

Sustainability Report **2024**

Foreword

Dear Readers,

For over 30 years, we have been a trailblazer in the area of sustainability. In 2021, we compiled all of our previous measures into a roadmap and adopted a strategic sustainability goal: "Through the manufacture of sustainable products, we aim for climate-neutral production beginning in 2023; our goal is to achieve complete climate neutrality by 2030." This is an ambitious strategic objective—but it is one that we will achieve. By the end of 2023, we had already accomplished our first goal: we no longer emit any CO₂ in our own operations.

We were able to achieve this through many large and small actions over the past decades. However, the decisive factor was our current geothermal project. We began using ground water for cooling as early as the 1990s. Then, beginning in 2012, heat pumps were installed for heating in our newly-constructed buildings. Up until recently, the older buildings at our main location were still heated with gas. Now we use geothermal energy here as well—and can eliminate gas entirely. This allows us to save almost 2,000 metric tons of CO₂ every year.

We invested nearly six million euros in this enormous project and installed our own heat pump facility. Four gigantic heat pumps are housed in a 300-square-meter area. Each pump weighs approximately 14 metric tons. In addition, three other pumps have replaced the previous peripheral gas heating systems. All of these heat pumps are operated using green electricity. For us, the geothermal project is an important step toward climate neutrality—and in 2023, it was even recognized with the German Award for Sustainability Projects.

But we cannot and will not rest on our laurels. After all, we have resolved to be completely climate-neutral by 2030. Until then, we still need to cover a significant amount of ground. But with a clear plan, we will achieve this as well. Today, we already recycle 300 metric tons of waste every year. Today, we are already committed to sustainable product development. Today, we already use more and more recycled and renewable raw materials. Today, we are already on the path to tomorrow.



Roland Schreiner
Managing Shareholder

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Company Profile

Portrait
History
Company Management
Expertise
Schreiner Group Plants



Portrait



The Schreiner Group Production Floor in Blauvelt, USA.

Schreiner Group is an international, family-owned corporation based in Germany and a preferred partner in the healthcare, mobility, general industry and government security markets. Our core business includes innovative high-tech labels and functional parts enhanced with complementary system solutions and services, thus tapping into smart solution dimensions. In this way, Schreiner Group helps make life not only easier but also more mobile and secure.

In addition to its headquarters in the Munich metropolitan area (Oberschleissheim), the agile high-tech company has four more plants in Bavaria (Munich and Dorfen), the US (Blauvelt, New York) and China (Jinshan District, Shanghai).

In total, Schreiner Group generates an annual volume of approximately EUR 220 million with 1,300 staff. The export share is approx. 75 percent. On average, Schreiner Group shows significantly stronger growth than other relevant markets and competitors. Holistic and sustainable management strengthens the company's resilience. Our customers are always the focal point of our activities. Customer intimacy and excellence in customer-focused innovation remain our two key building blocks. We continue to steadily strengthen our position as our clients' strategic partner for high-tech labels and functional parts.

Schreiner Group offers all employees a modern work environment with interesting tasks and a multitude of development opportunities. Interaction is characterized by our corporate values: Innovation, Quality, Performance and Enthusiasm. For Schreiner Group, acting sustainably means taking responsibility for people, the environment and society.

Only then will we be able to succeed in the future.



The Schreiner Group Headquarters in Oberschleissheim.

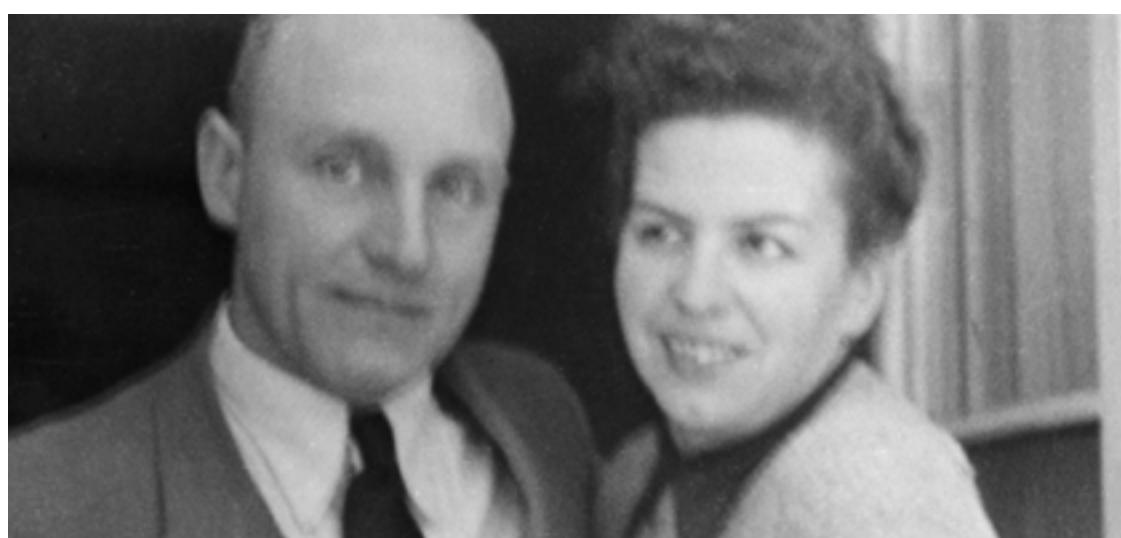


History

The Beginnings

Establishing their firm in a garage in the west of Munich on October 1, 1951, the company's two founders, Theodor and Margarete Schreiner, managed to produce and sell their first embossed seal stamps and labels in their very first year. To reduce the costs of printing blocks in those days, they utilized etched metal stamps, replacing the previous commonly used engravings.

In the wake of the utilization of self-adhesion technology by their son Helmut Schreiner in the 1960s, the product portfolio was increasingly expanded and the company renamed into "Etiketten-Schreiner" ("Schreiner Labels"). "Word of our total commitment to helping the customer and to finding a solution had soon gotten around and helped build our reputation as a problem solver," says Roland Schreiner, today's President and CEO, "and because we serve industries that emphasize functionality, the number of companies turning to us with special requests kept growing."



Margarete and Theodor Schreiner

The Move to Oberschleissheim

In 1993, the forward-thinking move to today's headquarters in Oberschleissheim followed. After previous sites in the city of Munich had finally become too small, the decision was made to establish a completely new plant. The Schreiner Group plant in Oberschleissheim now encompasses six large office and production buildings, two parking garages and several smaller facilities.

The Third Generation

In 2012, Roland Schreiner—representing the third generation—took the reins. Even before that, he had been shaping the company with ideas of his own. For instance, as President of the Schreiner MediPharm business unit, he was responsible for the pioneering launch of the production site in Blauvelt near New York City (USA) as far back as in 2008. Recent years have seen Roland Schreiner continuing to drive the company's internationalization and expansion.



Oberschleissheim location in 1993

From M. Schreiner to Schreiner Group

2021 is a year in which Schreiner Group celebrates a special anniversary. The high-tech company based in Oberschleissheim near Munich has now been in existence for more than 70 years. Since it was founded, Schreiner Group has evolved from a small craft business to an internationally positioned high-tech producer of specialty labels and self-adhesive functional parts. Automobiles, pharmaceutical products, industrial assembly components or official documents: there's hardly an area in which the wide range of Schreiner products cannot be found. Today, the former label printing business produces practically anything that's adhesive, innovative and multi-functional.



Open house 2023

Company Management



Short CV Roland Schreiner

Roland Schreiner completed a degree in Printing Technology in Munich, followed by an international MBA program with studies in Paris, New York and Tokyo. In 1999 he took over responsibility for the MediPharm business unit. Since 2007, he has also managed the establishment and expansion of the Schreiner Group LP production site in Blauvelt, NY, USA. In 2008, he became a member of the company management and took over responsibility for all production units. Since September 1, 2012, Roland Schreiner has been the Managing Partner of Schreiner Group.

“Schreiner Group is a value-oriented family-owned business. We think and act with a commitment to sustainability and achieve mutual success as a strategic partner of our customers. Special technological innovations and outstanding quality are hallmarks of our high-end products.”

The Family Tradition Continues

In keeping with the motto “Continuity and Innovation,” Roland Schreiner took over sole management of Schreiner Group in the fall of 2012.

He started with a mission: to continuously develop the former workshop business into a high-tech industrial corporation. This includes, in particular, the further professionalization of the company in terms of strategy, structure and culture. Under Roland Schreiner’s leadership, Schreiner Group has undergone many changes—in both large and small ways. The growth figures speak for themselves: in his ten years of leadership, the company’s annual sales volume increased from EUR 125 million to approximately EUR 220 million, the number of employees from 821 to today’s 1,300, and the operating area from 67,000 m² to approximately 82,000 m². Further internationalization as well as the company’s focus on increasing digitalization are just two examples that characterize Roland Schreiner’s success-oriented approach.

He took important steps in this direction with the opening of the Chinese location as well as the German production location in Dorfen.

He founded the Schreiner Digital Solutions Competence Center, which combines standardized digital services with Schreiner Group’s smart labels. At the same time, he laid the groundwork for future success in other areas as well: Among other things, he initiated the implementation of SAP and invested in skills development in next-generation technologies such as RFID. In addition, he augmented the Schreiner Services Competence Center in order to meet increasing customer demands for comprehensive solutions that integrate seamlessly into existing infrastructures.

Expertise

A Pool of Specialists

Schreiner Group combines the three business units of Schreiner MediPharm, Schreiner ProTech and Schreiner PrinTrust. Each unit possesses specific customer and market know-how and is a technology leader in its field. Operating under the Schreiner Group umbrella, the business units can draw on cross-functional exchange of knowledge and expertise, and have access to the specific technologies of the competence centers. Based on these resources, they develop intelligent solutions that add value, simplify processes and reduce costs.

Competence Centers (CC) Responsible for Technology

schreiner ProSecure

Technologies for product and document protection

schreiner LogiData

Technologies for RFID products and RFID systems

schreiner Services

Technology consultancy, system sales and services

schreiner DigitalSolutions

Digital solutions and services for data management

Business Units (BU) – Responsible for Sales

schreiner MediPharm

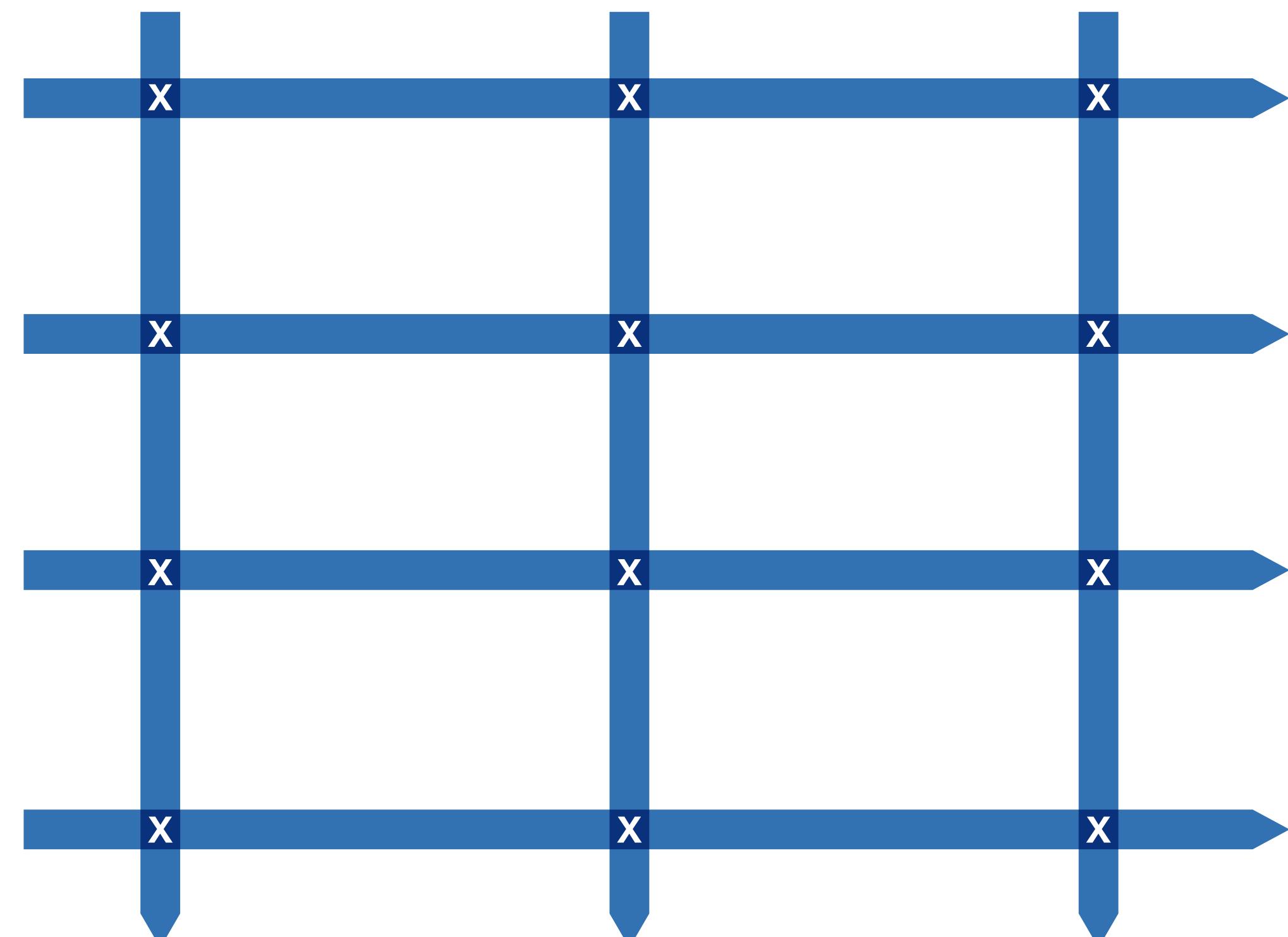
Solutions for healthcare

schreiner ProTech

Solutions for mobility and general industry

schreiner PrinTrust

Solutions for service organizations and companies



Schreiner Group Plants



Inspiring Customers Worldwide

Today, Schreiner Group is an international high-tech company whose products are used all over the world. In 2023, Schreiner Group generated a sales volume of approximately EUR 220 million with 1,300 staff. The export share is approx. 75 percent. The key markets include Europe, North America and China. Schreiner Group is driving its internationalization purposefully forward.

Thanks to the international sales network, we can support our customers locally as well as individually. Besides the three plants in Germany (headquarters in Oberschleissheim, one plant in Munich and since 2019 a second production site in Dorfen), Schreiner products have been manufactured in Blauvelt, New York (USA) since 2008 and in Shanghai, China Since 2016. Schreiner Group's goal is to ensure maximum quality on a global market and strengthen innovative solutions through close local cooperation.



**Headquarters and Main Plant Oberschleissheim*
(Germany)**

- Design and manufacturing of innovative specialty labels and self-adhesive functional parts, RFID labels, and security solutions for product and document protection
- Launch of operations: 1993
- Operating area: 61,859 m²—Mixed use zone
- EMAS-validated locations
- Over 1,100 employees



Dorfen Plant (Germany)

- Production of multi-functional specialty labels and marking solutions for the healthcare sector
- Launch of operations: 2019
- Operating area: 7,103 m²—Industrial zone
- EMAS-validated location
- Over 80 employees

* The Headquarters in Oberschleissheim comprise various buildings at the Bruckmannring and Mittenheimer Strasse 60 locations and the plant at Waldvögeleinstrasse 12, Munich. All three locations are EMAS-validated.

**Blauvelt/New York Plant (USA)**

- Manufacturing of multifunctional specialty labels and marking solutions for the healthcare sector as well as marking and security solutions and innovative film-based functional components for technical industries
- Launch of operations: 2008
- Operating area: 6,000 m²
- Over 70 employees

**Jinshan/Shanghai Plant (China)**

- Manufacturing of self-adhesive functional parts and innovative specialty labels for technical industries
- Launch of operations: 2016
- Operating area: 4,764 m²
- Over 30 employees

Corporate Philosophy

Values

Vision and Mission

Success Factors

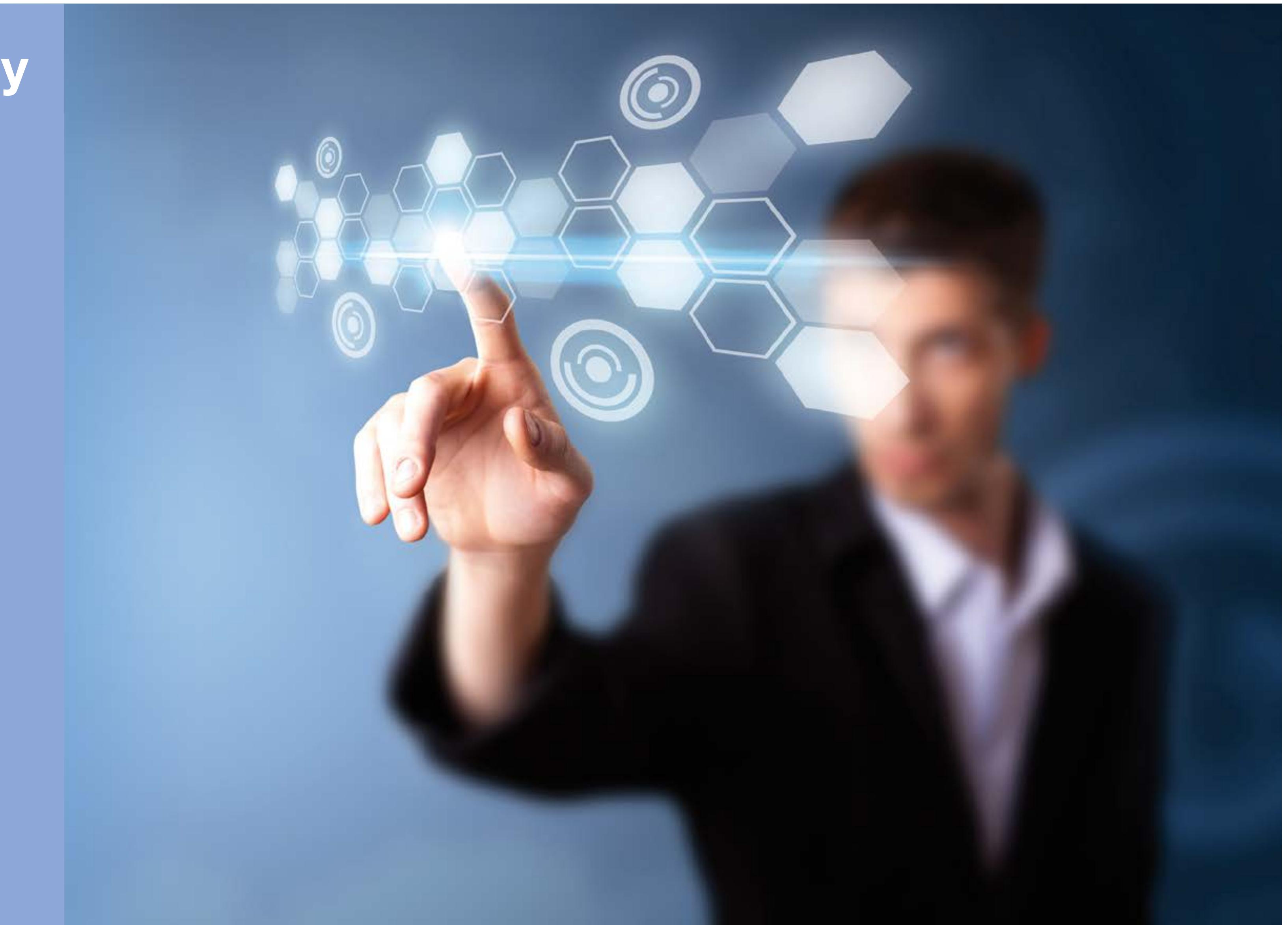
Management

Management System

Quality

Certifications

Performance



Values

A Value-Oriented Family-Owned Corporation

Schreiner Group's corporate identity is based on the following four values:

Innovation

Our idea of innovation does not only refer to the development of unique products, but also to intelligent processes and creative solutions. Every employee is motivated to contribute new ideas and see the bigger picture beyond their area and the day-to-day business.

Quality

Quality is a basic mindset. Schreiner Group is committed to quality any time, anywhere—in its facilities, machines, employee development and even the food served at the cafeteria. The aspiration to continually improve in all areas is reflected in our high-quality products.

Performance

With a modern and extensive range of machinery, a large variety of specialist skills, in-house research and development, efficient processes as well as highly competent employees, we fulfill even complex customer wishes quickly and reliably.

Enthusiasm

We offer an environment in which working with colleagues, customers, suppliers and partners inspires enthusiasm. Schreiner Group sees itself as a large unit that is successful because its members enjoy working together. In our role as an agile, family-owned company, we offer our employees a modern environment with exciting tasks and many opportunities for their development.



Vision and Mission



**“We are the preferred partner for healthcare, mobility and general industries.
Our high-tech labels and functional parts open up smart solutions.
This is how we help make life healthier and safer, and enhance human mobility.”**

We are a strategic partner for our customers

We understand the markets, products and processes of our customers in detail and support them proactively in achieving their goals.

We delight our customers with smart solutions

We set standards with our customer-focused innovations. Our high-tech labels, functional parts and services are based on a portfolio of technology and expertise meeting current and future needs.

We reliably fulfill our customers' expectations of top performance

Through our operational excellence, we achieve top quality, reliable on-time deliveries and efficiency in all processes, systematically using the potential of digitalization and automation.

We are a desirable employer for engaged employees

Our success is based on the positive interaction of our engaged and capable employees. We offer secure jobs and individual opportunities for personal growth in a dynamic and modern environment.

We assume responsibility for human life, the environment and society

We strive to harmonize economy and ecology and make a positive contribution to social development. Together, we achieve our ambitious sustainability goals.

Schreiner stands for Innovation, Quality, Performance and Enthusiasm.

Success Factors

A Partner for Our Customers

As a strategic partner, we are intimately familiar with the needs and processes of our customers and we proactively help them achieve their objectives. With our customized and innovative solutions, we create significant added value for our customers. Our expert consultants and specialists are there from the initial idea to the successful production process, providing help and advice. Personal technical consultancy has a high priority at any project stage. We have an international footprint with sales, consulting and production in Europe, North America and Asia.

Managing Innovation

Through close collaboration with our customers, we make sure that individual requirements are optimally fulfilled. Complex technologies and features are at the heart of our solutions, products and systems. We pool the company's technological expertise and are constantly developing new application solutions in our R&D and Competence Centers. Our technology and innovation management promotes the cross-functional innovation process. However, successful innovations cannot always be meticulously planned, but often result from the spontaneous ideas of individual employees.

High-Tech Manufacturing

For label production, we use various printing techniques, such as letterpress printing, digital printing, flexographic printing and silkscreen printing, as well as combinations thereof. Our portfolio comprises special process technologies such as bonding, sensor technology, RFID, membrane technology and precision die cutting. All production sites are equipped with a state-of-the-art, comprehensive range of machinery that complies with all quality standards. As an innovative high-tech printing company, we work according to the highest security standards. Numerous certificates confirm the quality of our professional security management and its end-to-end implementation in all processes.

Security Concept

A seamless security concept has been implemented across the entire value chain. It is aligned with the ISO 9001, IATF 16949, NASPO International, ISO 14298, TÜViT TU4 and DPG standards. In addition to a security fence, alarm-secured doors, gates and windows, specific measures include permanent video surveillance, the use of guards during production as well as special protective doors that only permit access via biometrics. All of these systems are permanently linked to the surveillance center of our security firm and ensure that no unauthorized person gains access to the security zones. The processing of sensitive information is subject to numerous privacy policies.



Management

Comprehensive Management

The sustainability approach is put into practice by a company management focused on customers, partners, employees, processes and results alike. A fair balance between the individual interest groups is the company management's permanent task and shapes the thinking and acting at Schreiner Group.

Customer Orientation

As a strategic partner, we proactively support our customers in reaching their goals. Our comprehensive, customized range of services generates measurable added value for our customers and is available all over the world.

Employee Orientation

Employees are one of the crucial success factors at Schreiner Group. Involving employees in tasks, responsibility and success is a key objective of the company's HR policy. A comprehensive further education program promotes the continuous development of all employees. Schreiner Group offers its employees professional working conditions including clean production facilities, attractive office workstations, carefully tended grounds, first-class infrastructure with parking garages and a bus stop, a cafeteria with rest areas and certified occupational safety and health protection. The company attaches great importance to its apprenticeship training program.

Results Orientation

We continuously optimize our processes and workflows to achieve maximum results. We have clearly described our goals in our strategy. Thanks to our professional business process management, we keep both overview and control of our target achievements.

Development of Networks

As a global partner, Schreiner Group relies on a worldwide sales and manufacturing network and works together with research centers and institutes as part of its innovation management program. In addition, the company and its employees are involved in various initiatives and associations.

Supplier Involvement

Schreiner Group pursues long-term, mutually beneficial partnerships with its suppliers. Customer requirements are implemented and strategic suppliers included in the supplier management program with the aim of jointly striving for innovation, quality and performance leadership.

Sustainability

We consciously take responsibility for people, the environment and society. As the largest employer in Oberschleissheim, Schreiner Group supports various social and cultural projects in kindergartens, schools, universities and associations. The development of qualified junior staff is another important aspect of social

responsibility. The consistent implementation of our environmental as well as our occupational health and safety policies is a matter of course for us. Schreiner Group fosters sustainable actions and also considers ecological and social factors in the development of our products. Accordingly, we expect sustainable actions and ethical behavior from our business partners as well.

Ensuring compliance with the law is a fundamental prerequisite for sustainable management. By continually monitoring the legal situation and carrying out compliance audits, we guarantee legal certainty and can thereby verify our compliance with regulations. In addition to occupational safety laws, the most important legal provisions for us are the Ordinance on Facilities for Handling Substances Hazardous to Water (AwSV), the Waste Water Ordinance, the Commercial Waste Ordinance, the Solvents Regulation, as well as chemical legislation including the Ordinance on Hazardous Substances and the REACH Regulation.

However, sustainable corporate governance goes far beyond legal compliance. For us, respect for human rights and labor rights, protection of the environment and health, and ethical conduct are self-evident. These fundamental principles are incorporated into our Code of Conduct, and all of our employees are bound by them. Here, we have taken into account the ten principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Fundamental Principles and Rights at Work. In regular internal audits, we verify compliance with these rules.



Office workstations at Schreiner Group



Apprentices' workshop



Outgoing goods

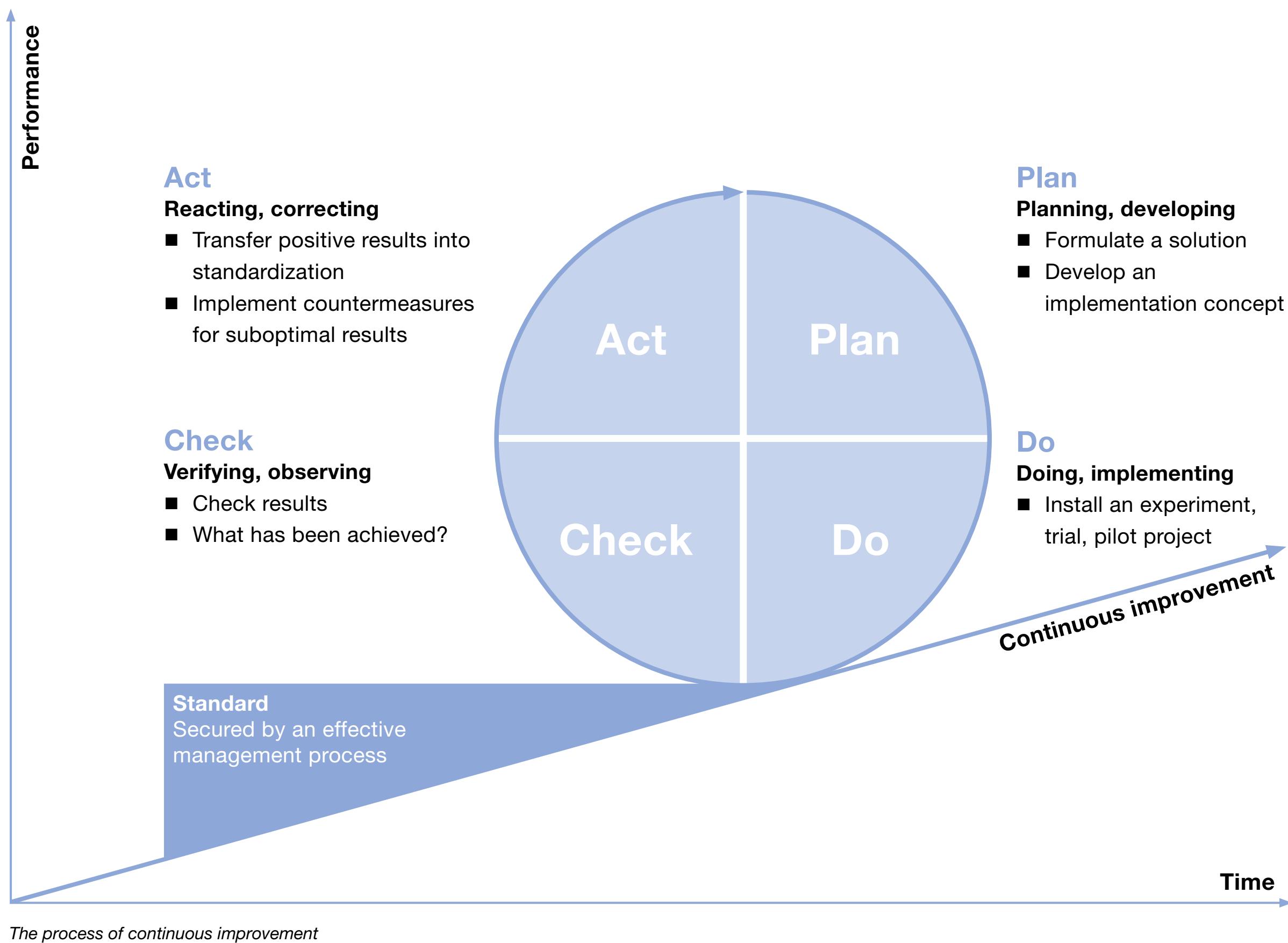
Management System

Corporate Policy

Schreiner Group's integrated management system encompasses the fields of Quality, Environmental Protection, Occupational Health and Safety, and Security Management. All the processes and procedures described in the management system are aimed at fully meeting stakeholder requirements, with customer satisfaction being the primary objective. Making use of the best available technologies, top quality and innovation, as well as inclusion and motivation of our employees are substantial success factors to achieve this objective. The company and its employees commit themselves to continuously improving the integrated management system as well as all processes and results, and beyond that, to consistently meet all relevant legal and official requirements as well as other binding obligations.

Quality Policy

The quality philosophy is the driving force behind the continuous optimization of products, processes and services at Schreiner Group. Through our Zero-Defects strategy, we strive to fully meet our customers' requirements at all times with respect to quality, delivery reliability, flexibility and collaboration in a spirit of partnership. The Zero-Defects strategy is put into action through defect prevention, systematic product and process development, quality planning and concomitant quality assurance. Our quality management system is certified according to ISO 9001 and IATF 16949.



Occupational Health and Safety Policy

Health of body, mind and soul is a precious asset worth protecting for each and every one of us. It is an important foundation of our employees' sense of well-being and thus their capability and willingness to perform. Schreiner Group actively includes all stakeholders, who are expected to take occupational health and safety seriously as a part of thinking and acting responsibly. Our comprehensive health program helps sensitize all employees to valuing and promoting their health. To support our commitment to health, we actively pursue preventive work safety measures and consistently reduce risks in order to avoid hazardous situations and thus accidents and work-related illness. We pay particular attention to safe, healthy, ergonomic workstations that are conducive to comfortable and concentrated work. Our occupational health and safety system is certified according to ISO 45001.

Environmental Policy

We regard practiced environmental protection as an absolute necessity for the sustainable development



Health protection at Schreiner Group

of our society and for securing our future. Therefore, we promote environmentally conscious thinking and acting with the aim of protecting the environment and preventing environmental burdens. Economic growth and environmental responsibility are not opposites but fertilize each other. Every employee at Schreiner Group contributes to such cross-fertilization. We attach high value to making sparing use of resources, protecting the climate and manufacturing ecologically conscious products. In pursuit of these aims, we embrace opportunities to assume leadership and are committed to activities beyond the boundaries of our organization. Therefore, we also take a strong stand in environmental matters vis-à-vis our business partners and inform the public about all major environmental activities and results. The certifications according to ISO 14001 and EMAS are the logical consequence of demonstrating and sustainably securing our environmental commitment.

Security Policy

Security requirements regarding non-disclosure and protection against unauthorized access to information, materials and products are ensured by our security management system. Along the entire value chain, Schreiner Group has established a security concept including general conditions for facility infrastructure, access monitoring, production environment, transportation and warehousing of goods and data security. Our security concept is understood to be a prerequisite for the management of sensitive data and products in working together with our customers. The concept is certified according to NASPO International, DeTeCardService/TÜViT (TU4) and DPG Deutsche Pfandsystem GmbH.

Data Protection Policy

Ensuring the protection of data safeguards the privacy rights of our employees and all the partners of Schreiner Group who are involved in our business processes. Data protection is an important basis for trusting business relationships with our customers and suppliers and for Schreiner Group's reputation as an attractive employer. Employees are required to implement and effectively support the guidelines of the General Data Protection Regulation (GDPR) and the German Federal Data Protection Act in their work.

Risk Policy

Continuous monitoring and analysis of risks and the resulting measures needed is a prerequisite for the success of a company. Risk management is an integral component of Schreiner Group's management system, which points out risk situations in our business operations as well as in the organizational units. Schreiner Group defines itself as a "responsibly acting company": this means that all our employees and managers cultivate a conscious approach to risks, operate in accordance with our risk policy and maintain a positive error culture that is characterized by information exchange and continuous learning.

Review and Assessment

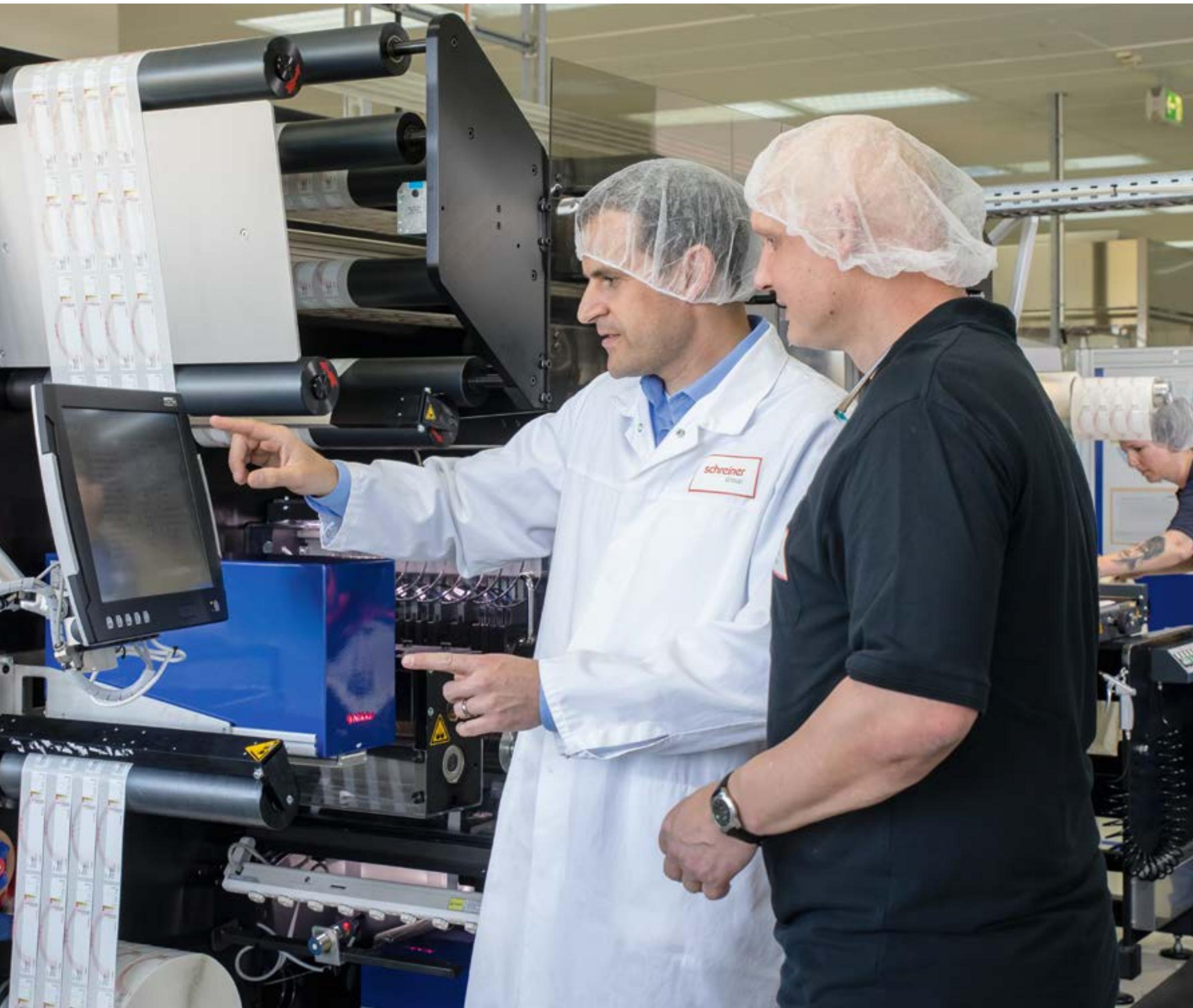
During regularly held external and internal audits in accordance with the abovementioned standards, our management system is continuously reviewed to ensure its effectiveness and compliance with all requirements. This constitutes another cornerstone of our continuous development.

Quality

Quality Standards

Various certifications and awards offer Schreiner Group the opportunity for constant further development. For us, auditors are partners who accompany us on our path of continuous improvement.

Our integrated management system ensures product quality, process reliability and occupational health and safety. The integrated management system is certified according to ISO 9001, IATF 16949, ISO 14001, EMAS, ISO 45001, NASPO International, ISO 14298, TÜViT TU4 and DPG standards.



Certifications



ISO 9001
Process-oriented
management system



IATF 16949
Management system for
the automotive industry.



EMAS Eco-Management
and Audit Scheme



ISO 14001
International environmental
standard



ISO 45001
Occupational health and safety



NASPO International
North American Security
Products Organization



NASPO International
ISO 14298
North American Security
Products Organization



TÜVit TU4
TUEV security certification



AEO Certification
Quality seal for customs clear-
ance



Deposit system of
Deutsche Pfandsystem GmbH

Performance

Numerous awards confirm the company's innovation prowess, environmental and social responsibility and its standing as an attractive employer.

Awards

Innovation



Bavarian Innovation
Award 2022



FINAT Label Competition 2023:
Winner in the "Innovation" category



World Label Award 2023:
Winner in the "Innovation" and
"Electronic Printing" categories

Management



Entrepreneur of the Year
Finalist 2021



Bavaria's Best 50:
Award winner in 2017
and 2022

Extraordinary Employer Commitment



Successful. Family-friendly 2016 and
2023: Recognition as one of Bavaria's
most family-friendly companies.



IKOM Award 2020:
Employer of the Future



Future Award Munich
District 2022



German Award for
Sustainability Projects 2023



Gold rating by
EcoVadis 2023

Sustainability

Environmental Protection

Ecological Awareness
Commitment
Sustainable Products



Ecological Awareness

Sustainable Solutions

Schreiner Group views sustainability as a holistic system consisting of economic success, environmental responsibility and social commitment.

Sustainability defines the way Schreiner Group thinks and acts. Instead of striving to achieve short-term goals, we see our daily activities and working relationships with customers and employees as a long-term team effort.

For Schreiner Group, job security for all employees and environmental responsibility are equally important aspects of sustainable business. As ambassadors and trendsetters for environmental protection, we attach great importance to the sparing use of resources.

Environmental Protection to Secure the Future

Based on the conviction that it takes more than legal requirements to set things in motion, Schreiner Group is committed to environmental protection in its operations above and beyond current regulations.

Since even sustainable management implies an environmental intervention, it is important to recognize and understand the impacts of one's own activities. For this purpose, all processes and workplaces are analyzed in terms of the potential risks they pose to the environment and to employees, with industry data and

internal measurements serving as indicators. In areas where the need for action is more urgent than elsewhere, Schreiner Group sets itself particularly challenging objectives. Specifically, this includes compliance with the more than 300 environmental and occupational health and safety regulations, as consistently confirmed in annual EMAS audits.

Environmental Efforts and Achievement of Objectives

The Sustainability Representative and Environmental and Occupational Health and Safety (OHS) Manager is responsible for this function. In addition, the company has a technical environmental protection representative, OHS specialists, safety representatives, a dangerous goods safety advisor, a fire protection representative, more than 70 fire protection assistants, more than 150 first aid providers and a company physician. To drive the further development of the actions, regular meetings are held between the OHS Committee, the Company Health Management Steering Committee, the Sustainability Steering Committee, the OHS/Environmental Operations Working Group and the Safety Representatives Working Group.

Successful environmental protection is not a matter of chance. Careful planning and high commitment are essential to achieving the established objectives. The company's environmental objectives are derived from the process analysis, the results of the Eco Balance Sheet and internal and external requirements. They are defined annually, along with deadlines and responsibilities, and are reviewed for effectiveness.

Environmental and Occupational Health and Safety Objectives 2024*

Schreiner Group's 2024 environmental and occupational health and safety system is based on four key objectives, which are pursued by implementing individual measures for each one:

- Reduction of CO₂ emissions by 55% by reducing energy consumption (electricity and gas) by 10%, using renewable energies and producing more sustainable products
- Reduction of solvent consumption by 5% through the use of solvent-free ink systems and solvent reduction in cleaning
- Optimization of workplace ergonomics by 5% through occupational health workstation analyses and ergonomically optimized workplaces
- Accident rate target: <0.90% through minimization of hazards and heightened awareness of occupational safety

* The values below apply to the German locations. The target values for CO₂ and solvents are relative to the gross value added



Commitment and Partnerships



Commitment

Commitment and Partnerships

Since 1996, Schreiner Group has been a member of the Umweltpakt Bayern (Bavarian Environmental Pact). Through the Bavarian Environment and Climate Pact, the state economy and government of Bavaria have agreed on a series of benefits to promote environmental and climate protection that extend beyond legislative provisions. In 2011, in recognition of its long-term commitment, Schreiner Group was presented with an award from the Bavarian State Ministry for Environment and Health. Schreiner Group is also a member of the Corporate Mobility Management Club of the city of Munich, which discusses the latest developments in the transport industry and in operational mobility management and works on developing new projects.

Schreiner Group is also a founding member of the “Unternehmensnetzwerk Klimaschutz” (Corporate Network for Climate Protection), a German Chamber of Industry and Commerce platform established in 2022, which provides its members with a wide range of support in operational climate protection and the opportunity to share their experiences with other members.

Since 2022, Schreiner Group has published its climate protection goals with the Science Based Targets initiative (SBTi) organization, and since 2023, it has published its climate protection results with the CDP.

Climate Protection

For Schreiner Group, climate protection is one of the central environmental objectives. The periodic measurement of greenhouse gas emissions reveals that it is necessary to place special focus on the reduction of CO₂ emissions. To this end, Schreiner Group has joined several alliances. The CO₂ reduction programs are mainly focused on generating renewable energies, reduction of energy consumption, purchase of power with high renewables content, increase of material efficiency and manufacturing of sustainable products.

CO₂ emissions relating to Scope 1 and 2 have been reduced by over 80 percent in the last twelve years despite strong sales growth. The conversion to green power in 2013 marked an important milestone. In the spirit of sustainability, the hydroelectric power supply agreement is always signed for a longer term of several years. The share of renewable energies has increased from 11% to 68% in the past twelve years, with further increases being planned. Since 2009, Schreiner Group has been a member of the city of Munich's Corporate Mobility Management Club, aiming to reduce emissions in conjunction with business trips and employee commutes. Further reductions of the annual CO₂ mobility emissions of the company's fleet are to be achieved through the utilization of several electric vehicles and offers of job tickets at reduced rates for public transportation. To further promote e-mobility, Schreiner Group has installed 31 charging stations for electric vehicles since 2020 for service vehicles, employees and visitors.

In order to further sensitize employees to climate protection, activities and projects related to energy efficiency are initiated on a regular basis. Part of the energy cost savings achieved is donated to the “Plant for the Planet” organization.

Our Strategic Sustainability Target

On our way towards climate neutrality, Schreiner Group set the following strategic sustainability target in 2021:

By manufacturing sustainable products, our production will be carbon neutral as of 2023 and achieve full carbon neutrality by 2030.

According to Scope 1 and Scope 2, Schreiner Group is already climate neutral today. This means that it no longer emits any CO₂ through its own operations. Thus, in 2023, we already achieved the first part of our strategic sustainability goal, as envisaged in the Roadmap. We now only offset 200 metric tons of CO₂ each year, which are still emitted by our company fleet. By increasing the percentage of electric vehicles used, we will reduce our emissions to zero over the long term here, as well.

In 2022, Schreiner Group submitted a commitment letter to the SBTi (Science Based Targets initiative), thereby officially committing ourselves to the Paris Climate Accords' goal of limiting global warming to a maximum of 1.5 °C. In 2024, we will submit our concrete goals. In order to accomplish these challenging goals, we have developed a detailed climate neutrality concept, which we review annually and adjust as needed.



Our path to climate neutrality is tracked annually via the Corporate Carbon Footprint (CCF, Scopes 1–3) and made public through the organization CDP and this Sustainability Report (see p. 45).

Energy Efficiency

Schreiner Group's consumption of approx. 19 GWh of energy (electricity, combustible fuel) corresponds to is the amount used by roughly 1,000 average households. Therefore, we set up an energy efficiency program on an annual basis. Its aim is to not only reduce energy consumption and energy costs but also CO₂ emissions.

In 2022, two production halls at the Oberschleissheim location were reconfigured with energy-efficient LED lighting. Five additional production halls followed in 2023. At the same time, the air conditioning parameters will be modified to reduce energy consumption. Individual meters on all printing presses make detailed energy controlling possible, which provides the basis for further process improvements. Energy consumption related to gross value added was reduced by almost 7% over the past two years, even with a significant increase in sales volume. Since the heat pumps were put into operation, the energy consumption at our German locations is only approx. 12 GWh.

To ensure efficient energy use in production, Schreiner Group draws on its own young talent. In recent years, numerous apprentices have been trained as "Energy Scouts." In workshops, the apprentices learn all about energy efficiency, the handling of measuring instruments,

communication and project organization and are now qualified Energy Scouts capable of tackling diverse efficiency projects in the company. In the summer of 2016, Schreiner Group's Energy Scouts were recognized as Germany's second-best team by the Association of German Chambers of Commerce and Industry (DIHK) and the German Federal Environmental Ministry in Berlin.

Production Location in Dorfen

At the end of October 2019, Schreiner Group opened its new production location in Dorfen, in the Erding district of Bavaria. Measuring nearly 5,000 square meters, the production hall has an innovative air conditioning concept that increases energy efficiency while simultaneously contributing to employees' well-being. The existing lighting system was replaced with LED lamps, helping to keep the plant's energy consumption well below average levels.



Dorfen production plant

Renewable Energy

Schreiner Group uses renewable energies in many different ways. For example, since as early as 1993, we have used groundwater geothermal technology to cool the entire Bruckmannring location; we have used it to heat individual buildings since 2012. The installation of multiple photovoltaic systems on the roofs of the parking garages, with a total capacity rating of 400 KW, saves 200 metric tons of CO₂ emissions per year.

Heat from Groundwater

When building the fifth structure at company headquarters, Schreiner Group opted for geothermal heat using groundwater. With a temperature of 10 to 12 °C, groundwater is an effective energy source for heating and cooling. The water-water heat pumps used for heating have a COP value of up to 5. This means that the amount of thermal energy produced is five times higher than the amount of electrical energy needed to operate the heat pumps.

Since our heat pumps are supplied with electricity from hydropower, by using this type of heating instead of the original gas heating, we have not only reduced our energy consumption by approx. 80%, but we have also reduced CO₂ emissions with regard to Scopes 1 and 2.

Green Office Building

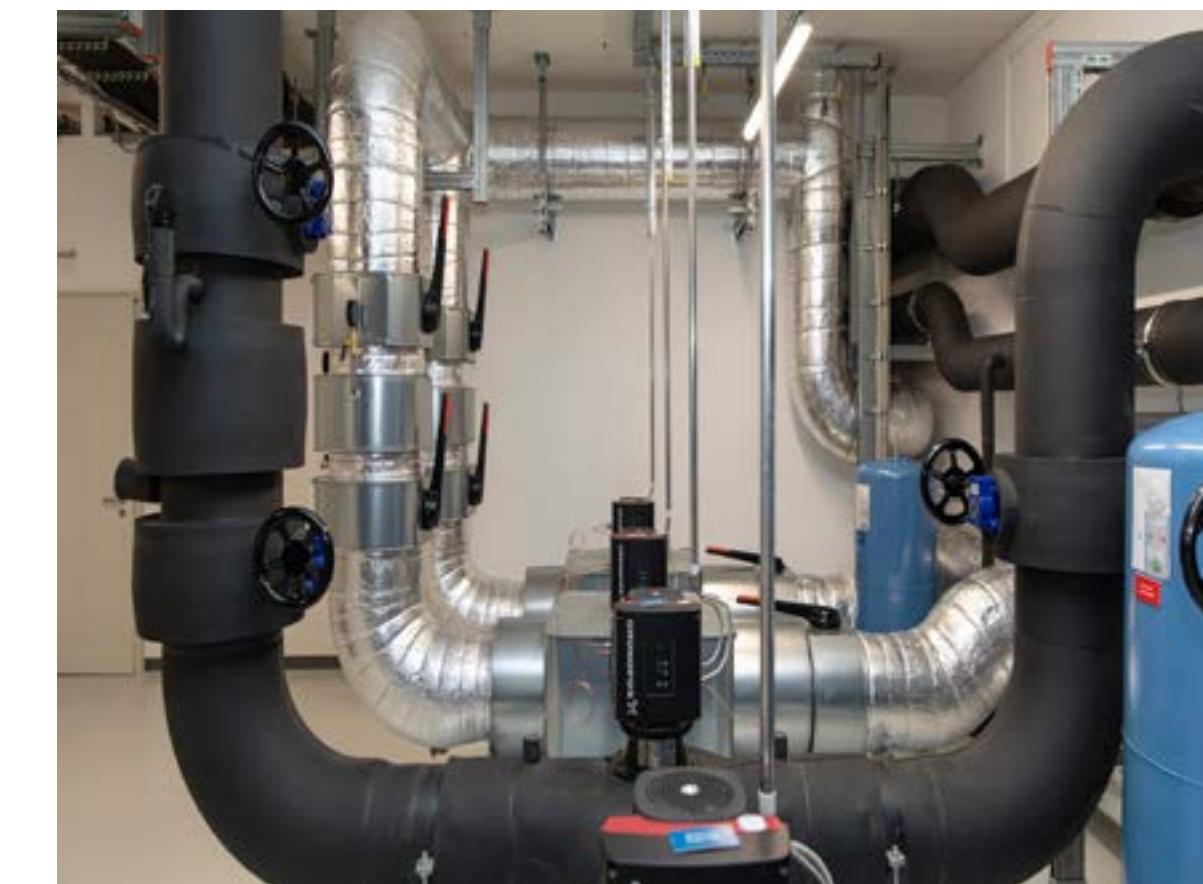
In October 2016, company building VI was inaugurated. The new structure follows the “green building” principle, featuring excellent energy values and high environmental compatibility. Groundwater-operated heating and cooling ceilings replace standard radiators. Thus, there are virtually no CO₂ emissions from the new office complex. Energy consumption is 30% below the legal requirements of the German Energy Saving Regulation (EnEV). Triple glazed windows and interior louvers protect the structure against the glare and heat from sunlight, also in windy weather. LED lighting is installed almost everywhere in the building.



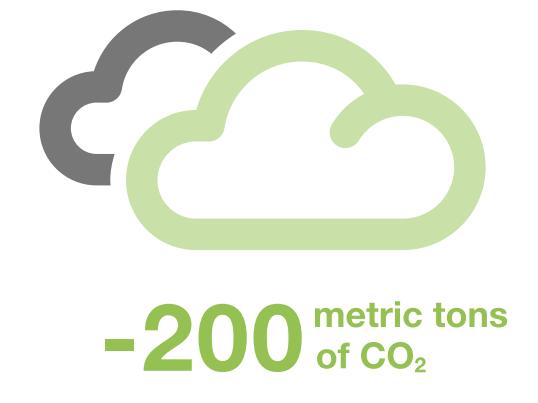
Green building at company headquarters in Oberschleissheim

Heat Pump House

In order to reduce our dependence on gas, in 2023, Schreiner Group constructed a building on an area of approximately 300 m² that now houses four large heat pumps for generating energy from groundwater. Three additional heat pumps were installed peripherally on the premises as replacements for the gas boilers that were still being used in the older buildings. This will greatly expand the usage of groundwater for heat generation and cooling. Thanks to an investment of almost six million euros, we were able not only to make our location on Bruckmannring gas-independent, but we also converted the heating system to 100% ecological operation. This reduced CO₂ emissions with regard to Scopes 1 and 2 by over 90%, from approx. 2,400 metric tons to about 200 metric tons.



Pump house at company headquarters in Oberschleissheim



-200 metric tons of CO₂

Marking of Sustainable Products



INTEGRATED SUSTAINABILITY

In the future, our customers will recognize Schreiner Group's Green Labels immediately by the "Integrated Sustainability" logo. If a product is marked with this logo, it complies with at least one of the following three criteria:

- Recycled materials and materials from sustainable raw material sources

This label (partially) consists of recycled materials or materials from sustainable raw material sources.

- Climate-neutral production

This label was produced on a climate-neutral basis.

- Reduced material consumption

For the production of this label, less material was used than is typical for the market.

Sustainable Products

With high-quality and innovative products, we delight our customers around the world. Their requirements in sustainable product design have been growing in the last few years. Therefore, developing and manufacturing our products in consideration of environmental and social aspects is one of our central motives.

Carbon Footprint

Schreiner Group has identified a product carbon footprint (PCF) for its products according to Scopes 1–3. This allowed us to determine the primary contributors to CO₂ emissions: purchased raw materials, energy usage and waste disposal. These important drivers of emissions are being targeted for optimization in order to reduce our CO₂ footprint. This approach will lead us to solutions that produce a significantly better ecological balance with comparable costs and equal performance.

Sustainable Product Design

Through strict alignment of its operations with standards such as IATF 16949, EMAS ISO 14001 and ISO 45001, Schreiner Group ensures that the requirements of customers from the general industrial sector through to the pharmaceutical industry are consistently met.

Our striving for quality and reliability dovetails with the development of products that factor in environmental and social considerations. When designing products and processes, developers observe a comprehensive guideline for sustainable product design that takes all the life cycles of a product into account and is reflected in the results of

our PCF evaluations. Provided they fulfill the requirements stipulated in the box on the left, the sustainable products are marked with the "Integrated Sustainability" label. For example, the Needle-Trap needle protection system is a label for pre-filled syringes with integrated traps which, in contrast to standard protection mechanisms, do not require any major secondary packaging for syringes. This reduces costs for the customer and places less burden on the environment. Furthermore, the amount of plastic used in the product and its CO₂ footprint are significantly reduced in comparison with standard needle protection systems, and the needle trap consists of up to 50% plastic re-granulate. For many other product groups as well, we offer sustainable labels bearing the "Integrated Sustainability" logo. These are also frequently made from ecological raw materials.

After all, the raw materials used in our products are exclusively purchased from selected suppliers. In addition, we test the ingredients for environmental and health compatibility before they are used. Our sustainable raw materials portfolio is continually being expanded in order to actively offer our customers the products they request. The packaging content, as well, is limited to the amount that is absolutely necessary, with preference almost always given to recycled and recyclable materials. Besides the ecological secondary packaging required for transport protection, only silicone papers, which are required as liner material for labels, and paper shell cores are generated as waste in the customer's operations. We inform customers about the recyclability of the siliconized liner materials to support them in the environmentally sound disposal of waste.

Strong Customers Demand Strong Suppliers

Responsibility for people, the environment and society across the entire process chain: Schreiner Group also expects its suppliers to be committed to sustainable and ethical management. We promote conservation of resources, respect for human rights and fair competition in the supply chain. Therefore, we are constantly expanding our sustainable procurement practices. As our guideline, we align ourselves with the formulation of sustainability in the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) and with the ISO 20400.

One of the tools used in this context is the Code of Conduct which—despite different legal, social or cultural environments—sets the same high standards across national borders for the compliance with labor and human rights, environmental and health protection as well as ethical behavior. Our Code of Conduct incorporates the ten principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the ILO Fundamental Principles and Rights at Work, and our suppliers are required to abide by them.

Further requirements are specified in the General Terms and Conditions and the supplier guidelines. ISO 9001 certification is a basic prerequisite for working with Schreiner Group. Suppliers certified according to ISO 14001 or ISO 45001 are selected as preferred suppliers.



Autoinjector-Label



Pharma-Tac hanger label



Needle-Trap

We check and monitor respect for sustainability issues and compliance with the help of a CSR survey developed by the service provider IntegrityNext as well as supplier audits.

The survey covers issues related to environmental protection, human and labor rights, anti-corruption and -bribery, occupational safety and supply chain responsibility.

Schreiner Group's suppliers undergo a yearly standardized supplier evaluation. In order to anchor the importance of Schreiner Group's sustainability concept in its supplier management, sustainability will be a component of future supplier evaluations, along with quality, logistical and purchasing aspects. Assessment results from IntegrityNext will have a direct effect on the evaluation. For specific suppliers, an additional improvement program may be established based on individual development plans.

Compliance with the agreed-upon standards will be regularly reviewed with regard to the quality of their products as well as their environmental and social standards, and corrective action will be taken where necessary.

Material Efficiency and Waste Recovery

Important raw, auxiliary and operating materials in production operations are plastics, paper and metal as well as adhesives, packaging materials, inks, pre-press chemicals, cleaning agents and hydraulic oils.

Material efficiency is the best way to save resources. High material yield makes good environmental sense. Economically, it also provides one of the major levers for reducing costs. Every raw material that is used in a product not only burdens the environmental but also the business balance sheet. The previously described actions for ecological product development directly result in higher material efficiency. Additional projects have been launched to tap existing potential. In the product group of films and papers, material consumption has been reduced by standardizing the roll widths.

Where the generation of waste materials cannot be avoided, the company uses an intelligent sorting system to achieve a nearly 100% recycling rate of the more than 40 waste fractions. Almost all of Schreiner Group's products are composites, which can only be separated or recycled with an enormous effort. However, they are superbly suited for energetic recovery. In the cement industry, they are incinerated as a substitute fuel for

heating oil. The amount of the resultant energy nearly equates to the amount of petroleum which can thus be saved as a resource. With its goal to continuously increase its recycling rate, Schreiner Group is active in the Association of Self-Adhesive Label Manufacturers (VskE) and the waste recycling industry initiative CELAB. For silicone papers, a new eco-conscious disposal method was found as early as in 2007. They are no longer energetically recovered, but are now recycled. In the same way, in 2020, a new ecological disposal method was launched for siliconized liner films. They are now recycled.



**The recovery rate amounted to 98%.
In 2023, the recycling rate was 19%.**

98 %

recovery rate

Emissions

Emissions that are inevitable in industrial operations are kept to a strict minimum. Aside from the previously described CO₂ emissions, low emissions of exhaust gases from heating systems as well as solvents, ozone, waste water and noise still exist. The company has ultra-modern ventilation systems that emit only small amounts of pollutants to the environment. Regular monitoring consistently reveals levels below the statutory limits.

In 2016, a continuously active measurement system for solvent emissions was installed for exact documentation of the solvent consumption on each machine. Ozone is generated in harmless quantities in the process of curing inks with UV radiation. State-of-the-art noise insulation has been installed in all buildings and outdoor facilities. As a result, noise emissions are far below the limits established for residential areas.

Solvent Reduction

Thanks to the implementation of new cleaning systems that are operated with solvent-free or low-solvent cleaning agents, we have been able to reduce solvent emissions in production by over 50% compared to gross value added in the last 15 years. In the last three years alone, solvent consumption has been reduced by around 4 metric tons or over 20%. This was achieved through the adoption of an alternative printing process in one product group and the substitution of cleaning agents in two cleaning processes. For the coming years, plans are already in place for cuts to emissions through the reduced use of solvent-based inks and solvent-based cleaning agents.

In addition, insignificant quantities of city water are used for the sanitary facilities, in the pre-press stage and for humidifying the production halls. Regular monitoring of the production waste water by an accredited measuring agency consistently reflects results far below the legal limits.



Employees

Together
Learning
Development



Together

Employees as Co-Entrepreneurs

It's people who make the difference. That's our firm belief. To enable valuable contributions, we have set up a positive working environment at Schreiner Group, including a congenial corporate culture and optimum working conditions.

The balance between career and family is especially important to us, and we support it through 47 different work time models. Especially after the birth of a child, for example, part-time or flexitime models offer parents individual options for returning to work. We provide vacation care for our employees' children during the summer holidays. This human resources policy is an important element of our holistic company management and has already been recognized by the Bavarian Ministry of Economy and Employment with the "Erfolgreich. Familienfreundlich" ("Successful.Family-Friendly") award.

We place a high value on fair pay, mobile work, modern workplaces and flexible work time models. In addition to their regular salaries, our employees look forward to vacation and Christmas bonuses. They have fixed, air-conditioned and spacious workstations that are regularly checked for ergonomics and safety. Our modern IT infrastructure makes mobile working possible. With a pleasant cafeteria featuring a selection of healthy, high-quality meals, individual advanced training and optional sabbaticals, employees at Schreiner Group enjoy many benefits.

Communication

Internal, open communication is an important part of our company's success. A structured meeting system using different communication channels contributes to open discussion. Every employee has the opportunity to discuss important topics in direct dialog with their manager, the works council, the human resources department or the executive board. In addition, each employee's personal development, expectations and goals are regularly discussed and agreed upon in honest and trustful performance reviews. An open exchange of information is especially important in Engineering. Here, short meetings are held at the beginning of every work day, in which the employees discuss personnel situations, production output or potential challenges. Numerous information channels also contribute to internal communication. Whether via intranet, internal notices or the employee magazine—everyone at Schreiner Group stays informed.

Promoting Cooperation

A good working atmosphere is an important prerequisite for cooperation and daily operations. As an employee-oriented company, we promote this through a variety of activities. Small gifts as tokens of personal appreciation on birthdays, anniversaries with the company, marriages and births and even on Valentine's Day are a matter of course for us. In order to boost team spirit and group cohesion, we promote team events, group workshops and restaurant visits.



Learning



The 2023 apprentices at Schreiner Group.

Training

Training is a very high priority at Schreiner Group. This is backed up by our societal obligation to provide young people with the basis for a successful professional life through qualified apprenticeship. In 2023, the company trained a total of 58 apprentices in twelve skilled occupations. Here, we pay deliberate attention to ensuring that skilled apprenticeships are provided for all the different secondary school qualifications. Everyone should have the opportunity to receive qualified professional training.

The professionalism of Schreiner Group's training was acknowledged as early as in 2015 with the first-ever "Training Workplace of the Year" award at the Print & Media Awards. In 2022, Schreiner Group was presented with the Administrative District of Munich's Future Award, which also honors its highly committed training work.

In total, five recipients of German Chamber of Industry and Commerce's "All the Best" award for the trainees with the highest examination scores in the country came from Schreiner Group, each time in very different professions. In fact, former apprentices can be found in every department of the high-tech company. Eleven percent of the 1,189 total employees (December 2023) at Schreiner Group's German sites are former apprentices. Even Managing Shareholder Roland Schreiner began his professional journey in 1990 as a trainee in industrial management at the company.

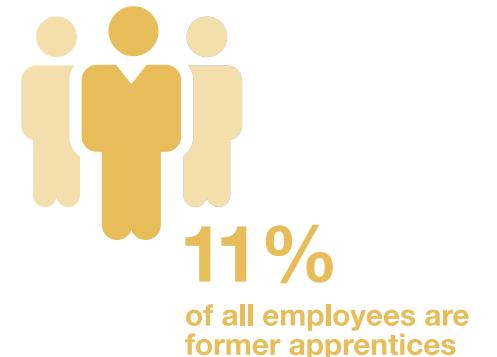
In 2022, we opened a dedicated apprentice workshop for the technical professions, where hands-on practical training can take place. Here, young people can practice, repeat and perfect individual training steps on their own machines.

Advanced Training

Schreiner Group is a company on the move. Professional onboarding through a mentorship system makes entry easier for new employees. Our continuous further development is supported by a comprehensive advanced training program.

As our motto states, "everyone is a master in their position." The Personnel Development department supports the long-term further professional and personal development of our employees and managers in order to prepare them for current and future demands. The wide range of seminars and e-learning programs available in our advanced training catalog helps employees take the next steps.

In selected professions, employees have the opportunity to work at our foreign locations in order to gain international experience. Schreiner Group also supports extra-professional advanced training as well as special programs for youth development and for (technical) managers.



Development

Optimization of All Processes

An Inner Attitude of Continuous Improvement

As a learning company, Schreiner Group strives intensively for an active “Continual Improvement Process” (CIP). We call on every individual employee to be on the alert, contribute suggestions for improvement and put them into practice.

This starts with the optimization of each employee's own work environment and extends to the reorganization of overall work processes. Through this approach, Schreiner Group can optimize our processes and avoid waste. In 2023, we successfully implemented a total of 4,711 CIP suggestions.

Ideas for Improved Efficiency

The goal of lean management is to minimize inventories, establish self-regulating processes, constantly improve quality, use work areas more efficiently and optimize operations.

Schreiner Group has been actively implementing this management approach since 2009. So far, we have conducted 335 seminars and workshops, with a total of 2,656 participants. In addition to introducing the basics of lean management, we also provide more in-depth information on individual methods. This allows numerous internal experts to support their coworkers in reducing waste. For example, we use the Creform modular system to implement simplified processes and create ergonomic workstations. This makes it possible to develop useful tools for the production areas, for example, to help handle heavy loads without the use of physical strength.

Schreiner Group employs the following methods: 5S is used to design workstations that are safe, clean and uncluttered. In production process control, we use the Japanese Kanban method to manage the value-added chain at optimal cost in every stage of production. The SMED method reduces the setup time of production machines and assembly lines. In 2013, Schreiner Group received the Lean & Green Efficiency Award for the exceptionally successful implementation of lean management methods that lead to resource conservation and thereby make a significant contribution to protecting the environment.

Occupational Health Management (BGM) with Work Safety and Health Protection

Since 2020, all of Schreiner Group's health-related activities have been firmly anchored in Occupational Health Management (OHM) and carried out in cooperation with the Techniker Krankenkasse health insurance fund. With numerous offerings and seminars on movement, nutrition and stress as well as active occupational safety and health protection that exceeds the legal requirements, OHM provides an environment that promotes good health. Safety representatives and task forces ensure that workstations are designed to be safe, ergonomic and promote healthy working conditions. Schreiner Group's notably lower accident rate compared with the printing sector as a whole testifies to the success of this concept. Through our cooperation on the industry standard publication “Good Practice in Label Printing,” together with the employers' liability insurance association and other companies, Schreiner Group takes a leading role in health and safety that extends beyond the boundaries of its own company.

Schreiner Group provides comprehensive support to every employee in maintaining, restoring and promoting their own health and helps employees expand their personal health literacy. OHM also supports employees returning to work after illness or injury with active measures and intensive counseling. This helps preventatively reduce incapacity and ease re-entry into normal working life.



Health Days 2023

Social Responsibility



Promotion of Young Talent

Schreiner Group regards the development of qualified career starters as an important aspect of social responsibility. Intensive activities in the field of apprentice training and the support of school and college students through internships, work traineeships and with final papers reflect a forward-thinking corporate policy. In 2023, we were able to increase the number of students to 48 workers.

In order to foster cooperation between schools and business, Schreiner Group maintains a close exchange with schools in the region. In this context, Schreiner Group offers events with information about vocational occupations, plant tours and, upon request, applicant training programs.

Initiatives such as the annual "Girls' Day" are centered on assisting young people as well. This orientation day provides girls with insights into technical fields to open up new perspectives for them when it comes to making career choices. Like other events co-organized by Schreiner Group apprentices, "Girls' Day" is a real additional advantage for the participants, since the program is precisely tailored to the interests of young people.

College graduates are important career starters for Schreiner Group. To make the company attractive to students who are still enrolled in their degree programs, Schreiner Group fosters relationships with universities that offer printing-specific degree programs. Dedicated college patrons actively liaise with university representatives to provide an interface between the industry and the academic community. We have a particularly close cooperation with the Munich University of Applied Sciences. We also maintain good relationships with the Stuttgart Media University, the Leipzig University of Applied Sciences and the University of Applied Sciences (HDBW) in Munich. Activities include regular field trips by students to Schreiner Group, the awarding of project theses and tutoring during the preparation of theses. For many students, Schreiner Group is the point of departure for their careers in the company: they start as interns, then continue as student trainees and write their theses at Schreiner Group before they take on permanent roles with us after completing their studies.



Girls' Day 2023

Community Engagement

At Schreiner Group, we see ourselves as a responsible member of society and a reliable partner. Firmly anchored in our company identity is our social responsibility to our home community in Oberschleissheim as well as to our new location in Dorfen. Through different types of contributions, Schreiner Group supports social institutions in the region, including local clubs, senior and youth organizations as well as schools and colleges—for example, as a permanent member of the Munich University Society.

For more than ten years, employees have been able to participate voluntarily in a permanent fundraiser initiated by the Works Council. If desired, one euro of their monthly salary is donated to a fund for social institutions in the immediate vicinity.

The subject of inclusion is especially important to our company. Therefore, Schreiner Group cooperates with a workshop for individuals with disabilities and actively supports employees with disabilities. In 2023, in cooperation with the Inclusion Advisory Board for Unterschleissheim, we organized an Inclusion Day at Schreiner Group. The many visitors were able to learn how we practice inclusion in our day-to-day life and work at the company.

Cultivating Tradition

The company is also committed to fostering cultural life. For instance, since 1977, Schreiner Group has been supporting the historic tradition of the Barrel Makers' Dance that according to legend, originated in 1517 when the plague was raging in Munich. To bring joy to the people again and to revive life in the streets, the "Schaefflers" (barrel makers) danced through the whole city. Every seven years, most recently in February 2019, the Munich Barrel Makers visit Oberschleissheim with their traditional guild's dance and colorful costumes. Schreiner Group particularly identifies with the barrel makers' optimism and zest for life.

Every year we hold a big summer festival for all of our employees, where we celebrate another tradition that dates back to the Medieval craft guilds. The "baptism" of the young printers after completion of their apprenticeships is a bath in a wooden vat that is supposed to symbolically wash away the "mischief, foolishness, mistakes and sloppiness" of their previous years as apprentices.



Dunking Party 2023

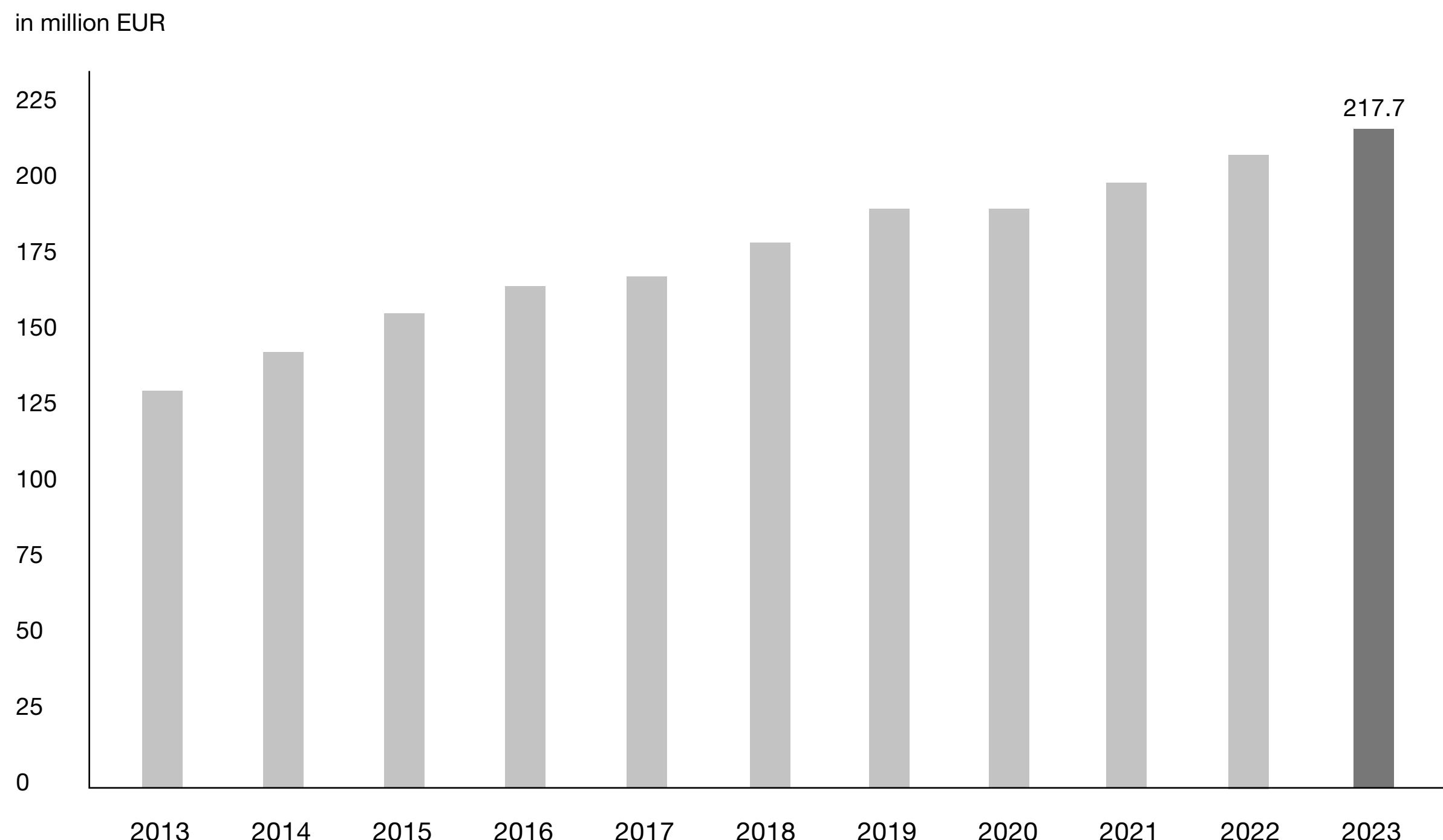
Appendix

Facts
Figures
Statement

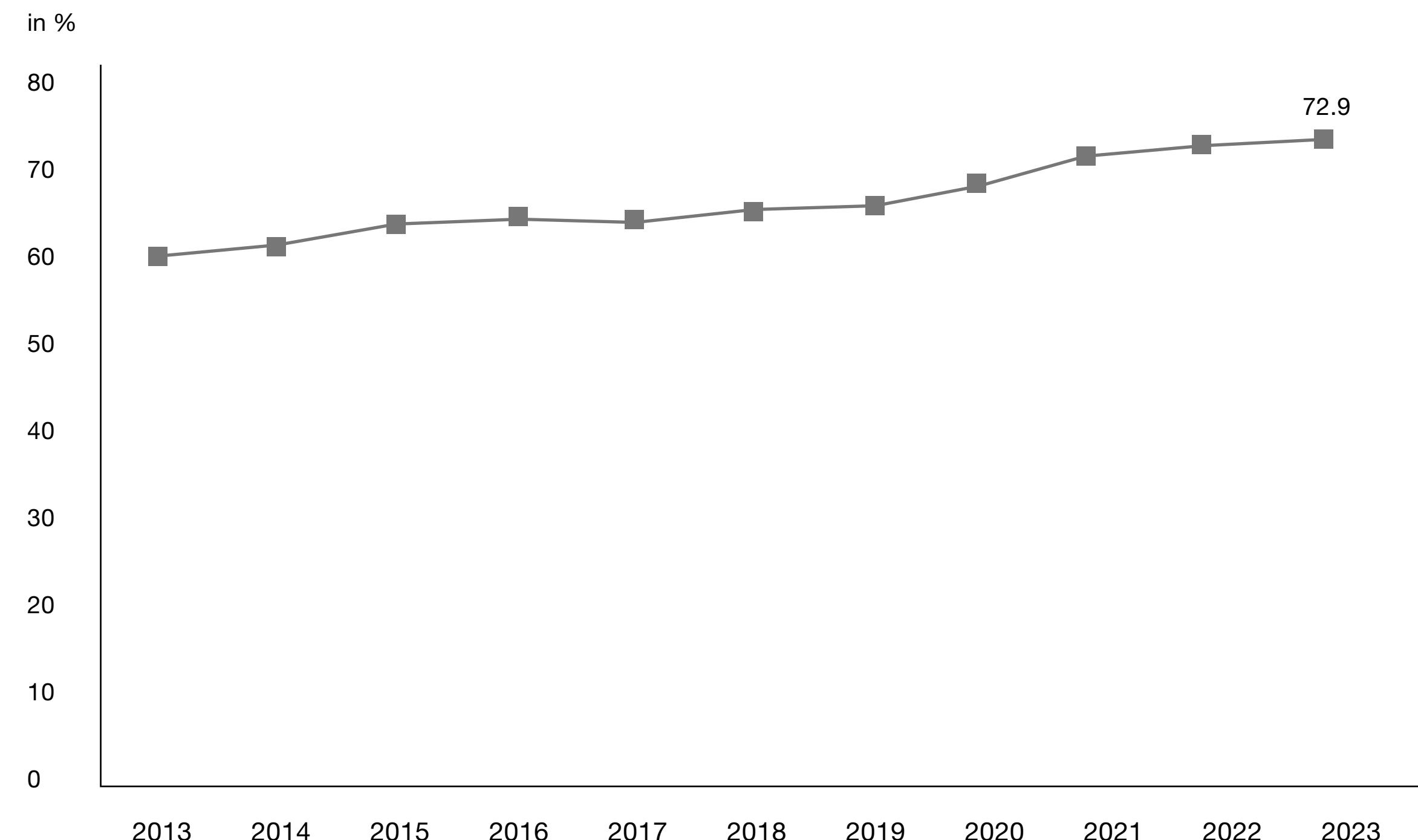


Facts

Sales Development 2013–2023

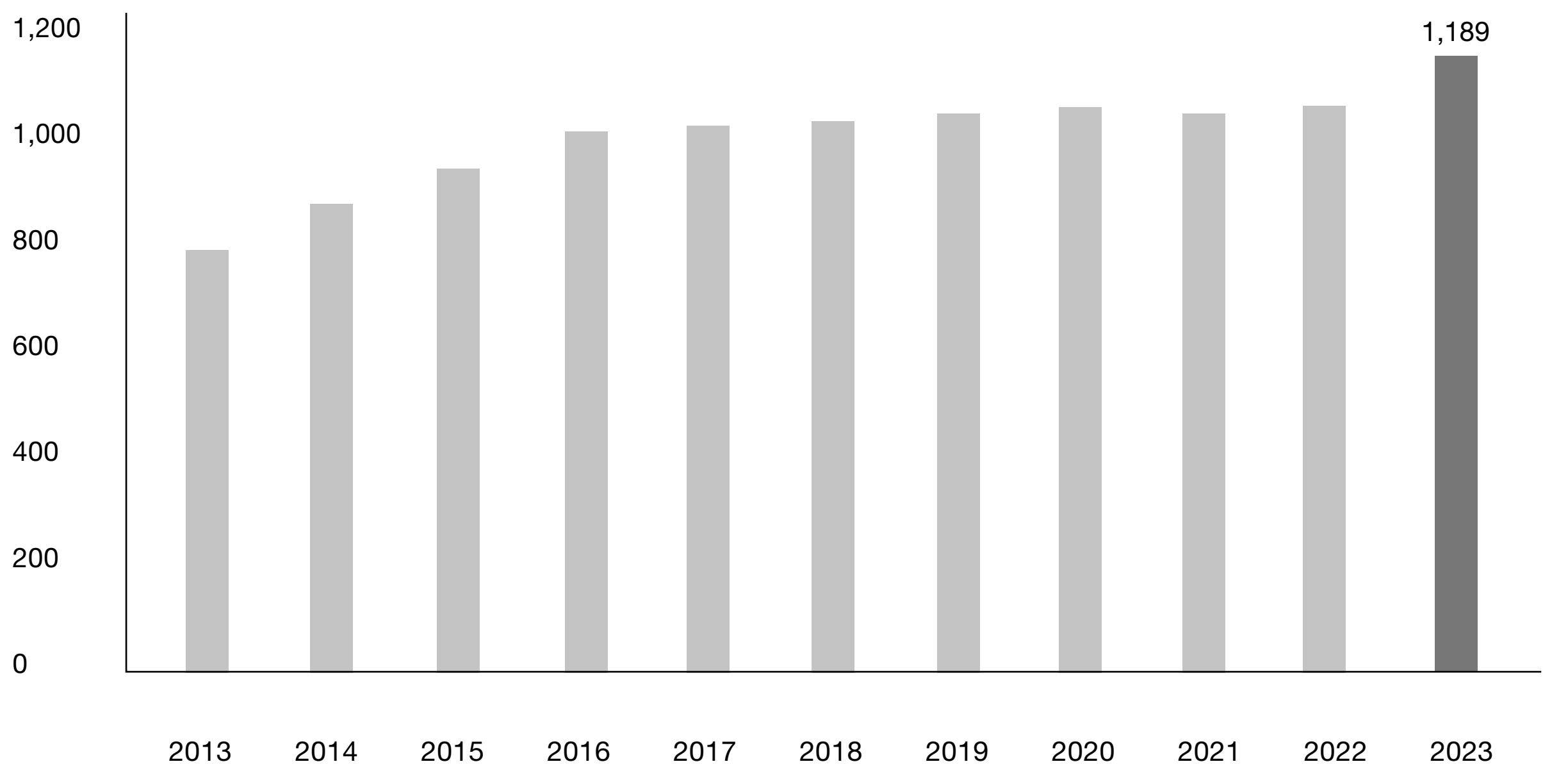


Export Development 2013–2023



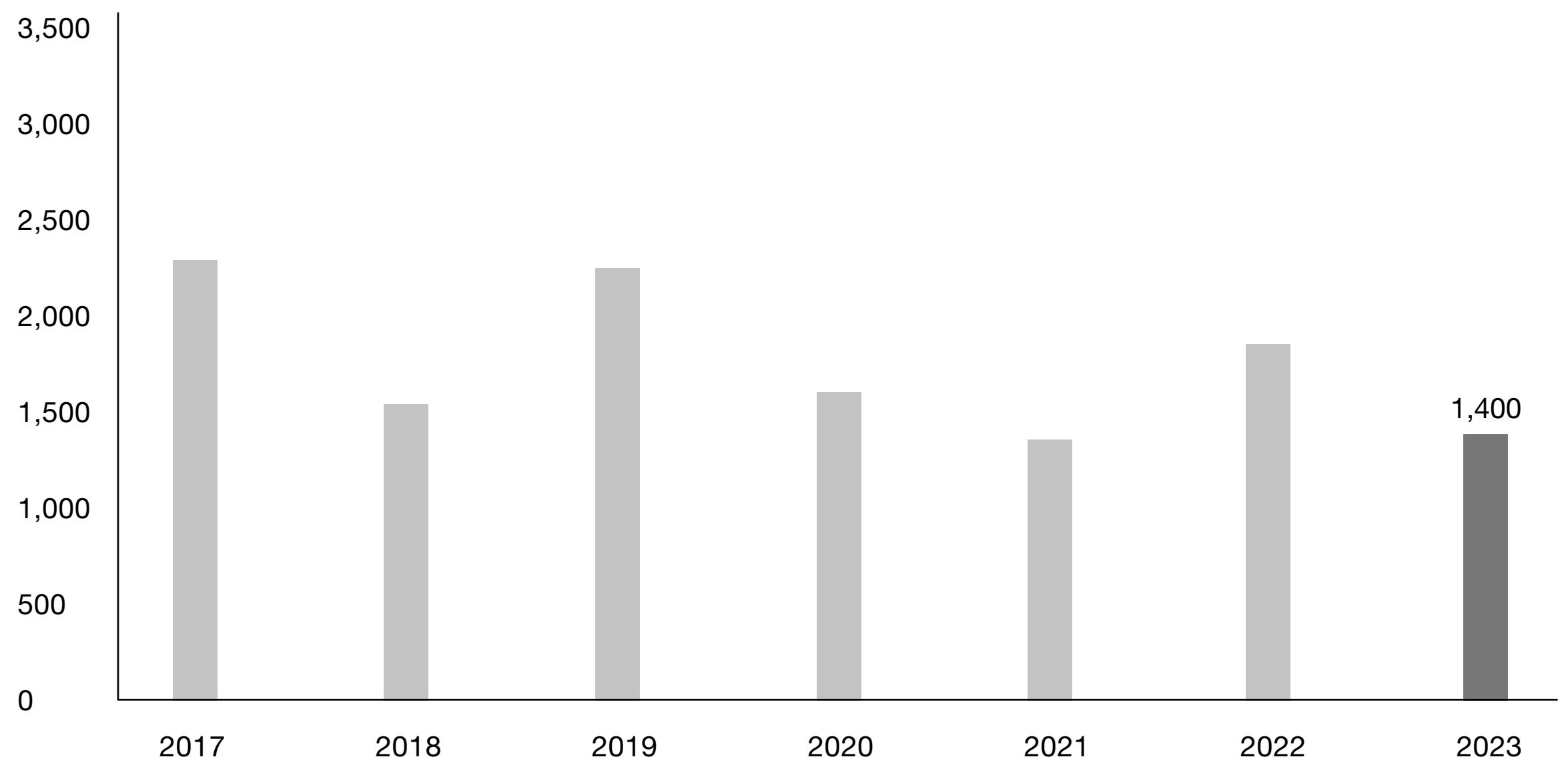
Headcount Development 2013–2023

Number of employees*

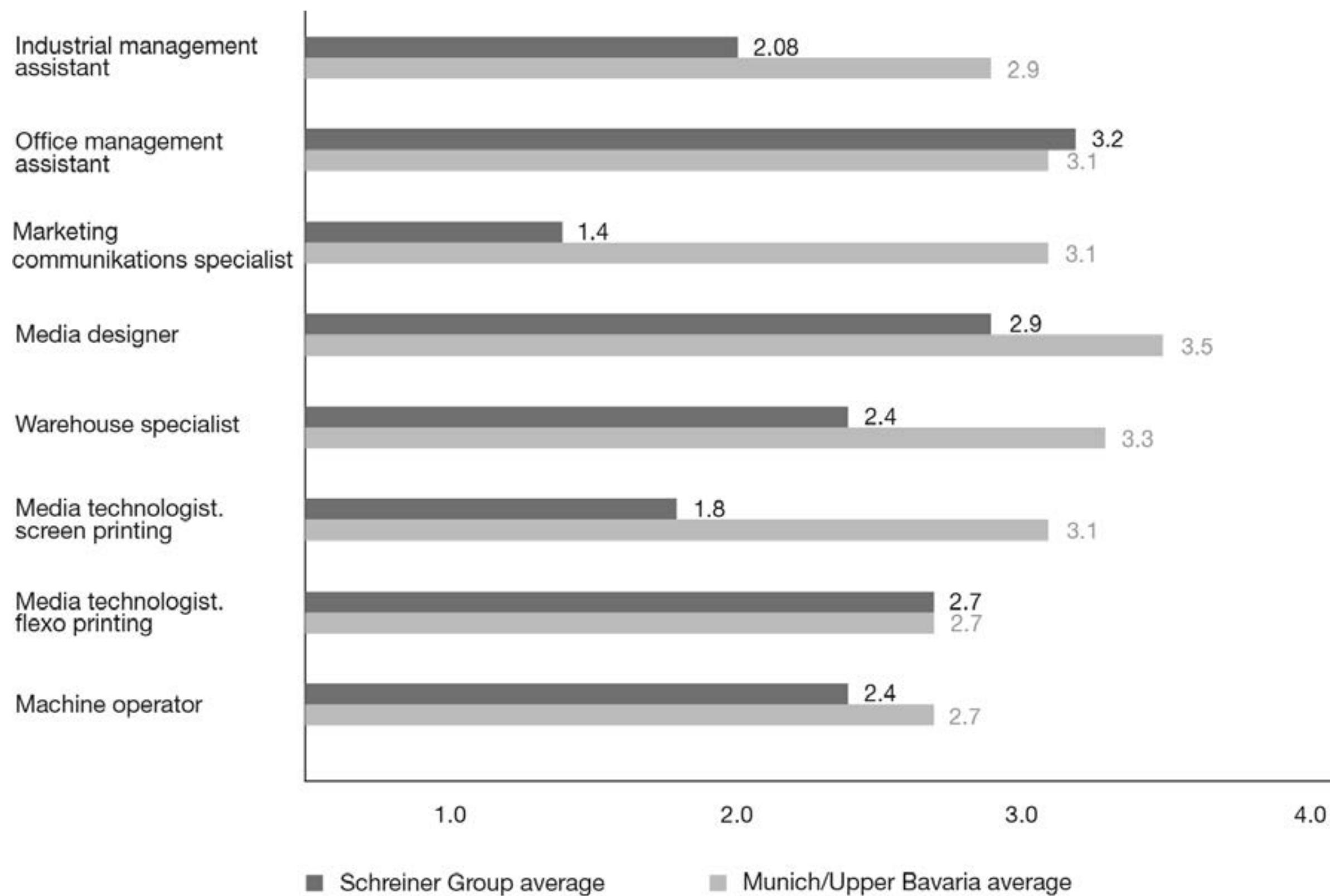


*Employees at the German locations

Number of Training Days*

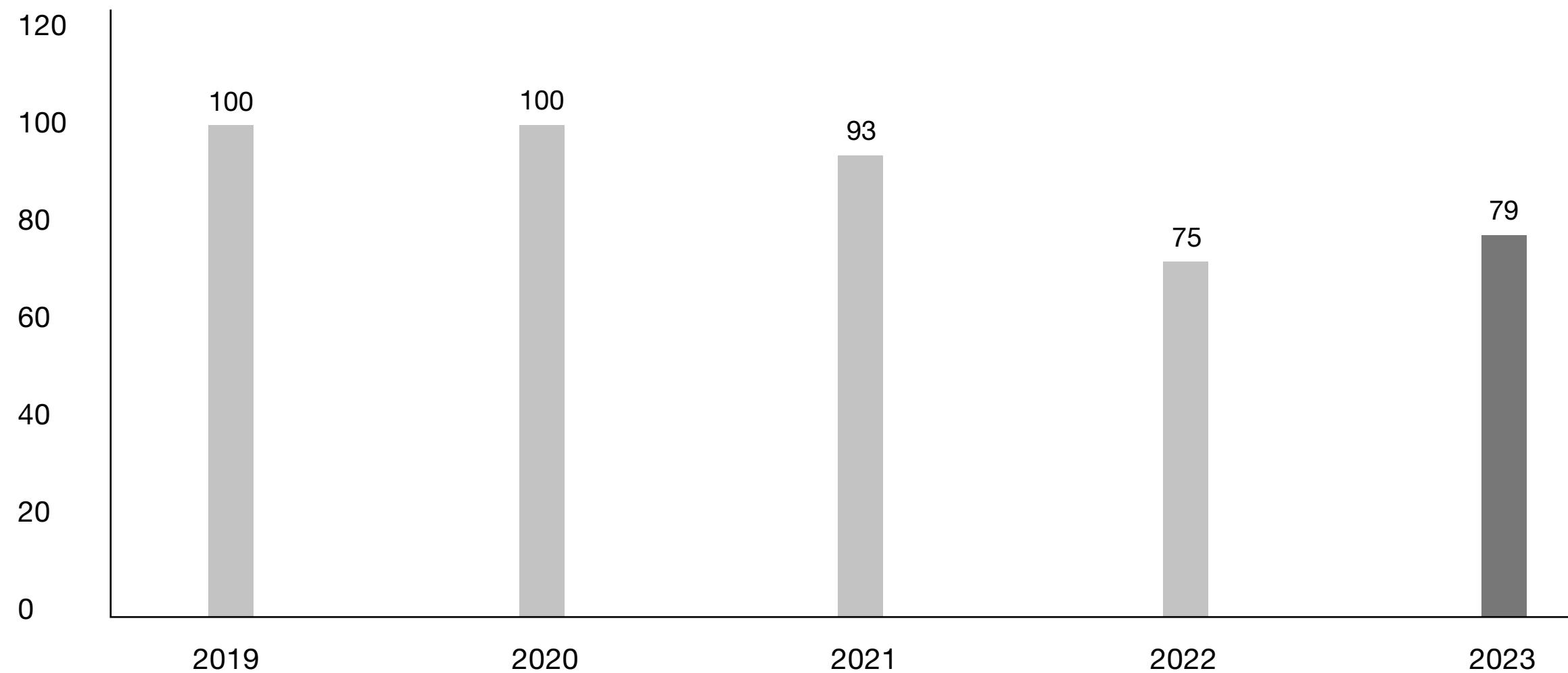


Final Grades in Comparison Between ColC and Schreiner Group 2023

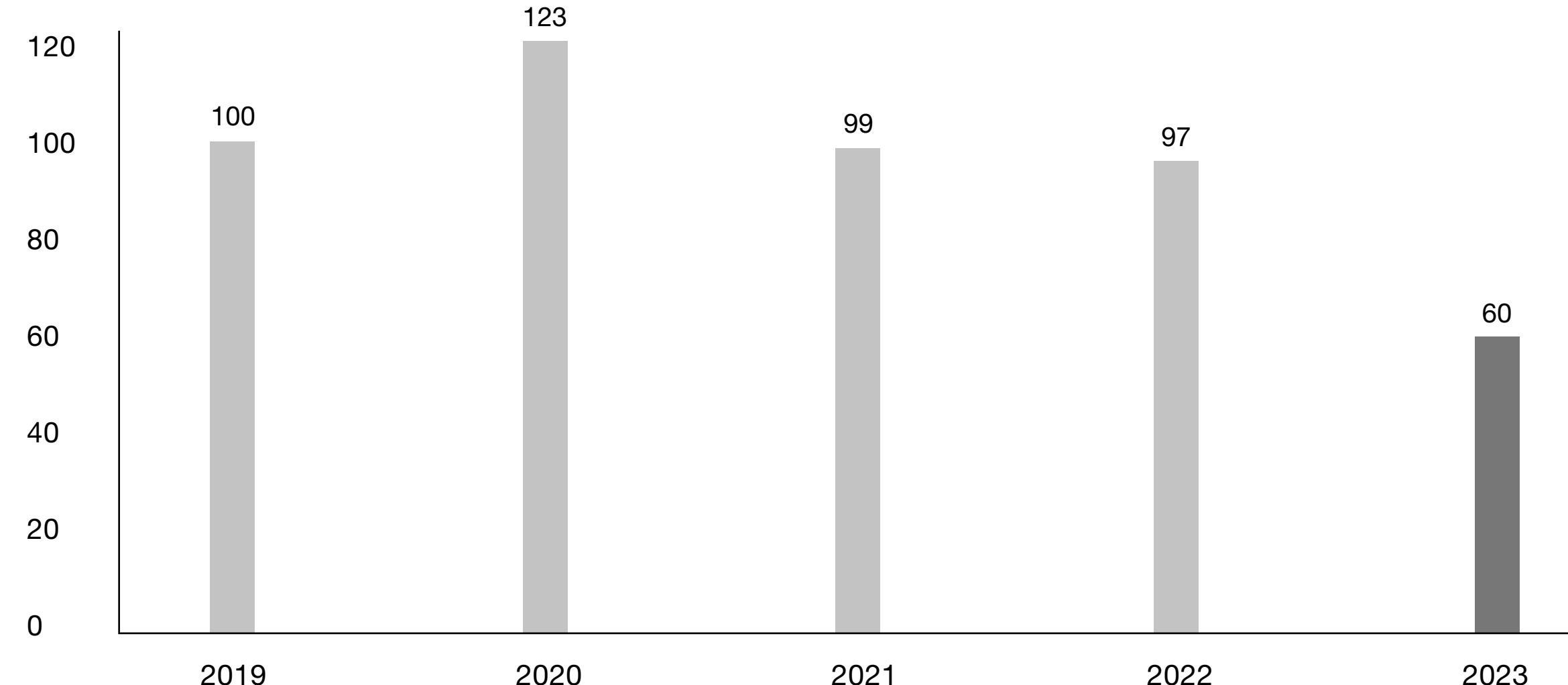


Solvents/Purchased Quantity of VOCs*

Weight/gross value added (normed: 2019=100%)

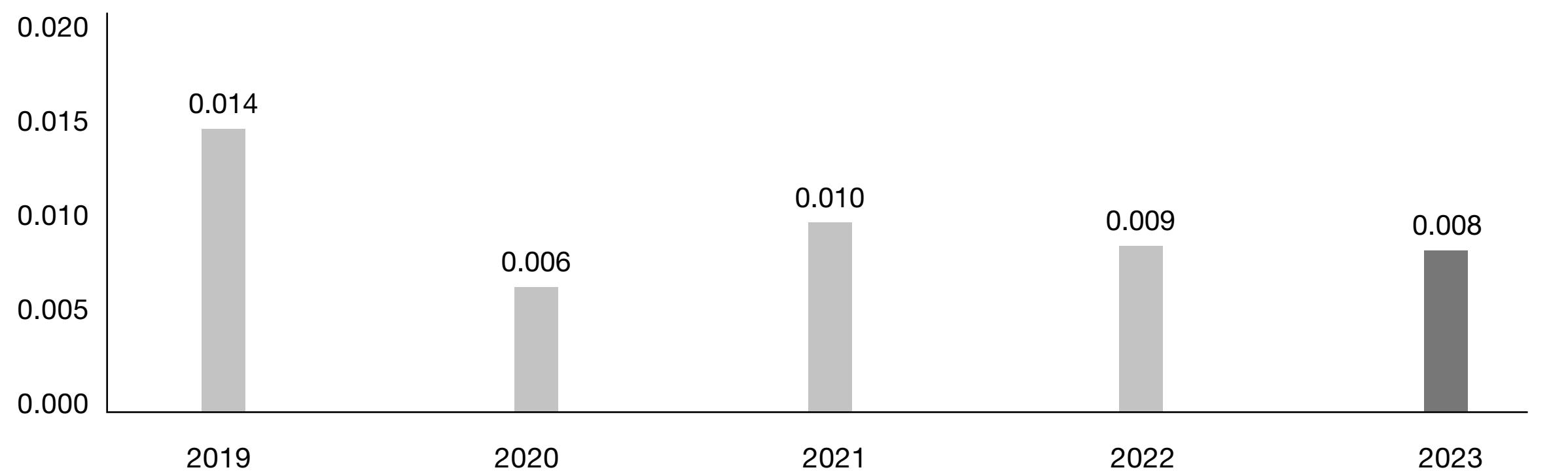
**CO₂ emissions in equivalent (Scope 1 and 2)***

Weight/gross value added (normed: 2019=100%)



Reportable Work Accidents*

Accident rate (number of accidents/number of employees)



*The values apply to the German locations.

Figures*

Waste in Weight and Weight/GVA**

	2021		2022		2023	
	[t]	[t/€ million GVA]	[t]	[t/€ million GVA]	[t]	[t/€ million GVA]
Total waste generated	2,467.57	24.81	2,184.60	21.94	2,203.38	21.45
Recycling	301.37	3.03	285.61	2.87	399.54	3.89
Papers/cardboard	114.78	1.15	137.68	1.38	210.15	2.05
Oberschleissheim	111.45	1.12	102.82	1.03	204.63	1.99
Dorfen	3.33	0.03	34.86	0.35	5.52	0.05
Waste containing silver BMR	3.70	0.04	0.00	0.00	0.00	0.00
Metals	30.29	0.30	28.33	0.28	35.60	0.35
Oberschleissheim	27.69	0.28	27.62	0.28	34.61	0.34
Dorfen	2.60	0.03	0.71	0.01	0.99	0.01
Wood Al	93.47	0.94	87.31	0.88	70.34	0.68
Oberschleissheim	89.21	0.90	84.32	0.85	66.02	0.64
Dorfen	4.26	0.04	2.99	0.03	4.32	0.04
Fluorescent/UV lamps	1.36	0.01	0.00	0.00	0.90	0.01
Oberschleissheim	0.97	0.01	0.00	0.00	0.86	0.01
Dorfen	0.39	0.00	0.00	0.00	0.04	0.00
Plastics BMR	5.10	0.05	0.00	0.00	31.59	0.31
Garden waste BMR	15.63	0.16	12.04	0.12	11.25	0.11
Electronic scrap BMR	8.63	0.09	5.77	0.06	8.71	0.04
Bulky refuse	26.56	0.27	13.85	0.14	23.75	0.23
Oberschleissheim	26.56	0.27	13.85	0.14	21.05	0.20
Dorfen					2.70	0.03
Miscellaneous BMR	1.85	0.02	0.63	0.01	7.25	0.07

* The following environment figures are valid for the German sites. All individual figures are rounded.

Therefore slight inaccuracies in the totals are possible.

** GVA = Gross Value Added Schreiner Group GmbH & Co. KG

		2021		2022		2023
	[t]	[t/€ million GVA]	[t]	[t/€ million GVA]	[t]	[t/€ million GVA]
Energetic recovery	2,092.76	21.05	1,833.26	18.41	1,747.04	14.78
Production residue	2,041.01	20.53	1,798.68	18.07	1,696.66	14.37
Oberschleissheim	1,895.90	19.07	1,670.22	16.78	1,470.74	14.32
Dorfen	145.11	1.46	128.46	1.29	225.92	0.05
Mixed domestic waste	31.68	0.32	21.16	0.21	31.33	0.22
Oberschleissheim	27.82	0.28	17.46	0.18	30.78	0.21
Dorfen	3.86	0.04	3.70	0.04	0.55	0.01
Grease waste BMR	12.50	0.13	0.00	0.00	11.10	0.11
Food waste BMR	7.50	0.08	9.00	0.09	7.95	0.08
Wood AII/AIII			3.84	0.04	0.00	0.00
Oberschleissheim			1.92	0.02	0.00	0.00
Dorfen			1.92	0.02	0.00	0.00
Used tires BMR	0.07	0.00	0.00	0.00	0.00	0.00
Solvent residue BMW			0.58	0.01	0.00	0.00
Waste disposal	73.44	0.74	65.73	0.66	56.80	0.55
Cleaning rags	30.61	0.31	30.85	0.31	23.01	0.22
Oberschleissheim	25.25	0.25	25.37	0.25	18.82	0.18
Dorfen	5.35	0.05	5.48	0.06	4.19	0.04
Ink, glue and solvent waste	40.58	0.41	30.76	0.31	27.23	0.27
Oberschleissheim	30.21	0.30	25.34	0.25	20.24	0.20
Dorfen	10.37	0.10	5.42	0.05	6.99	0.07
Developers/fixers BMR	0.07	0.00	0.00	0.00	0.00	0.00
Miscellaneous	2.19	0.02	4.12	0.04	6.56	0.06
Oberschleissheim	1.84	0.02	2.98	0.03	4.13	0.04
Dorfen	0.35	0.00	1.14	0.01	2.43	0.02
of which hazardous waste content	73.20	0.74	65.45	0.66	61.42	0.60
Oberschleissheim	57.14	0.57	53.41	0.54	47.81	0.47
Dorfen	16.06	0.16	12.04	0.12	13.61	0.13

Land Usage in m² and m²/BWS*

	2021		2022		2023	
	[m ²]	[m ² /€ million]	[m ²]	[m ² /€ million]	[m ²]	[m ² /€ million]
Total area	69,948.00	703.43	69,187.00	694.95	70,337.00	685.17
Oberschleissheim, Bruckmannring	56,073.00	563.89	55,312.00	555.58	55,312.00	538.80
Oberschleissheim, Mittenheimer Strasse	1,800.00	18.10	1,800.00	18.08	1,800.00	17.53
Dorfен	12,075.00	121.43	12,075.00	121.29	12,075.00	117.62
Waldvoegeleinstrasse					1,150.00	11.20
Sealed area	51,948.00	522.41	51,267.00	514.95	52,724.00	513.59
Oberschleissheim, Bruckmannring	40,338.00	405.66	39,657.00	398.33	39,964.00	389.30
Oberschleissheim, Mittenheimer Strasse	1,800.00	18.10	1,800.00	18.08	1,800.00	17.53
Dorfен	9,810.00	98.65	9,810.00	98.54	9,810.00	95.56
Waldvoegeleinstrasse					1,150.00	11.20
Semi-natural land at the location**	31,381.00	315.58	31,301.00	314.40	31,227.00	304.19
Oberschleissheim, Bruckmannring	29,116.00	292.80	29,036.00	291.65	28,962.00	282.12
Dorfен	2,265.00	22.78	2,265.00	22.75	2,265.00	22.06

Raw and Auxiliary Materials in Weight and Weight/GVA*

	2021		2022		2023	
	[t]	[t/€ million GVA]	[t]	[t/€ million GVA]	[t]	[t/€ million GVA]
Total consumption of raw materials and auxiliaries	3,413.08	34.32	3,309.14	33.24	3,242.84	31.59
Papers/film***	3,087.94	31.05	3,013.33	30.27	2,938.46	28.62
Inks/varnishes	82.63	0.83	80.00	0.80	83.28	0.81
Adhesive	11.48	0.12	10.08	0.10	6.94	0.07
Roll cores	81.35	0.82	72.35	0.73	72.79	0.71
Packaging material	149.69	1.51	133.39	1.34	141.37	1.38

Water in Weight and Weight/GVA**

	2021		2022		2023	
	[m ³]	[m ³ /€ million]	[m ³]	[m ³ /€ million]	[m ³]	[m ³ /€ million]
Total water consumption	2,708,720.80	27,240.02	3,285,427.80	33,000.47	2,651,291.80	25,826.70
City water	23,981.30	241.17	22,825.80	229.27	23,192.80	225.93
Oberschleissheim	21,900.30	220.24	20,390.80	204.82	21,632.80	210.73
Dorfен	2,081.00	20.93	2,435.00	24.46	1,560.00	15.20
Ground water	2,684,410.00	26,995.55	3,262,353.00	32,768.70	2,628,099.00	25,600.78

* GVA = Gross Value Added Schreiner Group GmbH & Co. KG

** No semi-natural land off site

*** Paper and films are shown collectively due to an ongoing system changeover.

Energy in MWh and MWh/GVA*

	2021		2022		2023	
	[MWh]	[MWh/€ million]	[MWh]	[MWh/€ million]	[MWh]	[MWh/€ million]
Direct total energy consumption	24,558.01	246.97	24,398.28	245.07	19,582.02	190.75
Electricity	13,815.67	138.94	13,443.51	135.03	12,938.82	126.04
Oberschleissheim, Bruckmannring	11,137.15	112.00	10,778.96	108.27	10,625.46	103.50
Oberschleissheim, Mittenheimer Strasse	10.55	0.11	8.05	0.08	9.70	0.09
Dorfen	2,667.97	26.83	2,656.50	26.68	2,288.75	22.30
Waldvoegeleinstrasse					14.91	0.15
Natural gas	10,079.40	101.36	10,196.12	102.41	5,782.05	56.32
Oberschleissheim, Bruckmannring	9,433.28	94.86	9,675.79	97.19	5,039.52	49.09
Oberschleissheim, Mittenheimer Strasse					152.37	1.48
Dorfen	646.13	6.50	520.33	5.23	464.90	4.53
Waldvoegeleinstrasse					125.26	1.22
Heating oil	66.45	0.67	68.80	0.69	65.01	0.63
Fuel for fleet**	596.49	6.00	689.86	6.93	796.14	7.76
Content of renewable energies	13,805.12 (56%)	138.83	13,435.46 (55%)	134.95	12,929.12 (66%)	125.94

Emissions (according to GEMIS 5.1 and 31st BlmSchV)

	2021		2022		2023	
	[t]	[t/€ million]	[t]	[t/€ million]	[t]	[t/€ million]
CO ₂ equivalent (Scope 1-3, Schreiner Group worldwide***)	24,214.06	243.51	40,798.26	409.80		
CO ₂ equivalent (Scope 1-2, Schreiner Group Germany)	2,221.36	22.34	2,183.88	21.94	1,376.61	13.41
SO ₂	0.12	0.00	0.13	0.00	0.12	0.00
NO _x	3.17	0.03	3.23	0.03	1.93	0.02
Dust	0.06	0.00	0.06	0.00	0.04	0.00
Solvents production (VOC)	32.74	0.33	26.32	0.26	28.65	0.28

* GVA = Gross Value Added Schreiner Group GmbH & Co. KG

** Diesel, gas, electricity

*** GHG Scope 3 categories considered for 2021: 1, 2, 4, 5, 6, 7 and for 2022 categories 1–10 and 12.

Environmental and OHS Processes and Aspects

Processes	Environmental and OHS aspects and impacts	Significance	Processes	Environmental and OHS aspects and impacts	Significance
Sales activities	Energy consumption fuel, emissions (CO_2 , NO_x , particulate): air pollution. Resource consumption*: deforestation petroleum scarcity. Accident: injury	➔	Manufacturing of the products	Accident: injury. Energy/resource consumption, emissions (CO_2 , VOC, ozone): Petroleum scarcity, climate change, air pollution. Waste generation, emissions* (CO_2): climate change. Contact with chemicals, solvent immission, physical strain due to lifting of loads: illness. Incident: fire/explosion. Land usage: surface sealing	↑ ➔
Purchasing of paper/film	Energy/resource consumption*: deforestation, petroleum scarcity, climate change	↑	Waste separation and disposal	Waste generation, emissions* (CO_2): climate change. Incident: fire/explosion.	➔
Purchasing of inks/chemicals	Energy/resource consumption*: petroleum scarcity, air pollution, climate change. Contact with chemicals*: illness	➔		Generation of hazardous waste: soil pollution	↓
Purchasing of machines	Energy consumption, emissions (CO_2), waste generation*: climate change. Accident: injury/illness	↑	Internal transports	Accident: injury	➔
Purchasing of power/gas/heat	Emissions (CO_2): climate change	↑	Machine maintenance	Accident: injury	➔
Transportation of purchased goods	Energy consumption fuel, emissions (CO_2 , NO_x , particulate): climate change, air pollution. Accident: injury	➔	Setup and cleaning of the machines	Accident: caused by emissions (VOC): air pollution. Contact with chemicals, immission of chemicals: illness	➔
Storage of raw and auxiliary materials	Land usage: surface sealing. Soil pollution. Incident: fire/explosion	➔	Facility cleaning	Accident: injury. Waste water introduction: water pollution	↓
Development of the products	Accident due to laser beam: injury. Contact with chemicals: illness. Waste generation, emissions (CO_2 , VOC)*: climate change, air pollution	➔ ↑	Product packaging	Waste generation (also by the customer*), emissions (CO_2): climate change	↓
Production planning	Energy/resource consumption, emissions (CO_2 , VOC), waste generation*: deforestation, petroleum scarcity, climate change	➔	Product storage	Land usage: surface sealing	↓
Material preparation	Waste generation, emissions* (CO_2): climate change. Accident: injury. Physical strain due to lifting of loads: illness	➔	Shipping of products	Energy consumption, emissions (CO_2 , NO_x , particulate): climate change, air pollution	↓
Pre-press stage	Waste water introduction: water pollution. Waste generation: soil pollution	↓	Processing of products (customer)	Waste generation (silicone liner), emissions (CO_2): climate change	↓
Ink mixing	Waste generation, emissions (CO_2 *, VOC): soil pollution, air pollution. Contact with chemicals, solvent immission: illness. Incident: fire/explosion	↓ ➔	Disposal of products (customer)	Waste generation, emissions (CO_2): climate change	↓

- ↑ High significance
- ↑ Medium significance
- ↑ Low significance

*Causes indirect environmental aspect.

2023* Environmental and OHS Objectives

Objective	Actions	Deadline
Reduction of CO ₂ emissions by 50% by reducing energy consumption (electricity and gas) by 20%, using renewable energies and producing more sustainable products	<ul style="list-style-type: none"> > Reduction of gas consumption by 50% > Replacement of 2 gas boilers with 7 heat pumps > Replacement of spray humidifiers with contact humidifiers in two air conditioning systems > install LED lighting in at least 5 production halls > Expand e-mobility: at least 3 new electric vehicles and 5 charging stations > Adopt a detailed climate neutrality roadmap for SBTi targets > Establish CCF 2022 for scopes 1 to 3 > Qualify at least 3 new sustainable products > Adapt climate parameters (temperature reduction, etc.) > Participate in Alliance to Zero 	2023/12/31 ● 2023/12/31 ● 2023/12/31 ○ 2023/12/31 ● 2023/12/31 ● 2023/12/31 ● 2023/12/31 ● 2023/12/31 ● 2023/12/31 ● 2023/12/31 ● 2023/12/31 ●
Reduction of solvent consumption by 5% through the use of solvent-free ink systems and solvent reduction in cleaning	<ul style="list-style-type: none"> > Reduction of solvent-based ink consumption by 2% > Reduction of solvent-based cleaning agent consumption by 8% > Reduce solvent quantities in manual cleaning processes 	2023/12/31 ● 2023/12/31 ○ 2023/12/31 ●
Accident rate target: < 0.90% through minimization of hazards and heightened awareness of occupational safety	<ul style="list-style-type: none"> > Expansion of Occupational Health Management (BGM) through cooperation with health insurance providers > Implementation of a risk assessment software > Minimum of one training course to boost occupational safety awareness 	2023/12/31 ● 2023/12/31 ● 2023/12/31 ●
Optimization of workplace ergonomics by 5% through occupational health workstation analyses and ergonomically optimized workplaces	<ul style="list-style-type: none"> > Have 10 monitor-based workstations analyzed by occupational physician > Evaluate ergonomics of 2 production processes > At least 6 on-site inspections by Safety Officers 	2023/12/31 ○ 2023/12/31 ● 2023/12/31 ○

● Achieved/on schedule ● Nearly achieved ○ Not achieved

*Objectives refer to the previous year. The target values for CO₂ and solvents are relative to the gross value added.Reductions of CO₂ emissions and gas usage and replacement of the gas boiler fell slightly short of the target because the heat pumps were put into operation slightly late. In 2023, only 9 monitor-based workstations were analyzed instead of 10 due to capacity constraints. The contact humidifier and inspection targets were postponed until 2024. The quantity of solvent-based cleaning agents has increased for reasons relating to production and technology.

2024* Environmental and OHS Objectives

Objective	Actions	Deadline
Reduction of CO ₂ emissions by 55% by reducing energy consumption (electricity & gas) by 10%, using renewable energies and producing more sustainable products	<ul style="list-style-type: none"> > Reduction of gas consumption by 80% > Installation of 2 heat pumps > Qualify at least 2 new sustainable products. > Install LED lighting in remaining production halls Y > Expand e-mobility: at least 5 new electric vehicles > Submit climate protection goals to SBTi > Establish CCF 2023 for scopes 1 to 3 > Improve CDP rating > Conversion of a production process: reduction in energy consumption 	2024/12/31 2024/12/31 2024/12/31 2024/12/31 2024/12/31 2024/12/31 2024/12/31 2024/12/31 2024/12/31
Reduction of solvent consumption by 5% through the use of solvent-free ink systems and solvent reduction in cleaning	<ul style="list-style-type: none"> > Reduction of solvent-based ink consumption by 5% > Reduction of solvent-based cleaning agent consumption by 5% > Reduce solvent quantities in manual cleaning processes > Optimization of reverse side lettering: reduction of solvent consumption 	2024/12/31 2024/12/31 2024/12/31 2024/12/31
Accident rate target: < 0.90% through minimization of hazards and heightened awareness of occupational safety	<ul style="list-style-type: none"> > Expansion of Occupational Health Management (BGM) through cooperation with health insurance providers > Phasing out 2 older production plants > Safety optimizations on guide rollers > At least 6 inspections by safety officers 	2024/12/31 2024/12/31 2024/12/31 2024/12/31
Optimization of workplace ergonomics by 5% through occupational health workstation analyses and ergonomically optimized workplaces	<ul style="list-style-type: none"> > Have 10 monitor-based workstations analyzed by occupational physician > Evaluate ergonomics of 2 production processes > At least 6 inspections by safety officers > Acquisition of new roll handling equipment > Ergonomic redesign of workstations in the dispatch department 	2024/12/31 2024/12/31 2024/12/31 2024/12/31 2024/12/31

Statement

This brochure has been published by Schreiner Group for the purpose of informing the general public about the way in which the company views its responsibility vis-à-vis our natural environment and society, and about the activities and actions it has initiated in this context.

Integrated into this Sustainability Report is the Environmental Statement according to Regulation (EC) No. 1221/2009. The contents of the Environmental Statement are found on pages 3–16, 20–27, 39–47.

Contact

The contacts listed below welcome any ideas, improvement suggestions or questions readers may have:

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Validation Statement

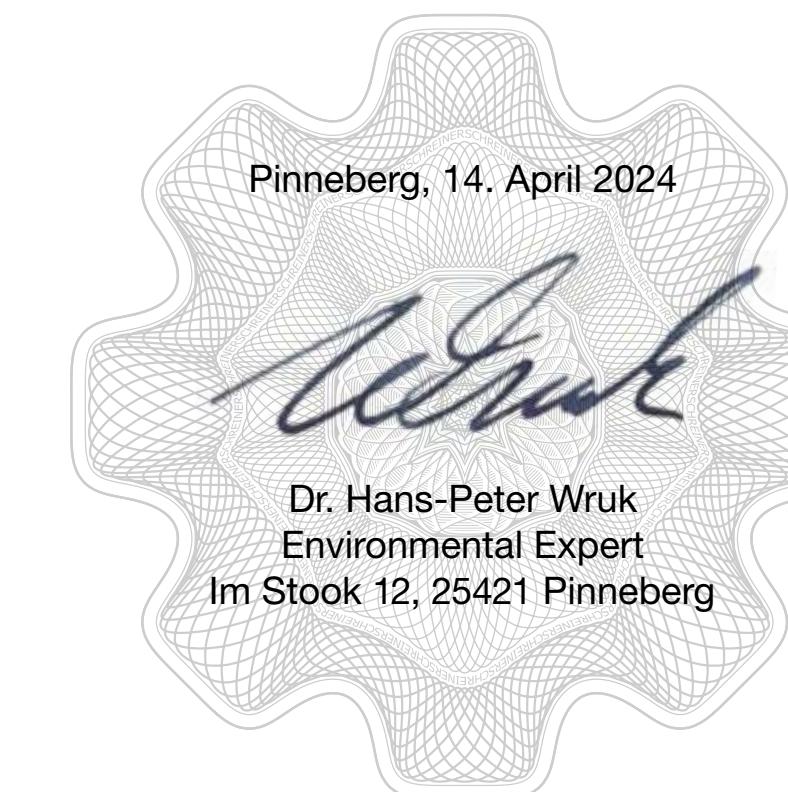
The undersigned, Dr. Hans-Peter Wruk, EMAS Environmental Expert with registration number DE-V-0051, approved for activity 18.1 (NACE Code), confirms to have audited the locations

- Bruckmannring 22, 85764 Oberschleissheim
- Mittenheimer Strasse 60, 85764 Oberschleissheim
- Karl-Heilmeier-Strasse 1, 84405 Dorfen
- Waldvoegeleinstrasse 12, 80995 München

as stated in the updated Environmental Statement of the organization, Schreiner Group GmbH & Co. KG with registration number DE-155-00020, for compliance with all the requirements set out in Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of November 25, 2009 about the voluntary participation by organizations in a community eco-management and audit scheme in its current version.*

Upon the signing of this Statement it is confirmed that

- the audit and validation were performed in full compliance with the requirements of Regulation (EC) No. 1221/2009 in its current version.*
- the results of the audit and validation confirm that there is no evidence of any non-conformance with applicable environmental regulations.
- the data and information contained in the organization's updated Environmental Statement provide a reliable, credible and true reflection of the organization's entire activities within the area indicated in the Environmental Statement.



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