitor and compile data relevant for the respective calculations and thus are readily prepared for it.

Taxation

All issues are primarily handled by the finance team, and decisions are made at a higher group level. Local coordination is necessary for taxes such as municipal taxes, with decisions made by the relevant authorities. There is no general tax policy for all sites; instead, country-specific policies are implemented.

Antitrust

Issues are regulated by the holding company, and compliance monitoring is carried out by the compliance manager for the entire CAG holding.

Financial assistance from government

Like many other companies, Stoelzle has received financial assistance from the government, particularly during the pandemic, through schemes such as part-time working and energy support.

Digitisation for sustainability

Stoelzle has set goals and visions for the future, including digitalisation and standardisation to achieve financial and sustainability targets.

CORPORATE SUSTAINABILITY GOVERNANCE

A CORE COMPONENT INTEGRATED INTO ALL LEVELS OF DECISION-MAKING AND OPERATIONS.

PROTECTING THE ENVIRONMENT

Glass is a natural material that can be recycled over and over again, and transformed into new containers without any degradation in quality. It is also an eco-friendly packaging solution compared to other materials as it does not harm the environment. Due to its non-reactive properties, glass containers are ideal for protecting the contents from contamination by hazardous substances, ensuring the safety of consumers.

Nonetheless, glass production requires significant amounts of energy, and we are continuously striving to minimise the environmental impacts of our manufacturing processes. To achieve this, we invest in the latest technologies and consistently improve our glass production methods.

At Stoelzle, our sustainability management closely monitors and coordinates all sustainability measures across all our plants. Sustainability is a core principle for our continued success and is a key component of the Stoelzle Glass Group's strategy.

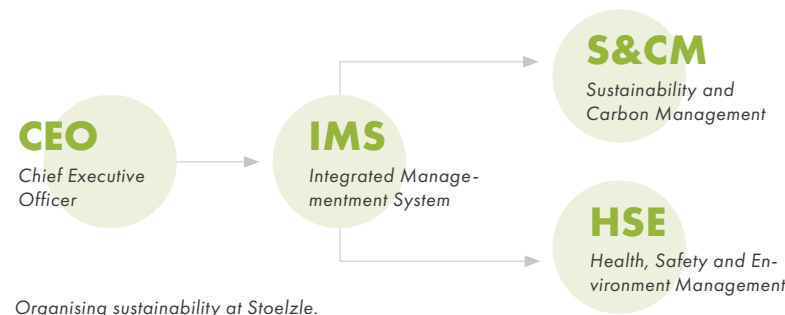
SOCIAL RESPONSIBILITY

Our 5 T's Leadership Principles serve as the cornerstone of our people-centred strategy.

"Trust, Transparency, Target Orientation, Teamwork and Talent Development" define the way we live and operate at Stoelzle. The key to our success is our passion for glass and our workforce. It enables us to succeed and consistently provide our customers with the greatest service.

SUSTAINABLE PARTNERSHIPS

In our interactions with one another and with our business partners, we place a strong focus on acting ethically. These principles are summarised in our Code of Conduct, which also serves as the foundation for how we interact with all parties that have an interest in our business, and who can rely on Stoelzle to be a responsible corporate citizen.



MEMBERSHIPS AND PARTNER ORGANISATIONS

- + National Associations of glass and ceramic industry
- + IPGR – International Partners in Glass Furnace of the Future – Collective industry effort in collaboration with FEVE
- + Close the Glass Loop – Collective industry effort in collaboration with FEVE
- + Friends of Glass
- + FEVE – European Glass Container Federation
- + British Glass Manufacturers Confederation
- + Association of producer and supplier of medical devices
- + Entreprise du Patrimoine Vivant
- + Living Heritage Company
- + Cosmetic Valley Association
- + HTS-Cluster Human-Technology Styria
- + DGG – German Society for Technique in Glass Industry
- + HVG – Metallurgical Association of the German Glass Industry
- + GlassTrends – Consortium of worldwide operating industries
- + Austrian Federal Geological Survey
- + Montan University Leoben – University of Applied Science
- + FH Joanneum – University of Applied Science
- + TH Deggendorf TAZ Spiegelau – Higher Education Institution for Technique
- + Green Tech Cluster – network for green innovation
- + Ich Tu's Bildungspartner – Initiative for climate education

STAKEHOLDER ENGAGEMENT AND COMMUNICATION

HOW STOELZLE GLASS GROUP ENGAGES WITH ITS STAKEHOLDERS ACROSS THE VALUE CHAIN.



A considerable number of people are directly affected by our actions: from our owners, employees and customers, to residents, suppliers and contractors. In 2019

we conducted an analysis of stakeholders across our entire value chain, which has been reviewed for this report – no changes have been made.

WE ENGAGE WITH OUR STAKEHOLDERS ON DIFFERENT LEVELS

Information – providing transparency

Stoelzle keeps stakeholders informed on company developments via various media channels and the company website, as well as press releases, press conferences, the business report and the sustainability report. We issue a yearly employee magazine – "Stoelzle News" – to inform on developments and highlights.

To ensure that all employees are up to date on the latest knowledge on projects, innovations and technology, the Innovation Talks were launched in June 2021 as a series of virtual seminars. They are available to all interested employees and can be followed live or via recording.

Consultation & dialogue – listening and learning

Regular exchange with various stakeholders on their concerns takes place through personal conversation, via video or phone calls, in person or live-stream meetings, customer visits and at events like trade fairs, symposiums or conferences. We regularly conduct customer and employee surveys (74% employees participation in 2019), organise events and meetings, and cooperate with the work councils at our plants. The next employee survey will take place in 2023.

In 2020, Stoelzle launched the Stoelzle app for internal communication, which had more than 850 active users across the group by 2022. In addition, Stoelzle started virtual "Townhall Meetings" during the pandemic to both enhance the dialogue between the top-management and the employees and to give employees the opportunity to directly address interests and concerns.

The Stoelzle Academy was launched in autumn 2020. The first webinar series on "Green Knowledge" aimed to create awareness in management positions and stimulate discussion and dialogue within the company.

Participation – active cooperation

Stoelzle management and technical experts continuously participate in initiatives, forums and events as well as membership initiatives or advocacy groups. We engage in active collaboration with industry peers to drive technological advancements that promote sustainability, as well as with the scientific community to support research and development efforts. In the reporting period we have been working closely with FEVE on the "close the glass loop" project to increase EU collection rates to an average of 90%.

[GRI 2-26, GRI 2-29]

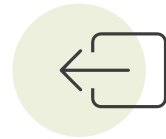
CONNECTING PEOPLE – THE STOELZLE APP



Our web-based application has been available in Austria, France, Czech Republic, and Poland since 2019/20 which has certainly gained momentum during the pandemic due to personal contact restrictions.

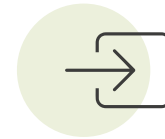
The app also serves as a tool to communicate internal complaints or suggestions which has proved to be popular, although various other communication channels are available. The app provides information letters from the management and reports from various departments, as well as a marketplace section where employees can sell or buy things from each other.

Based on comments and observations, the app is continuously improved. Users can read, like, comment and even share posts to their own social media accounts. They are rewarded points for their engagement which can be redeemed for goods and services, such as honey from our own bee stocks. Depending on the site, the app is actively used by 30 – 60 % of the employees. Considering that only four Stoezle plants have installed the app so far, 41 % of all Stoezle employees are active users.



EXTERNAL PARTIES

- + Community and Neighbours
- + Customers
- + FEVE
- + Authorities
- + Suppliers
- + Schools and Universities
- + Certification Companies
- + Banking Institutions



INTERNAL PARTIES

- + Owner
- + Supervisory Board
- + Management
- + Work Councils
- + Employees
- + Sister Plants

STAKEHOLDER OVERVIEW

Quarterly Continuously Internal parties External parties

GROUPS	ENGAGEMENT	RATE	TYPE
Owner and Supervisory Board	Board meetings, conferences	Quarterly	Internal parties
Management and Sister Plants	Management meetings, group telephone calls	Continuously	Internal parties
Employees	Employee dialogues and surveys, internal media, employee events, company meetings, mentoring programmes	Continuously	Internal parties
Work Councils	Dialogues	Continuously	Internal parties
Customers	Customer dialogues, customer surveys, social media, trade fairs, media	Continuously	External parties
Suppliers and Contractors	Dialogues, trade fairs, training, audits	Continuously	External parties
Local Stakeholders and neighbourhood	Personal talks, plant tours, neighbourhood discussions	Continuously	External parties
Science and Research	Round tables, Research and development cooperation, lectures, discussions	Continuously	External parties
Authorities	Events, submissions	Continuously	External parties
Media	Press information, interviews, telephone conversations, informal exchange	Continuously	External parties
Networks and Associations	Participation of (top) managers or technical experts in initiatives, forums and events, memberships in initiatives	Continuously	External parties

[GRI 3-1, GRI 3-2]

OUR MATERIAL TOPICS

THE IDENTIFICATION AND PRIORITISATION OF KEY SUSTAINABILITY ISSUES HELPS STOELZLE TO STAY FOCUSED.

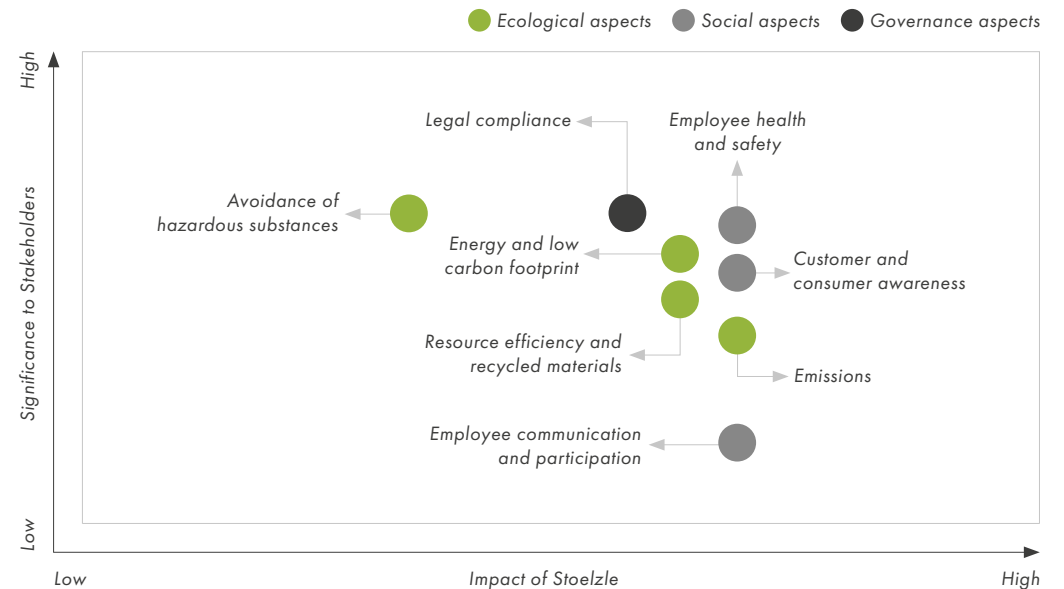


Stoelzle's sustainability topics were assessed by our sustainability team in 2016. Following this, around 80 key stakeholders (customers – suppliers – employees) were asked in the course of an anonymous and independent survey about their expectations, concerns or considerations regarding the topics. The results were reviewed and discussed in an internal process, and the topics were prioritised and mapped in a materiality matrix in accordance with the 2016 GRI standards.

In the reporting period, 2020 – 2022 the topics "Resource efficiency and use of recycled materials" and "Energy and low carbon footprint" have both increased in importance

because of the pandemic and the energy crisis, but also due to new EU regulations. Our stakeholders were affected just as deeply as the company. In the reporting years 2020 – 2022, these topics therefore, were more material than when the matrix was created, which is why it was updated accordingly. The material aspects have been approved by the CEO.

Due to the expected changes related to the forthcoming European Corporate Sustainability Reporting Directive and the related European Sustainability Reporting Standards, we will be carrying out a complete update process of our materiality matrix in 2023/24.



[GRI 3-2, GRI 3-3]

MATERIAL ASPECTS WITH HIGH PRIORITY

<p>› Legal compliance</p>	<p>Compliance with laws, local regulatory requirements as well as ESG relevant standards concerning environmental and worker protection operations and product related aspects are a top priority for us. We make sure that we adhere to all legal requirements by monitoring upcoming and revised regulations. Part of the responsibility lies with the Integrated management system departments (Quality, HS&E, Sustainability), and at the level of regulation related departments (Finance, Accounting). It is managed on both group and site level.</p>
<p>› Employee health and safety</p>	<p>The health and safety of our employees is a fundamental sustainability topic. We make sure that working conditions prevent accidents and occupational diseases. We invest in the general well-being of our employees. Occupational safety is organised on a group level where it is monitored, and targets and guidelines are set. On site level, occupational safety representatives report directly to group level and local site management. Employees' health is managed at group level, with individual approaches, actions and monitoring at site level.</p>
<p>Employee communication and participation</p>	<p>We understand that long-term relationships with our employees are built upon active communication. Several › activities and channels for involvement and participation are used to build awareness and knowledge among employees. We also understand › training as an important element of people development and provide regular opportunities. We manage this topic at group level, but provide room for additional opportunities on site-specific topics.</p>
<p>Avoidance of hazardous substances</p>	<p>In general, we strive for reducing hazardous substances in all production steps. In case we do need to use them, we apply an environmental and health risk assessment, ensuring that no substance will be used without clearance and training for proper handling. The process is integrated in HS&E management on group level as well as on site level.</p>
<p>› Emissions</p>	<p>Each site has its own environmental representative, reporting regularly and directly to site management and on group level to Carbon and Environmental Management. We endeavour to avoid all kinds of emissions into the environment (air and water emissions). Compliance with legal limits is only the basic requirement in this respect.</p>
<p>› Energy and low carbon footprint</p>	<p>We are committed to a climate neutral glass production by using modern technologies such as heat recovery to increase our energy efficiency, reduce our emissions and contribute to climate protection. Moreover, it is crucial to increase the use of renewable energy. Our strategic approach to energy management lies at group level and is managed at site level by site management. We operate based on action plans with detailed measures by 2030.</p>
<p>› Resource efficiency and use of recycled materials</p>	<p>We apply circular thinking to all kinds of resources and raw material in use in production. We created the position of secondary raw material management at group level in order to increase the share of recycling material continuously. Recycled content and PCR share is a lead indicator, monitored at group level as well as site level.</p>
<p>Customer and Consumer awareness</p>	<p>Over the past three years, we have seen a strong shift in customer and consumer awareness to sustainability. To be their first choice partner we work closely with our customers to meet those changing needs. We continuously conduct and analyse customer surveys at group level as well as business unit level. Our technical customer service monitors and measures monthly lead KPIs on complaints at group and site level.</p>

RISK MANAGEMENT AND CONTINUOUS IMPROVEMENT

INTEGRATED MANAGEMENT SYSTEMS – A COMPREHENSIVE APPROACH TO ADDRESSING CHALLENGES AND OPPORTUNITIES.

Integrated management systems (IMS) play a crucial role in supporting Stoelzle Glass's sustainability goals. IMS serves as an excellent foundation and work method for achieving sustainability objectives and measuring progress in this area. It supports our risk management and helps us to continuously improve our performance.

Various aspects of sustainability, such as energy efficiency, resource conservation, and waste reduction are examined through IMS. They allow us to systematically identify areas where improvements can be made, establish objectives and monitor performance towards meeting those objectives. This comprehensive approach enables us to address sustainability challenges and opportunities across all aspects of our operations.

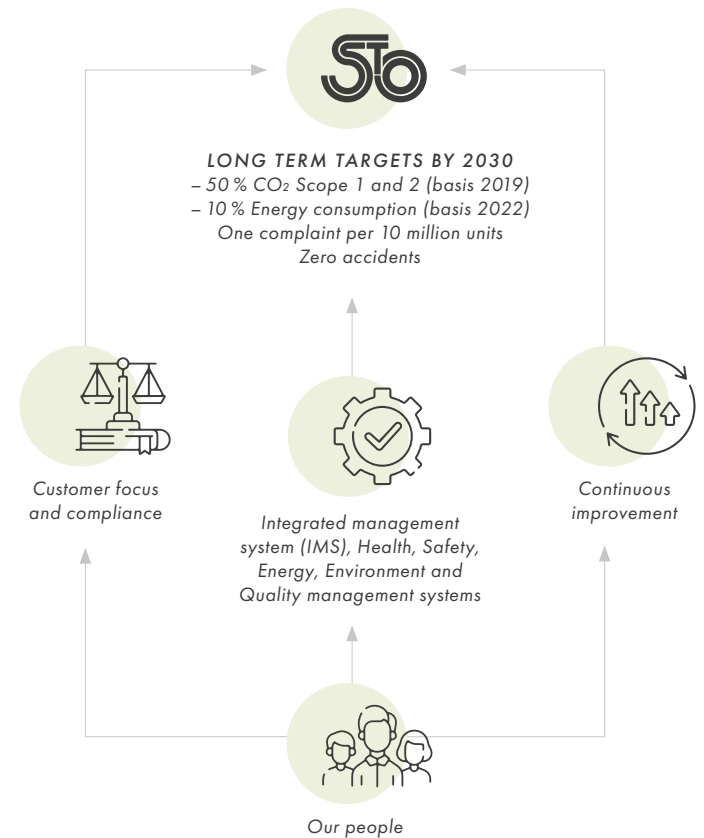
Moreover, the IMS also helps to ensure compliance with environmental, occupational health and safety, as well as product and operational related regulations and standards. The system provides a framework for the company to track and report on our sustainability performance, both internally and externally. It facilitates communication with stakeholders, such as customers, suppliers, and regulatory bodies, on sustainability matters, promoting transparency and accountability.

There were no incidents of non-compliance concerning product and service information and labelling, product related health and safety impacts and occupational health and safety in the reporting period. No negative environmental impacts in the supply chain were reported where actions had to be taken.



"In the pharmaceutical sector, our priority is the health of the end customer. To ensure the safety of our packaging and the products they contain, we adhere to ISO GMP 15378 standards, which involve strict hygiene conditions and thorough assessment of every production step for potential risks. Providing ample resources for these tasks is crucial to maintaining the safety of our products."

Ing. Libor Kraft
CEO, Stoelzle Union, CZ



[GRI 2-29, GRI 308-1, GRI 403-1, GRI 403-2, GRI 414-1]

A RANGE OF TOOLS TO ADDRESS CHALLENGES AND RISKS

Outside-In

To stay informed about industry developments, Stoelzle uses various sources, including the observation of trends in related industries, such as packaging. We conduct innovation workshops and communicate with customers, including market-leading firms, to discuss concessions and sustainability goals.

With regard to this, we are promoting light weight products. Wherever possible, we collaborate with our customer to adapt the design to a lighter version, taking into account the stability and safety of the glass container.

However, Stoelzle's approach to including external voices has been affected by the crises of recent years and our customers' crisis management strategies. Despite this, we are committed to listening to our stakeholders to achieve our goal of continuous improvement, especially when it comes to sustainable solutions.

Idea management

Stoelzle has implemented various measures to include external stakeholders in their continuous improvement goals. We have introduced a digital tool for submission of suggestions, and provide several channels for employees

to communicate their ideas and approaches. The exchange via software within the group is currently limited since it is not rolled out to all locations yet. Nevertheless the exchange is supported by quarterly meetings in the area of quality, production equipment and new technologies, energy, environment and health and safety.

Supplier screening

In terms of supplier screening, Stoelzle qualifies its suppliers through questionnaires and assessments of their relevance to the management system. Sustainability is one of the criteria evaluated, including consumption reduction plans and certifications. However, there is a challenge in getting suppliers to prioritise sustainability over price and in ensuring that relevant information is provided by smaller suppliers.

HSE Management

The entire HSE management follows a risk based approach. Thus, workplaces and production sites are continuously assessed for hazards and risks to our employees. With suitable measures, we continually try to reduce the workplace-related risk for accidents and health. In the area of energy and environment,

the direct and indirect effects of our processes and products on the environment are also assessed at least once a year to evaluate derived risks and opportunities.

Complaint management

Stoelzle's complaint management system has been in place for around 10 years with a database to track complaints across the entire group. Customer complaints have decreased by more than 20 % since the last reporting period (2019) due to investments in process capability and inspection technology, as well as the development of employee competence. In order to provide our customers with a fast and effective handling of their complaints, each plant has its own Technical Customer Service staff.

We see customer complaints as an opportunity to improve our performance and learn from our mistakes. In order to provide our customers with a fast and uncomplicated handling of their complaints, each plant has its own Technical Customer Service staff.

Zero accident, zero harm, zero defects – Our zero error vision

Stoelzle has a "zero defect" vision which can

be challenging in glass production, but we are working towards achieving this goal. Our plan-do-check-act approach is the core of our quality and integrated management systems.

Overall, continuous improvement, integrated management systems, and risk management are crucial for Stoelzle to ensure compliance with customer health and safety issues, while also incorporating sustainability considerations into our operations and satisfying the needs of our customers. It requires our proactive approach to identifying and addressing potential issues and engaging suppliers and employees in sustainability efforts.



TRANSPARENCY THROUGH AUDITS AND CERTIFICATION

A functioning quality management system according to ISO 9001 is the basis for the implementation of further integrated management standards, such as: ISO 50001 in the field of energy, ISO 14001 for environment and ISO 45001 for health and safety. Already 5 of our 7 sites have an integrated management system in one of these areas.

The goal is to certify all plants for those integrated management systems in the upcoming years. In order to meet the high hygiene and safety standards, our plants producing pharmaceutical articles are certified according to ISO 15378 Packaging for Pharmaceuticals. As our articles

also come into contact with food, the BRC standard for food safety has also been implemented and successfully certified at our Austrian and Polish plant.

In order to be able to continuously improve the area of business practices and working conditions, we have decided to introduce so-called SMETA audits in a standardised manner. All our sites are audited periodically (every 2 years) by independent third parties in the area of labour standards, health and safety, environment and business practices. Our sites in England (2020 remote follow up paper audit due to Covid-19) and the Czech Republic (2022) were audited without any critical deviations.

	QUALITY	ENVIRONMENT	ENERGY	HEALTH & SAFETY	PACKAGING FOR PHARMACEUTICALS	FOOD SAFETY	ETHICAL
	ISO 9001	ISO 14001	ISO 50001	ISO 45001	ISO 15378	BRC	SMETA 4-PILLAR
Stoelzle Oberglas (AT)	✓	✓	✓	2024	✓	✓	2023
Stoelzle Union (CZ)	✓	✓	✓	✓	✓	n.a.	✓
Stoelzle Flaconnage (UK)	✓	✓	2025	2024	n.a.	n.a.	✓
Stoelzle Częstochowa (PL)	✓	2023	2025	✓	n.a.	✓	✓
Stoelzle Masnières (FR)	✓	2025	✓	2024	n.a.	n.a.	2023
Stoelzle Wymiarki (PL)	✓	planned but not fixed	planned but not fixed	planned but not fixed	n.a.	n.a.	planned but not fixed
Stoelzle Glass USA (US)	2025	planned but not fixed	planned but not fixed	planned but not fixed	n.a.	n.a.	2025

LEAN MANAGEMENT

At Stoelzle, Lean Management is a critical part of our management system, with Continuous Improvement being a vital aspect.

Our primary goal is to increase customer satisfaction while focusing on compliance and quality, reducing costs and waste and optimising our workflows and processes. We believe that every Stoelzle employee must be motivated and involved to achieve the desired outcome.

Standardisation and Visualisation are the foundation of our continuous improvement efforts. In the future, we plan to adopt several successful methods and tools, such as 5S, A3, SMED and more from various industries worldwide. We believe these tools will assist us in improving our performance.

Each plant has a CIP/Lean Manager who will assist and direct the implementation of the Stoelzle Management System, with every plant conducting more continuous improvement projects on-site.

REFLECTING, INNOVATING AND LOOKING AHEAD

ALEXANDER STERN, HEAD OF PHARMA BUSINESS UNIT, ON GROWTH OPPORTUNITIES, INNOVATION AND PLANS FOR THE FUTURE.



DI (FH) ALEXANDER STERN
Head of Pharma Business Unit & CSCO, Staelzle Glass Group

How did your team experience the different crisis situations of the last three years?

The pandemic was a huge challenge for communication and team cohesion, but we managed to keep in touch with weekly virtual meetings, and we even held a virtual Christmas

party. The pandemic also accelerated the adoption of remote work and virtual meetings, which are here to stay. The Ukraine war was another shock that caused uncertainty, but we tried to remain calm and communicate transparently with our employees. The challenges

in the past year were mostly related to the uncertainty about the company's sustainability, as the production of glass is energy-intensive. To address these challenges, we are exploring alternatives to gas as an energy source and considering new technologies for the next generation of glass products.

Do you believe technology is the key to a sustainable future?

Absolutely. We are already involved in research collaborations to develop new melting furnaces that will emit less CO₂. There hasn't been much innovation in the glass industry in recent years, but we need to find ways to minimise our gas consumption and ideally operate without gas. It's our only way forward, especially given the European Union's climate goals.

What are some things you look back on fondly from the past three unusual years?

Looking back, two things stand out for me. Firstly, the team and how well it worked together, which was a real highlight. Secondly, despite the challenging environment, we managed to increase our sales, even in 2022 when we raised prices. Thirdly, we developed a new product – our Type 2 project – which is an internal coating for bottles that's more sustainable and has better stability values than our competitors who still use powder. We launched it in March 2022 and have already gained our first customer. We are also exploring opportunities in the wellness and lifestyle market, with essential oils and nutraceuticals, and have launched a new product line with amber jars that have up to 60% recycled content.

Are there considerations from customers or from Staelzle regarding reusable containers?

Yes, there are. The trend right now is refillable glass with a plastic insert that can be replaced. We are exploring how to make the glass itself refillable without the need for an insert. This involves addressing hygiene issues and sealing challenges, but it is a direction we are thinking about. Additionally, we are also considering selling the inserts as a way to generate revenue.

But then, it's not really a business for Staelzle anymore?

We must find a balance between what is reusable and what isn't. Regulations and hygiene standards make it unlikely for all products to be reused, especially in the pharmaceutical industry. We need to focus on increasing recycling efforts and improving the recycling network. The use of recycled glass is crucial for sustainability in the pharmaceutical industry.

What does the future hold for your business unit?

We have learned that necessity is the mother of invention and that one can be inventive even without being forced. This is something that we can take away from the last few years. At Staelzle, we always say that we are resistant to change, but this is not unique to us in Austria and Germany. We have been forced to adapt over the past two years, and we have managed to do so while maintaining our core values. We can take away from this experience the knowledge that we can be creative and innovative even without being forced to do so.

PROTECTING THE PLANET

- + We invest in energy-efficient technologies and renewable energy sources, setting clear targets and measuring our progress.
- + We monitor sustainability performance indicators alongside financial indicators, striving for continuous improvement and transparency through public reporting.
- + We embrace circular economy principles: reducing waste, increasing recycling rates, and utilising recycled materials in our production processes.
- + We reduce our environmental impact while achieving cost savings and improved competitiveness.

- > Carbon Management
- > Achieving Carbon Neutrality in Operations
- > Energy Management and Carbon Footprint
- > Energy Data Management System (EDMS)
- > Strategic Water Management
- > Emission Monitoring Management
- > Supply Chain Management
- > Resource Efficiency and Circularity
- > Challenges, Partnerships and Sustainability
- > Stoelzle Glass USA
- > Resource Friendly Decoration
- > Sustainability at Heart



CARBON MANAGEMENT

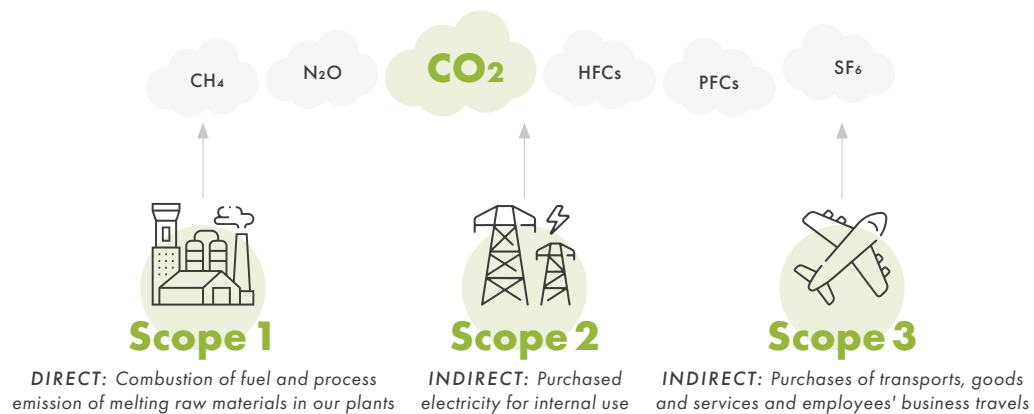
DRIVING DECARBONISATION IN THE MOST SIGNIFICANT FIELDS OF ACTION WITH THE VISION OF CARBON NEUTRALITY BY 2050.

Carbon neutrality has become a critical topic for businesses worldwide, with the introduction of new regulations and the pressing urgency of the climate crisis. As a high-emissions industry, it is vital for Stoelzle to take a proactive approach to address this issue and seek innovative solutions to reduce emissions. Adopting sustainable practices and striving for carbon neutrality will not only benefit the environment, but also contribute to the long-term success of the Stoelzle Glass Group.

In general, Stoelzle's carbon management involves four essential aspects. These include: implementing a decarbonisation strategy and

action plans, calculating and reporting emissions for all scopes to relevant stakeholders, monitoring and evaluating technological and legal developments for top management's strategic decisions and purchasing carbon certificates in conjunction with third-party CO₂ audits.

Given the importance of the topic, overall responsibility lies with top management. To ensure the achievement of Stoelzle's decarbonisation strategy, standardised CO₂ reporting internally and externally and the establishment of appropriate KPIs and corrective measures, a group-wide CO₂ manager who reports regularly to top management was installed in 2022.



[GRI 3-3, GRI 201-2, GRI 302-1, GRI 302-2, GRI 302-4, GRI 302-5]

DECARBONISATION – STRATEGY, FIELDS OF ACTION AND MEASURES

Our goal is to reduce group-wide Scope 1 and 2 emissions by 50 % by 2030. Ideally, this means an annual reduction in emissions of 4.2 %. We will achieve annual ideal reduction cumulatively in several steps until 2030. In addition, we aim to reduce the indirect emissions of the value chain by 15 % by 2023. With these goals, which are under evaluation of the Science Based Target initiative: > www.sciencebasedtargets.org, we want to actively support the Paris Climate Agreement's aim to limit global warming to 1.5 °C.

The base for our 2022 decarbonisation strategy is to develop a group-wide corporate carbon footprint in accordance with the Green House

Gas Protocol (GHG) for the year 2019. This emission calculation includes, besides direct emissions from our production, indirect emissions from energy consumption (Scope 2) and our upstream and downstream emissions from the value chain (Scope 3).

As usual for energy-intensive companies, Scope 1 (36 %) and Scope 2 (18 %) emissions accounted for more than half of total emissions. And 46 % of total emissions were caused by the upstream and downstream supply chain. The exact breakdown of our CO₂ emissions in all three scopes can be found in the CO₂ inventory in the > appendix.

We have identified our most significant areas of action based on the total emissions in 2019 and have already developed appropriate action plans for each plant up to 2030.

Our fields of action:

> Process & Energy optimisation

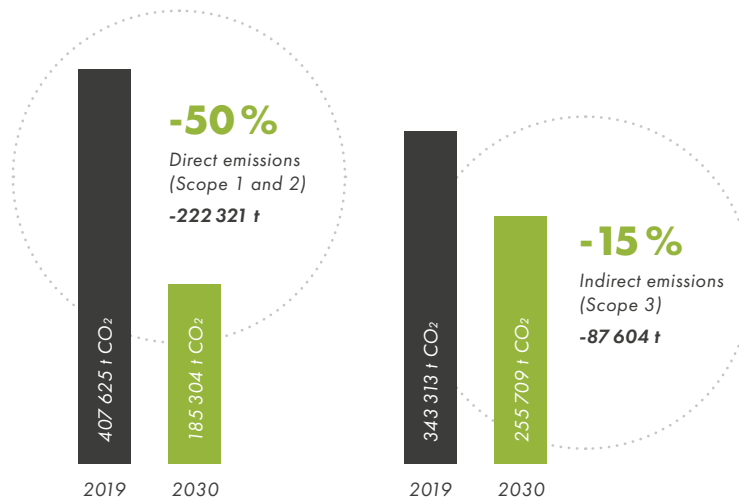
- > Climate-conscious procurement
- > Green electricity, fuels and electrification
- > Reduction of transport emissions
- > PCR/PIR and raw material substitution
- > Lightweighting
- > Packaging footprint reduction
- > Awareness and training

STOELZLE'S AMBITIOUS, SCIENCE BASED CO₂ REDUCTION TARGETS

1.5 °C

DECARBONISATION PATH

1. Purchasing of renewable energy and investing in own renewable energy production.
2. Improving of energy efficiency and total energy savings.
3. Increasing recycled content for all glass colours.
4. Furnace and feeder electrification.



ACTION	KPI	2022	2025	2030
Increase > recycled content + for Flint Glass + for Amber Glass + for Green Glass	Share of PCR & PIR in packed tonnes of glass	14 %	26 %	40 %
Increase > renewable energy share for electricity	Share of renewable energy of total electricity consumption	74 %	82 %	100 %
Implementation of > Energy and Process Data System	Level of Implementation	60 %	100 %	
> Energy Recovery and Efficiency Investments	Total Energy Reduction	-	5 %	10 %
> Furnace, Feeder and Lehr Electrification	Share of electricity of total energy consumption	20 %	22 %	33 %
> Lightweighting	Saved melted Tonnes	-	15 000 t	25 000 t

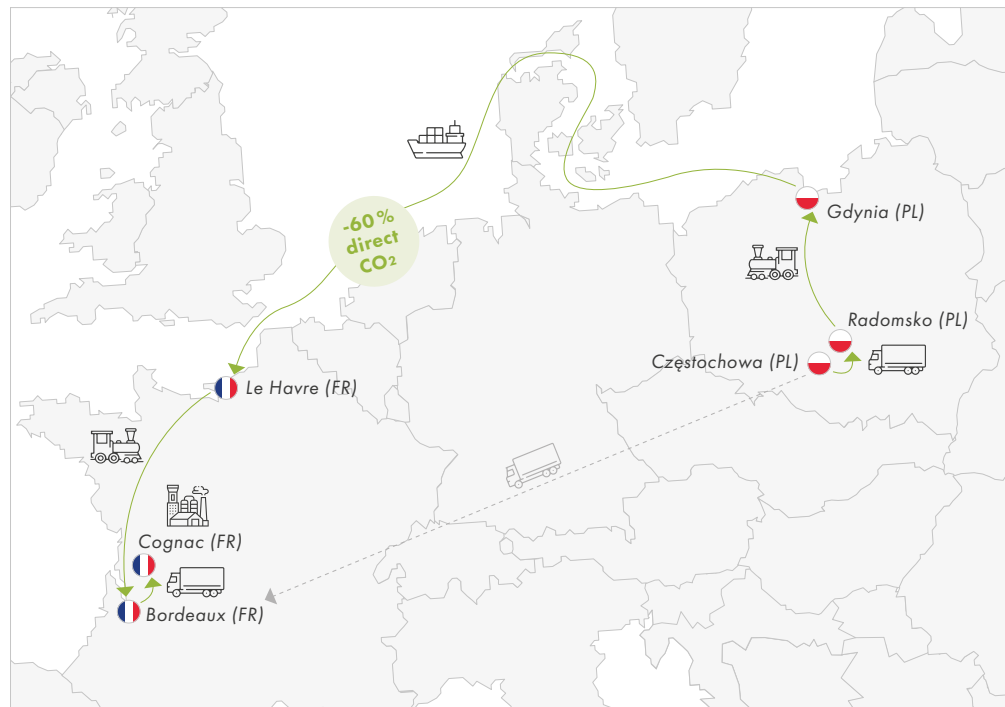
To achieve our goal in Scope 1 and 2, we are primarily focusing on these group-level measures.

REDUCING OUR CO₂ EMISSIONS IN SCOPE 3

Low Carbon Transportation

Stoelzle collaborates with stakeholders, including: suppliers, customers, and local communities, to promote sustainable practices and reduce the environmental impact in

Scope 3. We engage with stakeholders to develop innovative solutions for emission reduction, calculate transport or product footprints for our customers and participate in emissions management initiatives and programs.



An example of creating optimum low-carbon transportation route to customer.

We are sourcing as locally as possible, especially those materials which we are using in high amounts. We are proud to say that all the cullet and raw materials purchased for our European sites originate from Europe, and only in some cases, we source small quantities of specific materials from outside of Europe. By doing so, we are minimising our carbon footprint and ensuring that our operations keep environmental impacts as minimal as possible.

Climate Conscious Procurement

In the future, we will also increasingly consider the product carbon footprint of the goods and services we purchase. In addition to energy-saving production, a high proportion of recycled material in the product itself is also an essential purchasing criterion.

By 2030, we aim to increase the recycling rate in our purchased packaging films by 50%. Compared to other materials and

raw materials used in glass melting, soda production is very energy and CO₂ intensive. In 2023, we will switch around 30% of our total soda ash consumption to less carbon intensive natural soda for glass production, which will be used in the US, French, UK, and Polish sites. This natural soda has a 65% reduced carbon footprint compared to the European average of soda produced by the Solvay process.

CO₂ Calculation at the touch of a button

We are working on fully automating software-supported CO₂ calculations. The calculation is based on our process data management (EDMS), ERP system and additional web-based software that we use to communicate with our suppliers. This enables us to generate corporate carbon footprints for individual plants, and the entire Group, as well as Product Carbon Footprints of each article at the touch of a button by 2024.

+50%
Recycled content in purchased packaging films by 2030

30%
Shift of our soda ash usage to low-carbon natural soda by 2023

CO₂ Footprints
Software-supported CO₂ calculations to generate corporate and product carbon footprints by 2024

ACHIEVING CARBON NEUTRALITY IN OPERATIONS

STOELZLE INITIATED A SPECIAL TASK FORCE TO ADDRESS CARBON NEUTRALITY IN ITS OPERATIONS.

To make sure we reduce our carbon emissions while also keeping our business goals in mind, the CEO of Stoelzle Glass Group created a task force called "Furnace of the Future" (FOF) in 2022. The FOF task force operates under the leadership of the Group Energy Manager and is composed of the Technical Engineering Group, the Group R&D Manager and the furnace managers of each of our plants.

FOF task force convenes monthly at a Technical Engineering Group (TEG) meeting to discuss the systematic assessment of new technologies, and the results of monitoring progress and effectiveness of implementation. We implement a monitoring list on technology and alternative fuels that we update annually. **The task force analysed various options based on criteria such as technical readiness level, CO₂ reduction potentials as well as investment and operating costs.**

In general, furnace rebuilds result in bigger furnaces and higher tonnage outputs, which often increase absolute carbon emissions. In the future these higher outputs need to be achieved at no additional net increase in absolute carbon

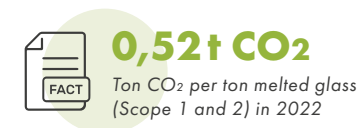
emissions. Similarly, company acquisitions such as the US plant also add to our carbon emissions and must be taken into account when considering future purchases as part of due diligence assessment. These potential effects of "business growth" add more urgency to our required decarbonisation efforts.

The FOF task force focuses on electrification of furnaces, forehearth and lehrs and increasing cullet amounts in our batches. They conduct research and development on carbon-reduced, -free and -neutral materials. The FOF strategy is based on remaining flexible in the currently unstable global situation so that our facilities can react quickly to falling electricity prices during the transition period. Economic developments in global energy have a significant impact on our strategy.

Through an increased use of > cullet, investments in energy-efficient equipment, and the implementation of numerous > energy-saving measures, we have managed to reduce the CO₂ intensity (Scope 1) of our glass production more than 6 %.



[GRI 3-3, GRI 302-1, GRI 302-3, GRI 302-4, GRI 305-1, GRI 305-2, GRI 305-4, GRI 305-5]



[GRI 3-3, GRI 302-1, GRI 302-2, GRI 302-4, GRI 305-5]



ELECTRIFICATION OF FURNACE TECHNOLOGY IS KEY

Our furnaces currently operate on natural gas and electricity, and we are aiming to continuously increase our electrical melting to reduce fossil fuel and natural gas consumption. Currently we can achieve up to 40 % electrical melting with our recently rebuilt furnaces in France (2020), Austria (2021) and Poland (2022).

However, the primary objective is to use furnace technologies that can operate with 100 % renewable energy sources. The fully electric furnaces currently available are not suitable for

use within the Stoelzle Glass Group due to their low furnace utilisation and limited use of cullet. Therefore, our FOF task force aims to implement a fully electric furnace by 2030. In addition, the lehrs and feeders must also be able to operate with hybrid or fully electric power sources in the future.

We are conducting intensive research on the implementation of a fully electric feeder (a channel that connects the tank which contains the molten glass to the IS machine for glass shaping). By 2024, we aim to use one of the first electric feeders for amber glass in the European glass industry.

Currently, the power connections in most of our plants are not sufficient for the upgrades we plan. To supply our plants with this increased electrical power, new power lines are required in the respective regions. For this reason, we are already in talks with the relevant regional grid operators. We are also investing in generating our own > renewable energy and evaluating possible > storage capabilities.

In addition, we are particularly proud to be part of an international research group – IPGR (International Partners of Glass Research) > www.ipgr.com – which we joined in 2020. We are jointly working towards a CO₂ neutral glass composition and a CO₂ neutral melting process.

CARBON-REDUCED, -FREE AND -NEUTRAL MATERIALS

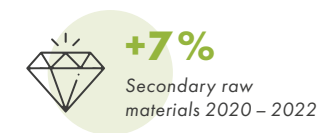
Secondary raw materials represent a key element in our efforts to minimise the footprint of our glass production by saving natural resources. Several of these materials provide the added benefit of reducing CO₂ emissions whilst saving energy.

For example, Calumite is a glassy secondary material (slag) from steel production. It has similar properties to recycling glass and offers the same benefits in terms of energy and CO₂ savings. We also have several materials that allow us to reduce the use of regular soda ash in our glass production.

Another promising method for reducing CO₂ emissions is utilising a unique limestone that is derived entirely (100 %) from water purification

processes. A particularly compelling aspect of water purification limestone is that approximately 80 % of the bound CO₂ is classified as "short term" CO₂, signifying that it is absorbed by the atmosphere. Efforts are underway to classify this property as a CO₂ reduction measure, and preliminary feedback from regulatory authorities has been positive so far.

In addition to the secondary raw materials we already use, we are constantly exploring new sources for such materials. For example, we are researching the use of ignition ashes from biomass plants. Due to increasing demand for secondary raw materials in other industrial sectors, procuring them on the market is becoming increasingly difficult, resulting in input fluctuations over the reporting years. Despite these challenging conditions, we have managed to increase the use of secondary raw materials by 7 % since 2020.



ENERGY MANAGEMENT AND CARBON FOOTPRINT

TECHNOLOGICAL INNOVATION FOR SAVING ENERGY.

Over the past two years, the importance of energy management has significantly increased, with our top management considering it one of their highest priorities. The Stoelzle Glass Group has also recognised some time ago the relevance of energy efficiency and has observed a positive trend across its plants.



Energy Efficiency at Stoelzle Glass Group
MWh/t melted glass.

However, the energy consumption and energy intensity of each plant varies depending on: furnace age and furnace utilisation, manufactured product portfolio, used electricity share for melting, glass type and the used cullet share within different glass colours.

Due to the capacity expansion of several furnaces, the group-wide total energy consumption increased in the reporting period.

FURNACE REBUILDS

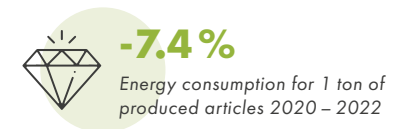
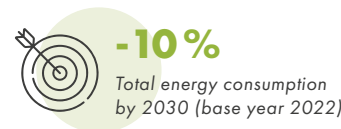
To sustainably ensure its growth strategy as a packaging glass manufacturer, Stoelzle has invested in furnace rebuilds in France, Austria and Poland over the last three years. Modern melting technology and higher boosting possibilities allow us to reduce the energy needed to melt glass. This investment is an important step towards the Group's goal of achieving a 50% reduction in CO₂ emissions by 2030.

We are constantly seeking technological innovation, particularly when planning our furnace rebuilds so that all areas of the plant will benefit from the investment-related energy saving improvements. In line with our main focus to improve the energy efficiency of our furnaces, Stoelzle Glass Group has introduced and installed various energy saving measures.

As part of our decarbonisation path, we prioritise efficiency improvements in order to achieve energy savings. Our goal is to save 10% of total energy consumption by 2030 by focusing on waste heat utilisation as a key means to achieve this target.



[GRI 3-3, GRI 302-1, GRI 302-3, GRI 302-4]



[GRI 3-3, GRI 302-4]

The new batch preheater at Stoelzle Oberglas in Austria.



SAVING ENERGY AND GENERATING ELECTRICITY THROUGH WASTE HEAT UTILISATION

In 2022, we began installing a batch preheater in Austria. This technology uses waste heat from the exhaust to preheat and dry the raw material mixture before it enters the melting furnace.

The batch preheater reduces the furnace energy consumption by over 8 % and results in annual energy savings of 4 000 MWh. The remaining waste heat is fed into the local district heating network and currently supplies heat to approximately 1 800 households.

In 2023, we will produce 4 680 MWh of electricity from waste heat at our plant in Poland. This corresponds to 7 % of the site's total electricity consumption. The waste heat is used for steam production, which is then transformed into electricity by using a

turbine and generator. In 2020, Stoelzle recognized the pressing importance of energy management within the group level and appointed a manager.

In 2022, numerous projects were planned and partially implemented. Through waste heat utilisation and optimisation of machines and processes, particularly our lehrs and the entire compressed air system, we anticipate planned energy savings of 15 300 MWh in 2023. This corresponds to approximately 1.2 % of the overall energy consumption of the group in 2022.

LEHR OPTIMISATION – SMALL ACTION, BIG IMPACT

After shaping the glass, our hot glass containers are placed in annealing lehrs to prevent stress cracks during the cooling phase. These lehrs are operated with gas and account for 8 % of our total gas consumption. Therefore, we have placed a special focus on these units.

Energy savings in 2022 were achieved by:

-12%
Lehr optimisation

-66%
Waste heat recovery

-16%
Optimisation of compressed air system

-2%
LED exchange

-3%
Equipment and process optimisation

RENEWABLE ENERGY AND SELF-GENERATION

In 2017, we installed the first photovoltaic panels on the roofs of our storage halls in Austria, with a capacity of 1 600 kWp. Those panels provide approximately 1 500 MWh electricity per year, and could supply 500 households with 3 000 kWh electricity.

In 2023, we will have installed additional rooftop PV systems in Austria, totalling 1 600 kWp, which will provide electricity to another 500 households. In 2024, we plan to install a rooftop system on the new warehouse at Stoelzle Częstochowa (PL) with a capacity of 1 647 kWp.

Since the beginning of 2021, we have been purchasing Energy Attribute Certificates (EACS) for all our plants (excluding the United States). By doing so, we are ensuring that the proceeds from the certificates go back into investments in green energy sources.

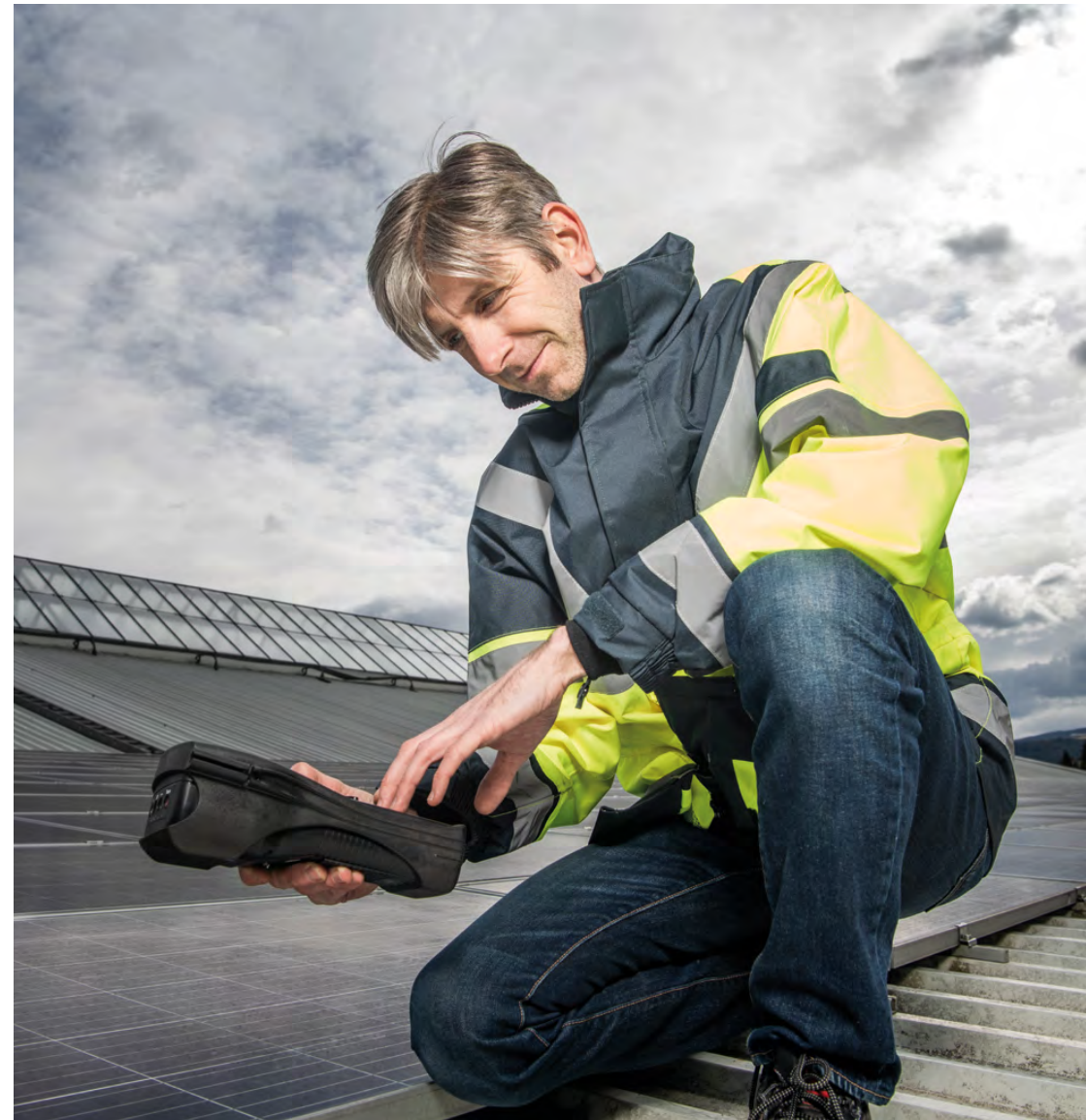
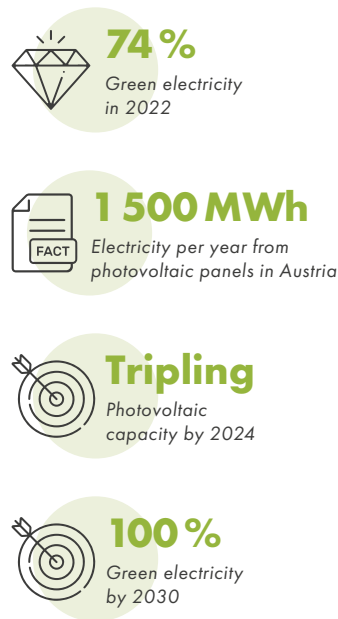
These "green electricity certificates" document that a megawatt hour of green electricity was generated from renewable sources. They indicate how, when and where the energy was generated. In Austria, we are purchasing certificates for 100 % electricity from hydro power.

POWER PURCHASING AGREEMENTS

As of 2022, 74 % of our purchased electricity comes from renewable sources. Our

decarbonisation strategy aims to use 100 % green electricity by 2030. We plan to secure 30 % of our green electricity through long-term Power Purchasing Agreements (PPAs) and own generation by 2030.

PPAs play a vital role in expanding renewable energy sources. We are co-partnering in wind energy PPA, and we have already signed a letter of intent for the construction of new wind turbines in 2024 to achieve our goal of producing as much electricity as possible, and to become less dependent on external energy supply.



[GRI 3-3, GRI 302-4, GRI 303-5]

ENERGY DATA MANAGEMENT SYSTEM (EDMS)

TECHNOLOGICAL INNOVATION FOR SAVING ENERGY.



Stoelzle wants to reduce energy consumption at all seven production sites by 10 % and halve CO₂ emissions by 2030. At the heart of the cross-plant process and energy optimisation in production is the SIMATIC Energy Manager PRO.

This is a joint large-scale project, where we cooperate with Siemens for a complete solution, from consulting to implementation with software and hardware from the field to the management level. **By employing the Energy Data Management System (EDMS), we can apply effective strategies in the appropriate areas.** All our European sites will adopt the EDMS by the end of 2023, with our US production site following soon.

Our Austrian site was the first to launch this project in 2021, which has over 1 800 measurement points in different production areas, resulting in improved efficiency and reduced costs. **By tracking and assessing changes and trends in energy consumption, we are expecting to save between 3 % and 5 % of energy through the EDMS.** It has enabled us to improve our energy efficiency and reduce costs in various areas of production.

We also optimised the cooling curve settings of the annealing lehrs, resulting in a 20 % reduction in natural gas consumption. Additionally, the EDMS allows us to measure compressed air consumption at each machine and detect leaks as well as defective machines, such as cooling fans. This detection leads to total annual electricity savings of 160 MWh at our Polish and Czech sites.

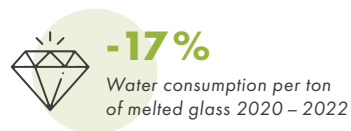
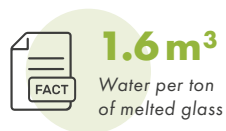
Our EDMS also monitors water consumption as it provides a complete process data system including: water, batch materials, temperatures, pressures and more. According to monitoring, the actions made during the reconstruction of furnace 2 resulted in a 50 % reduction in the amount of municipal water utilised at the Austrian plant.



[GRI 201-2, GRI 3-3, GRI 303-1, GRI 303-2, GRI 303-3, GRI 304-1, GRI 303-5]

STRATEGIC WATER MANAGEMENT

MINIMISING STOELZLE'S WATER FOOTPRINT AND PROMOTING EFFICIENT WATER USE ACROSS OPERATIONS.



Water is an important resource for container glass manufacturing. It is used for many critical cooling duties within the process. For most of these duties around the Group, water is on closed loop recirculating systems. The biggest volume is used on the hot glass chutes to the bottle making machines where a plume of water transports and cools hot glass drops.

Water supplies across the Group vary; Austria and France have on-site sources with groundwater (supplemented by municipal supply), the rest use municipal systems only. These loop systems enable us to reduce our water consumption, minimise wastewater generation, and ensure that the discharged water meets stringent environmental standards.

We have evaluated all our sites for water risks with the Water Risk Assessment Methodology, developed by WWF > www.riskfilter.org. The water risk assessment is based on a company's geographic location, which informs about the site's basin-related risks and characteristics concerning the nature of its operation. All our sites operate in non-water stress areas.

As part of our water risk management, we have also assessed risks related to impacts on biodiversity which are closely linked to water use and discharge. None of our operations are located in, or adjacent to, protected areas or areas of high biodiversity value.

Due to the currently increasing water shortage in many regions of France, we will further optimise the cooling water system, especially at our French site. Measures to reduce water diffusion as well as the expansion of closed circuits are planned for 2023.

Given the physical risks of climate-related extreme weather events, Stoelzle Glass Group's manufacturing facilities could be vulnerable to disruptions from events such as floods, storms or droughts that are becoming more frequent and severe due to climate change. This could lead to property damage, supply chain disruptions, and increased operating costs. To reduce the risk of damage to our buildings and facilities due to increased heavy rainfall events, we have completely refurbished our main sewer for stormwater drainage at the Austrian site in the year 2021.

Another important aspect of Stoelzle's water management strategy is the implementation of water conservation measures. We have optimised our production processes to reduce water usage and have installed efficiency equipment to minimise wastewater. By reducing water usage, we are aiming to mitigate potential water-related risks, such as water scarcity or water quality issues that could affect our operations.

To reduce the consumption of well water, various measures have been implemented at our Austrian site in 2022. Optimising the cooling water for the IS machines and installing high-efficiency pumps has resulted in a significant decrease in well-water usage.

Furthermore, we implemented a new retention basin for process water reuse. By reusing wastewater, we can significantly reduce our freshwater intake, resulting in substantial water savings. Real-time recording and evaluation performed via the new process data management software allows for quick reactions to any changes. With those measures we are going to save 75 774 m³ well-water a year.

EMISSION MONITORING MANAGEMENT

ADVANCED TECHNOLOGY AND RESPONSIBLE MANAGEMENT TO REDUCE ENVIRONMENTAL IMPACT.

AIR EMISSIONS

Our primary source of air emissions are the furnaces, with the level of emissions varying based on factors such as: capacity, age, design, burners technology and adjustments and combustion conditions. In general, increased furnace sizes and tonnage outputs lead to an increase of absolute emissions (CO₂ and further air emissions), which are subject to regulation under the ETS Scheme, the Industrial Emission Directive (IED) from the EU and the Integrated Pollution Prevention and Control (IPPC) Directive. Stoelzle Glass Group has implemented various strategies to manage air emissions and minimise the > carbon footprint.

Carbon dioxide – CO₂

Scope 1: Since 2005, we have been regularly reporting our greenhouse gas emissions (GHG) for Scope 1 to relevant authorities under the ETS scheme which are directly linked to production. Each raw material, as well as natural gas, has its own emission factor indicated by EU-ETS Directive upon which the CO₂ calculations are based. Together with overall emissions, they are verified by an external body on a yearly basis. Besides CO₂, there are no GHG emissions

within the Stoelzle Group that would have to be reported as CO₂ equivalents.

Scope 2: Emissions from electricity usage are monitored accordingly. The emission factors applied to the calculation are dependent on each site's proportion of renewable sources and are provided by our energy suppliers according to legal requirements by EU Power Labelling Ordinance. In 2021 we started purchasing guarantees of origin for renewable energy, ensuring our European electricity is provided entirely from renewable energy sources. This led to a decrease of more than 50% of our total Scope 2 CO₂ emissions.

Scope 1 and 2 emissions are documented monthly and results are accumulated to identify how much will be utilised at each site annually.

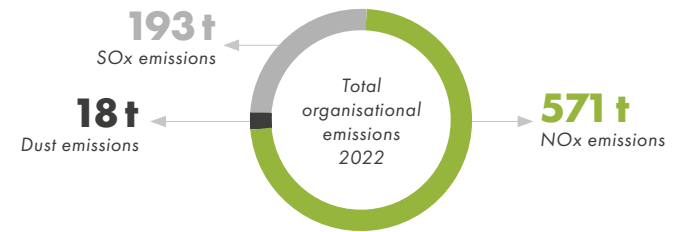
Scope 3: In 2021, Stoelzle launched a greenhouse gas emissions monitoring programme based on the GHG Protocol. This measures our full Scope 3 CO₂ emissions to find areas for improvement and set emission reduction targets (Total Scope 3 emissions for 2022 will be published in 2023).

[GRI 3-3, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5, GRI 305-6]





[GRI 3-3, GRI 303-1, GRI 303-2, GRI 303-4, GRI 303-5, GRI 305-4, GRI 305-5, GRI 305-7]



Further air emissions

Glass production emits pollutants including NOx, SOx, dust, HF, HCl, As, Cd and noise. Stoelzle Glass Group reduces emissions through advanced technology and energy efficiency. Emissions are monitored and kept within legal limits using either continuous or periodic measurements, depending on local regulations. Each factory has its own routine and responsible person to ensure compliance.

Our plants meet regulatory standards of the Integrated Pollution Prevention and Control (IPPC) however, we're constantly investing in emission reduction technologies and exploring new options for testing at our sites.

In 2022, we installed a new sorbent silo for injection of hydrated lime to flue gas at our Czech plant. This aims to reduce HCl and HF emissions to well below legal limits.

Noise

Glass industry has a long history and facilities are now located near residential areas, potentially causing noise pollution. We therefore aim to minimise noise emissions beyond legal

requirements during construction or when acquiring new equipment. At the Austrian site, we communicate with neighbours to address concerns directly.

WATER EMISSIONS AND DISCHARGE

Stoelzle Glass Group adheres to a policy of closing water cycles wherever possible and treating the water before releasing it into municipal sewer systems or local water bodies. Oil separators are installed at each site with all national regulations and legal limits met. No unplanned water discharges occurred in the reporting period. However, the amount of water discharge is currently estimated based on the amount withdrawn for cooling.

To maintain our high standard, we have completely renovated the water treatment facility at our Czech location in 2022.



[GRI 2-6, GRI 2-23, GRI 2-24, GRI 3-3, GRI 308-1, GRI 414-1]

SUPPLY CHAIN MANAGEMENT

PARTNERSHIP BUILDING FOR A SUSTAINABLE SUPPLY CHAIN.

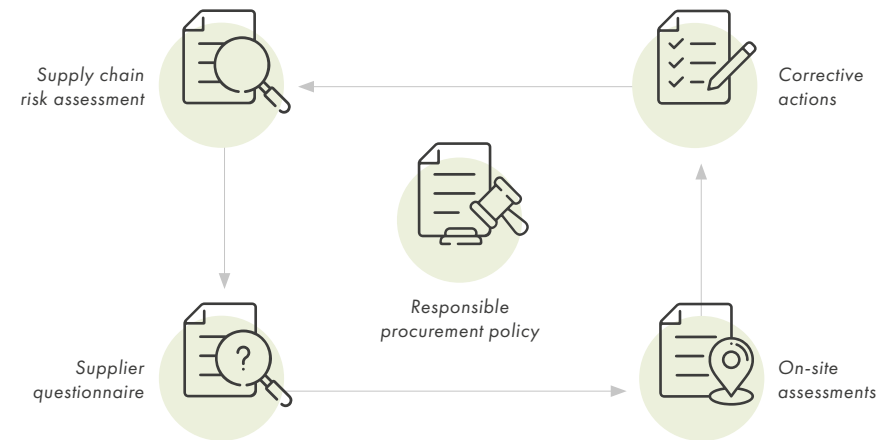
We understand the importance of implementing sustainability throughout our entire supply chain and therefore, have integrated all considerable aspects into our supplier management strategy. As part of this effort, we have been developing and implementing standards on a group-wide level. When evaluating and selecting suppliers, we not only consider commercial aspects, but also the quality of supplied materials and the suppliers' sustainability performance.

We conduct evaluations annually for existing suppliers and for the qualification of all new suppliers in the product categories of raw materials, packaging and decorative materials, moulds, service providers and energy suppliers. The number of assessments has increased by 17 % and has also been expanded to the areas of caps and closures and machine suppliers. In 2022, we evaluated 100 % of our new suppliers and 60 % of our existing suppliers in the mentioned product categories. This corresponds to 24 % of the entire supplier pool.

In 2019, Stoelzle Group Purchasing Management implemented a new purchasing manual that includes a lead buyer concept. This manual standardised purchasing processes and

designates lead buyers who are responsible for supplier audits and management for specific product groups, such as pallets, on a Group level. **Given that we purchase from 3 150 (2022) suppliers worldwide, ethical and environmentally relevant principles are included in our supplier audits to ensure all suppliers meet the requested sustainability standards.**

Regular performance audits include ecological and social aspects and significantly influence our evaluation of a supplier. Suppliers who are rated as particularly important through supplier assessment are audited by on site audits to ensure the best possible evaluation of all aspects. By standardising these processes, we strive to maintain sustainable practices throughout our supply chain. 100 % of A-suppliers were assessed against environmental and social criteria during the reporting period.



Supplier audits at the Stoelzle Glass Group

SUPPLIER CODE OF CONDUCT

Stoelzle Glass Group implemented an updated Supplier Code of Conduct in 2020, which has been acknowledged by all suppliers. The company requires all its suppliers to operate in accordance with the principles contained in this Code and in full compliance with all applicable laws and regulations. The company also expects its suppliers to replicate these standards further down the supply chain. The goal is to strengthen mutual understanding of how sustainability should be practised in day-to-day business. In alignment with the UN Global Compact, the five main areas covered by the Supplier Code of Conduct are: business ethics, labour standards, health & safety, environment & quality and management systems.

Stoelzle's suppliers are expected to meet social and environmental responsibilities and conduct their business in an ethical manner with integrity. As a result, we aim to protect the human rights of our employees, provide a safe and healthy working environment, operate in an environmentally responsible and efficient manner, and integrate quality into our business processes. Additionally, we expect our suppliers to implement management systems which facilitate compliance with all applicable laws and promote continuous improvement with respect to the expectations set forth in our Supplier Code of Conduct. This is publicly available on our website > www.stoelzle.com.

[GRI 2-6, GRI 308-1, GRI 414-1]



PARTNER IN THE SUPPLY CHAIN

At Stoelzle, we take our responsibility as a trustworthy partner to our customers seriously, particularly in relation to our value chains. Transparency is a fundamental prerequisite for establishing trust and long-term relationships, which is why we make it a point to provide regular updates to our customers on our progress in the areas of sustainability and adherence to international corporate social responsibility (CSR) standards through online CSR rating platforms.

We ensure proof of compliance for our customers through two instruments: the Sedex Members' Ethical Trade Audit (SMETA), which is conducted by independent auditors, and the EcoVadis sustainability performance assessment. These assessments enable us to verify our commitment to ethical business practices and to provide our customers with the assurance they need to trust us as a responsible partner in their supply chains.

EcoVadis

Stoelzle Glass Group has been awarded gold status by the EcoVadis framework for 2021 and 2022. This is an important acknowledgement of our steadily increasing efforts and actions in the field of sustainability over the last few years. The Stoelzle Glass Group scores among the top 4 % of all manufacturers reviewed by EcoVadis, according to the strict EcoVadis Methodology which is based on international sustainability standards. > www.ecovadis.com



SMETA – Ethical Audits

A SMETA (Sedex Members Ethical Trade Audit) is an auditing procedure developed by Sedex (Supplier Ethical Data Exchange) to assess compliance with labour rights and health & safety, as well as environmental standards and business ethics in the supply chain. Companies commonly use this procedure to evaluate their suppliers and ensure they follow ethical business practices. Independent third parties interview workers, managers and other employees, and collect documents and other evidence. The audit report is available online to our customers after the audit.

To continuously improve our business practices and working conditions, we have standardised SMETA audits at all our sites, which are audited periodically (every 2 years) by well-known auditing companies. Our sites in England (2020 remote follow-up paper audit due to Covid-19) and the Czech Republic (2022) underwent SMETA audits without any critical deviations. > www.sedex.com

We will conduct audits at our sites in Austria, France, and Poland in 2023, and by 2025, we plan to extend this type of audit to our US facility.



RESOURCE EFFICIENCY AND CIRCULATORY

INCREASING CULLET CONTENT IN PRODUCTS CONSERVES NATURAL RESOURCES AND REDUCES ENERGY REQUIREMENTS AND CO₂.

The glass industry is characterised by high energy consumption, making circular economy principles essential to reduce process waste, improve resource efficiency and promote sustainability. The Stoelzle Glass Group adopts circular economy principles to design products and processes that minimise process waste and maximise resource utilisation up to waste heat utilisation for decoupling into the district heating network. This results in reduced environmental impact while maintaining high product quality.

Resource efficiency plays a critical role in achieving circular economy goals in the glass industry by optimising the use of resources such as energy, water, and raw materials. Using > renewable energy sources, > closed loop water systems and production process improvements to minimise waste, contributes to the circularity of resources.

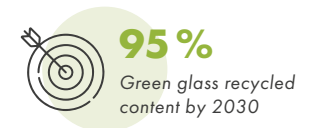
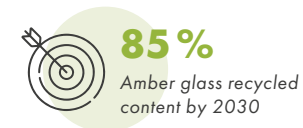
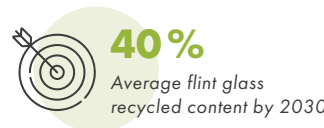
In our Austrian plant we are utilising our flue gas waste heat for decoupling to the local district heating net. In 2022 we decoupled 11 205 MWh and provided 1 800 households with heat.

The most significant contribution to our sustainability goals lies in increasing the share of cullet in our products, as using cullet in glass production conserves natural resources and reduces energy requirements and CO₂ emissions. Hence, we use a high proportion of cullet for amber, green and flint glass to reduce the need for raw materials and lower the carbon footprint of our products.

To ensure transparency for customers and consumers, we use the FEVE method, commonly used in the European glass industry to calculate the PCR and recycled content share in our glass.



[GRI 301-2, GRI 302-4, GRI 302-5, GRI 306-4]



[GRI 3-3, GRI 301-2, GRI 302-4, GRI 305-5, GRI 306-4]

CULLET MANAGEMENT – SAVING RESOURCES AND REDUCING CARBON

The cullet originates from either our own production (internal cullet), or from public collection of waste glass, i.e. from households (Post Consumer Rejects; PCR), companies (Post Industrial Rejects; PIR) and other institutions.

The use of cullet also reduces sand and soda ash consumption, thereby directly contributing to natural resource conservation. The amount of energy required for melting decreases significantly, thereby minimising the > CO₂ emissions generated by glass production. The Group has been increasing the number of initiatives in the reporting period at all sites to incorporate more external cullet into production. The desire to increase the use of cullet presents challenges in procurement, production, and quality assurance.

In recent years, we have gained significant experience through the gradual increase of cullet in our production, and we are confident in achieving our ambitious goals for cullet utilisation. By supporting a Circular Economy approach, we strive to further improve the economical use of resources during the product development stage.

We know the composition of internal cullet, and it can be added to the mix without concern. But quality control is a key challenge for external sources, especially for fine particles under 6 mm, which can potentially contaminate the production process with unwanted substances. In 2020, Stoelzle invested in upgrading laboratory facilities at the Austrian site to improve internal quality control for raw materials and glass throughout the Group.

As part of our circularity goals, which are a crucial element of our decarbonisation strategy (reducing CO₂ emissions by 50 % by 2030), we aim to enhance communication and collaboration with all stakeholders, including: collection and recycling systems, glass collectors and glass processors. We hired a group-wide Secondary Raw Material Manager to actively support these goals. Additionally, we constantly investigate local sources for industrial by-products to further reduce > raw material consumption.

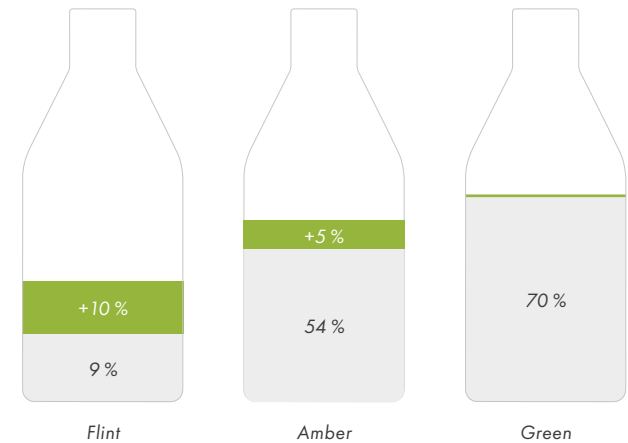
By hiring a Secondary Raw Material Group Manager, we aim to implement an improved cullet intake process that enables us to quickly assess the quality of cullet. To facilitate this, we made investments in additional laboratory equipment in 2022 to enable us to analyse large samples. Our goal is to find cullet of suitable quality in sufficient quantities to maximise its utilisation in our production processes.



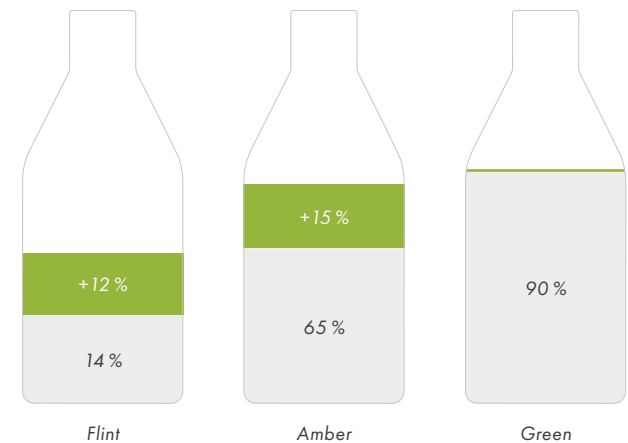
"Using more cullet poses challenges in procurement, production, and quality assurance. Promptly assessing the quality of delivered cullet is a key challenge in effectively utilising it. To overcome these obstacles, we employ creative solutions, a well-equipped laboratory, and an innovative research department."

DI Benedikt Sonnweber
Manager of Secondary Raw Materials,
Stoelzle Glass Group

POST CONSUMER CULLET CONTENT



TOTAL RECYCLED CONTENT



● Target by 2025 ● Content in 2022

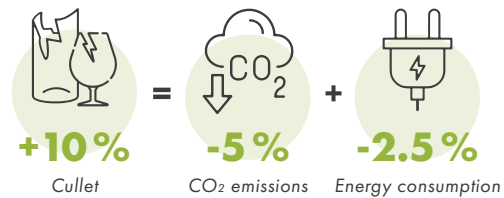
Recycled content = External cullet (post-consumer and post-industrial rejects) and secondary material; % in produced articles.

CLIMATE BENEFITS OF MANAGING CULLET AND RESOURCES

Austrian Sustainability Award

In June 2022, the Stoelzle Glass Group was presented with the TRIGOS Sustainability Award in the category "Climate Protection". The renowned Austrian award recognised not only Stoelzle's comprehensive approach to sustainability, but also the successful implementation of a holistic sustainability strategy. The TRIGOS jury particularly highlighted our > Stoelzle Academy, raising awareness for sustainability among all employees.

A key project that contributed to this award was Stoelzle's prestige recycling glass project, introduced at the Austrian site in autumn 2020, which produces brilliant, colour-stable flint glass with at least 20 % external cullet content. This external cullet content could be even increased to 38 % in 2022.



Saving emissions and energy through cullet (European Container Glass Federation 2019).

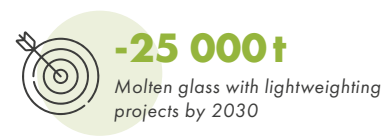
Lightweighting

Lightweighting plays a key role in our decarbonisation strategy. By reducing the weight of our products, we can decrease their carbon footprint. To evaluate the potential for lightweighting, we introduced a standardised process in 2022 to assess existing articles.

We work closely with our customers to find lightweighting solutions that don't compromise the stability and safety of the glass. Our goal is to reduce 25 000 tons of molten glass by 2030.

In new product development, we prioritise lightweighting criteria for both design and production. In 2022, we evaluated almost 100 redesigns of individual articles, with roughly half submitted to our customers for review. First production of lightweighting will start in 2023 and will save 500 tonnes of glass on a product level in the first quarter. This will save more than 200 tonnes CO₂ on a product level.

In 2023, we'll produce a new version of the well known spirit Metaxa in Poland, with the bottle weight reduced by 17 %. Compared with 2019 the Product Carbon Footprint (Scope 1 and 2, transport emissions) will be reduced by 30 %, due to the CO₂ savings by improved CO₂ intensity of the production process and the lightweighting efforts.



[GRI 3-3, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5]



WASTE MANAGEMENT – PREVENTION AND RECYCLING OF WASTE

Stoelzle aims to separate waste types and reduce waste through monitoring, management, and data analysis. Each plant has a designated person for waste management. At Stoelzle Austria, we have also hired a "Waste Worker" to assist departments with proper waste separation.

Waste management is handled responsibly and specifically for each site with clear responsibilities and proper separation and collection systems. We develop recycling and processing concepts to minimise waste volume and comply with legal requirements. Each site reports their waste amount in a group-wide report, overseen and managed by the Group Environmental Manager. To reduce waste volume, we devise recycling and processing strategies that comply with legal requirements and existing disposal systems at each plant. In 2023, we aim to also collect data on the types of waste disposal methods used.

Waste generation by types

The amount of waste generated varies across sites due to differences in product range and customer demands for quality and packaging, resulting in different types and quantities of waste fractions. We recognise the need to standardise waste management practices across the Group. To achieve this, we aim to increase awareness of waste handling and provide adequate waste containers through employee training programs.

Our environmental programs are dedicated to increasing recycling rates wherever possible. However, the total amount of waste has increased, which is related to the higher production volume due to larger furnaces. Relative to the tonne of melted glass, however, the amount of waste was reduced by 28 %.

Filter dust recycling

Stoelzle has started to investigate recycling its filter dust internally to reduce the amount of hazardous waste, and is committed to continuous improvement in waste reduction and management. Due to glass quality concerns, we are currently unable to utilise filter dust in some cases. The higher the proportion of foreign cullet, the more contaminated the filter dust becomes, making it unsuitable for reuse.

At the moment, filter dust can only be recycled at our plant in the USA where the dust, primarily consisting of fine particles from the raw materials used, can be reintroduced into the glass manufacturing process.

Avoidance of waste

In recent years, the New Product Development departments in Poland and UK have been focused on streamlining the packaging process and on substituting packaging. With the introduction of reusable plastic packaging, such as interlayers and thermo trays, the packaging process in the glass production and decoration department could be improved. Replacing single-use cardboard packaging with reusable plastic has resulted in measurable material savings, automated and economised work, especially in the intermediate workstep of repackaging between glass and decoration sites. In 2022, 259 tonnes of cardboard could be avoided at the Polish site.



RECYCLABLES
Paper, cartons, plastics, metals; deriving mainly from the packaging of materials



HAZARDOUS
Oily waste, lacquer, furnace filter dust and acid etch waste etc.



NON-HAZARDOUS
Deriving from all areas of sites

Total organisational amount of waste 2022 (*Stoelzle Glass USA excluded).

CHALLENGES, PARTNERSHIPS AND SUSTAINABILITY

DR AUGUST GRUPP, HEAD OF SPIRITS DIVISION, ON OVERCOMING CHALLENGES, CULTIVATING SUSTAINABILITY AND EMBRACING THE FUTURE.



DR. AUGUST GRUPP, MBA
Head of Spirits Business Unit

How did your business unit experience the challenges of 2020 – 2022?

It was a difficult time for our unit. In 2020, we experienced a sudden drop in demand for our premium products due to the pandemic, as they are mainly sold in the hospitality and duty-free sectors. We had to shut down one of

our factories for six weeks, which put a lot of pressure on us.

What were the highlights or milestones when looking back on the years 2020 to 2022?

One of the highlights was seeing the commitment of our employees during the pandemic. In 2021,

working with new customers who understand our vision was another highlight. We expanded our production capacity in Poland, incorporating sustainability into our investments and started offering additional services, such as closures and design to have more control over the environmental impact of our products. The goal is to become a one-stop-shop and offer solutions that are both environmentally friendly and cost-effective.

What was your experience of the Stoelzle Glass Group incorporating the US plant in 2021?

It was a positive experience. Despite the challenges of conducting due diligence and acquisition remotely due to the pandemic, we received support from the Austrian embassy and chamber of commerce. The team at the plant welcomed us and embraced the changes we introduced, including investment in new machinery and decorations, and a shift toward producing 70% spirits. Overall, we are proud to have expanded Stoelzle's global presence beyond Europe.

How do you find the right partners and suppliers to support your offerings, and what do you focus on when entering partnerships?

We focus on our own internal processes and culture before looking into external partnerships. Through change management, we strive to make our employees naturally think in terms of sustainability. This will extend to our Scope 3, including our logistics and procurement. As for technology partners, we prioritise those who can deliver results. We also collaborate creatively

with our customers, such as exploring alternative logistics routes. As for selecting partners, we prioritise those who align with our values and culture.

You are considered the "next generation" in the company. What are your future perspectives for the Stoelzle Glass Group, and how are you promoting cultural change within the company?

Our goal is to promote a cultural shift towards sustainability within the company. We recognise that it will take time, given the diversity of generations represented among our employees, but we believe that education and incentivisation are key to effecting change. We are also continuing with our training programs and prioritising sustainability in our decision-making. However, we also recognise the importance of balancing sustainability with profitability, and ensuring the well-being of our employees and customers. Additionally, we must navigate the challenges presented by factors such as rising CO₂ costs and competition from other regions.

Is digitalisation crucial for the industry's development, and what other important factors should be considered for the future?

I believe that measuring data, particularly sustainability data, is crucial for improvement, and digitalisation helps with data collection. This is the first step, and there is a lot to do in this area. The second factor is that we have more variables with a setpoint, making it difficult for humans to find the theoretical optimum. Thus, we need digitalisation, higher mathematics and algorithms to help us find the optimal solution, and take more data-driven decisions.

STOELZLE GLASS USA

A MILESTONE ACQUISITION AND PROMISING GROWTH IN THE US MARKET.



In March 2021, despite the ongoing Covid-19 pandemic, the Stoelzle Glass Group successfully acquired their first production site in the United States after three years of negotiations. The new plant, situated in Monaca near Pittsburgh, is a significant milestone for Stoelzle as it represents their first foray into the American market.

The acquisition of the Monaca plant has not only expanded Stoelzle's presence in the American market, but also enriched their cultural experience and opened new opportunities. The Monaca team takes pride in being part of the Stoelzle Glass Group, and it looks forward to building a bright future together.

The purchase of the plant was made possible by the outstanding work ethic and expertise of the team, including around 340 employees from the previous owner, who have joined Stoelzle.

To demonstrate their long-term commitment to the expansion of the Monaca site and their growth strategy in North America, Stoelzle invested greatly in the facility in 2021 and 2022. These investments not only improved efficiency and capacity, but also positioned the plant for future growth.



"Stoelzle's takeover has been a breath of fresh air for our company. The injection of capital has allowed us to invest in HR and R&D, which has made a significant impact. The transition has been smooth, and we're excited to see what the future holds for Stoelzle and our company."

Ross Wachowski
Director for Human Resources,
Stoelzle Glass USA, US



RESOURCE FRIENDLY DECORATION

ENVIRONMENTALLY FRIENDLY ALTERNATIVES AND EMPLOYEE SAFETY THROUGH SUSTAINABILITY PRINCIPLES IN DECORATION PROCESSES.


The Stoelzle Glass Group runs decoration facilities at our sites in England, Poland, and France. We decorated over 420 million bottles in 2022 and have invested more than 35 million EUR in state-of-the-art technology, machinery, and processes over the last decade to ensure consistent quality and high efficiency.

By keeping our decoration in-house we have gained many benefits, including increased control over the entire decoration process. **At the start of 2023, we will expand our decoration capabilities even further by opening a new facility at our US production site in Monaca, Pennsylvania.**

At Stoelzle, we have also integrated sustainability principles into our decoration processes; an area typically given lower priority in terms of resource efficiency in the industry. Our focus here is on increasing energy efficiency and exploring sustainable alternatives for decorations with eco-friendly substances or lower material consumption. Our innovative techniques not only ensure a consistently high

quality of decoration but also support the recyclability of our products.

Furthermore, we emphasise the importance of sustainable practices to our staff in the decoration processes. We ensure the safety of our employees and environment by implementing a standardised hazardous substance management system and provide continuous training on it. Additionally, we ensure the safety of our products by obtaining Reach Conformity certificates for all substances from all our suppliers.

 **420 Mio.**
Decorated bottles in 2022

 **€ 35 Mio.**
Investment in decoration technology, machines and processes since 2015

[GRI 302-5, GRI 403-5]



[GRI 302-4, GRI 302-5, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-5]



ENVIRONMENTAL FOOTPRINT OF OUR DECORATION

The CO₂ emissions of our decoration plants are included in the group-wide Corporate Carbon Footprint Calculation, and all group-wide reduction targets (in particular the energy savings targets) are also focusing on decoration processes.

Our decoration plants generated approximately 16 690 tonnes of CO₂ in the base year 2019,

which corresponds to 2 % of total Stoelzle Glass Group emissions. CO₂ emissions of decoration sites consist of 33 % Scope 1 from gas consumption used for curing, 37 % Scope 2 emissions from purchased electricity and 30 % Scope 3 emissions mainly from purchased lacquers and inks.

Energy savings are also an issue in the decoration sector. Lacquers and inks used for decoration must be dried after their application

using gas and electricity generated curing ovens. The thicker the material layer and the larger the article, the more energy is required for drying. Depending on the decoration method and decoration amount, a finished decorated item must pass 1 to 2 production steps. We have implemented several energy initiatives such as using a > process data monitoring system in decoration, transitioning from enamels to UV/LED curing colours, as well as using new print colour systems and low curing spray inks.

Since 2020, energy consumption per production step has been reduced by 20 %. Also since 2020, the total water consumption at our decoration sites has been reduced by 17 % in Poland, and by 8 % in France.

We are also proud of our sustainable decoration processes which do not use heavy metals or solvent-based lacquers. Our electrostatic disc in Stoelzle Częstochowa (PL) saves 30 % of raw materials compared to conventional spraying by guns, and we are constantly developing new smart processes and materials to further reduce our environmental impact.

ECO-FRIENDLY DECORATION TECHNIQUES

Quali Glass Coat 2.0

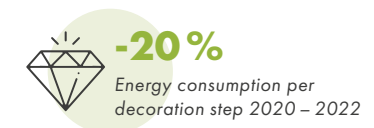
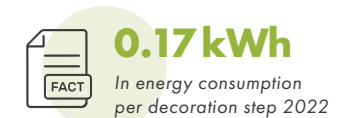
Our innovative Quali Glass Coat 2.0 technology is a powder coating technique that delivers stunning effects while remaining eco-friendly. This new technology boasts several advantages, including its solvent-free formula, 77 % reduction in CO₂ emissions (compared with standard

lacquering process and gas fired curing ovens) and high mechanical resistance. Additionally, it enables small production runs with a wide range of colours and textures, allowing for endless design possibilities in all shapes. Most importantly, 100 % of the surplus decoration material is recovered with no waste. This way, our eco-conscious customers do not need to compromise on quality or design.

Recycled ink made from tyres

Our latest innovation is an eco-friendly printing ink made from rubber waste and is developed exclusively for Stoelzle. The carbon black used in this ink is derived from end-of-life tires, contributing to reducing rubber waste while also offering a sustainable decoration solution.

Our commitment to sustainability continues as we plan to develop the same colour as UV curable ink, and also expand our range with the addition of shades in red and white.



SUSTAINABILITY AT HEART

CORRADO FERROZZI, CEO STOELZLE MASNIÈRES, ON LEADERSHIP, ESG COMMITMENT AND FUTURE GROWTH.



CORRADO FERROZZI
CEO Stoelzle Masnières, FR

How does ESG and sustainability fit into the Stoelzle approach?

Stoelzle has multiple approaches towards ESG and sustainability. We promote a sustainable

culture within the company, including initiatives to reduce emissions, utilise recyclable glass, employ individuals with disabilities, and strive for gender balance. Additionally, we subject

ourselves to ratings by EcoVadis, aiming to achieve high scores that align with market demands and prompt a range of sustainability activities. ESG criteria can no longer be ignored; they have evolved into a crucial aspect for maintaining employment, attracting customers, and enticing new recruits.

What have been the highlights over the last three years?

Stoelzle offers a comprehensive sustainability analysis for products, utilising tools like SimaPro to calculate the environmental footprint, including: emissions, impact on nature and soil usage. We provide customers with options to enhance their environmental impact and reduce associated costs, actively supporting them in these efforts.

Stoelzle has established itself as a reputable brand and has garnered recognition. People are beginning to recognise our commitment, appreciating our status as a family-owned business that adheres to its values. Gaining market recognition is a source of pride for the entire company. Furthermore, despite the crisis, we have launched more environmentally friendly products and improved our EcoVadis score.

What should Stoelzle take away from the past three years of experience?

As a company, we started building the foundations for ESG values and sustainability prior to one of the most challenging periods we've ever encountered. Despite the difficulties arising from the market and economic situation, we managed to stay on track. We maintained a constant engagement of our people to pursue our plans and meet the demands and expectations of our customers and society.

What future achievements would you like to see at Stoelzle?

At Stoelzle, we aspire for every employee to take an active role in sustainability through their choices, solutions and attitudes. This will be the point at which we can genuinely declare that we've made it happen. It's a continuous journey involving daily steps towards promoting, sharing and engaging our people throughout the entire organisation. This is the direction we aim to take Stoelzle in the coming years.

CHAMPIONING OUR PEOPLE

- + We prioritise ethical behaviour internally, and in our relationships with partners and customers.
- + Promoting occupational health and safety is vital for our employees and contributes to our overall success. A healthy work environment attracts and retains talent, resulting in better products and services.
- + We are a reliable business partner that genuinely values people and is committed to protecting the climate.

- > Health and Safety Management
- > People Development at Stoelzle
- > Training and Development
- > Representation of Women in Leadership Roles
- > Stoelzle Careers
- > Customer Relationships
- > Building Resilience and Customer Loyalty



[GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-8]

HEALTH AND SAFETY MANAGEMENT

PROMOTING A SAFE AND HEALTHY WORKING ENVIRONMENT,
AND PRIORITISING THE WELL-BEING OF EMPLOYEES.



At Stoelzle, we understand the importance of providing a safe and healthy working environment for our employees. The nature of the work in the glass industry can be challenging, with high noise levels and temperatures, as well as physically demanding tasks and their consequential impact on the physical and mental well-being of our workers.

Due to our continually ongoing operations, running 24/7/365, we need to focus on our shift systems to improve the working conditions for our employees. We are constantly working to adjust these systems to ensure that our employees are able to work in the best possible conditions.

We believe that promoting occupational health and safety not only benefits our employees, but also contributes to the success of our business.

A healthy and safe work environment helps us attract and retain talented individuals, which in turn leads to better quality products and services. 100% of workers are covered by an occupational health and safety management system.

In recent years, all sites of the Glass Group have implemented consistent measures to ensure the safety of employees and improve

their health and well-being. In 2021, the Polish plant in Częstochowa became the first site within the Glass Group to be certified according to the international standard ISO 45001 for occupational health and safety, followed by the Czech plant in 2022. This certification is a crucial milestone towards achieving operational excellence, which is planned to be extended to all branches of the group by 2025.



"The Health & Safety Management certification is vital for creating a safe work environment, fostering a culture of safety, and promoting knowledge exchange and synergy within the group. It enhances business results, boosts attractiveness as an employer, and improves performance through collaborative knowledge sharing."

Artur Wołoszyn
CEO, Stoelzle Częstochowa, PL

[GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-6]

MANAGING HEALTH – THE MOST VALUABLE RESOURCE

Although health and safety are coordinated at group level, we recognise that each site has unique requirements and legal regulations. Therefore, we have implemented tailored occupational health systems at each site to prioritise our employees' protection and well-being. During the pandemic, we also implemented regional Covid-19 guidelines to ensure the health and safety of our employees remained a top priority.

Depending on the location, external occupational physicians or nurses support our health management systems. **To ensure the suitability of our employees for heat-exposed work positions, we conduct health checks at the time of employment, after extended sick leave, and at regular intervals.** In three of our facilities, our employees have access to a cafeteria offering fresh meals daily, and free access to fruit.

We offer preventative health programs and services outside of working hours to further improve our employees' health. Massages, swimming pool passes and participation in sporting events are offered either free of charge or co-financed.

Stoelzle Częstochowa (PL) provides access to doctors of various specialisations, with over 1 200 laboratory and diagnostic tests available in more than 1 300 high-standard medical

offices throughout Poland. With the full spectrum of occupational health examinations, preventive visits and tests and even doctor's home visits, Stoelzle Częstochowa (PL) ensures that its workers receive quick and high-quality health support.

COVID-19: EXCEPTIONAL CIRCUMSTANCES – EXCEPTIONAL MEASURES

The pandemic presented us with entirely new challenges and tasks under great uncertainties. We had to develop health security plans at group level at high speed, which could be flexibly adapted to the ever-changing national regulations. Our crisis team worked closely with the plant management and exchanged information on developments at frequent intervals.

The death of a colleague, father of two young children, at the French site at the beginning of the pandemic deeply moved all of us, which is why we even more consistently took action and implemented measures.

Starting in early March 2020, our Covid crisis meetings were held at the plant at group level, with the goal of protecting our employees and maintaining production, given that we are a critical infrastructure provider as a packaging manufacturer. Even in the uncertain early days, our employees continued to work to ensure the production of important packaging, especially for the pharmaceutical industry.



With continuously changing risk assessments (in response to international recommendations from health and disease control organisations, and changing legal frameworks or pandemic regulations), newly adapted action plans were constantly created at plant level to protect our employees.

As a result of our successful Covid management, we have implemented a home-office policy

that works well for our workforce. We have communicated transparently with our employees and currently, around 80 – 90 % of our white collar employees have the option to work remotely at least one or two days a week.

We are grateful to our employees for their resilience during these challenging times, and we will continue prioritising their health and safety.

[GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6]



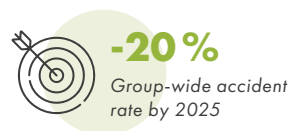
OCCUPATIONAL SAFETY MANAGEMENT

A safe workplace is a prerequisite, which is why we are constantly striving for an accident free environment through regular feedback and communication. This includes quarterly meetings, weekly reports, internal and external audits, and mutual visits to reinforce communication. Evaluations and root cause analyses after occupational accidents contribute to improved health and safety management.

H&S requirements are integrated into all business processes through the appointment of H&S representatives and committees at each site. Continuous risk assessment and inspections of premises ensure the prevention of accidents, with evaluations carried out by in-house safety specialists and department heads at regular intervals, or after changes to the working

environment. Employees and external workers can report accidents or unsafe situations to the plant's safety expert who investigates and implements measures to improve occupational safety.

New employees receive mandatory training before starting work, and specific safety topics are refreshed annually. Ad-hoc training is also provided for individuals or groups as needed, such as after an incident or when new machinery or hazardous substances are introduced. HS skills are included in our competency matrices for each position, and mandatory



training is assigned based on these matrices to maintain or improve competencies. Compliance with this training is monitored by software to ensure employees are always adequately qualified. Moving forward, training hours for HS topics will be collected and evaluated.

WORKPLACE SAFETY PERFORMANCE

During the reporting period, and particularly in 2022, the number of high-consequence work-related injuries and the total recordable incident rates have significantly increased. In response: we have expanded our HS resources both at the group and site levels, implemented ISO 45001 more quickly, adopted a new detailed approach to assessing incidents with a strong focus on serious injuries and fatalities, intensified sharing of best practices and learnings, and expanded and digitised our key performance indicator and reporting system. We aim to reverse this negative trend in the coming years and improve our accident rate by 20% by 2025.



Stoelzle Częstochowa (PL) was awarded with 2nd place in "Employer – Organiser of safe work", in the Silesian Voivodeship 2022, a competition organised by the National Labour Inspectorate.



THE AUSTRIAN FIREFIGHTERS

The Stoelzle Corporate Fire Brigade is an in-house fire department at the Austrian site, which is responsible for fire protection and emergency response in this facility. Established in 1950, the Stoelzle Oberglas site maintains a dedicated company fire brigade, currently composed of 50 members.

As part of the comprehensive fire prevention strategy, the fire brigade supports annual fire evacuation drills and weekly fire protection inspections, and scheduled fire-extinguishing drills. They perform fire safety watches during welding operations in fire hazard areas and are first in line when the risk of flooding increases during heavy rain events.

The fire department is composed of volunteers who are regularly trained and is equipped with modern firefighting equipment in order to respond quickly and effectively in case of a fire or other emergency. In the year 2022, our fire brigade members were at our disposal for almost 900 hours.

PEOPLE DEVELOPMENT AT STOELZLE

NURTURING EXPERTISE, ATTRACTING TALENT, AND ADDRESSING EVOLVING WORKFORCE DYNAMICS.

Quick and successful product development, efficient innovation planning and production processes, and the use of key technologies are crucial to capitalise on opportunities and determine markets. This requires flexible and quick identification of risks in complex systems, accounting for sources of error and finding solutions. As a result, we rely on glass experts with many years of experience and high levels of expertise.

The growth of the Stoezle Glass Group over the past years has been continuous throughout the reporting period, despite the challenges posed by the Covid-19 pandemic and the following energy crisis in Europe. In general, all sites in the Group showed a slight upwards tendency in headcount in the reporting period. Our acquisition of Stoezle Monaca in Pennsylvania, USA, in April 2021, has expanded our headcount significantly. However, HR data is only partially included in the report.

The proportion of female employees in the Group remained stable at around 35 % until 2021. The inclusion of our US site in our calculations from April 2021 reduces this figure

to 32 % across the Group. This is due to the high proportion of male employees in the US. On the other hand, at 47 %, the proportion of female employees at all levels in the reporting period at Stoezle's Polish site in Częstochowa is very positive.

ATTRACTIVE EMPLOYER

The overall turnover rate increased by 4 % in the crisis years 2020 – 2022, but Stoezle Glass Group did not reduce its permanent workforce because of Covid-19. As with other industries, we have seen that many employees who wanted to resign just before or during Covid-19 have put it off and are now resigning after the crisis. As our threshold for significant turnover is 10 % we are not able to report any significant fluctuations in the period 2020 – 2022.

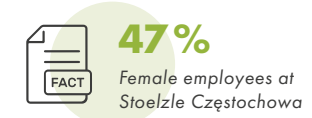
The labour market is currently very attractive in several branches and especially in the blue collar sector, and we are now trying to counteract this by designing and implementing a new shift system. We react to this development by working on additional benefits beyond salary for current and potential employees.



[GRI 3-3, GRI 401-1, GRI 401-2]

In 2021, we could see an increased turnover rate among employees under the age of 30. We can see younger employees are increasingly seeking more leisure time, and are willing to accept pay cuts in exchange for it. We can see this trend across both blue collar and white collar jobs. To address this issue, a new shift system in the blue collar sector in Austria is under development, which should provide more free time. In the white collar sector, there is a growing demand for work-from-home options, and the company is striving to be transparent about its policies in this regard.

We are looking forward to our employee survey 2023, the results of which will show whether we are on the right track with our measures. Based on the detailed feedback, we will define further actions that can be implemented in the short-term.



[GRI 3-3, GRI 404-1, GRI 404-2, GRI 404-3]

TRAINING AND DEVELOPMENT

STOELZLE INVESTS IN TRAINING, LEADERSHIP AND APPRENTICESHIPS TO DRIVE GROWTH AND DEVELOPMENT.



Talent management at the Stoelzle Glass Group including succession planning.

Employee training and development have always been a top priority at Stoelzle, and we recognise that it is more important than ever to invest in employee qualifications. **Automation and digitalisation advancements have increased the demand for highly qualified and skilled workers, while the decreasing proportion of the younger generation makes it more challenging to acquire young talent.** To face these challenges, we have already implemented steps, group-wide, over the last few years and continue to invest in excellent training and development opportunities.

We are convinced that education and training is important for the success of our company. That's why we offer a range of training courses in all

our plants, with some courses running for several months. These training programmes are designed to cater to the different needs of our employees, including: training for young employees, management training, leadership programmes, team building, project management, and employee experience.

Our goal is to create a supportive work environment that encourages our employees to learn and grow, both professionally and personally. Training hours have increased by 4% in the reporting period 2020 – 2022, and reached a peak in 2021 due to Corona-related hygiene training. Stoelzle USA is not included in training hours.

We place great emphasis on continued training in all specialist areas to retain and improve the high quality of our products. We also prioritise a structured onboarding process for all new employees through necessary training for their role.

We ensure we meet the individual training needs of each plant by annually recording employee performance appraisals with executives, which are aimed at assessing training requirements. Local HR managers evaluate the needs, and create a customised training plan, which is then approved by local management.

Leadership Programmes

At our Austrian plant, Stoelzle implemented a Leadership Curriculum in 2008, to improve leadership skills among shift managers, foremen and middle management. The programme includes coaching, individual improvement projects and covers topics such as: project and change management, communication and conflict management, team management and leadership essentials.

The programme has been successfully implemented at Stoelzle's plants in England, the Czech Republic and France. Our goal is that all Stoelzle managers will undertake this programme in order to establish a standardised understanding of leadership across the organisation.

Talent management and succession planning

The search for young talent is essential for our growth and success, and we are aiming to identify highly motivated individuals who demonstrate great commitment, dedication and potential for development. In collaboration with our management team, the HR department actively identifies and evaluates potential candidates across the entire Stoelzle Glass Group.

We believe in the importance of creating a talent pool that fosters and supports the growth of our employees. One of our main priorities is identifying successors for business-critical positions to ensure continuity and success. We work on defining these crucial roles and identifying top talent who can develop the necessary skills and experience to assume these positions in the future. At Stoelzle, we understand the importance of investing in our employees' future, and creating a work environment that fosters their development and growth.



NEXT GENERATION AT STOELZLE – OUR APPRENTICESHIP PROGRAMMES

Apprenticeship Programmes

At Stoelzle, we are committed to providing high quality training opportunities for young people in the region. Apprentices are trained in our sites in Austria, France and the UK. We work together with leading companies to source apprentices, rather than competing against each other.

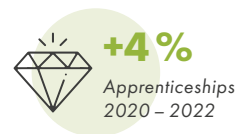
We also cooperate with schools and provide inter-company training in addition to vocational school. This close exchange between companies and trainers has enabled us to continue succeeding in attracting apprentices. In fact, our commitment to providing excellent training opportunities has resulted in a high level of satisfaction among our apprentices, and a positive reputation in the region.

We offer apprenticeships in a variety of fields, including: mechatronics, metal technology, construction, electrical engineering, glass process engineering, information technology and office administration. We are particularly proud of our efforts to increase the proportion of women in these fields, and we actively encourage young women to consider apprenticeships in traditionally male-dominated areas.

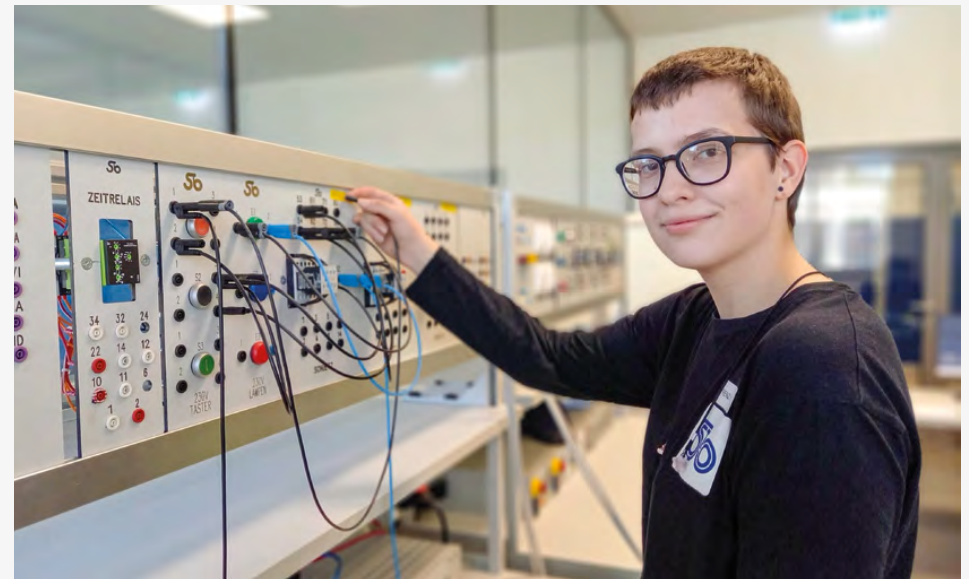
Our apprenticeship programmes are designed to provide practical, hands-on training, and to

prepare young people for successful careers in their chosen fields. We believe that investing in our apprentices is not only the right thing to do, but is crucial for the future of our company and the region. Out of an average of 42 apprentices in training group-wide, we only had two drop-outs in the reporting period. **At all Stoelzle sites, we could see a 4 % raise in apprenticeships from 2020 to 2022.** Initiatives such as the national "Girls Day" in Austria are a good opportunity to invite young females to dive deep into technical jobs and start their careers as apprentices at Stoelzle.

By investing in apprenticeship programmes, we are not only providing young people with valuable skills and training, but also helping to address the shortage of skilled workers. Due to our efforts, we could successfully attract and retain talented young people who are eager to learn and grow in their chosen field. Within this reporting period, an average of 85 % of all apprentices who completed their training remained with the company as qualified employees.



STARTING INTO A TECHNICAL PROFESSION



Simone has always been fascinated by technical professions, which she discovered thanks to her brother's influence at a young age. Her passion for the field was further ignited when she had the chance to gain work experience at Stoelzle Oberglas through the polytechnic school in Köflach.

She is one of 16 female apprentices in the reporting period, alongside other young females employed in mechatronics, metal technology, construction, electrical engineering, glass process engineering, information technology and office administration.

After completing her apprenticeship and passing her final exam, Simone hopes to continue her journey with Stoelzle Oberglas and further develop her skills through additional training and courses.



BUILDING COLLECTIVE KNOWLEDGE

Green Knowledge – The Future of Industry

In 2020, the Stoelzle Academy offered/provided a successful series of webinars on the topic of "Green awareness – the future of industry". The series consisted of six virtual seminars held via MS Teams over the course of several months, initiated and organised by our Group Sustainability Manager. More than 100 employees from the Stoelzle Glass Group, including the entire senior management actively participated in the seminars.

The webinars focused on examining climate change and exploring possible measures, and effective approaches to combat it, aiming to build up a science-based knowledge. The Academy invited internationally renowned experts from the Austrian Central Institute for Meteorology and Geodynamics, and several universities, to speak on climate-related topics and the future of the glass industry.

The webinars were highly successful, generating a lot of interest and discussion among participants. The Academy's virtual "Green Café" provided a platform for lively discussions that generated many interesting ideas and suggestions on how the Glass Group could lower its energy demand, and drive forward the CO₂ reductions that the company must achieve over the next few years.

Innovation Talks

To ensure that all Stoelzle employees are equipped with the necessary experience and knowledge regarding corporate innovation projects, we launched a new, virtual format in 2020. The Innovation Talks provide an online seminar series that covers our latest projects, developments and technologies. This programme is open to all employees, and recordings are made available for re-viewing. The series tackled topics such as > "EcoSecur Type 2 Glass" and > "Individualisation as the Key to Success", featuring innovative decoration techniques.

GRI 3-3, GRI 405-1

REPRESENTATION OF WOMEN IN LEADERSHIP ROLES

EMPOWERING WOMEN IN TECHNOLOGY.

The glass industry typically has a low proportion of female employees, particularly in manual work due to the physically challenging working conditions, such as: night shifts, heat, and noise in production. The proportion of female blue collar workers has stayed quite stable at about 38%. Stoelzle is taking action by intensifying recruitment of female apprentices in fields like machining, engineering, and mechatronics to increase their representation.

The company aims to train and retain female workers, offering them opportunities for further development. Presently, women are more represented in sorting, packaging, and decoration. The company's recruitment and succession planning strategy includes targeting female candidates to boost their representation, especially in technical fields. According to our group-wide data, excluding Stoelzle USA, there has been a 4% increase in the representation of women in management positions. In white-collar roles, the increase is 2%, while in blue-collar positions the increase is 1%.

PARENTAL LEAVE

We started collecting data on parental leave in 2022. In this reporting period our records

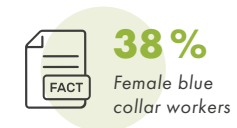
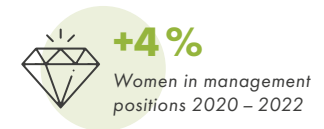
included Stoelzle USA data, which currently includes all related insurance claims as well as short-term disability. Tracking this indicator can provide insight into our efforts to promote work-life balance and support employees' needs outside of work, as well as parents' careers – as we believe that becoming or being a parent should not become a career obstacle.

However, tracking and measuring this indicator in group-wide companies with different national regulations can be challenging for several reasons, as different countries have different laws and regulations related to parental leave, including: the length of leave, eligibility criteria and payment during the leave period. We realised that this makes it difficult to compare data across different regions.

Some of the countries Stoelzle operates in may have cultural norms or social expectations that discourage men from taking parental leave, or limit their ability to do so. This can skew the data on gender breakdowns and make it difficult to accurately track the percentage of employees who take parental leave, or are entitled to. We will have to put more consideration into monitoring parental leave



to ensure accurate and meaningful reporting, as the return rate after parental leave does not prove to be a reliable metric due to the above-mentioned reasons. As a result, the return rate may fluctuate between 0% and over 100% at different times due to parents coming back after different time periods. Besides compliance with national regulations and data tracking, group-wide, we put great effort into parents re-onboarding, including finding more family-friendly positions within the company.



STOELZLE CAREERS

ADVANCING CAREERS WITH PASSION IN MANUFACTURING; ENGINEERING AND TECHNOLOGY.

As the world adapted to the challenges posed by the Covid-19 pandemic, the way people view work has undergone a significant shift. Work-life balance, appreciation and a sense of purpose in one's job are now more important than ever. With the call for more time for family and friends, fewer weekly working hours, less shift work and the opportunity to work from home becoming more vocal, it's clear that a major change in values is underway.

At Stoelzle, we recognize the importance of meeting the evolving needs and expectations of our employees. To better understand their experiences and perspectives, we conducted a survey in June 2021, inviting all 3 100 employees to participate. The survey asked a range of questions about their work environment, job satisfaction and overall experience as an employee of Stoelzle.

The results of the survey were exciting, with a majority of employees indicating that they feel a strong sense of purpose in their job. This high value is atypical for an industrial company, but it reflects the pride

our employees take in producing high quality glass products for our customers.

To build on this positive feedback and address areas for improvement, we have implemented a series of online workshops involving around 120 managers across our Glass Group. Based on the survey results and discussions among the managers, each plant has identified one or two key areas to focus on to improve the employee experience. This approach ensures that our efforts are tailored to the specific needs of each plant, while also promoting a standardised approach to leadership across the Group.

As we continue to navigate the challenges of the pandemic and beyond, Stoelzle remains committed to providing a supportive and fulfilling work environment for all our employees. Through ongoing surveys, workshops and targeted initiatives, we will continue to listen to the needs and expectations of our employees, and work together to create a culture of excellence and fulfilment in the workplace.



[GR| 3-3]

COMBINING PASSION WITH CAREER

Julien's expectations are perfectly met by Stoelzle. He sees glass as a material that has a significant place in the past, present and future, due to its infinite recyclability. While the industry is often seen in a negative light, due to its reputation for being energy-intensive and polluting, Julien made the decision to pursue a career at Stoelzle Glass Group, appreciating the company's pro-active approach to mitigate these environmental impacts. Stoelzle heavily invests in both material and human resources to reduce negative effects, and this commitment sets a new impetus for continuous improvement, which Julien highly values.



"Throughout my studies, and now in my professional life, ecodesign is, among other things, at the centre of my attention and echoes the current concerns of environmental protection. It is essential for me to continue this path with a company that places this issue as a key focus. We have a mission to lead this march and leave a greener industry for future generations."

*Julien Guérin
New Product Development Project Manager,
Stoelzle Masnières, FR*

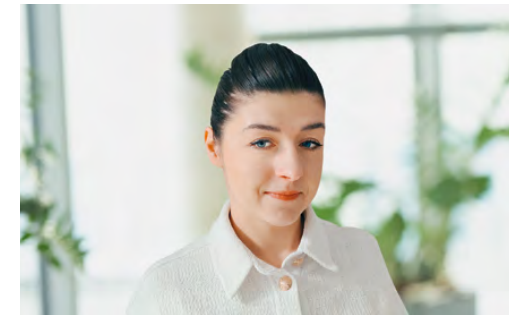


"My passion for glass was ignited during an internship, where I first gained hands-on experience in glass manufacturing. The advanced production facilities and high-tech testing machines captivated me and led to the decision to pursue an apprenticeship as an electrical engineer."

*Karl Kertschmar
Production Manager,
Stoelzle Oberglas, AT*

After completing his apprenticeship, **Karl** went on to earn a professional electrical engineering education. He continued his education at college for industrial engineering and excelled in his role as an electrical and production engineer. In 2018, he was promoted to Head of Production Engineering, where he was responsible for process optimisation and prototype development. In 2021, he became Production Manager. Karl has become a role model for our apprentices, and his exemplary career progressing from apprentice to Head of Production serves as a prime example of the company's dedication to providing multifaceted career opportunities to well-trained and loyal employees, not just in Austria, but also in all our plants across Europe and the US.

Anna joined the company in 2014 as a sorter in the decoration department. With her dedication and commitment, she quickly progressed through various roles, including quality control specialist and co-founder of the department's quality control laboratory. In 2022, she was promoted to Continuous Improvement Specialist. Anna's development has been supported by the company through the participation in the Lean Six Sigma Academy, and her pursuit of a postgraduate degree. We are confident in Anna's ongoing success and advancement within the organisation.



"When I joined Stoelzle Częstochowa after graduating with a degree in biotechnology, I was attracted by the clear development opportunities that were presented to me. I believe that engaging in even the smallest or seemingly less significant tasks can contribute to our growth and pave the way for career advancement, as I have experienced first-hand during my time at Stoelzle Częstochowa."

*Anna Bogdał
Continuous Improvement Specialist,
Stoelzle Częstochowa, PL*

WORKING AT STOELZLE – A FAMILY AFFAIR



Tiffany was inspired by her father Michael's curiosity, both through his career and private life to become a design engineer apprentice at Stoelzle Austria. Through learning from her coworkers, asking questions to better understand her job, ongoing learning and analysis of her surroundings, Tiffany has become an open minded and engaged member of our Stoelzle team. She strives to improve the company's performance and to adapt to uncertain market conditions as well as external challenges.

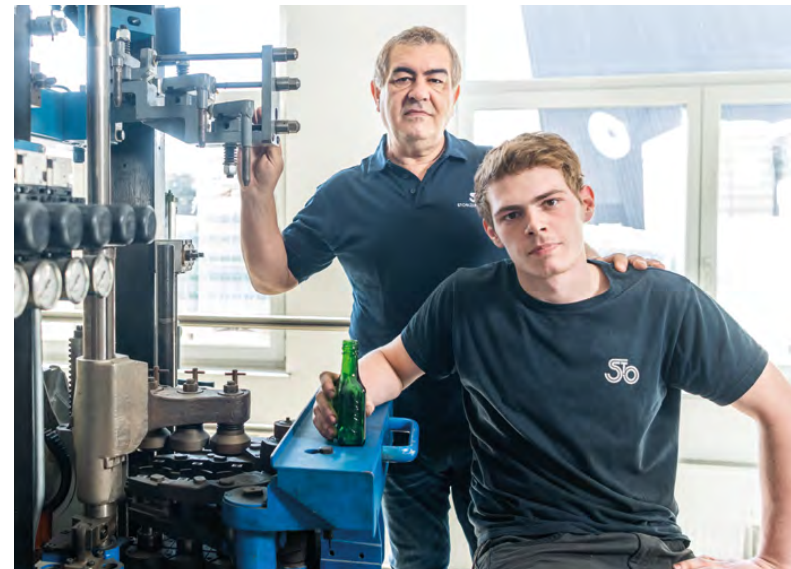
"I have chosen to pursue a technical apprenticeship as a design engineer at Stoelzle because ever since I was a child, I have enjoyed creating drawings and have discovered a passion for details. Additionally, Stoelzle provides apprentices with a comprehensive and diverse education, and places value on training skilled staff."

Tiffany Plattner
Stoelzle Oberglas, AT

Sandro started his career at Stoelzle as an apprentice of mechanical engineering in the IS machine maintenance workshop. He was inspired by his father Salvatore, who has been working as a sorter in the Cold End department since 1995. Today, Sandro has successfully finished his apprenticeship being a highly appreciated mechanic in the IS machine maintenance department. Both father and son are valued colleagues you can rely on, and are strong players in the vast Stoelzle team.

"I see myself as part of a dedicated team, where every single employee is indispensable to keep the production tick like clockwork. My father certainly serves as a role model for me."

Sandro De Matteis
Stoelzle Oberglas, AT



WORKING AT STOELZLE – A FAMILY AFFAIR



Gerhard started as an electrician's apprentice at Stoelzle Austria in 2013, learning a lot from his father. He finished his apprenticeship training in 2013 and has since been working in the Cold End mechatronics workshop at Stoelzle Austria. Gerhard sr., has worked at Stoelzles' Hot End for more than 30 years. Having started as a machine operator, progressing to machine setter, he went on to become a Teamleader of the Hot End Production staff in January 2021.

"To me, my father always stood for the true spirit of Stoelzle employees, exemplifying a positive attitude and an unwavering passion for glass. I'm proud to be the next generation and to follow his example of dedication and commitment within our company."

*Gerhard jr.
Stoelzle Oberglas, AT*

The **Macdonalds** at Stoelzle UK, include Neil – who has been a Production Planner for an amazing 51 years, and his sons: James, Ryan, and Curtis. James, 37, has been with the company for 9 years, starting as an operator, progressing to a shift supervisor, and now being a bottle maker in the Hot End department. Ryan, 35, has been with the company for 15 years and began as part of the change team before becoming a bottle maker in the Hot End department. Curtis, 29, has been with the company for 9 years and has held various roles. He started in the planning department, then moved on to New Product Development, and is now serving as a shift quality manager.

"All members of the family were inspired by Neil and his long-standing tenure at Stoelzle. We value the company's family oriented and reliable culture, as well as job satisfaction and longevity in careers. The proximity to our homes, combined with the meaningful relationships we have with our colleagues, have made working at Stoelzle a worthwhile experience for two generations."

*The Macdonalds
Stoelzle Flaconnage, UK*



OUTSTANDING LOYALTY – LONG TERM EMPLOYEE RELATIONSHIPS

Being a family-owned glass manufacturer with a long tradition, we have a strong sense of community and invest in our employees to foster long-lasting employment relationships. Every year, Stoelzle praises their long serving colleagues for their outstanding loyalty.



In [Austria](#), in 2022, we had the opportunity to honour eleven colleagues for their long-standing loyalty and commitment to the company. As part of a dinner event, the management expressed gratitude and recognition to the jubilant employees. Nine colleagues have been with Stoelzle for 25 years, one colleague for 40 years, and another for 35 years.



At [Stoelzle UK](#) "Long Term Service Awards" were given in 2022 to 18 employees for 20 years of service, three for 25 years, two for 30 years, four with 35 years and two with outstanding 50 years of service. We are deeply grateful for this demonstration of loyalty and trust.



In 2022 at [Stoelzle France](#), four of our employees received a "Medal of Honour", demonstrating our appreciation for their outstanding long services and loyalty to the company.

CUSTOMER RELATIONSHIPS

BUILDING CONNECTION AND TRUST,
AND EXCEEDING EXPECTATIONS.



Establishing and nurturing robust relationships with our customers is a cornerstone of our success. It is imperative that we not only satisfy their needs, but also proactively anticipate them.

At our company, we pride ourselves on providing exceptional primary packaging solutions crafted from sustainable glass materials. Our extensive range includes: glass bottles for high-end spirits, pharmaceutical packaging, perfume and cosmetic containers, as well as glass packaging for food and beverages. Partnerships with selected European manufacturers enable us to fulfil our clients needs for a wide range of closure systems.

Furthermore, our Medical Business Unit offers medical products, glass and plastic consumables and equipment for laboratories. Our ultimate objective is to collaborate with each customer to identify or develop optimal packaging solutions tailored to their specific product requirements. We take immense pride in earning the trust and loyalty of our clients.

With our closure partners, we offer safe packaging which is GPI approved and

fully tested. The emphasis on sourcing more sustainable materials such as corks is higher than ever. Many customers are also opting for other natural products for their closures such as bamboo or rice husk, avoiding the use of glue, thanks to snap-on or bending coupling technologies. They also opt for fire stamp methods, avoiding the use of ink in the painting process. This is just the beginning, as we see a higher rise in requests from customers for more sustainable products.



"Much like our approach to glass, all caps and closure producers focus on sustainability in every stage of the production."

Ivano Bruno
Business Development Manager Closures,
Staelzle Glass Group

THE ONE-STOP-SHOP FOR GLASS PACKAGING

At Stoelzle, we strive to be the one-stop-shop for glass packaging that our customers can rely on. We understand the crucial role that closures have in bringing products to market. That's why Stoelzle offers a wide range of closure systems with different technical features to ensure that the glass bottle and the closure work seamlessly together.

Our customers can access customised caps and closures, which are compatible with all our bottles and jars, selected by shape and type. With the suitable neck finish, we ensure that the desired closure harmonises with the packaging and forms a perfect unit and sealing which protects the product as best as possible. We understand the importance of compatibility between closures and bottles, and have experience in all stages of the glass bottle production.

Having cultivated relationships with top caps and closures producers, Stoelzle provides a holistic, cost-competitive, customer-centric approach. Glass neck-ring compatibility is one of the most difficult

production parameters to consider when it comes to cap compatibility and Stoelzle dominates this process. Our innovative packaging solutions comprise the Lotus PP28 cap – a one-piece pouring system that eliminates residue on the closure, and Similia, the first-ever single-dose dispenser designed for homeopathic pellets.



"From new product development and production to in-house decoration and the supply of suitable closures, we are the one-stop shop for our customers' needs."

*Mag. Antonia Karamat, MBA
Head of Medical Business Unit;
Dpty. Global Sales & Marketing Director Pharma Business Unit*



Our focus on sustainability has led to the development of three new products that are environmentally friendly and have a reduced carbon footprint:

Vegan caps

Made from plant-based, bio-based materials, which are biodegradable and compostable, which makes them an excellent choice for those who want to minimise their environmental impact. These caps are free from oil derived from animal sources and are a sustainable alternative to traditional plastic caps.*

Pipettes with PEFC

Certified wooden screw caps made of 100% solid wood. These pipettes contain no glue and are fully recyclable, with individual parts that can be returned to the manufacturing process.*

Carbon-free closure systems

These are designed to support the circular economy. These black closures are made with carbon-free pigment, which enables recycling and minimises negative environmental impacts. They also adhere to all health and pharmaceutical standards and have received Pharma & Food certification.

**Not suitable for Pharma as they are not made out of pharma grade material. Only for cosmeceutical and nutraceutical products.*

FULL TRANSPARENCY TO OUR CUSTOMERS

We are currently working on automating the software assisted PCFP (Product Carbon Foot Print) calculations. To achieve this, we are leveraging our process data management (► EDMS), ERP system, and web-based software to communicate with our suppliers. By 2024, we aim to generate individual product footprints with a simple touch of a button.

To provide our customers with transparent information on our operations in regard to environmental, social and governance impact, we regularly have Stoelzle Glass Group audited and rated by credible third parties.

EcoVadis

The Stoelzle Glass Group has achieved a gold rating for the second consecutive time (2021, 2022) in the EcoVadis rating, placing us among the top 5 % of all assessed companies. Since its establishment in 2007, EcoVadis has become a significant provider of global sustainability ratings, and its evaluation process is based on established standards such as GRI, UN Global Compact and ISO 26000.

The EcoVadis assessment covers the key areas of sustainability, including:

environment, labour and human rights, ethics and sustainable supply chain, which are all vital components of our sustainability strategy. We believe that this recognition will further strengthen the trust and confidence our stakeholders have in us as a responsible and sustainable company.

SMETA Sedex

Regular SMETA audits provide assurance on our high standards of labour, health and safety and environmental performance and ethics within our operations. Receiving excellent ratings makes us a reliable and sought after supplier for our customers.

To continuously improve our business practices and working conditions, we have standardised SMETA audits at all our sites, which are audited periodically (every 2 years) by well-known auditing companies. Our sites in England (2020 remote follow-up paper audit due to Covid) and the Czech Republic (2022) underwent SMETA audits without any critical deviations.

We will conduct audits at our sites in Austria, France, and Poland in 2023, and by 2025, we plan to extend this type of audit to our US facility.

SUCCESSFUL COOPERATION

Weleda

The Swiss brand Weleda follows a sustainability vision of zero waste, zero harm and 100% consumer relevance in all its products. The overall goal is to minimise the environmental impact of packaging material. To achieve this, Weleda continually optimises the recyclability of their packaging, saves packaging materials wherever possible and focuses on closing material loops. By defining clear eco-design rules for new packaging developments and being open to innovation, Weleda ensures that its packaging becomes steadily more sustainable in the years to come.

To date, Weleda has already conducted numerous workshops and projects with Stoelzle. The brand appreciates our openness and great support and relies on Stoelzle to tackle the big tasks of the future. Accordingly, Weleda is convinced to master future challenges, particularly with regard to the sustainability of packaging, together with suppliers like Stoelzle.

What role does Stoelzle Glass play in preserving Weleda's sustainability values/goals?

To achieve our ambitious sustainability goals for our packaging portfolio, we need strong partners. Stoelzle Glass has been supporting us for decades in the development of our

green glass packaging in the characteristic Weleda design. With its excellent recycling properties and its unique advantages in terms of appearance and product protection, glass has been a very valuable material for Weleda since its earliest beginnings.

But even proven packaging can be optimised further: By aiming to always use the highest possible percentage of foreign cullet (PCR material), Stoelzle has been helping us for years to further increase the recycled content of our packaging, and thus actively conserve resources. Even when it comes to optimising the design and weight of the bottles, active cooperation enables us to make adjustments to our packaging and thus reduce emissions.



SUCCESSFUL COOPERATION

Darbo – Mini Jam Jars

Stoelzle and Darbo have a long-standing business relationship. We were part of the development of the mini-jars at Darbo years ago, and were thus also able to further expand our own portfolio of mini-jars. Darbo is an Austrian company, known for its delicacies made from fruits and honey. With more than 140 years of experience in processing fruit, Darbo is now the market leader in the Austrian jam and honey market.

In production, the company relies on natural raw materials of high quality, which naturally require high-quality packaging. It soon became clear that glass was the best way to emphasise the benefits of the products. Years ago, we therefore developed a mini glass with 25 ml with Darbo, which can now be found on many breakfast tables around the world.

"Stoelzle is a trusted and dependable partner for Darbo, valued for their exceptional service and flexibility. We also appreciate the ability to source packaging from Austria, aligning with our values of regional sourcing and quality while minimising delivery distances."



Le Perpétuel

Stoelzle Glass Group and Technicaps collaborated in January 2021 to develop Le Perpétuel, a new refillable jar that was launched in the spring of 2022. Our collaboration began in January 2021; a project that made use of 25 plan versions, one sampling and two pre-series.

In 2023, Stoelzle plans to produce the jar with at least 15 % PCR, without altering the glass colour. Technicaps designed a cup that was both easy to handle and luxurious, while also guaranteeing the functionalities of sealing and heat-sealing. The cup is 100 % PP and recyclable, while the recyclable cover allows for usage for at least the equivalent of four product lives. The jar is entirely recyclable, and by the second refill, the customer will have compensated for the CO₂ emissions emitted during the production of the glass and its cup.

Dries Van Noten: Eau de Parfum

In 2022, Stoelzle collaborated with Dries Van Noten to develop, produce and decorate their new sustainable, refillable 100 ml fragrance bottles. The design needed to reflect Dries Van Noten's passion for gardening and flowers. The innovative design, using four materials and two types of lacquering, is both unique and eye-catching.

These fragrance bottles take advantage of a unique screwing system – with the thread appearing on the inside (hiding the closing mechanism) and a special key to unlock the pump and funnel for easy filling. As well as a perfume dispenser, the bottle can be used as a small display vase for flowers.

Dries Van Noten chose Stoelzle Masières due to our understanding of the concept, ability for creative designs and shared values of integrity and sustainability. It is essential to Dries Van Noten that products have less impact on the environment, therefore all 10 bottle variations are manufactured with 11.6 % of recycled glass, and two of the bottles in the range are powdered with the sustainable decoration technique Quali Glass Coat 2.0.



BUILDING RESILIENCE AND CUSTOMER LOYALTY

DAGMAR THERISCH-BEISTEINER, HEAD OF SPECIALITIES BUSINESS UNIT, ON HIGHLIGHTS AND CHALLENGES IN THE CONSUMER SECTOR.



MAG. (FH) DAGMAR THERISCH-BEISTEINER
Head of Specialities Business Unit

Looking back at the challenges of the past three years, such as price-cost development and capacity assurance, how were you able to ensure business continuity in the consumer sector?

Our focus was to ensure business continuity in the consumer sector by prioritising our long-term customers. They were the first to be supplied,

and they also understood the need for price adjustments due to the increasing costs caused by the pandemic and war. Our goal was to keep our loyal customers satisfied.

What was a highlight for you and your team in the past three years?

For me, a very important point was that the team

stuck together and remained stable. This has been an essential aspect for the past few years because a strong team can perform better in the market. We also managed to maintain and even intensify our contacts with customers, despite the challenges of the pandemic. We were not able to visit them personally, but we still managed to keep them happy during difficult times and I am proud to say that we managed to maintain good relationships with them.

What was the most important learning regarding your customer relationships in the past years?

The most important learning was to maintain the loyalty of our customers by providing them with the best service and keeping them informed if something doesn't work. It's also essential to take their development needs into account, such as lightweight products, and always work towards meeting their needs.

How are ESG considerations taken into account in your business area?

Customer focus is on post-consumer recycled (PCR) content. This is related to energy savings and reduced CO₂ emissions. Another important aspect is the percentage of recycled glass used in our products. If customers approach us with a design that is particularly heavy, we actively address it and suggest ways to

reduce transport and production emissions and minimise their carbon footprint by lightweighting the glass.

We also consider our customers' machine equipment, and whether they are capable of handling lightweight glass. We are testing and experimenting with lightweighting to find ways to reduce emissions and environmental impact.

You have had a long and impressive career path as a woman in the glass industry. What advice would you give to other women who aspire to similar achievements?

When I started at Stoelzle, it was a male dominated industry. I was the first woman as Sales Manager. But in the last 10 years, the percentage of women in the industry has increased significantly, even in technical roles. Having a mixed team makes it easier to work than a gender-biased team.

I think the most important thing is to have the necessary self-confidence and awareness of the knowledge you contribute. Don't be intimidated and keep pursuing your goals. If a woman is interested in the industry, she will be looked at the same way as anyone else, and her qualifications will determine whether she is a good fit. We provide the same opportunities for everyone.

CROSS-CUTTING COMMITMENTS AND TRANSPARENCY

- + We embrace data-driven decision-making, utilising data to identify areas for improvement and develop solutions aligned with the SDGs.
- + We foster a learning organisation mindset in a rapidly changing environment, continuously improving our operational efficiency, product quality and sustainability performance.
- + We conduct our business with integrity, transparency and ethical principles, guided by our established Code of Conduct for employees, suppliers and partners.
- + We aim to create a respectful and compliant organisation that promotes diversity, equity and inclusion for all employees, customers, suppliers and communities.

- > Research and Development
- > Ethics and Compliance Management
- > Youth Engagement for Industry and Science
- > Information and Data Security
- > Human Rights
- > Fostering Equality and Empowerment in the Workplace
- > Corporate Citizenship and Employee Engagement



RESEARCH AND DEVELOPMENT

FUELING INNOVATION THROUGH STRATEGIC RESEARCH AND DEVELOPMENT INVESTMENT.

Research and development play a critical role at Stoelzle Glass Group, as we are committed to continuous innovation and improvement in our products and processes. According to a recent study by the > Austrian Institute of Economic Research WIFO, on Innovation and Investment Activities of Austrian Companies in Times of Crisis, companies can prolong a crisis when reducing their innovation activities.

They may also be ill prepared if research and development activities are reduced, for example for climate change and dependencies on key technologies, which are cited as examples of foreseeable crises.

At Stoelzle we are convinced that investing in R&D is the pathway into a sustainable future. Our R&D department is responsible for

identifying new market trends and customer needs, developing new products and technologies, improving existing products and processes and ensuring the highest quality standards.

The team uses advanced analytical tools and techniques, such as computer-aided design and simulation to develop new glass compositions and designs, and to optimise manufacturing processes. **One of the key areas for R&D is sustainability with a focus on increasing external cullet share, particularly for flint glass production and reducing energy and CO₂ emissions.**

Additionally, the R&D department is participating in international cooperation projects to explore the recycling of feeder-coloured cullet, new melting technologies and the possibility of using hydrogen as a fuel.





RESEARCH & DEVELOPMENT HIGHLIGHTS 2020 – 2022

Stoelzle Intelligence Platform (SIP)

In today's fast-paced world, digitalisation, industry 4.0 and the internet of things (IoT) are buzzwords that are on everyone's lips. With the implementation of our software SIP, we can now centrally store and access data from any device, leading to better decision-making and improved product quality.

SIP was initiated in 2019 and developed in-house. It is tailored to our specific needs, designed to collect information and store data, enabling error identification, displaying results, facilitating communication and summarising information on dashboards. SIP is a future-oriented software solution that can be implemented sequentially, allowing for effective integration into Stoelzle's digitalisation master plan.

From top management to employees, we can make use of SIP by accessing the centralised data stored in the software to make informed decisions.

This way we gain insights into the performance of different plants, identify areas that require improvement, and take data-driven decisions to optimise the production process. SIP also enables effective communication between different plants, ensuring that knowledge and best practices are shared across the organisation.

EcoSecur Type 2

The development of > EcoSecur Type 2 glass is a result of our Research and Development efforts to create a more sustainable alternative to traditional Type 2 glass by using a new inner surface treatment method that refines type 3 pharmaceutical glass

into hydrolytic class 2 glass suitable for medication. The new inner surface treatment process delivers several advantages, including: process stability, automated process controls and monitoring and minimal environmental impact.

Stoelzle's inner surface treatment process involves injecting a non-toxic liquid that becomes gaseous and reacts with the inside of the bottles, leading to Type 2 inner surface treatment. The process is smoke-free and produces a milky fog that is a sign of successful inner surface treatment.

Compared to other commonly used inner surface treatment processes on the market, our method offers superior stability, precise dosing and automation. The successful introduction of EcoSecur Type 2 glass showcases our commitment to innovation and sustainability in pharmaceutical glass manufacturing.



"The innovative feature of our technology is the small amount of raw materials used to produce type 2 glass. By reducing the amount of raw materials used, we have created an environmentally friendly and resource-saving process to produce high-quality pharmaceutical glass."

*Bettina Lechner
Process Engineer R&D, Stoelzle Oberglas, AT*

RESEARCH & DEVELOPMENT HIGHLIGHTS 2020 – 2022

Cerrion: Automated IS-machine monitoring

Glass container manufacturing can experience deviations from stable operating points leading to production line jams, anomalies and safety risks, with no real-time monitoring. **Cerrion utilises Computer Vision and Artificial Intelligence to extract insights from video streams, identify deviations and anomalies and alert operators in real-time.** It includes lightweight sensors, AI learning patterns and a feedback loop to provide real-time alerts and instructions. Our platform reduces variance in the output and generates data for predictive analysis and identification of inefficiencies. By automating monitoring, Cerrion increases efficiency and safety, allowing operators to focus on value-adding activities.

We envision a future where our platform will go beyond line monitoring and reduce the variance in the process output by introducing more automation and generating actionable insights for any operator to act on. This new software/hardware solution was first installed at one line in our Czech plant in 2021, and was expanded to two further lines in 2022. Since this is a start-up cooperation, the technology will be developed further together to make the production process at the Hot End as stable as possible. In 2023, two lines in the Austrian plant will also be equipped with cameras.

Limestone: innovative secondary material

A special type of limestone is 100% recycled material from water purification. This limestone has the additional benefit of having approximately 80% of bound CO₂ being "short-term" CO₂, meaning CO₂ taken up from the atmosphere. The Stoelzle Glass Group is currently making the case to count this as CO₂ reduction, and the first feedback from authorities is positive. **This 100% recycled limestone is used during production campaigns in agreement with the customer to boost recycled content, although there is a significant cost increase associated with it.**

Polar Night Energy

In autumn 2022, Stoelzle Glass Group participated in an innovation pitch by the Austrian Chamber of Commerce. As an energy-intensive industrial company, we're always searching for innovative ideas to reduce energy consumption in our production processes and increase the use of green energy.

With the aim of finding a solution to store excess green energy, we took a closer look at > Polar Night Energy, a small start-up from Finland that has developed a patented sand-based thermal energy storage. Their solution is the world's first commercial way to store electricity in sand as heat, which can be used in a district heating network.

As a material, sand is durable, inexpensive and can store a lot of heat in a small volume at high temperatures. We're excited to see how this system will work for us and help us achieve our goal of halving our CO₂ emissions by 2030, and becoming carbon-neutral by 2050.



"Innovative energy storage systems are essential for our future. Energy storages will remove the bottleneck of intermittent renewable energy production, and they will help us reach climate-neutrality goals."

Markku Ylönen
Co-Founder, Polar Night Energy, FI



ETHICS AND COMPLIANCE MANAGEMENT

STOELZLE' S COMMITMENT TO RESPONSIBLE CONDUCT, ETHICAL PRACTICES AND LEGAL COMPLIANCE.



Compliance with regulations



Respect for human rights



General business practices and integrity



Internal collaboration



Social responsibility

OUR CODE OF CONDUCT

The completely revised Stoelzle Code of Conduct was published in 2020. The value-based framework for legal conduct was developed by an interdisciplinary team across the group in a series of workshops and applies to all employees.

This Code forms the foundation of Stoelzle's Compliance Management, committing the company to compliance in all aspects and emphasising the importance of responsible behaviour, and adherence to applicable laws by all employees. Compliance Management is implemented across all business areas, particularly to prevent corruption and anti competitive behaviour, as well as to ensure the protection of human rights across all sites.

The Compliance Management system covers **internal compliance regulations, legal monitoring, complaint management, employee training, and communication.** In 2020, we

launched a company-wide communication and training campaign on integrity and responsible behaviour for all employees. We will support this training with our newly implemented training software to ensure that all employees have access by 2023.

LEGAL COMPLIANCE

Compliance with laws, local regulatory requirements as well as ESG relevant standards concerning environmental and worker protection operations, and product related aspects are a top priority for us. We make sure



[GRI 2-16, GRI 2-26, GRI 2-27, GRI 3-3]

that we adhere to all legal requirements by monitoring upcoming and revised regulations. Part of the responsibility lies with the Integrated Management System departments (Quality, HS&E, Sustainability), and at the level of regulation related departments (finance, accounting). It is managed on both group and site level.

Compliance has been enhanced through the implementation of a software-based legal database in the field of quality, environmental

and working conditions in Austria, France, and the Czech Republic in 2018. It was expanded to Poland and the UK in 2020. **To ensure compliance with local environmental and occupational health and safety legislation, as well as company operating requirements, we consult independent local experts familiar with national and local laws.** We constantly keep ourselves up to date and proactively informed of new requirements through nominated representatives, external consultants and internet platforms.

[GRI 2-16, GRI 2-26, GRI 2-27, GRI 3-3, GRI 205-1, GRI 205-2, GRI 205-3, GRI 206-1, GRI 417-1, GRI 417-2]



BUSINESS ETHICS AND ANTI-CORRUPTION

Stoelzle collaborates with its suppliers and partners across the entire value chain to drive positive change. This partnership is guided by the Supplier Code of Conduct, which was established in 2019 to promote sustainable performance throughout the value chain and create beneficial outcomes for both people and the environment. We made a commitment

to implement this guideline as part of the contractual agreement with our partners and verify compliance through supplier audits. The global rollout of the Supplier Code of Conduct commenced in 2020.

All employees have access to managers or the Compliance Manager, installed role implemented in 2021 as the official Stoelzle Group Compliance Contact who is responsible

for answering questions about compliance issues. The Stoelzle Group Compliance Office is responsible for drafting compliance guidelines as well as investigating and taking corrective action as necessary.

In the reporting period, Stoelzle has not encountered any instances of anti-competitive behaviour, corruption, discrimination, unfair competition or related issues, despite the diverse range of the company's activities.

Within the company, potential violations can be reported anonymously via the Stoelzle Compliance Line. External stakeholders can make use of our whistle-blower system, which has been integrated into the Stoelzle website > www.stoelzle.com/speak-up.

PRODUCT LIABILITY AND COMPLIANCE

The Stoelzle Management System places a high priority on avoiding product liability cases. While robust processes are in place to ensure product safety, we acknowledge that the properties of glass can sometimes lead to breakage, which could potentially pose a risk to human health during the use of glass products. In such cases, we take an approach of close cooperation with our customer to provide support and traceability, ensuring that all necessary steps are taken to address any issues that arise.

For glass containers intended for pharmaceutical use, compliance with pharmacopoeia monographs is essential. To this end, Stoelzle has established specific

processes and product ranges at their sites in Austria and the Czech Republic, which are geared towards pharmaceutical products.

These sites are equipped with special facilities and equipment, enabling every batch to be tested according to pharmacopoeia requirements. Additionally both sites are certified with ISO 15378, GMP for pharmaceutical packaging. This allows us to guarantee the pharmaceutical quality of our products.

Assuring conformity with EU regulations and directives is a must for food and spirits bottles, including the EU Regulation EC 1935:2004 and the Regulation EC 2023/2006 on materials and articles intended to come into contact with food. Stoelzle confirms

compliance in the relevant Declarations of Conformity, and we provide proof of compliance through testing by independent accredited institutes or laboratories. Our plants supplying the market with food containers are certified with GFSI equivalent standards ensuring food safety.

Labelling of glass products is carried out in accordance with Finished Pack regulations and ISO standards (such as ISO 8362-4 for moulded glass injection vials) and, in particular, customer requirements. In the reporting period, there were no instances of non-compliance with product labelling, nor did Stoelzle receive any fines or sanctions with respect to non-compliance with legal requirements related to product liability.

YOUTH ENGAGEMENT FOR INDUSTRY AND SCIENCE

IGNITING PASSION – EMPOWERING THE NEXT GENERATION IN INDUSTRY AND SCIENCE.

The Stoelzle Glass Group is committed to engaging and inspiring young people to pursue careers in industry and science. We participate in various initiatives and programmes to support education and training for the next generation, such as sponsorship and participation in educational events, promoting education in science and technology, like the "Long Night of Research" and "Girls' Day", in Austria, which encourage young women to explore careers in STEM (fields of science, technology, engineering and maths).

Stoelzle partners with schools and universities to provide internships, workshops and other opportunities for students to learn about the glass industry and gain practical experience.

The "Dr. Grupp Grant" is awarded on an annual basis, depending on social needs. It is open to students from a range of technical disciplines and aims to support those who are passionate about their studies and committed to their field.

Furthermore, Stoelzle supports a variety of local organisations, associations, universities, and other educational institutions, as well as initiatives that promote education and training in Austria. We offer programmes and facilities for students and researchers to collaborate on innovative projects, to raise interest for the industry.

During the reporting period at Stoelzle Oberglas, Austria, the following was included:

- + Innovation workshop in cooperation with Austrian Industries Association
- + Teconomy career day at Montan University Leoben
- + TUIT Workshop at Technical University Graz
- + Center of Science Activities
- + Future Day to foster dialogue with youths and their parents



INFORMATION AND DATA SECURITY

FORTIFYING SUCCESS WITH TRUST – STOELZLE'S COMMITMENT TO PROTECTING CONFIDENTIALITY.

Stoelzle places great emphasis on information and data security, recognizing that our success as a company depends on the trust and confidence of our customers and stakeholders. We have implemented an Information Security Management System to ensure that our information assets are managed and protected effectively.

Our commitment to information security is demonstrated through implementing TISAX (Trusted Information Security Assessment Exchange) requirements. This standard provides our customers with assurance that their data is in safe hands and reinforces our reputation as a trusted and reliable partner.

Our information security policies apply to the entire CAG Holding, which the Stoelzle Glass Group is part of, ensuring that all employees are aware of their responsibilities and that our operations are consistently secure. We recognize that certain concepts need to be determined at the local level to ensure that our security measures are appropriate for each site's unique requirements. This is why we have

developed a local security zones concept and a local technical and operational concept where necessary to ensure that our security measures are tailored to each site.

To maintain the highest levels of security, we regularly review and update our policies. **We follow a rigorous process to ensure that new policies are thoroughly reviewed, validated and entered into our Information Security Management System before being released.** Once released, we communicate policy changes to all companies through a centralised system, making sure that our partners are aware of how to view and access the updated policies.

We are committed to ensuring that our information and data remain secure, and we continually work to improve our policies and procedures. **By prioritising information security, we can build and maintain trust with our customers and stakeholders, and provide them with the assurance that their data is always in safe hands.** No substantiated complaints occurred in the reporting period.

[GRI 2-23, GRI 2-24, GRI 418-1]



HUMAN RIGHTS

CULTIVATING PARTNERSHIPS IN A SUSTAINABLE VALUE CHAIN.

Being a participant to the UN Global Compact, ensuring human rights, is a priority for Stoezle Glass Group. Responsible and legal behaviour and respecting human rights are essential elements of our corporate culture. We expect this approach from all our business partners and throughout the entire value chain.

Our Code of Conduct and Corporate Social Responsibility Policy, accessible on our corporate website, further details our commitment to fostering an organisational culture that values human dignity and ethical business practices. This commitment applies to all Stoezle sites and business units worldwide, as we consider it our social and ethical responsibility, and is a crucial factor for the sustainable development of the Stoezle Glass Group.

As part of our commitment to promoting human rights, we comply with the UK Modern Slavery Act by reporting annually on the steps we have taken to combat

modern slavery, both within our own organisation and in our supply chains. An annual statement signed by our UK CEO and the Stoezle Group CEO is available on our website.

Supplier management is a crucial aspect of Stoezle's quality management system for raw materials, packaging materials and external services. The strategy includes a qualification process for new suppliers, annual audits and performance evaluations. **Sustainability is incorporated through supplier surveys, onsite assessments and contract terms that ensure ethical trading and no slavery or trafficking.**

The process involves close collaboration between purchasing, quality and CSR management, and emphasises transparency, mutual appreciation and long-term relationships with suppliers. The approach also involves monitoring media sources to identify any potential risks within the supply chain.



FOSTERING EQUALITY AND EMPOWERMENT IN THE WORKPLACE

DIVERSITY, EQUITY AND INCLUSION.

Our corporate diversity, equity and inclusion (DEI) approach involves creating a work environment that is inclusive of all employees regardless of their race, gender, sexual orientation, religion, or any other personal characteristics. It requires a commitment to creating policies and practices that eliminate discrimination, promote fairness and provide equal opportunities for all employees.

Stoelzle Glass USA has an exemplary Equal Employment Opportunity Policy, which we are aligning with throughout the Group. We believe that all persons are entitled to equal employment opportunities, and therefore employment decisions are made without regard to race, colour, religion, sex, national origin or ancestry, age, physical or mental disabilities.

We take affirmative action to recruit and advance in the employment of qualified disabled persons. Regarding the US, the context also focused on disabled veterans

and veterans of the Vietnam Era. The policy applies to all personnel actions, including, but not limited to: recruiting, hiring, placement, promotion, demotion, training, transfer, termination, compensation, layoff and return from layoff, training and education, tuition assistance, social and recreational programmes.

We had one reported but not confirmed incident of discrimination in the Group, going to trial in 2022, when an issue was not formally raised during the employee's tenure but after departure. Although there was no evidence to support the case and despite our well-designed grievance mechanisms, separate disciplinary policies and a whistleblowing policy implemented in 2021.

Providing everyone with equal opportunities at Stoelzle Group is important to us. In the reporting period 2020 – 2022 we found we have an average of 33 % female employees. Also, 32 % of management positions are held by females.

[GRI 2-16, GRI 2-23, GRI 2-24, GRI 405-1, GRI 406-1]



[GRI 2-25, GRI 202-1, GRI 405-1, GRI 405-2]



EQUAL OPPORTUNITIES AT STOELZLE

For 2020 – 2022 we calculated the ratio of base salary and total compensation (base salary + bonus) between men and women in different job categories, as per GRI reporting guidelines for the first time.

The result of 1:1.5 shows a traditional distribution of roles between women and men

in our industry, with technical positions in the white-collar and blue-collar categories, typically occupied by men, being better paid than sales or accounting positions that are typically held by women.

Moreover, the hot end area, where heavy work is performed under difficult conditions, is occupied predominantly by men, leading

to higher pay. In contrast, the sorting and decoration area, where women make up a larger proportion, is paid relatively lower. The remuneration scheme for apprentices follows legal requirements, with no gender-based differences.

While we have made attempts to calculate the ratio of base salary and total compensation of men and women in various categories, we have found that the current categorisation of "management, blue & white-collar" is too broad to provide meaningful insights about equal pay between men and women. Furthermore, in management positions, women are often responsible for smaller departments, which impacts their compensation. Therefore, we will be implementing better-defined categories and subcategories starting from 2023 to ensure that the metric is a more informative and effective tool for measuring equal pay.

At Stoelzle, we are committed to treating entry-level wages regardless of gender with fairness and in alignment with the local minimum wage standards. We believe in providing equal opportunities and ensuring that all employees receive compensation that reflects their skills, qualifications and contributions to the organisation.

Our compensation policies are designed to minimise wage disparities and address any gender-based gaps that may exist. We regularly review and adjust our wage structures to remain competitive and compliant with

local regulations. Our goal is to foster a work environment that values diversity, inclusion and pay equity for all employees.

A specific sexual harassment policy is an essential component of a comprehensive corporate diversity, equity and inclusion (DEI) approach. Sexual harassment is defined as any unwelcome sexual advance, request for sexual favors and other verbal or physical conduct of a sexual nature. It violates an individual's human rights and can create a hostile work environment that negatively impacts diversity and inclusion efforts. We therefore implemented a robust policy and procedures to prevent, address and remediate incidents of sexual harassment. The policy includes clear definitions, reporting mechanisms, disciplinary measures and support resources for victims.

We are committed to maintaining a work environment, which is free of sexual harassment and/or intimidation. The policy pledges to sensitise all employees to these issues, investigate all complaints promptly and thoroughly, and to effect appropriate disciplinary and/or other measures to ensure compliance. Allegations of sexual harassment are to be treated the same as any other allegation of serious misconduct.

Stoelzle Glass Group is committed to foster a safe and respectful workplace culture that values and promotes diversity, equity and inclusion, and therefore is planning a group-wide adoption of the policy.

CORPORATE CITIZENSHIP AND EMPLOYEE ENGAGEMENT

NURTURING A CULTURE OF SUSTAINABILITY FOR POSITIVE IMPACT IN LOCAL AND GLOBAL COMMUNITIES.

By engaging employees in pursuing business objectives and a more sustainable future, we can create a culture of sustainability that empowers our people to make a positive impact on society and the environment.

We understand the importance of supporting both local and global communities. Our outreach programmes provide financial assistance, volunteer work, and other forms of support to local communities. At the same time, we are committed to contributing to global initiatives, such as pandemic relief efforts and humanitarian aid for Ukraine. Here is a selection of examples of our engagement in the reporting period 2020 – 2022.

RELIEF AND HUMANITARIAN AID

Pandemic

During the pandemic, Stoelzle Częstochowa took several measures to help those affected. Firstly, we launched the #RatujeBoPracuje (#HelpingBecauseWorking) social action in May 2020, inviting people to add a photo on social media with a card and the hashtag #RatujeBoPracuje (#HelpingBecauseWorking).

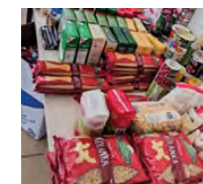
This initiative was designed to appreciate and recognise the efforts of those who were continuously contributing to overcoming the

pandemic and economic crisis through their work. Almost 50 companies across the country participated in this action, and the first photo of Stoelzle employees who joined the campaign appeared on five Częstochowa billboards, and in local and national media. Also noteworthy was the support of our colleagues from the mouldshop with its "Printers for Medics" campaign. With the use of Stoelzle 3D printer, they made handles for medical visors, which, once assembled, went to hospitals across the country.

In addition to this, we also extended our support to hospitals and nursing homes by donating essential hygiene products and glass containers for filling in disinfecting agents during the pandemic. We wanted to contribute to the fight against the virus and help those in need in our community.

Ukraine

Stoelzle is committed to providing humanitarian aid to those affected by the ongoing war in Ukraine. In an effort to provide immediate assistance, we have donated to the Austrian Red Cross, and have also provided financial support to Ukrainian families seeking refuge in Styria. Additionally, our Polish site in Częstochowa has spearheaded a humanitarian aid initiative by collecting clothes and food for the Ukrainian people, particularly for the families of our Ukrainian employees affected by the war.



ENVIRONMENTAL INITIATIVES

Stoelzle Bees

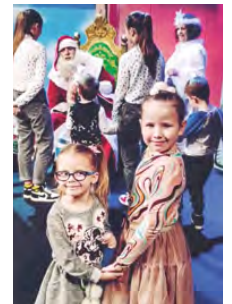
Over 40 000 bees were relocated to a Stoelzle Oberglas, Austria, hive in collaboration with the local beekeeper in 2021. Initially a new CSR partnership, this has now evolved into a prestigious and successful project. The bees have thrived under our care, with the population increasing to three colonies that are actively gathering pollen and producing delectable honey in the local fields and forests.

Streambed Cleaning and Planting Trees

The Stoelzle Oberglas, Austria, fire brigade participates annually in the "Saubere Steiermark" (Clean Styria) environmental cleaning campaign, which is incorporated into

their training and operational activities. Each year, members of our brigade take great efforts to clean up and remove waste from the area of the Gradnerbach stream, which runs along the company's premises.

Each year our Poland plant in Częstochowa plants dozens of trees in the company's district as part of a local campaign, and further supports several clean-up campaigns in the city. In 2022, the banks of the Warta river were cleaned up by our employees and their kids, removing trash and debris from the area to help protect the river's ecosystem. We are extremely pleased with the involvement of the youngest participants. Each child received an environmentally themed book tailored to their age, and the whole event ended with a joint reading.



SOCIAL INITIATIVES

Family day events and Open days

Both Stoelzle sites in Poland, Częstochowa, and Austria, regularly organise annual Family Day events and Open Days. These highly anticipated events serve as a platform to showcase our production sites to family members and the local community. During the reporting period, Family Days were successfully held in Poland, Częstochowa, and Austria in 2022. The events featured a wide range of engaging activities such as rock climbing, horse riding, involvement with the

local fire brigade and captivating animations for children, among other exciting attractions. Looking ahead to 2023, the Austrian Stoelzle site will host an Open Day event, inviting the regional public to experience and explore our operations firsthand.

Santa Claus day

At Stoelzle Częstochowa, in Poland, Santa Claus day is a much-loved annual tradition that brings together more than 600 of the employees' children for festive activities – even during the pandemic, when the event was held in the open air.

SOCIAL INITIATIVES

Fundraising events

Stoelzle Glass USA participated in two fundraising events organised by "The cornerstone of Beaver County", an organisation dedicated to assisting the homeless in 2021 and 2022. At "The Party of Purpose", a sponsorship of \$ 1000 each year was issued. Due to the Covid-19 pandemic the events were held virtually via Zoom. Prior to the event, participants received a dinner package that they could enjoy while attending the virtual event, which included raffles and a concert, making it a night to remember.

Eco-responsible toothpaste project

At Stoelzle Masières in France, in May 2022, we had the pleasure of welcoming

the 4th grade sustainable development class from the Paul Duez middle school in Cambrai as part of an eco-responsible toothpaste project in a glass jar. The students were given the opportunity to visit the glass factory, to discover the secrets of the bottle manufacturing process, safety protocols, as well as the different professions and working conditions.

Charity cricket match

Stoelzle Flaconnage, UK hold charity cricket matches annually at Knottingley CC. Day staff and shift staff teams battle it out, with the bigger purpose of raising funds for charities in the local community. The charity matches were held in 2021 and 2022 which brought enjoyment to employees, families and other community members.



SPORT SPONSORING

The two sites, Stoelzle Austria and Stoelzle Częstochowa, are significantly involved in supporting local and regional sports associations and events.

Stoelzle Oberglas

As a main sponsor, the Austrian Stoelzle site has been actively supporting the local handball and soccer clubs, with a focus on youth development. This support goes beyond financial contributions, as we also provide opportunities for the children to engage in summer jobs at our plant. By doing so, we aim to not only provide financial assistance, but also foster a hands-on learning experience for the young athletes, helping them gain valuable skills and insights.

Stoelzle Częstochowa

The initiatives at the Polish Częstochowa plant include sponsorship of the local speedway club and the Rakow Częstochowa soccer team, both of which are part of the highest league in Poland. In 2019, we established the Stoelzle Academy in collaboration with the local volleyball club. This institution provides an opportunity for over 100 children, aged 7 to 9, to participate in sports activities twice a week.

Additionally, the Polish Częstochowa plant has become a sponsor of the local volleyball team, KS Norwid Częstochowa, and was the main sponsor of the annual Częstochowa City Run, with employees forming a running team to participate.

APPENDIX

+ The mandatory GRI Content Index and the Facts and Figures appendix provide more detailed information on the report's disclosures.

- > GRI Content Index
- > Additional Employee Data
- > Additional Environmental Data
- > Additional Compliance Data
- > Corporate Carbon Footprint (CCF)



GRI CONTENT INDEX

STATEMENT OF USE	The Stoelzle Glass Group has reported in accordance with the GRI Standards for the period 01.01.2020 – 31.12.2022
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	No sector standard available

GRI standard/Other source	Disclosure	Location	Requirement(s)/Omitted	Reason	Explanation
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organizational details	2, 5, 8, 10			
	2-2 Entities included in the organization's sustainability reporting	5, 8			
	2-3 Reporting period, frequency and contact point	5			
	2-4 Restatements of information	87	Restatements of information made from previous reporting periods	Not applicable	No revision of previously reported information
	2-5 External assurance	5			
	2-6 Activities, value chain and other business relationships	8, 9, 10, 11, 42, 43			
	2-7 Employees	2, 49, 97, 98, 99, 100, 101, 102, 103, 104			
	2-8 Workers who are not employees	97, 98, 99, 100, 101, 102, 103			
	2-9 Governance structure and composition	8			
	2-10 Nomination and selection of the highest governance body	8			
	2-11 Chair of the highest governance body	6, 7, 8			
	2-12 Role of the highest governance body in overseeing the management of impacts	6, 7, 18, 20, 30			
	2-13 Delegation of responsibility for managing impacts	20			

GRI standard/Other source	Disclosure	Location	Requirement(s)/Omitted	Reason	Explanation
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	5			
	2-15 Conflicts of interest	19			
	2-16 Communication of critical concerns	76, 77, 81			
	2-17 Collective knowledge of the highest governance body	21, 60			
	2-18 Evaluation of the performance of the highest governance body	8			
	2-19 Remuneration policies	19	Remuneration policies for members of the highest governance body and senior executive	Information unavailable/incomplete	Data not yet available for disclosure
	2-20 Process to determine remuneration	19	The process for designing remuneration policies and for determining remuneration	Information unavailable/incomplete	Data not yet released for disclosure
	2-21 Annual total compensation ratio	8			
	2-22 Statement on sustainable development strategy	6, 7, 15, 16, 18, 19, 20			
	2-23 Policy commitments	15, 19, 42, 79, 80, 81			
	2-24 Embedding policy commitments	15, 19, 42, 79, 80, 81			
	2-25 Processes to remediate negative impacts	82			
	2-26 Mechanisms for seeking advice and raising concerns	21, 22, 76, 77, 80			
	2-27 Compliance with laws and regulations	12, 19, 76, 77, 80			
2-28 Membership associations	20				
2-29 Approach to stakeholder engagement	16, 19, 21, 22, 26, 32, 69, 78, 83, 84, 85				
2-30 Collective bargaining agreements	104				

GRI standard/Other source	Disclosure	Location	Requirement(s)/Omitted	Reason	Explanation
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	23			
	3-2 List of material topics	23, 24			
	3-3 Management of material topics	23, 24, 25, 27, 30, 31, 32, 33, 34, 35, 36, 38, 39, 40, 41, 42, 45, 47, 54, 55, 56, 57, 58, 61, 62, 76, 77, 80			
ECONOMIC PERFORMANCE					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2			
	201-2 Financial implications and other risks and opportunities due to climate change	7, 18, 30, 31, 39	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure	Information unavailable/incomplete	Data not yet available for disclosure
	201-4 Financial assistance received from government	19, 117			
MARKET PRESENCE					
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	82			
	202-2 Proportion of senior management hired from the local community	97, 98, 99, 100, 101, 102, 103			
ANTI-CORRUPTION					
GRI 3: Material Topics 2021	3-3 Management of material topics	76			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	77			
	205-2 Communication and training about anti-corruption policies and procedures	77			
	205-3 Confirmed incidents of corruption and actions taken	77			

GRI standard/Other source	Disclosure	Location	Requirement(s)/Omitted	Reason	Explanation
MATERIAL TOPICS					
ANTI-COMPETITIVE BEHAVIOR					
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	77, 116			
MATERIALS					
GRI 301: Materials 2016	301-1 Materials used by weight or volume	112			
	301-2 Recycled input materials used	44, 45, 112			
ENERGY					
GRI 3: Material Topics 2021	3-3 Management of material topics	24, 35, 36, 37, 38			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	31, 33, 34, 35, 37, 38, 109, 110			
	302-2 Energy consumption outside of the organization	31, 34	Energy consumption outside of the organization, in joules or multiples	Information unavailable/incomplete	Not calculated in the reporting period
	302-3 Energy intensity	2, 33, 110			
	302-4 Reduction of energy consumption	31, 33, 34, 35, 36, 37, 38, 44, 45, 51, 110			
	302-5 Reductions in energy requirements of products and services	31, 44, 50, 51, 110			
WATER AND EFFLUENTS					
GRI 3: Material Topics 2021	3-3 Management of material topics	39, 41			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	39, 41			
	303-2 Management of water discharge-related impacts	39, 41			
	303-3 Water withdrawal	39, 113			
	303-4 Water discharge	41, 113, 114			
	303-5 Water consumption	38, 39, 41, 114			

GRI standard/Other source	Disclosure	Location	Requirement(s)/Omitted	Reason	Explanation
MATERIAL TOPICS					
BIODIVERSITY					
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	39			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	91	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations	Not applicable	No IUCN Red List species and national conservation list species with habitats in areas affected by operations
EMISSIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics	40, 41			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	33, 40, 51, 110			
	305-2 Energy indirect (Scope 2) GHG emissions	33, 40, 51, 110, 111			
	305-3 Other indirect (Scope 3) GHG emissions	32, 40, 51, 111, 116	Gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent	Information unavailable/incomplete	No Scope 3 emission calculation for the reporting period
	305-4 GHG emissions intensity	33, 40, 41, 111			
	305-5 Reduction of GHG emissions	33, 34, 40, 41, 45, 46, 51, 111			
	305-6 Emissions of ozone-depleting substances (ODS)	40	Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent	Not applicable	No emissions of ozone depleting substances (ODS) in our processes
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	41, 111			
WASTE					
GRI 3: Material Topics 2021	3-3 Management of material topics	16, 25, 27, 44, 45, 47, 51			

GRI standard/Other source	Disclosure	Location	Requirement(s)/Omitted	Reason	Explanation
MATERIAL TOPICS					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	47			
	306-2 Management of significant waste-related impacts	47			
	306-3 Waste generated	47, 115			
	306-4 Waste diverted from disposal	44, 45, 46, 47, 115			
	306-5 Waste directed to disposal	47, 92	Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste; Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations	Information unavailable/incomplete	Data not available for all sites in the reporting period
SUPPLIER ENVIRONMENTAL ASSESSMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	42			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	26, 42, 43			
	308-2 Negative environmental impacts in the supply chain and actions taken	116			
EMPLOYMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	57, 58, 59, 61, 62			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	57, 104, 105			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	57			
	401-3 Parental leave	61			

GRI standard/Other source	Disclosure	Location	Requirement(s)/Omitted	Reason	Explanation
MATERIAL TOPICS					
LABOUR/MANAGEMENT RELATIONS					
GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	116			
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics	19, 24, 25, 27, 54, 55, 56, 77			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	25, 54, 55, 56			
	403-2 Hazard identification, risk assessment, and incident investigation	54, 55, 56			
	403-3 Occupational health services	55, 56			
	403-4 Worker participation, consultation, and communication on occupational health and safety	54, 56			
	403-5 Worker training on occupational health and safety	50, 54, 56			
	403-6 Promotion of worker health	54, 55, 56			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	93	A description of the approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to operations, products, or services by business relationships, and the related hazards and risks	Not applicable	No evidence of health and safety impacts directly linked to business relationships
	403-8 Workers covered by an occupational health and safety management system	54			
	403-9 Work-related injuries	107, 108			
	403-10 Work-related ill health	95, 116			

GRI standard/Other source	Disclosure	Location	Requirement(s)/Omitted	Reason	Explanation
MATERIAL TOPICS					
TRAINING AND EDUCATION					
GRI 3: Material Topics 2021	3-3 Management of material topics	58, 59, 60			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	58, 106, 107			
	404-2 Programs for upgrading employee skills and transition assistance programs	58, 59, 60			
	404-3 Percentage of employees receiving regular performance and career development reviews	58			
DIVERSITY AND EQUAL OPPORTUNITY					
GRI 3: Material Topics 2021	3-3 Management of material topics	61, 62			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	61, 81, 82, 106			
	405-2 Ratio of basic salary and remuneration of women to men	82			
NON-DISCRIMINATION					
GRI 3: Material Topics 2021	3-3 Management of material topics	77, 81			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	81			

GRI standard/Other source	Disclosure	Location	Requirement(s)/Omitted	Reason	Explanation
MATERIAL TOPICS					
CHILD LABOUR					
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	116			
FORCED OR COMPULSORY LABOUR					
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	116			
RIGHTS OF INDIGENOUS PEOPLES					
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	117			
LOCAL COMMUNITIES					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	117			
	413-2 Operations with significant actual and potential negative impacts on local communities	117			
SUPPLIER SOCIAL ASSESSMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 42, 80			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	26, 42, 43, 80			
	414-2 Negative social impacts in the supply chain and actions taken	117			
PUBLIC POLICY					
GRI 415: Public Policy 2016	415-1 Political contributions	95	Total monetary value of financial and in-kind political contributions made directly and indirectly by country and recipient/beneficiary	Not applicable	Our corporate policy prohibits political contributions

GRI standard/Other source	Disclosure	Location	Requirement(s)/Omitted	Reason	Explanation
MATERIAL TOPICS					
CUSTOMER HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics	67, 69	An organization reporting in accordance with the GRI Standards is required to report how it manages each of its material topics	Not applicable	Topic not identified as material
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	67			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	117			
MARKETING AND LABELING					
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	77			
	417-2 Incidents of non-compliance concerning product and service information and labeling	77, 117			
	417-3 Incidents of non-compliance concerning marketing communications	117			
CUSTOMER PRIVACY					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	79, 117			

[GRI 2-7, GRI 2-8, GRI 202-2]

ADDITIONAL EMPLOYEE DATA

Data at the end of each year. *Without Stoelzle USA, **Gender as specified by the employees themselves

EMPLOYEES BY REGION AND GENDER, AGE GROUP, EMPLOYMENT CONTRACT & EXTERNAL STUFF						
AUSTRIA (STOELZLE OBERGLAS GMBH) * *	DIMENSION	UNIT	GRI REFERENCE	2020	2021	2022
Number of employees total	total	HC	2-7	513	496	510
Number of employees	female	HC	2-7	130	127	118
Number of employees	male	HC	2-7	383	369	392
Number of employees (< 30)	total	HC	own indicator	138	138	136
Number of employees (30 – 50)	total	HC	own indicator	249	239	248
Number of employees (> 50)	total	HC	own indicator	126	119	126
Number of employees – with permanent contract (female)	female	HC	2-7	115	121	116
Number of employees – with permanent contract (male)	male	HC	2-7	349	359	377
Number of employees – with temporary contract (female)	female	HC	2-7	15	6	2
Number of employees – with temporary contract (male)	male	HC	2-7	34	10	15
Number of employees – with full-time employment (female)	female	HC	2-7	109	112	99
Number of employees – with full-time employment (male)	male	HC	2-7	382	364	389
Number of employees – with part-time employment (female)	female	HC	2-7	21	15	19
Number of employees – with part-time employment (male)	male	HC	2-7	1	5	3
Number of external staff	total	HC	2-8	2	2	21
Proportion of senior management hired of the local community	total	%	202-2	100	100	100

[GRI 2-7, GRI 2-8, GRI 202-2]

EMPLOYEES BY REGION AND GENDER, AGE GROUP, EMPLOYMENT CONTRACT & EXTERNAL STUFF

CZECH REPUBLIC (STOELZLE UNION) **	DIMENSION	UNIT	GRI REFERENCE	2020	2021	2022
Number of employees total	total	HC	2-7	241	231	237
Number of employees	female	HC	2-7	80	69	76
Number of employees	male	HC	2-7	161	162	161
Number of employees (< 30)	total	HC	own indicator	40	31	31
Number of employees (30 – 50)	total	HC	own indicator	140	124	133
Number of employees (> 50)	total	HC	own indicator	61	76	73
Number of employees – with permanent contract (female)	female	HC	2-7	67	64	71
Number of employees – with permanent contract (male)	male	HC	2-7	146	161	160
Number of employees – with temporary contract (female)	female	HC	2-7	13	5	5
Number of employees – with temporary contract (male)	male	HC	2-7	15	1	1
Number of employees – with full-time employment (female)	female	HC	2-7	73	69	76
Number of employees – with full-time employment (male)	male	HC	2-7	158	162	160
Number of employees – with part-time employment (female)	female	HC	2-7	7		
Number of employees – with part-time employment (male)	male	HC	2-7	3	-	1
Number of external staff	total	HC	2-8	6	10	6
Proportion of senior management hired of the local community	total	%	202-2	100	100	100

[GRI 2-7, GRI 2-8, GRI 202-2]

EMPLOYEES BY REGION AND GENDER, AGE GROUP, EMPLOYMENT CONTRACT & EXTERNAL STUFF

FRANCE (STOELZLE MASNIÈRES PARFUMERIE & STOELZLE MASNIÈRES DECORATION) * *	DIMENSION	UNIT	GRI REFERENCE	2020	2021	2022
Number of employees total	total	HC	2-7	325	331	336
Number of employees	female	HC	2-7	94	93	94
Number of employees	male	HC	2-7	231	238	242
Number of employees (< 30)	total	HC	own indicator	38	43	47
Number of employees (30 – 50)	total	HC	own indicator	184	168	162
Number of employees (> 50)	total	HC	own indicator	103	120	127
Number of employees – with permanent contract (female)	female	HC	2-7	90	89	90
Number of employees – with permanent contract (male)	male	HC	2-7	218	215	211
Number of employees – with temporary contract (female)	female	HC	2-7	4	4	4
Number of employees – with temporary contract (male)	male	HC	2-7	13	23	31
Number of employees – with full-time employment (female)	female	HC	2-7	94	93	92
Number of employees – with full-time employment (male)	male	HC	2-7	229	237	239
Number of employees – with part-time employment (female)	female	HC	2-7	-	-	2
Number of employees – with part-time employment (male)	male	HC	2-7	2	1	3
Number of external staff	total	HC	2-8	-	8	26
Proportion of senior management hired of the local community	total	%	202-2	100	100	100

[GRI 2-7, GRI 2-8, GRI 202-2]

EMPLOYEES BY REGION AND GENDER, AGE GROUP, EMPLOYMENT CONTRACT & EXTERNAL STUFF

UNITED KINGDOM (STOELZLE FLACONNAGE) **	DIMENSION	UNIT	GRI REFERENCE	2020	2021	2022
Number of employees total	total	HC	2-7	354	353	370
Number of employees	female	HC	2-7	76	70	75
Number of employees	male	HC	2-7	278	283	295
Number of employees (< 30)	total	HC	own indicator	64	64	71
Number of employees (30 – 50)	total	HC	own indicator	189	177	197
Number of employees (> 50)	total	HC	own indicator	101	112	102
Number of employees – with permanent contract (female)	female	HC	2-7	76	70	75
Number of employees – with permanent contract (male)	male	HC	2-7	278	283	295
Number of employees – with temporary contract (female)	female	HC	2-7	-	-	-
Number of employees – with temporary contract (male)	male	HC	2-7	-	-	-
Number of employees – with full-time employment (female)	female	HC	2-7	71	64	69
Number of employees – with full-time employment (male)	male	HC	2-7	277	282	293
Number of employees – with part-time employment (female)	female	HC	2-7	5	6	6
Number of employees – with part-time employment (male)	male	HC	2-7	1	1	2
Number of external staff	total	HC	2-8	15	62	79
Proportion of senior management hired of the local community	total	%	202-2	94	94	93

[GRI 2-7, GRI 2-8, GRI 202-2]

EMPLOYEES BY REGION AND GENDER, AGE GROUP, EMPLOYMENT CONTRACT & EXTERNAL STUFF

PENNSYLVANIA US (STOELZLE USA) **	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Number of employees total	total	HC	2-7		319	346
Number of employees	female	HC	2-7		71	77
Number of employees	male	HC	2-7		248	269
Number of employees (< 30)	total	HC	own indicator		25	33
Number of employees (30 – 50)	total	HC	own indicator		117	153
Number of employees (> 50)	total	HC	own indicator		177	160
Number of employees – with permanent contract (female)	female	HC	2-7		-	-
Number of employees – with permanent contract (male)	male	HC	2-7		2	2
Number of employees – with temporary contract (female)	female	HC	2-7		-	-
Number of employees – with temporary contract (male)	male	HC	2-7		-	-
Number of employees – with full-time employment (female)	female	HC	2-7		71	77
Number of employees – with full-time employment (male)	male	HC	2-7		246	269
Number of employees – with part-time employment (female)	female	HC	2-7		-	-
Number of employees – with part-time employment (male)	male	HC	2-7		2	-
Number of external staff	total	HC	2-8			68
Proportion of senior management hired of the local community	total	%	202-2	100	100	100

[GRI 2-7, GRI 2-8, GRI 202-2]

EMPLOYEES BY REGION AND GENDER, AGE GROUP, EMPLOYMENT CONTRACT & EXTERNAL STUFF

POLAND (STOELZLE CZĘSTOCHOWA) **	DIMENSION	UNIT	GRI REFERENCE	2020	2021	2022
Number of employees total	total	HC	2-7	945	973	1.000
Number of employees	female	HC	2-7	442	467	470
Number of employees	male	HC	2-7	503	506	530
Number of employees (< 30)	total	HC	own indicator	95	92	87
Number of employees (30 – 50)	total	HC	own indicator	703	726	734
Number of employees (> 50)	total	HC	own indicator	147	155	179
Number of employees – with permanent contract (female)	female	HC	2-7	435	462	455
Number of employees – with permanent contract (male)	male	HC	2-7	480	496	505
Number of employees – with temporary contract (female)	female	HC	2-7	7	5	15
Number of employees – with temporary contract (male)	male	HC	2-7	23	10	25
Number of employees – with full-time employment (female)	female	HC	2-7	441	466	469
Number of employees – with full-time employment (male)	male	HC	2-7	503	506	530
Number of employees – with part-time employment (female)	female	HC	2-7	1	1	1
Number of employees – with part-time employment (male)	male	HC	2-7	-	-	-
Number of external staff	total	HC	2-8	214	241	126
Proportion of senior management hired of the local community	total	%	202-2	100	100	100

[GRI 2-7, GRI 2-8, GRI 202-2]

EMPLOYEES BY REGION AND GENDER, AGE GROUP, EMPLOYMENT CONTRACT & EXTERNAL STUFF

POLAND (STOELZLE WYMIARKI) * *	DIMENSION	UNIT	GRI REFERENCE	2020	2021	2022
Number of employees total	total	HC	2-7	204	202	193
Number of employees	female	HC	2-7	60	63	61
Number of employees	male	HC	2-7	144	139	132
Number of employees (< 30)	total	HC	own indicator	46	40	35
Number of employees (30 – 50)	total	HC	own indicator	103	102	102
Number of employees (> 50)	total	HC	own indicator	55	60	56
Number of employees – with permanent contract (female)	female	HC	2-7	57	60	58
Number of employees – with permanent contract (male)	male	HC	2-7	141	137	131
Number of employees – with temporary contract (female)	female	HC	2-7	3	3	3
Number of employees – with temporary contract (male)	male	HC	2-7	3	2	1
Number of employees – with full-time employment (female)	female	HC	2-7	60	63	61
Number of employees – with full-time employment (male)	male	HC	2-7	143	138	132
Number of employees – with part-time employment (female)	female	HC	2-7	-	-	-
Number of employees – with part-time employment (male)	male	HC	2-7	1	1	-
Number of external staff	total	HC	2-8	7	4	-
Proportion of senior management hired of the local community	total	%	202-2	100	100	100

[GRI 2-30, GRI 2-7, GRI 401-1]

COLLECTIVE BARGAINING AGREEMENTS

PERCENTAGE OF TOTAL EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Number of total employees covered by collective bargaining agreements	total	HC	2-30	2 573	2 853	2 913
Percentage of total employees covered by collective bargaining agreements	total	%	2-30	99.9	99.9	99.7

NEW EMPLOYEES AND EMPLOYEE TURNOVER

NUMBER OF EMPLOYEES THAT LEFT THE COMPANY BY GENDER**	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Number of employees that LEFT the company (female)	female	HC	401-1	97	97	124
Number of employees that LEFT the company (male)	male	HC	401-1	141	201	282
Total number of employees that LEFT the company	total	HC	401-1	238	298	406
Rate of employee turnover (female)	female	%	401-1	11.00	10.10	12.77
Rate of employee turnover (male)	male	%	401-1	8.29	10.33	13.95
Total rate of employee turnover	total	%	401-1	9.22	10.26	13.57

NUMBER OF EMPLOYEES THAT LEFT THE COMPANY BY AGE GROUP	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Number of employees that LEFT the company (< 30)	< 30	HC	401-1	69	89	139
Number of employees that LEFT the company (30 – 50)	30 – 50	HC	401-1	109	143	183
Number of employees that LEFT the company (> 50)	> 50	HC	401-1	60	66	84
Total number of NEW employee HIRES	total	HC	401-1	238	298	406
Rate of employee turnover (< 30)	< 30	%	401-1	16.39	20.55	12.77
Rate of employee turnover (30 – 50)	30 – 50	%	401-1	6.95	8.65	13.95
Rate of employee turnover (> 50)	> 50	%	401-1	10.12	8.06	13.57

[GRI 401-1]

NEW EMPLOYEES AND EMPLOYEE TURNOVER

NUMBER OF NEW EMPLOYEE HIRES BY GENDER**	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Number of NEW employee HIRES (female)	female	HC	401-1	190	218	195
Number of NEW employee HIRES (male)	male	HC	401-1	330	361	361
Total number of NEW employee HIRES	total	HC	401-1	520	579	556
Rate of NEW employee HIRES (female)	female	%	401-1	21.54	22.71	20.08
Rate of NEW employee HIRES (male)	male	%	401-1	19.41	18.56	17.86
Total rate of NEW employee HIRES	total	%	401-1	20.14	19.93	18.58
NUMBER OF NEW EMPLOYEE HIRES BY AGE GROUP	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Number of NEW employee HIRES (< 30)	< 30	HC	401-1	351	328	336
Number of NEW employee HIRES (30 – 50)	30 – 50	HC	401-1	154	204	175
Number of NEW employee HIRES (> 50)	> 50	HC	401-1	27	61	39
Total number of NEW employee HIRES	total	HC	401-1	532	593	550
Rate of NEW employee HIRES (< 30)	< 30	%	401-1	83.37	75.75	76.36
Rate of NEW employee HIRES (30 – 50)	30 – 50	%	401-1	9.82	12.34	10.12
Rate of NEW employee HIRES (> 50)	> 50	%	401-1	4.55	7.45	4.74

Legal obligations regarding minium notice periods and specified incollective agreements are met in all countries of operation.

[GRI 404-1, GRI 405-1]

DIVERSITY – EQUALITY OF SEXES **

TOTAL RATE OF FEMALE EMPLOYEES

	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Rate of female employees	total	%	405-1	34	33	32

NUMBER AND RATE OF FEMALE BY CATEGORY

	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Number of female within management	management	HC	405-1	38	40	40
Number of female white collar	white collar	HC	405-1	159	171	183
Number of female blue collar	blue collar	HC	405-1	798	822	835
Number of female apprentices	apprentices	HC	405-1	12	16	16
Rate of female within management	management	%	405-1	29.01	33.90	33.33
Rate of female white collar	white collar	%	405-1	54.83	54.81	56.83
Rate of female blue collar	blue collar	%	405-1	37.66	38.90	38.59
Rate of female apprentices	apprentices	%	405-1	28.57	37.21	40.00

AVERAGE HOURS OF TRAINING PER YEAR AND EMPLOYEE

AVERAGE HOURS OF TRAINING THAT EMPLOYEES HAVE UNDERTAKEN BY GENDER **

	DIMENSION	UNIT	GRI REFERENCE	2020*	2021*	2022*
Hours of training that employees have undertaken (female)	female	hours	404-1	2 957	3 640	3 363
Hours of training that employees have undertaken (male)	male	hours	404-1	9 688	11 831	9 802
Total hours of training that employees have undertaken	total	hours	404-1	12 645	15 471	13 165
Average hours of training that employees have undertaken (female)	female	hours/HC	404-1	3.4	3.8	3.5
Average hours of training that employees have undertaken (male)	male	hours/HC	404-1	5.7	6.1	4.9
Average hours of training that employees have undertaken over all employees	total	hours/HC	404-1	4.9	5.3	4.4

[GRI 403-9, GRI 404-1]

AVERAGE HOURS OF TRAINING PER YEAR AND EMPLOYEE

AVERAGE HOURS OF TRAINING THAT EMPLOYEES HAVE UNDERTAKEN BY CATEGORY	DIMENSION	UNIT	GRI REFERENCE	2020*	2021*	2022*
Hours of training that employees have undertaken (management)	management	hours	404-1	1 119	971	1 158
Hours of training that employees have undertaken (white collar)	white collar	hours	404-1	2 800	4 321	3 803
Hours of training that employees have undertaken (blue collar)	blue collar	hours	404-1	8 541	9 639	7 112
Hours of training that employees have undertaken (apprentices)	apprentices	hours	404-1	217	530	1 157
Total hours of training	total	hours	404-1	12 676	15 462	13 229
Average hours of training that employees have undertaken (management)	management	hours/HC	404-1	8.5	8.2	9.7
Average hours of training that employees have undertaken (white collar)	white collar	hours/HC	404-1	9.7	13.9	11.8
Average hours of training that employees have undertaken (blue collar)	blue collar	hours/HC	404-1	4.0	4.6	3.3
Average hours of training that employees have undertaken (apprentices)	apprentices	hours/HC	404-1	5.2	12.3	28.9

WORK-RELATED INJURIES BY CATEGORY (RATES BASED ON 1 MIO. WORK HOURS)

NUMBER OF HIGH-CONSEQUENCE WORK-RELATED INJURIES BY CATEGORY	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Number of high-consequence work-related injuries (employees)	employees	incidents	403-9	14	11	31
Number of high-consequence work-related injuries (external staff)	external staff	incidents	403-9	-	-	-
Number of high-consequence work-related injuries (total)	total	incidents	403-9	14	11	31
Rate high-consequence work-related injuries (employees)	employees	rate	403-9	3.5	2.2	5.7
Rate high-consequence work-related injuries (external staff)	external staff	rate	403-9	-	-	-
Rate high-consequence work-related injuries (total)	total	rate	403-9	3.2	2.0	5.1

[GRI 403-9]

WORK-RELATED INJURIES BY CATEGORY (RATES BASED ON 1 MIO. WORK HOURS)

WORK-RELATED ACCIDENTS	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Hours worked employees	employees	hours	403-9	3 983 127	4 959 317	5 436 300
Hours worked external staff = (temporary) contractors	external staff	hours	403-9	389 097	530 645	632 196
Hours worked total	total	hours	403-9	4 372 224	5 489 962	6 068 497

NUMBER OF FATAL WORK-RELATED INJURIES	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Number of fatal work-related injuries (employees)	employees	incidents	403-9	-	-	-
Number of fatal work-related injuries (external staff)	external staff	incidents	403-9	-	-	-
Number of fatal work-related injuries (total)	total	incidents	403-9	-	-	-
Rate of fatal work-related injuries (employees)	employees	rate	403-9	-	-	-
Rate of fatal work-related injuries (external staff)	external staff	rate	403-9	-	-	-
Number of fatal work-related injuries (total)	total	rate	403-9	-	-	-

TOTAL NUMBER OF RECORDABLE WORK-RELATED INJURIES (INCLUDING ALL INCIDENTS: FATAL/NON-FATAL/IMPAIRMENT/OTHERS) BY CATEGORY	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Number of recordable work-related injuries (including ALL incidents: fatal/non-fatal/impairment/others) employees	employees	incidents	403-9	36	55	81
Number of recordable work-related injuries (including ALL incidents: fatal/non-fatal/impairment/others) external staff	external staff	incidents	403-9	-	-	-
Number of recordable work-related injuries (including ALL incidents: fatal/non-fatal/impairment/others) total	total	incidents	403-9	36	55	81
Rate recordable work-related injuries (including ALL incidents: fatal/non-fatal/impairment/others) employees	employees	rate	403-9	9.0	11.1	14.9
Rate recordable work-related injuries (including ALL incidents: fatal/non-fatal/impairment/others) external staff	external staff	rate	403-9	-	-	-
Rate recordable work-related injuries (including ALL incidents: fatal/non-fatal/impairment/others) total	total	rate	403-9	8.2	10.0	13.3

[GRI 302-1]

ADDITIONAL ENVIRONMENTAL DATA

*Without Stoelzle USA

ENERGY						
FUEL CONSUMPTION WITHIN THE ORGANISATION	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Natural gas for glass production	non-renewable	MWh	302-1	857 461	1 015 100	1 044 301
Natural gas for decoration processes	non-renewable	MWh	302-1	25 697	30 840	29 234
Fuel consumption from non-renewable sources	total	MWh	302-1	883 158	1 045 940	1 073 535
Fuel consumption from renewable sources	total	MWh	302-1	–	–	–
ENERGY PURCHASED FROM OUTSIDE THE ORGANISATION	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Electricity consumption for glass production	purchased	MWh	302-1	189 151	249 206	242 865
Electricity consumption for decoration processes	purchased	MWh	302-1	12 796	14 596	14 391
Purchased energy	total	MWh	302-1	201 947	263 801	257 256
Electricity consumption from renewable sources	total	MWh	302-1	–	195 213	190 370
SELF-GENERATED ENERGY WITHIN THE ORGANISATION	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Electricity generated	self-generated	MWh	302-1	1 549	1 507	1 475
District heating generated	self-generated	MWh	302-1	19 692	14 360	11 205
Total self-generated energy	total	MWh	302-1	21 241	15 867	12 680
SOLD ENERGY TO THIRD PARTY ORGANISATIONS	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Electricity sold	sold	MWh	302-1	1 549	1 507	1 475
Heating energy sold	sold	MWh	302-1	17 999	14 360	11 205
Sold energy	total	MWh	302-1	19 548	15 867	12 680
Purchased energy consumption	total	MWh	302-1	1 085 105	1 309 741	1 330 791

[GRI 302-1, GRI 302-3, GRI 305-1, GRI 305-2]

ENERGY

TOTAL ENERGY CONSUMPTION WITHIN THE ORGANISATION

	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Energy consumption within the organisation	total	MWh	302-1	1 085 105	1 309 741	1 330 791

ENERGY INTENSITY RATIO

	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Tonnes of melted glass	Numerator	t	302-3	412 910	538 803	559 700
Total absolute energy consumption	Denominator	MWh	302-3	1 085 105	1 309 741	1 330 791
Energy intensity ratio (= energy efficiency of melted glass)	ratio	MWh/t	302-3	2.63	2.43	2.38

REDUCTION OF ENERGY CONSUMPTION

	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Savings on natural gas and electricity by implementing technical measures	total	GJ	302-4	9 452	31 056	47 875

REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES

	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Total energy consumption per ton of produced articles		GJ/t	302-5	12.1	11.4	11.2

EMISSIONS

GROSS DIRECT GHG EMISSIONS WITHIN THE ORGANISATION

	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Stationary fuel combustion for glass production	Scope 1	t CO ₂ eq	305-1	153 422	189 105	187 896
Stationary fuel combustion for decoration processes	Scope 1	t CO ₂ eq	305-1	4 704	6 146	5 352
Process emissions of melting carbonate containing raw materials	Scope 1	t CO ₂ eq	305-1	53 302	65 364	62 721
Total gross direct GHG emissions	Scope 1	t CO ₂ eq	305-1	211 429	260 616	255 968
Biogenic CO ₂ emissions	Scope 1	t CO ₂ eq	305-2	-	-	-
Gross indirect GHG emissions for glass production (market based)	Scope 2	t CO ₂ eq	305-2	36 373	37 578	42 297
Gross indirect GHG emissions for decoration processes (market based)	Scope 2	t CO ₂ eq	305-2	1 141	-	519

[GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-7]

EMISSIONS

GROSS DIRECT GHG EMISSIONS WITHIN THE ORGANISATION	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Total gross indirect GHG emissions (market based)	Scope 2	t CO ₂ eq	305-2	37 514	37 578	42 816
Total other indirect GHG emissions	Scope 3	t CO ₂ eq	305-3	Scope 3 was calculated for base year 2019		
Total CO ₂ emissions from the organisation without Scope 3	total	t CO ₂ eq		248 942	298 194	298 784
GHG EMISSIONS INTENSITY (SCOPE 1 & 2)	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Tonnes of melted glass	Numerator	t	305-4	412 910	538 803	559 700
Total CO ₂ emissions from the organisational glass production without Scope 3	Denominator	t CO ₂ eq	305-4	243 097	292 048	292 914
Total CO ₂ emissions from the organisational glass production Scope 1	Denominator	t CO ₂ eq	305-4	206 724	254 469	250 617
Total CO ₂ emissions from the organisational glass production Scope 2	Denominator	t CO ₂ eq	305-4	36 373	37 578	42 297
Total GHG emissions intensity (Scope 1 & 2)	ratio	t CO ₂ eq/t	305-4	0.59	0.54	0.52
Total GHG emissions intensity (Scope 1)	ratio	t CO ₂ eq/t	305-4	0.50	0.47	0.45
Total GHG emission intensity (Scope 2)	ratio	t CO ₂ eq/t	305-4	0.09	0.07	0.08
GHG EMISSION REDUCTION	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Total CO ₂ emission savings (Scope 1) (base year 2019)	Scope 1	t CO ₂ eq	305-5	–	906	2 883
Total CO ₂ emission savings (Scope 2) (base year 2019)	Scope 2	t CO ₂ eq	305-5	–	11 130	11 130
Total CO ₂ emission savings (Scope 3) (base year 2019)	Scope 3	t CO ₂ eq	305-5	–	1 977	1 977
NITROGEN OXIDES (NO_x), SULPHUR OXIDES (SO_x), AND OTHER SIGNIFICANT AIR EMISSIONS	DIMENSION	UNIT	GRI REFERENCE	2020*	2021*	2022*
NO _x	total	t	305-7	486	587	571
SO _x	total	t	305-7	166	150	193
Dust	total	kg	305-7	148	229	387

[GRI 301-1, GRI 301-2]

MATERIAL USED BY WEIGHT

NON-RENEWABLE MATERIAL USED	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Non-renewable materials used (virgin material)	virgin	t	301-1	361 237	409 648	402 371
Non-renewable materials used (secondary raw material)	secondary raw material	t	301-1	10 703	12 537	11 442
Non-renewable materials used (internal cullet)	internal cullet	t	301-1	94 270	125 172	142 576
Total non-renewable materials used	total	t	301-1	466 210	547 358	556 389
RENEWABLE MATERIAL USED	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Total renewable materials used	renewable material	t	301-1	-	-	-

RECYCLED INPUT MATERIAL USED

RECYCLED INPUT MATERIALS	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
External cullet (post consumer & post industrial)	external cullet	t	301-2	43 089	63 756	82 522
Total input material used (non-renewable and renewable material)	total	t	301-1	371 940	422 185	413 813
Percentage of recycled input material used (according GRI)	percentage	%	301-2	11.59	15.10	19.94

[GRI 303-3, GRI 303-4]

WATER AND EFFLUENTS

TOTAL WATER WITHDRAWAL FROM ALL AREAS BY SOURCE WITHOUT WATER STRESS	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Surface water	uncritical areas	m ³	303-3	–	–	–
Groundwater	uncritical areas	m ³	303-3	520 746	503 291	565 984
Produced water	uncritical areas	m ³	303-3	–	–	–
Third-party water (incl. municipal water)	uncritical areas	m ³	303-3	304 205	354 573	337 648
Total water withdrawal within organization	uncritical areas	m ³	303-3	824 951	857 864	903 632
TOTAL WATER WITHDRAWAL FROM ALL AREAS BY SOURCE WITH WATER STRESS	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Total water withdrawal within organization	critical areas	m ³	303-3	–	–	–
TOTAL WATER DISCHARGE BY DESTINATION WITHOUT WATER STRESS	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Surface water	uncritical areas	m ³	303-4	363 384	344 375	344 646
Groundwater	uncritical areas	m ³	303-4	–	–	–
Sea water	uncritical areas	m ³	303-4	–	–	–
Third-party water (total)	uncritical areas	m ³	303-4	234 871	272 608	292 466
Total water discharge of organization	uncritical areas	m ³	303-4	598 255	616 983	637 112
TOTAL WATER DISCHARGE BY DESTINATION WITH WATER STRESS	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Total water discharge of organization	critical areas	m ³	303-4	–	–	–
TOTAL WATER DISCHARGE BY FRESHWATER AND OTHER WATER WITHOUT WATER STRESS	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Freshwater (≤ 1 000 mg/L Total Dissolved Solids)	uncritical areas	m ³	303-4	–	–	–
Other water (> 1 000 mg/L Total Dissolved Solids)	uncritical areas	m ³	303-4	598 255	616 983	637 112

[GRI 303-4, GRI 303-5]

WATER AND EFFLUENTS

TOTAL WATER DISCHARGE BY FRESHWATER AND OTHER WATER WITH WATER STRESS	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Freshwater (≤ 1 000 mg/L Total Dissolved Solids)	critical areas	m ³	303-4	-	-	-
Other water (> 1 000 mg/L Total Dissolved Solids)	critical areas	m ³	303-4	-	-	-
TOTAL WATER CONSUMPTION FROM ALL AREAS WITHOUT WATER STRESS	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Surface water	uncritical areas	m ³	303-5	-	-	-
Groundwater	uncritical areas	m ³	303-5	520 746	503 291	565 984
Produced water	uncritical areas	m ³	303-5	-	-	-
Third-party water (incl. municipal water)	uncritical areas	m ³	303-5	304 205	354 573	337 648
Total water consumption within organization	uncritical areas	m ³	303-5	824 951	857 864	903 632
TOTAL WATER CONSUMPTION FROM ALL AREAS WITH WATER STRESS	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Total water consumption within organization	critical areas	m ³	303-5	-	-	-
WATER EFFICIENCY	DIMENSION	UNIT	GRI REFERENCE	2020*	2021	2022
Total water consumption of glass production	Numerator	m ³	own indicator	805 606	837 118	887 654
Ton of melted glass	Denominator	t	own indicator	412 910	538 803	559 700
Water consumption per ton of melted glass	ratio	m ³ /t	own indicator	1.95	1.55	1.59

[GRI 306-3, GRI 306-4]

WASTE						
HAZARDOUS WASTE	DIMENSION	UNIT	GRI REFERENCE	2020*	2021*	2022*
Hazardous waste	total	t	306-3	710	785	938
Non-hazardous waste	total	t	306-3	8 804	11 788	8 938
Recyclable waste	total	t	306-3	6 457	8 002	6 387
Total waste within organization	total	t	306-3	15 972	20 574	16 263
WASTE INTENSITY	DIMENSION	UNIT	GRI REFERENCE	2020*	2021*	2022*
Total waste within organization	Numerator	t	306-3	15 972	20 574	16 263
Ton of melted glass	Denominator	t	own indicator	412 910	538 803	559 700
Waste per ton of melted glass	ratio	kg/t	own indicator	38.68	38.18	29.06
WASTE DIVERTED FROM DISPOSAL BY RECOVERY OPERATION	DIMENSION	UNIT	GRI REFERENCE	2020*	2021*	2022*
Hazardous waste	total	t	306-4	-	-	-
Non hazardous waste	total	t	306-4	94 270	125 172	142 576
Total waste prevented	total	t	306-4	94 270	125 172	142 576

[GRI 205-3, GRI 206-1, GRI 305-3, GRI 308-2, GRI 402-1, GRI 403-10, GRI 408-1, GRI 409-1]

ADDITIONAL COMPLIANCE DATA

*Without Stoezle USA

COMPLIANCE				
ANTI-CORRUPTION	GRI REFERENCE	2020*	2021	2022
Confirmed incidents of corruption and actions taken	205-3	No confirmed incidents of corruption and actions taken		
ANTI-COMPETITIVE BEHAVIOR	GRI REFERENCE	2020*	2021	2022
Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	206-1	No legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
EFFLUENTS AND WASTE	GRI REFERENCE	2020*	2021	2022
Significant Spills	own indicator	No significant spills in the reporting period		
SUPPLIER ENVIRONMENTAL ASSESSMENT	GRI REFERENCE	2020*	2021	2022
Negative environmental impacts in the supply chain and actions taken	308-2	No negative environmental impacts in the supply chain and actions taken		
LABOUR/MANAGEMENT RELATIONS	GRI REFERENCE	2020*	2021	2022
Minimum notice periods regarding operational changes	402-1	Legal obligations regarding minimum notice periods met in all countries of operations		
OCCUPATIONAL HEALTH AND SAFETY	GRI REFERENCE	2020*	2021	2022
Work-related ill-health	403-10	No cases of work-related ill-health reported in 2020 – 2022		
CHILD LABOUR	GRI REFERENCE	2020*	2021	2022
Operations and suppliers at significant risk for incidents of child	408-1	No operations and suppliers at significant risk for incidents of child labour		
FORCED OR COMPULSORY LABOUR	GRI REFERENCE	2020*	2021	2022
Operations and suppliers at significant risk for incidents of forced labour	409-1	No operations and suppliers at significant risk for incidents of forced or compulsory labour		

[GRI 411-1, GRI 413-1, GRI 414-2, GRI 416-2, GRI 417-2, GRI 417-3, GRI 418-1, GRI 201-4]

COMPLIANCE

RIGHTS OF INDIGENOUS PEOPLES	GRI REFERENCE	2020*	2021	2022
Incidents of violations involving rights of indigenous peoples	411-1	No incidents of violations involving rights of indigenous peoples		
LOCAL COMMUNITIES	GRI REFERENCE	2020*	2021	2022
Operations with local community engagement, impact assessments, and development programs	413-1	Operations with local community engagement, impact assessments, and development programs are covered by ISO 14001 in AT, UK, CZ and ISO 45001 in PL		
Operations with significant actual and potential negative impacts on local communities	413-2	No operations with significant actual and potential negative impacts on local communities		
SUPPLIER SOCIAL ASSESSMENT	GRI REFERENCE	2020*	2021	2022
Negative social impacts in the supply chain and actions taken	414-2	No negative social impacts in the supply chain and actions taken		
CUSTOMER HEALTH AND SAFETY	GRI REFERENCE	2020*	2021	2022
Incidents of non-compliance concerning the health and safety impacts of products and services	416-2	No incidents of non-compliance concerning the health and safety impacts of products and services		
MARKETING AND LABELING	GRI REFERENCE	2020*	2021	2022
Incidents of non-compliance concerning product and service information and labeling	417-2	No incidents of non-compliance concerning product and service information and labelling		
Incidents of non-compliance concerning marketing communications	417-3	No incidents of non-compliance concerning marketing communications		
Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	No substantiated complaints concerning breaches of customer privacy and losses of customer data		

ECONOMIC PERFORMANCE

ECONOMIC PERFORMANCE	GRI REFERENCE	2020*	2021	2022
Financial assistance received from the government	201-4	3 957 908	381 921	2 023 700

CORPORATE CARBON FOOTPRINT (CCF)

The CCF has been calculated for the base year 2019 in accordance with the GHG Protocol – Corporate Accounting and Reporting Standard. The calculation covers Scope 1, 2 and all relevant Scope 3 emissions of the Stoelzle Glass Group. This includes entities in: Austria, Czech Republic, France, Poland, the United Kingdom and the United States of America.

CCF OF THE STOELZLE GLASS GROUP 2019		TOTAL † CO ₂ eq	SHARE
Scope 1	Direct emissions from fuel combustion and melting carbonat containing raw materials	269 460	36.0 %
Scope 2	Indirect emissions from purchased electricity (market based)	138 165	18.5 %
Scope 3.1	Purchased goods and services	133 347	17.5 %
Scope 3.2	Capital goods	32 727	4.4 %
Scope 3.3	Fuel and energy related activities	106 524	14.2 %
Scope 3.4	Upstream transport	41 533	5.6 %
Scope 3.5	Waste from operations	2 217	0.3 %
Scope 3.6	Business travel	1 002	0.1 %
Scope 3.7	Employee commuting	5 116	0.7 %
Scope 3.9	Downstream transport	11 577	1.5 %
Scope 3.12	End of Lifetime treatment	9 271	1.2 %
Total		750 938	100.0 %

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INFORMATION

The sustainability report was created
with utmost care, in order to secure
correctness and completeness of
details in all parts. The key figures were
rounded. Rounding, typesetting and
printing errors can nevertheless not be
completely ruled out.

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