2022
GLOBAL
SUSTAINABILITY
REPORT

All4Labels
GLOBAL PACKAGING GROUP

INDEX

GLOBAL SUSTAINABILITY REPORT 2022

Global Sustainability Report 2022

INTRODUCTIO

ON

1.1 From our Management

> " All4Labels is helping to transform the packaging industry by prioritizing sustainability. Our belief in redefining packaging excellence, with environmental consciousness, drives us to inspire positive change and create a brighter future for generations to come. From waste to emissions, we have embraced a comprehensive journey plan with bold actions and concrete investments. "

We know that innovation and digitalization are paramount for advancing our business, so we are investing extensively in the **latest digital and hybrid technologies** at our production sites. Our strong digital footprint has reduced energy consumption compared with traditional printing methods and enabled set-ups with reduced downtime. We also minimize run waste, using tool-less and high-drying methods, even with high ink coverage. Our commitment to the environment drives us to constantly pioneer cutting-edge solutions for a more sustainable future.

Employee wellbeing and **workplace safety** are key – and some of the ways in which we ensure resilience and long-term value creation. The significant reduction of **TRIR (Total Recordable Incident Rate)** from 2020 to 2021 continued in 2022, with a further reduction of 38% vs 2021.

Transparent operations and clear reporting establish the trust we seek with all partners: we share progress openly using the best available data, and actively demonstrate our accountability. We also evaluate and proactively mitigate environmental and social risks across our supplier portfolio.

All4Labels Group respects all internationally recognized human rights in our business and supply chain. A Human Rights Officer was appointed in 2022 along a Supplier Development manager to strengthen sustainable sourcing along the value chain.

The urgency of addressing climate change has led us to undertake ambitious projects, designed to achieve significant **reduction of CO_2 emissions** inside our operations. At the same time, we strive for an additional 40% carbon emissions reduction within our

operations compared with 2020, by embracing the **latest printing technologies** and **renewable energy**.

In 2022, one of our key initiatives involved switching from a conventional to an **LED print curing process**. **This secured a significant carbon emissions reduction**, reflecting our positive impact in combatting the growing threat of global warming. The retrofitting of 70 printing machines across 13 different All4Labels sites is expected to reduce our carbon emissions by ~2,000 tons per year.

As part of our commitment to **renewable electricity**, we have completely decarbonized our electricity needs. This is facilitated partly by recurring investments, which started in 2021, in high-quality Energy Attribute Certificates (EAC), and by generating on-site electricity using solar panels. Our South Africa plant produced 211,378 kWh in 2022, and Italy 350,714 kWh.

Furthermore, we are committed to optimizing **waste management**, leading to a zero-waste operation with a focus on reducing volumes of solid waste. This vision is greatly influenced by active partnerships with packaging associations - for example, CELAB Europe glassine, and PET liner and matrix recycling solutions.

We invest continuously in R&D, and partner with several universities. The result is innovation across the entire value chain. Our Centers of Excellence (CoE) are recent initiatives, and another hub is planned by 2025, all focusing especially on recyclability and recycled content.

The successful launch of our **STAR portfolio** is already helping to maximize our clients' business opportunities while enhancing their environmental performance. The comprehensive range of All4Labels labeling and packaging products, along with leading-edge services and solutions, is designed to drive an unmatched transformation across industries by achieving ambitious packaging **reduction, reuse, and recycling** targets.

It was especially rewarding to see our sustainable product solutions earn us the FINAT Sustainability Award, for STARSHINE®, our digital metallic effect featuring dedicated silver pigments. This technology, which combines printed digital embellishments and hybrid techniques, significantly reduces waste generation, set-up time, and overall CO_2 footprint, and contributes to a remarkable 80% reduction in emissions compared with traditional cold foil methods.

This comprehensive overview shows the actions we have put in place over the last year, and more importantly the milestones achieved throughout 2022. These reflect the strength of the commitment we have to our core values, along with the extraordinary talents in our dedicated workforce. Together, we are working relentlessly to continue creating value.

Gabriela Neves Ferri
All4Labels VP of Global R&D and Sustainability

1.2 About All4Labels

Global platform with a leading pan-European presence supported by footprints in attractive growing markets.

1 North America
Mexico

34 Europe
Germany, Italy, France, Spain, Denmark, UK, Russia, Romania, Switzerland

2 Asia
China

7 LATAM
Argentina, Brazil

1 Africa
South Africa
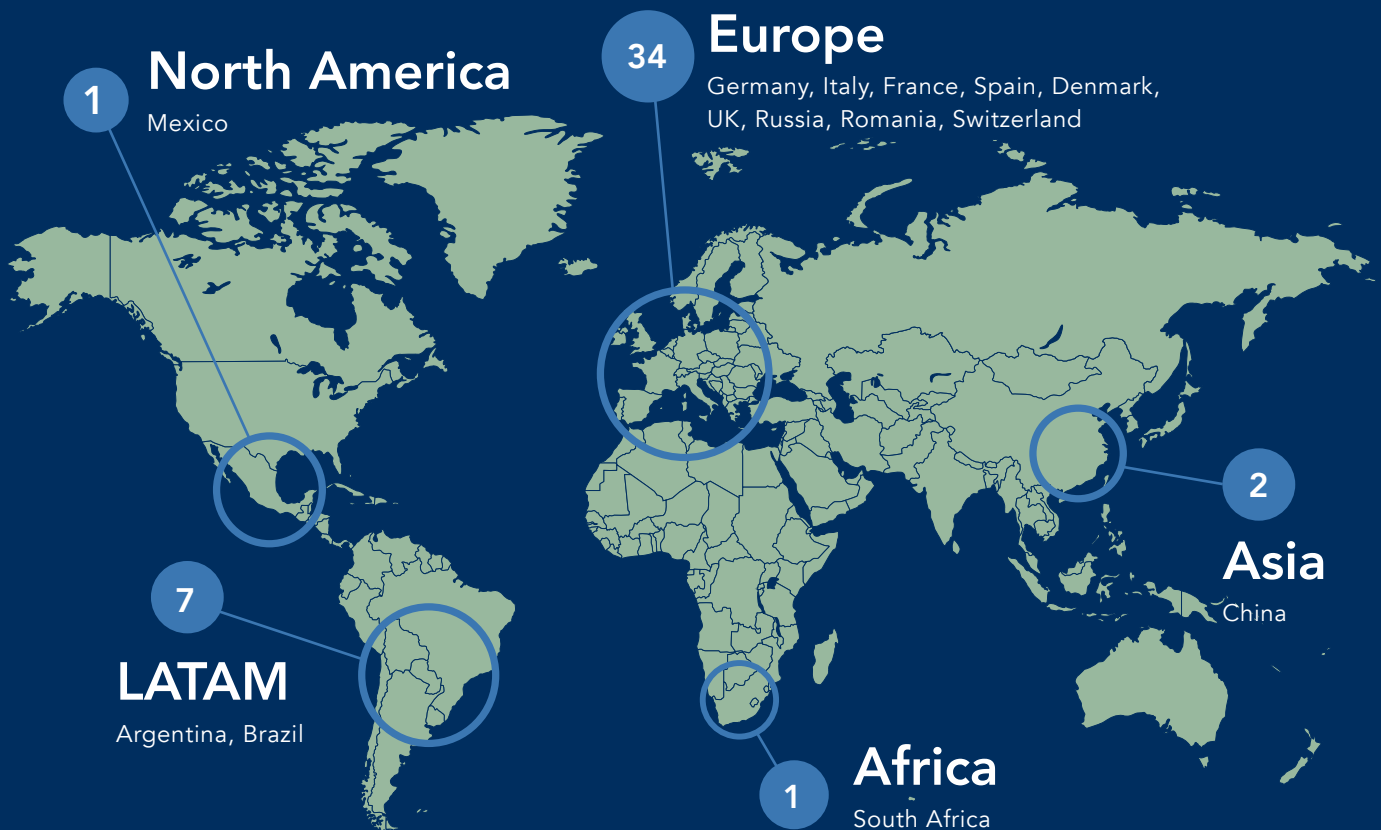
140
Years of packaging heritage

750+ m
Annual revenue (€)

4,000+*
Dedicated employees

44
Production facilities

0.7**
TRIR

10,000+
Customers globally

100+ bn
Annual labels printed

60+
Digital presses

* Values are based on BUD22 and latest acquisitions - ** Total Recordable Incident Rate

We are one of the world's leading label companies, a pioneer in sustainable and digital packaging solutions.

Nov 2019
Triton invests alongside the founding shareholders

Aug 2020
GPS Rotomet, shrink sleeves and roll-fed powerhouse in Italy joins All4Labels Group.

Mar 2022
First subsidiary in Northern Europe, Limo Labels joins the All4Labels Group.

Flexoprint labels, regional champion for PSL and sleeves in LATAM, joins the All4Labels Group.

Nov 2022
Centro Grafico DG, regional champion or security printing solutions in Italy, joins All4Labels Group.

The 1st Global Sustainability Report.

Sep 2016
Announcement to create All4Labels from the merger of:
• Baumgarten, leader of labels and thermo-formed carton trays
• Rako Group, digial Pioneer for PSL
• X-Label, leader of supply chain-oriented packaging solutions

Jun 2018
Nuceria Group, regional champion for PSL, boxes, and flexible packaging in Italy joins All4Labels Group.

Jul 2021
Etichettificio Dany, regional champion for PSL in Italy, joins All4Labels Group.

Oct 2021
Leading players in online and e-commerce Labelprint24 and Packaging Warehouse join All4Labels Group.

Apr 2022
First subsidiary in the United Kingdom, Olympus Print Group, joins All4Labels Group.

Grafiche Pizzi, regional champion for pharma market in Italy, joins All4Labels Group.

Aug 2022
Carlucci Etichette, regional champion for pharma market in Italy, joins All4Labels Group.

Relieves Egara and Indetic, first subsidiaries in Spain, join All4Labels Group.

1.3 Our CORE values and culture

Curiosity

We strive for excellence every day. By embracing challenges, we develop innovative ideas which in turn result in tailor-made solutions.

Our curiosity opens up new paths, breaks familiar patterns and allows us to reinvent ourselves.

The result? Satisfied partners and committed teams.

Responsibility

Responsibility to our partners, colleagues, fellow human beings and the environment is our lodestar.

In particular, health and safety is of highest priority in all our plants as it is an integral part of our company strategy.

Our safety-first commitment leads to a safe environment for everyone and a sustainable treatment of resources.

One Team

We pride ourselves in being an international team with multifaceted strengths, talents and know-how.

Our short communication paths and culture of respect enable us to support each other directly and combine our diverse range of skills to develop and execute new ideas.

Together we are unbeatable.

Empowerment

We care deeply about empowering each other. All our actions are driven by the expertise of our people.

With our flat hierarchy and agile structures, each individual is heard and empowered to learn and use their talents and skills to make a difference.

It is this commitment to empowerment and a workplace of continuous learning, that is the key to our success.

1.4 2022 Financials

Our success is dependent on the market movements of our customers and across various industry segments. As such, the economic performance of each company within All4Labels Group varies based on their product areas and geographical markets.

All4Labels Group has undergone several mergers and acquisitions (M&As) in recent years, which has led to our transformation into a more global corporation. This brings forth a range of risks and opportunities. To effectively address these risks, we have implemented risk management guidelines to establish suitable limits and control mechanisms, and work to ensure adherence to these limits. Our risk management efforts are carried out on a company-wide level, coordinated through our financial teams. Regular reviews of the guidelines and systems are conducted to accommodate changes in market conditions and business activities.

We make regular improvements to our treasury, accounting, controlling, tax, and legal processes, to minimize risks for the organization and capitalize on potential opportunities.

The financial year 2022, like the previous year, was dominated primarily by the acquisition of new companies, integration and transition activities, and the impacts of supply chain challenges experienced by raw material producers in the packaging industry and rising inflation in the European economic area. In total eight companies were acquired last year, including operations in Denmark, the United Kingdom, Italy, Brazil, Paraguay, and Spain.

> As the All4labels workforce, we are proud to be a team that embraces the idea of circular economy at every point in our value chain while promoting safety at the workplace, operational excellence and a sustainable culture, leading every step we take towards a progressive path.

Günther Weymans
COO

Our turnover increased from EUR 528.0 million in the previous year to EUR 719.1 million in the reporting year and was thus significantly higher than last year's forecast of between EUR 560 million and EUR 585 million.

Overall, business performance was impacted by challenges in the supply chain with raw material producers which led to two main effects: on the one hand, lower availability of raw materials and thus longer delivery times, and on the other hand, price increases on the purchasing market side. The price increases on the purchasing market side were countered by passing on the price effects to the customer market side. The longer delivery times on the procurement market side during the year were countered by building up higher inventories.

Adjusted EBITDA increased from EUR 91.2 million in the previous year 2021 to EUR 133.6 million in the reporting year 2022, due to organic and inorganic growth, and resulting above forecast for fiscal year 2022, thereby supporting customers with short lead times. Related to the scope of the Group as at 31 December 2021, adjusted EBITDA of EUR 110.5 million was achieved.

the adjusted EBITDA result was achieved through efficient cost management, business improvements, and the passing on of necessary price increases to the sales market.

Through the consolidation of our endeavors to streamline management and standardize

Economic Performance	2020	2021	2022
Net revenue (million euros)	467.5	528	719.1
Adjusted EBITDA (million euros)	74.2	91.2	133.6

processes across the entire organization, All4Labels Group generates and distributes value.
For further details, please refer to the explanations in our management report's

% of the total direct value generated (million euros)	2020	2021	2022
Income Taxes	0.9	1	1.9
Personnel expenses	58.8	58.7	56.7
Capital expenditure	12.0	14.5	15.7
Shareholder remuneration	0	0	0
Interest and rent paid	28.2	25.7	25.6
Community	0.1	0.1	0.1

consolidated financial statements[1].

[1] www.bundesanzeiger.de

1.5 Our Sustainability Business Model

2022 Highlights

People

38%

reduction of TRIR (Total Recordable Incident Rate) compared to 2021

19%

Women in leadership roles

Appointment of

Human Rights Officer

Planet

100%

renewable electricity (solar & wind). 25,617.51t CO_2e reduction in greenhouse gas emissions

99%

of reduction of Scope 2 emissions

9%

reduction of waste to landfill for core sites (compared to 2021)

Product

Launch of the STAR Portfolio

Improved recyclability and enhanced recycled content of product portfolio

Proprietary LCA tool finalization

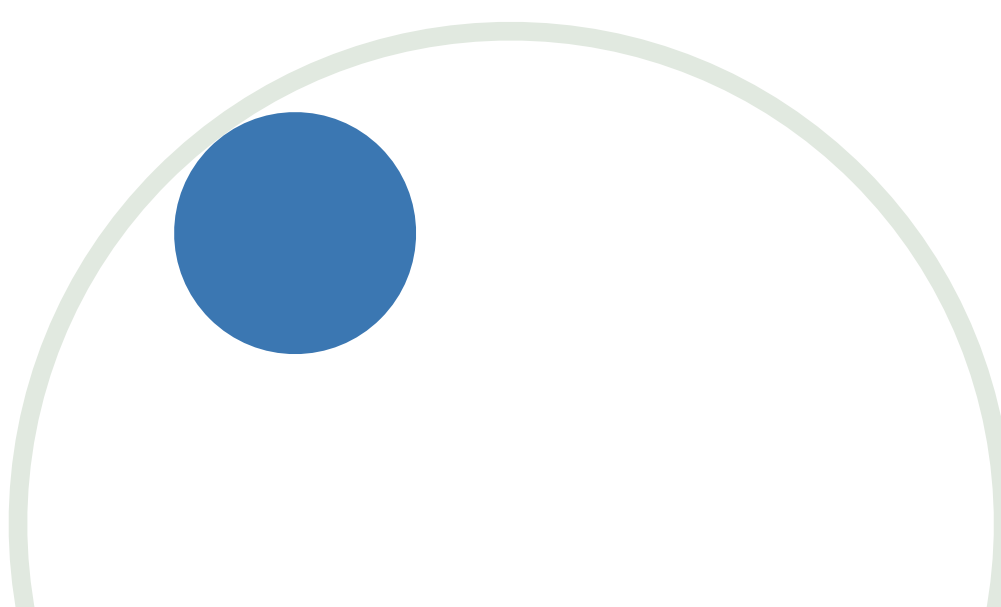Early adoption of the **Supply Chain Act**

The All4Labels Group 3Ps Business Model is built on our People, Planet, and Product pillars. These pillars guide our action as we strive for better social, environmental, and governance performance across our value chain.

Under the People pillar, we prioritize the health and well-being of our employees and communities, while complying with applicable legislation and protecting human rights. We foster an inclusive and diverse work environment and continuous development opportunities.

When it comes to Planet, we actively strive to mitigate the effects of climate change, by constantly improving our production processes to reduce emissions, promoting resource sharing and recycling, and investing in renewable energy.

In alignment with market needs, our Product pillar is our commitment to keep investing in research and development to foster innovation, to develop products and solutions with a primary focus on recyclability and recycled content materials.

All4Labels Group has set clear targets for 2030 under the 3Ps Business Model. By aligning our sustainability targets with the Sustainable Development Goals (SDGs) we also ensure our efforts address the most crucial global priorities and contribute to collective progress.

3Ps Business Model

Goal	Target	SDG
People		
People´s health and wellbeing	Total Recordable Injury Rate <0.2 by 2025	
Attractive and equal employer	40% women in leadership roles by 2030	
Empower, engage and develop talent	Net Promoter Score (NPS) above 75 by 2030	
Planet		
Best technologies to mitigate climate changes	Achieve carbon neutrality[1] (Scope 1-2) by 2030 & reduce 38% of emissions intensity in our operations.	
Recycling, green energy and responsible sourcing	30% reduction of total waste generation intensity by 2030	
Associations, circularity and eco-initiatives	> 95% recyclable and reusable waste by 2030	
Product		
Most sustainable materials, products and solutions	Portfolio 100% recyclable, reusable or renewable by 2030	
Innovate to shape a sustainable future	Expand digital printing to 25% by 2030	
Customer partnerships to minimize products footprint	Development of a 2030 roadmap for sustainable solutions sales conversion rate together with our top customers.	

* Carbon neutrality Scope 1-2 means reducing emissions from the company's own sources and neutralizing unavoidable emissions through recognized compensation measures, for example Energy Attribute Certificates and social initiatives.

1.6 About This Report

Monitoring our performance through clear reporting is crucial to foster trust, ensure accountability, and demonstrate our dedication to transparency. All4Labels Group strives to meet the needs of our stakeholders and external reporting obligations, and we are gradually integrating our financial and sustainability reporting. Our commitment lies in openly sharing our progress using the best available and most reliable data while reviewing our disclosure practices annually to improve them.

Our reporting comprises:
- Non-financial performance in 2022, with a focus on Environmental, Social, and Governance topics
- Summary of financial performance in 2022
- Our corporate website offers a dedicated sustainability section with relevant information on key topics

This report covers the financial year from January 1st to December 31st, 2022. Find more information on the scope of this report in How We Report.

"At All4Labels we promote a culture of innovation, digitalization and sustainability with the aim of leading the packaging and labels industry towards a more responsible approach to business for a better future."

Paloma Alonso
CEO

1.7 Our Materiality Matrix

Knowing the areas where All4Labels Group has the greatest impact on society and the environment enables us to prioritize the most significant topics for our business and stakeholders

By understanding which material topics are relevant to the company, we can effectively allocate resources, set targets, and develop strategies that address the most critical ESG concerns, and enable us to create a positive impact and mitigate potential risks.

All4Labels Group's materiality matrix was developed in 2021 and it has been a guiding tool for meaningful sustainability reporting, facilitating informed decision-making, and fostering long-term value creation.

Our matrix undergoes a comprehensive review every two years. In 2022 we slightly improved the visual representation of our matrix to define and group the material topics and subtopics more clearly. As we approach 2023, we will conduct a thorough assessment that involves interviews with both internal and external stakeholders, to maintain alignment with their interests. This process ensures that we uphold our current perspective while also identifying any new topics that should be incorporated.

Materiality Matrix

Pillar	Topic	Sub-topic	Stakeholders	Enablers
People	Employee development and wellbeing	Employee Composition	Suppliers, leaders, employees, community	Policy Statement - Human Rights, Code of Conduct, Anti-Harassment Policy, Diversity & Inclusion Policy, Supplier Code of Conduct, Safety Health & Environment Policy, Life Saving Rules
		Diversity, Equity & Inclusion		
		Health & Safety		
		Employee Recognition		
		Training & Education		
	Respecting rights in the value chain	Human & Labor rights		
Planet	Environmental management	Circular Operations & Resource Efficiency	Government, customers, suppliers, leaders, employees, associations	Sustainability Policy & Roadmap, Sustainability Strategy 3Ps – People, Planet, Product, Sustainability team, SHE Policy
		Energy		
		GHG Emissions		
		Waste		
		Water		
Product	Sustainable innovation	Product & Sustainability	Customers, suppliers, association	Sustainability Policy & Roadmap, Sustainability Strategy 3Ps – People, Planet, Product, Golden rules, R&D and Technology teams, Guidelines for Recycling, ISO standards; Partnerships with customers, suppliers, and associations
		Product Design		
	Product stewardship	Life Cycle Management		
		Product Safety & Quality		
	Value chain transparency and collaboration	Supply Chain Management		
		Strong Customer Relationships		
Governance	Ethics, integrity, and accountability	Board Composition	Government, regulators, board, employees, customers, suppliers	Sustainability Policy, Global Code of Conduct, Supplier Code of Conduct, Anti-money-laundering policy, Anti-bribery policy, Sustainability team.
		Sustainability Governance		
		Anti-money laundering		
		Anti-corruption and Anti-bribery		
		Data Protection		

Global Sustainability Report 2022

PEOPLE

Why it's important to All4Labels Group

People are our foundation to create long-term value.
At All4Labels Group we prioritize our employees'
development, well-being, as well as their human and labor
rights to build a more resilient, inclusive future where they
can flourish.

Responsibility within All4Labels Group

At All4Labels Group we all care about our people, and our
Human Resources team and the Human rights officer promote
our Human Rights guidelines within the organization.
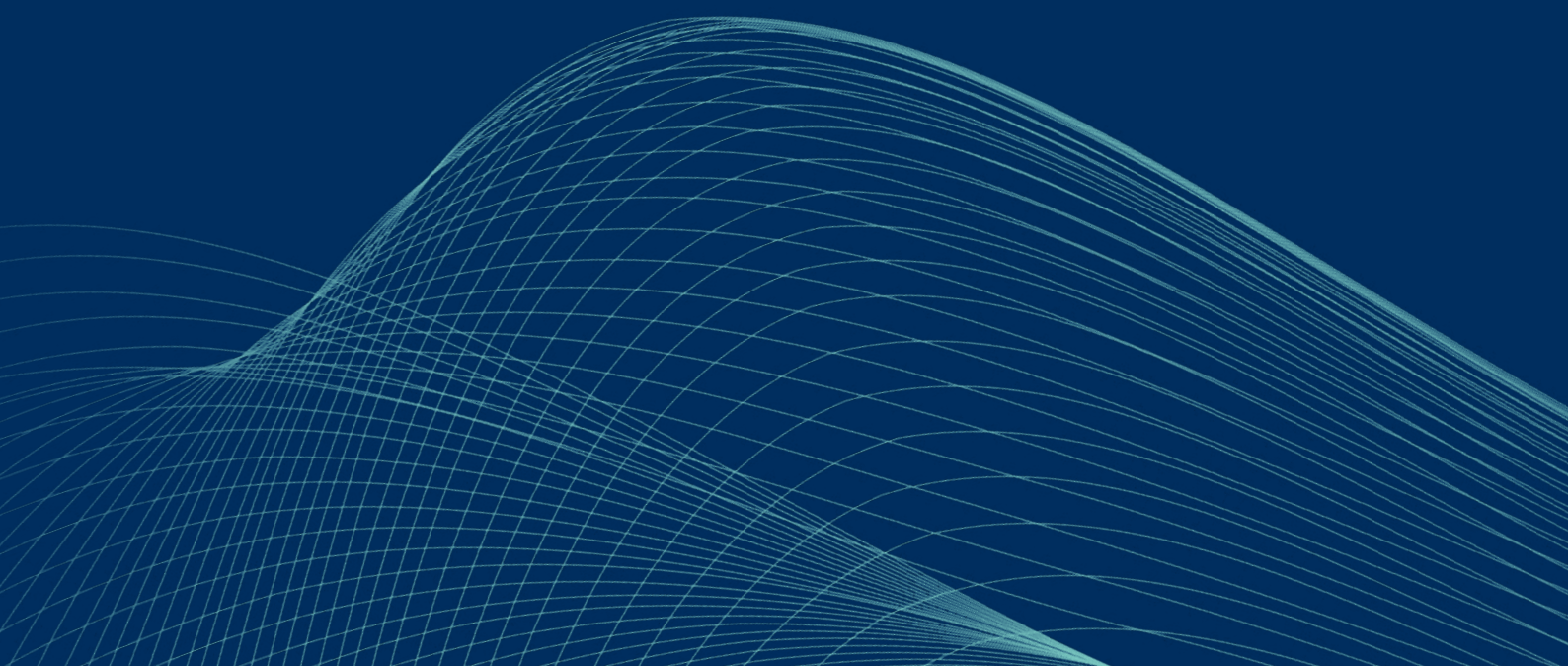
2.1 Employee Development and Wellbeing

Employee Composition

Our people are the most important resource we have. In 2022 we expanded our employee data collection to achieve a global perspective. Understanding our employee profiles is important for promoting diversity and inclusion, creating effective Human Resources policies, and building a strong organizational culture.

At the end of 2021, we went live with SAP SuccessFactors, our global Human Resources (HR) Information Systems platform. The goal of the platform was to provide a central hub for our entire employee population. However, in 2022 we acquired new companies, increasing our total headcount by roughly 25%.

Considering the rapid growth experienced by our organization, it has become increasingly necessary to optimize our integration processes further. To this end, we have embarked on a project aiming to integrate the new companies seamlessly into the SuccessFactors platform.

Our goal is to have a fully integrated global HR system that caters to both global and local HR requirements, and which will enable us to manage the whole employee lifecycle. The SuccessFactors platform will serve as the master data archive for key employee information and will facilitate the monitoring of progress toward our Diversity & Inclusion targets. Furthermore, All4Labels Group regularly revises its internal processes to be as inclusive as possible, in alignment with our diversity principles, and a self-assessment is being considered to be done with our employees.

Category	2021	2022
Employees & new hires		
Total headcount	3,198	4,199
Net change in headcount	*[2]	1,015
Total FTEs	3,008	3,968
Net change in FTEs	0	959
Organic net new hires	*	426
Nationalities	58	59
Languages	14	18
Diversity, Equity & Inclusion		
Number of employees who are women	825	1,377
Percentage of employees who are women	27%[3]	33%
Number of employees who are men	2,373	2,822
Percentage of employees who are men	73%[3]	67%
Number of women at leadership level	*	10
Percentage of leadership level who are women	*	19%
Number of men at leadership level	*	52%
Percentage of leadership level who are men	*	81%
Employment type		
Number of employees with permanent contracts	2,957	3,731
Number of temporary employees	105	468

[2] Data collection started in 2022 for all indicators marked.
[3] Due to a reporting error in 2021 report, this number was adjusted in this year's report.

Employee engagement

In addition to labor management, All4Labels Group is keen to gather feedback from employees on their level of job satisfaction, motivation, and overall engagement. This information can help identify areas for improvement and inform strategies to enhance employee engagement, which ultimately leads to a more positive workplace.

The Employee Net Promoter Score (eNPS) is a metric utilized to assess the degree of employee engagement and loyalty toward an organization, and it is strongly associated with an employee's short- to medium-term intentions regarding their employment. At All4Labels Group, we assessed a small sampling of production sites through our first engagement survey in January 2022. The results are not disclosed given this was a pilot exercise, with the aim for us to build an understanding of the dynamics of the survey.

The next engagement survey, which will include an evaluation of the Net Promoter Score, will take place early 2024 and will be available in all languages of the countries where All4Labels Group operates. The outcomes will be assessed at location-level to determine the distribution and any variances between sites. Based on the findings, customized follow-up actions will be implemented for both plant operations and the blue/white-collar workforce. The aim is to promote engagement across all levels of the organization and to reach the NPS target of 75 out of 100 by 2030.

"To us at All4Labels, it is important to foster a culture of growth, empowerment and inclusivity while valuing the talents and aspirations of our workforce with the aim of promoting a significant impact on both people and the environment."

Kristina Toussaint
HR Director Germany

Diversity, Equity & Inclusion

By prioritizing diversity and inclusion, All4Labels Group brings a range of perspectives, experiences, and skills and creates a more innovative and dynamic work environment. We do this because it's the right thing to do, but also because it leads to better decision-making, improved creativity, and enhanced employee satisfaction.

All4Labels Group recognizes diversity as an integral part of its organizational DNA. The company values the unique personalities and backgrounds of its workforce, who come from different parts of the world and possess a diverse range of talents. While the company engaged in some local activities to promote diversity, until 2021, it lacked a global approach and general awareness on the topic. In 2022, All4Labels Group launched a Diversity & Inclusion (DEI) campaign to address this issue and create internal and external awareness, entitled "We label products, not people."

The DEI campaign, led by Human Resources and with the engagement of multidisciplinary teams, highlights the importance of diversity and inclusion in the workplace and reflects the company's commitment to creating an inclusive and welcoming work environment for all employees. Its primary objective is to raise awareness by regularly sharing content that explores various dimensions of diversity, such as cultural, religious, and gender topics, by creating internal and informative content that promotes understanding and inclusivity within our organization, and we also share external content to showcase All4Labels Group's stance and to bring our values to life. Each month, our content includes coverage of international days, language days, and holidays celebrated in the countries where All4Labels Group operates. This diverse range of topics and occasions

allows us to foster a sense of belonging and appreciation for different cultures and identities within our workforce.

Throughout this first year, the following activities took place:
- Communication on social media, the Intranet and Corporate TV screens in the most relevant locations we operate. This was created thanks to engagement and contributions from several sites from different countries, where our employees gave their take on diversity topics and shared information about local and cultural holidays and festivities

- Merchandise supporting DEI distributed throughout our offices and production sites

- Different materials with the campaign motto distributed amongst employees, for example Teams background images, LinkedIn headers, Phone backgrounds, screensavers

- An All4Labels Group diversity brochure with information on important aspects of DEI, such as ethnicity and nationality, age, gender, religion, sexual orientation. The DEI brochure also includes tips for good cooperation in diverse teams regarding clear and concise communication. It was translated into different languages (English, Spanish, Portuguese, and German).

- A diversity training course titled "Respectful collaboration," devised and created in partnership with Diversity Think Tank and rolled out as an E-Learning and a session on Teams.

Women in leadership roles helps to promote gender equality, which is important for both social and economic development, while creating a balanced and inclusive workplace that benefits everyone. In alignment with our DEI campaign, All4Labels Group launched important content about **International Women's Day in 2022**, which highlighted various women throughout the organization and shared their points of view.

All4Labels Group encourages and implements:

- A respectful workplace
- Respectful communication
- Cooperation and teamwork among all employees
- Employee participation and perspective-sharing
- Healthy work / life balance

Employee Recognition

In 2022, our employees were featured prominently through the diversity campaign promoting All4Labels Group's commitment to these values. Showcasing the company's efforts to create a diverse and sustainable workplace helps attract a more diverse pool of talent and enhances our reputation as a socially responsible organization.

Some of the initiatives we promote are:
- Employee testimonials through videos
- Creation of templates for job advertisements and job fair flyers
- Social Media content:
  - Established regular content employees, to paint an authentic picture of what it's like to work at All4Labels Group and support recruiting talent

- Instagram account solely focused on showing "life at All4Labels Group" to highlight job opportunities and insights

In 2022, All4Labels Group refreshed our company values. They are now CORE: Curiosity, One Team, Responsibility, Empowerment. This was done by conducting a survey and giving all employees the chance to contribute their opinions, which also strengthened how much employees identified with the values in the long run.

Training & Development

By investing in employee training and development, All4Labels Group leverages productivity and efficiency by promoting awareness, skills development, and best practice while also working to improve employee satisfaction. Overall, training and people development are key enablers for achieving our long-term sustainability goals.

In 2022 we started monitoring the hours of training invested per employee, per year, for the employees with access to the online platform.

Average number of training hours per employee in 2022	22.98

All4Labels Group aims to offer career development opportunities and foster a culture of continuous learning, to increase employee engagement, boost retention, and build a more committed and productive workforce. In 2022 we directed HR efforts toward these topics.

The objective is to drive continuous learning & development programs across all countries, consolidate training offerings and needs, and create development routes for employees, to ensure that our people have the necessary knowledge and skills to meet the demands of an ever-changing business landscape. Some of the activities we have run include:

- A first international talent development program for future leaders with participants from headquarters and the production sites
- Several Leadership trainings and coaching for managerial teams across the production sites
- Recurring language courses in language including English, German, Italian, and Spanish, to facilitate communication between the regions in which we operate
- Individual tailored trainings to upskill our employees, for example, communication training in our Headquarters
- Pilot of LinkedIn Learning to start building a culture of continuous learning.

2.2 Health & Safety

Health, safety & well-being are essential factors for All4Labels Group's sustainable development. Prioritizing employee health and safety measures, providing access to healthcare, and promoting work-life balance, benefit our employees, and can also lead to increased productivity and engagement.

Health & Safety during the COVID-19 pandemic

During the pandemic, All4Labels Group created a safe working environment through the implementation of agile processes and the flexible cooperation of our colleagues producing on-site. Thanks to this, the spread of the virus was largely prevented, a trend that has continued even as local restrictions and regulations have been reduced.

In 2022, one of the major challenges was how to adapt Group-wide measures to prevent COVID-19 infections, and how to communicate these measures to employees, as regulatory requirements changed in short cycles in the many countries where All4Labels Group operates.

As in the past, a very high level of safety was prioritized, to protect the people in our plants and offices in the best possible way.

Various departments worked and made valuable contributions to virus control efforts and processes at All4Labels Group sites under the coordination of the Global Safety, Health, and Environment Team (SHE Team), resulting in a comprehensive approach in which every single employee has played an integral part.

Our COVID-19 prevention measures include:

- Development of a contingency plan, defining measures to be taken to prevent or act in case of contamination.

- Continuous sanitation measures for workplaces, restrooms, and other company environments.

- Provision of alcohol-based hand sanitizer dispensers in all company areas, distribution of medical masks (FFP2 or KN95 Standard) to all employees, and distribution of rapid tests for self-administration in some regions.

- Weekly update with relevant information for employees, in addition to broad and direct communication if a positive case of COVID-19 is detected at the plant.

- Frequent actions to make employees aware of the mandatory use of masks, distance, use of alcohol-based hand sanitizers, and hand hygiene.

- Support given to official COVID-vaccination events held locally or even at the site, to provide the highest level of protection for all employees.

Health and Safety management

The Global Safety, Health, and Environment team supports directly all Managing Directors and the respective safety manager in all All4Labels Group sites. The team comprises a Global VP of Safety, Health and Environment, in the lead of the team and directly responsible for the alignment of safety to the All4Labels Group strategy. A Global Safety, Health and Environment Engineer and a Global Safety Coordinator to support on-site with assessments. A corporate Health Manager coordinates activities focused on people's health and well-being within the organization. Two new positions are planned in 2023 to strengthen our safety culture within the organization.

All4Labels Group maintains a Health and Safety Management System that is based on a combination of the German Health & Safety regulations, and OSHA requirements. Implemented in accordance with current regulations, it follows or exceeds national guidelines. Every employee, contractor, and guest is covered by the system, which comprises measures and procedures for health promotion and accident prevention this system is outlined in our Safety, Health & Environment policy. The process is streamlined and updated both globally and locally through the rollout of Global Safety, Health and Environment management software.

The Health and Safety Management System will be further improved in 2023 by the rollout of at least 12 global directives that will define Life-Saving Rules and minimum safety standards that will apply to all All4Labels Group sites across the globe. These directives are accompanied by extensive trainings and a corresponding gap analysis to identify possible improvement areas.

All4Labels Group periodically carries out occupational risk, hazard, and damage analysis at all workplaces. Based on the identified risks, supplementary protective measures are drawn up to guide the relevant employees. These employees receive training at least once a year, and in many cases more frequently, to safeguard their health and safety at work. The Management System also contains procedures that describe safety and investigation measures in case of accidents, facilities alarms, and emergency response plans.

Highlights of our health & safety initiatives

All All4Labels Group's new starters are trained on health & safety, and our employees regularly receive updated trainings on the organization's health and safety rules and measures. Some activities are part of a specific training agenda, such as chemical safety, use, and handling of forklifts, or work at heights. Other topics are more general, such as the correct use of personal protection equipment (PPE), safe behavior, safe machinery and equipment operation, and accident control. These trainings are done formally as well as informally, for example at shift change, using Toolbox Talks from the corporate Global Safety, Health and Environment Team, or created directly on-site.

In 2022, a comprehensive global safety survey was conducted to evaluate All4Labels Group's level of maturity, to develop a customized strategy for fostering a strong safety culture. A participation rate of 51% was achieved across the entire organization. The findings were used to create a behavioral safety training program for leaders, which was subsequently delivered to the entire cohort of German leaders, as well as to the leadership teams in Sankt Gallen (Switzerland) and Pudsey (United Kingdom). Significant attention was dedicated to conducting machine safety assessments, which were complemented via regular site visits from a Global Safety, Health, and Environment Team engineer.

Furthermore, a series of comprehensive training programs were implemented globally to equip and empower All4Labels Group colleagues on-site. These trainings were prepared by a qualified psychologist, designed specifically to train leaders to understand the human decision-making process, and how to communicate safe behavior with colleagues in a positive manner. There is great potential for the survey and training programs to be repeated and rolled out further, and act as a solid benchmarking of the organization's cultural progress and maturity.

As well as providing training programs on safety culture, All4Labels Group also performed a risk assessment for mental load at work, with a participation of 63% of the headquarters employees. To facilitate the analysis, 12 potential remedial areas for the five primary stress areas (group working atmosphere; superior behavior; work task/activity, work organization; and environmental conditions) were created.

These categories are mobile working; social backing; versatile working; collaboration; information and participation; holistic work; the opportunity to act; suitable quantitative work; the opportunity to develop; suitable workflows; suitable appropriate substantive work requirements; and suitable working environment.

They served as a framework for identifying specific solutions and formulating action plans. The outcomes revealed that to address "suitable workflows" and "suitable working environment," a thorough examination was necessary. A workshop with employee representatives will take place at the beginning of 2023 to discuss and propose solutions for further improvements, and regular meetings are scheduled to monitor the progress of the recommended measures.

Safety Walks are unstandardized walks of the sites done by leaders with a focus on unsafe acts, unsafe conditions, and improvement potentials, which have been monitored on the group level using an Unsafe Acts and Conditions Rate as a KPI since 2022.

Toolbox Talks are dedicated small training sessions done during production or shift changes, that train current safety-related topics, incident reports, or safety and health-related topics outside of work (e.g. safe driving).

Best Practice sharing is done regularly across sites, utilizing communication channels such as corporate TVs and weekly safety exchange meetings with all safety representatives and managers.

Occupational health

The occupational health activities that All4Labels Group offers employees vary between different regions and countries. Generally, All4Labels Group offers medical consultations through several channels. Every site has trained first responders in case of emergencies, minor injuries, or symptoms of illness. Furthermore, the risk assessments conducted at the site level include the evaluation of psycho-social risks. If necessary, corresponding corrective actions are taken, a process supported at site-level by the Global Safety, Health and Environment Team. Some regions offer on-site vaccination programs or further training on the dangers in everyday life, such as malaria, meningitis, or Zika-Virus. In addition, globally-led health activities and initiatives are rolled out, like a step challenge and an All4Labels Group-wide Health Day.

Occupational Health All4Labels Group

	2020	2021	2022
Total Recordable Incident Rate (TRIR)	2.04	1.25	0.77
Near-Misses	12	74	30
First-Aid Cases	103	54	58
Recordable Cases	59	30	25
Fatalities	0	0	0

The significant reduction of the TRIR from 2020 to 2021 continued in 2022 with a further reduction of 38% compared to 2021. Thanks to the work of the Global Safety, Health and Environment Team and colleagues on-site, the recordable incident rate decreased by 58%.

Our achievements in health & safety have shown All4Labels Group's ability to analyze Near-Misses and find solutions to avoid re-occurrence. A crucial catalyst for this increased reporting is the previously mentioned Toolbox Talks, which has stimulated a shift in recording risks in and out of work, as well as the safety walks, which enabled the workforce to understand unsafe conditions and empowered them to report and correct such conditions.

Furthermore, All4Labels Group has become more efficient in creating and sharing best practice, knowledge, and potential solutions.

In 2022, All4Labels Group reached a milestone, where a total of 10,557 Safety Walks were conducted.

This is an increase of 170% compared to 3,907 in 2021. An increase of 120% in the reporting of unsafe acts and conditions was also achieved from 4,079 in 2021 to 8,952 in 2022. Both these initiatives have increased the safety culture and the awareness of the risk of the colleagues working on-site.

2.3 Respecting Rights in The Value Chain

Human & Labor rights

As a company with high standards of compliance, due diligence, and integrity, All4Labels Group is committed to respecting all internationally recognized human rights in our business areas and our supply chain.

To strengthen the protection of human rights within the global supply chain and because this is part of our corporate culture, in 2022 a Human Rights Officer was appointed, responsible for diligent monitoring of risk on human rights and environmental risks, ensuring compliance, and reporting regularly to the Management Board.

All departments of All4Labels Group, in particular the Human Resources and Health and Safety departments, are responsible for ensuring that human rights are safeguarded within our own operations as well as along the value chain, working closely in alignment with our Human Rights officer. A full Human Rights strategy for All4Labels Group is currently in development. To further strengthen compliance standards, we continuously promote our global whistleblower system, which allows for anonymous reporting.

Through our policies, including the Code of Conduct / Supplier Code of Conduct / Policy Statement, Anti-Harassment Policy, and Diversity & Inclusion Policy, we guide our actions and ensure that we contribute to the respect of human rights both internally and externally.

Our human rights policy aligns with the United Nations Universal Declaration of Human Rights (UN-UDHR), the conventions and recommendations of the International Labor Organization (ILO) on labor and social standards, and the principles of the United Nations Global Compact (UNGC). Our Code of Conduct, Human Rights Policy, Supplier Code of Conduct, and Core Values are keystones that ground our actions and our relationships with employees, customers, suppliers, and local communities, in professionalism, dignity, and respect.

In line with our commitment to promote sustainability across our supply chain, All4Labels Group monitors and encourages business practices in accordance with existing laws and regulations. To this end, we conduct an annual self-assessment questionnaire that evaluates suppliers based on their compliance with legal, social, and environmental criteria.

We are pleased to report that no critical environmental or social issues were identified in our supply chain, and there was no risk to freedom of association and collective bargaining, child labor, or forced or slave-like labor in supplier operations. As a result, we did not experience any disruption to our supply chain due to social or environmental issues. Our procurement team prioritizes working with suppliers who share our commitment to these standards.

Sustainability Report 2022

PLANET

Why it's important to All4Labels Group

All4Labels Group is committed to mitigating the effects of climate change. We do this by enforcing high standards to achieve the most efficient and responsible resource utilization.

Responsibility within All4Labels Group

All4Labels Group's Operations team drives continuous efficiency improvements at our production sites, in alignment with our Technology & Engineering, and Sustainability teams.

3.1 **Environmental Management**

Environmental management is a central focus of our organization. The commitment spreads from upper management across the whole company. We have taken significant steps to reduce, manage and mitigate the impact of our CO2 emissions, energy consumption, materials used, and waste management. We also prioritise the inclusion of recycled materials in finished products, while enhancing the recyclability of our portfolio. This allows for the various teams involved in environmental management to develop and expand strategies aimed at achieving our targets defined in our 3Ps Business Model.

Given the strong attention to mergers and acquisitions in 2022, the principal challenges have been in bringing harmonization across the entities that now make up All4Labels Group, and in elevating an already high-performing business.

Operations & Resource Efficiency

All4Labels Group believes that materials management is intimately connected to business strategy and product development. With the support of the Research and Development team and in response to growing market demands, we plan to expand solutions developed from recycled materials, as well as from renewable sources. Currently, the main materials used by All4Labels Group are pressure-sensitive materials (film- and paper-based), inks, varnishes, and mono layer materials (film- and paper-based).

The purchase of materials increased in 2022 versus 2021 due to the acquisitions made by All4Labels Group. In addition, as a result of the 5-month paper industry strike in Finland, we increased our safety stocks to ensure a steady supply to our customers, as this was having a direct effect on our stocks from Q1 to Q3 2022. We ended the year with the supply chain reestablished.

The establishment of our Global Procurement Team enabled us to enhance our visibility and monitoring of material purchases and consumption across all regions, including our operations in China and South Africa. The Global Procurement Team was put in place in June 2021 and finished its consolidation by January 2022.

> " We are pioneers in exploring beyond the boundaries of technology to develop revolutionary solutions that transform the packaging market, encourage change, and lead the way for a more sustainable future. "

Jens Nilsson
CTO

Materials purchased at All4Labels Group by weight (kilograms)

EMEA			
Materials (kg)	2020	2021	2022
PSL film-based	24,233,209	22,653,546	23,757,059
PSL paper-based	13,606,240	12,726,321	16,320,304
Inks and Varnishes[4]	2,038,605	1,803,359	1,684,904
Monomaterial film-based	6,808,111	6,476,346	8,145,431
TOTAL	46,686,165	43,659,572	49,907,697

APAC			
Materials (kg)	2020	2021	2022
PSL film-based	*	*	1,034,493
PSL paper-based	*	*	115,382
Inks and Varnishes	*	*	53,666
Monomaterial film-based	*	*	141,420
TOTAL			1,344,962

* Material monitoring started in 2022

[4] The 2020 and 2021 figures for Inks and Varnishes have have been restated due to a change in calculation. The numbers in this report are correct.

LATAM			
Materials (kg)	2020	2021	2022
PSL film-based	3,933,408	3,633,338	4,766,206
PSL paper-based	738,619	813,872	2,222,151
Inks and Varnishes	487,873	357,474	611,011
Monomaterial film-based	878,457	1,050,799	3,554,938
Monomaterial paper-based	2,884,767	2,062,169	1,878,070
TOTAL	8,923,124	7,917,652	13,032,376

TOTAL			
Materials (kg)	2020	2021	2022
PSL film-based	28,166,617	26,286,884	29,557,758
PSL paper-based	14,344,859	13,540,193	18,657,837
Inks and Varnishes[5]	2,526,478	2,160,833	2,349,581
Monomaterial film-based	7,686,568	7,527,145	11,841,789
Monomaterial paper-based	2,884,767	2,062,170	1,878,070
TOTAL	55,609,289	51,577,225	64.285.035

Material intensity

	2020	2021	2022
Total material purchased (ton)	55,609	51,577	64,285
Net revenue (M EUR)	467	528	719
Material intensity rate (ton/ M EUR)	119	98	89

[5] The 2020 and 2021 figures for Inks and Varnishes have been restated due to a change in calculation. The numbers in this report are correct.

Materials by source[6] (kg)

Materials (kg)	2020	%	2021	%	2022	%
Renewable	17,229,626	31%	15,602,363	30%	20,535,907	32%
Non-renewable	38,379,663	69%	35,974,862	70%	43,749,127	68%

Energy

In 2022, our total energy consumption, which is the consolidation of electricity and heating, was 101,895,771 kWh versus 88,061,794 in 2021. This relative increase is due to the increase in the number of production sites belonging to All4Labels Group, also known as the portfolio effect.

Regarding electricity, the highest proportion of the increase in kilowatt/hour (KWh) used in 2022 was centered in countries where new sites were acquired, specifically the United Kingdom, Spain, Italy, and Brazil. At the same time, some core sites presented an increase in their electricity needs – for example Mexico and South Africa – as such had new machines installed.

Total heating consumption decreased by 16% even with the incorporation of new production sites into the portfolio. In particular, our core sites in Brazil, Italy, and Germany enhanced operational efficiencies by decreasing administration and production temperatures, reutilization programs including sourcing of energy from nearby waste management factories, and regenerative thermal oxidation systems.

Energy consumption within the organization

	2020	2021	2022
Heating kWh	17,460,337	21,647,513	18,716,431
Electricity kWh	65,419,467	66,414,282	83,179,340
TOTAL[7]	82,879,805	88,061,794	101,895,771[8]

[6] The 2020 and 2021 figures for Inks and Varnishes have have been restated due to a change in calculation. The numbers in this report are correct.
[7] Total energy consumption refers to renewable and non-renewable sources.
[8] The relative increase is due to the incorporation of new production sites, M&A process, to All4Labels Group.

Energy intensity

	2020	2021	2022
Total energy consumed (kWh)	82,879,805	88,061,794	101,895,771
Purchased raw material (ton)	55,609	51,577	64,285
Energy[8] intensity rate (kWh/ton)	1,490	1,707	1,585

At All4Labels Group, 100% of the electricity consumed was sourced from renewable sources (wind and solar) in 2022, acquired via high-quality Energy Attribute Certificates (EACs). This use of renewable electricity reduced our greenhouse gas (GHG) emissions by 25,617.51 t CO_2e, reducing our Scope 1 and 2 by 98%. We are glad to continue with this investment, which started in 2021.

Last year All4Labels Brazil submitted its Renewable Electricity transition initiative to the Sustainability Program run by Ambev, which aims to recognize supply chain actors for their efforts in mitigating the effects of climate change. In December 2022, All4Labels Group, represented by the Blumenau site, was awarded for its commitment towards carbon neutrality. We were one of four companies recognized, among 180 that participated in this program. This is a very important recognition which strengthens the efforts that All4Labels embeds within the business every day, for mitigating the effects of climate change.

These certificates were used once for each use-case, as per local legislation. These numbers were calculated using a market and location-based method – an approach recommended by the GHG Protocol.

Last year showed a reduction of 5% in our total electricity consumption for our core portfolio of sites. This means 3,211 MWh, as presented in the graph below, achieved mainly by sites located in Argentina, China, Germany, and Romania. Initiatives that helped achieve this reduction include moving more shifts to the morning to maximize the use of natural light, reducing of the number of lights, and replacing them with LED bulbs.

Thanks to investments in new equipment to control temperatures in the production environment, LED curing technologies, energy storage, and reutilization programs (including sourcing energy from nearby waste management factories), and installing new regenerative thermal oxidation systems, electricity use has stayed stable and performance remained high.

[8] Energy = heating and electricity

Portfolio Effects: 2020 vs 2021 vs 2022 Global Electricity Consumption (MWh)

65,4
62,9
2,5
2020

Core
+5%

66,4
65,9
0,5
2021

Core
-5%

83,2
62,7
20,5
2022

Core
M&A
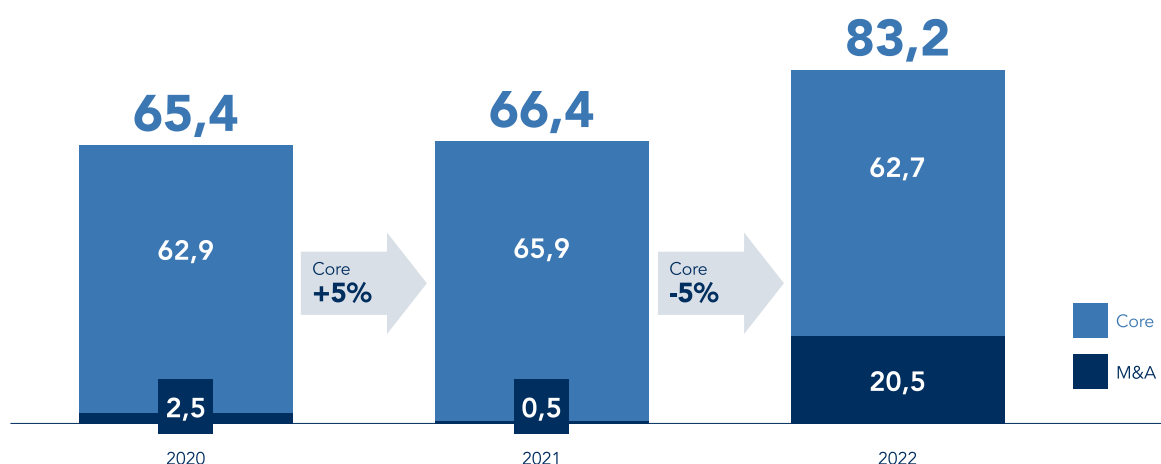
Staff at our production sites continuously strive to optimize our processes, in order to improve the efficiency of our resource. Some of these initiatives include:

Solar panels

At our site in South Africa, we have been generating on-site electricity since 2018 via solar panels. At the end of 2022, a total of 211,378kWh had been produced, according to ENEX Partner PTY LTD, the company that manages the solar installation. This electricity serves one of the main administrative buildings which also houses servers. We are looking at plans to expand solar capacity, an initiative which is made more urgent by the current electricity load shedding crisis in South Africa. Furthermore, total CO_2 emissions savings add up to 215 tons since installation date, also according to ENEX Partner PTY LTD.
Another solar panel installation for on-site electricity generation is in Italy where it has been running since 2012. In 2022 350,714 kWh were produced, representing 6,71% of the total electricity needs which adds up to 95,14 tCO_2 emissions avoided. 4,122,051 kWh have been produced since the installation.

Source: https://ourworldindata.org/

LED Curing

The retrofitting of 72 printing machines in 13 different All4Labels sites started at the end of 2022 after a year of development. The development processes included screening suppliers for best possible durability, compatibility, and service capabilities. We expect to finalise this project in December 2023. Contractual obligations were set in place to secure the success of the project which has a total investment of 4,815,958 €, with potential a 6,741,696 kWh electricity saving according to the UVLED supplier. This could leads to 1,934 tCO_2 of avoided emissions, according to internal calculations based on Our World in Data source (2021)[1]

GHG Emissions

Climate change is the most pressing challenge our society faces. All4Labels Group aims for carbon neutrality by 2025 (Scope 1 & 2). Since 2020, we count on the support of an external consultancy to assess and develop our Corporate Carbon Footprint and emissions reduction plans.
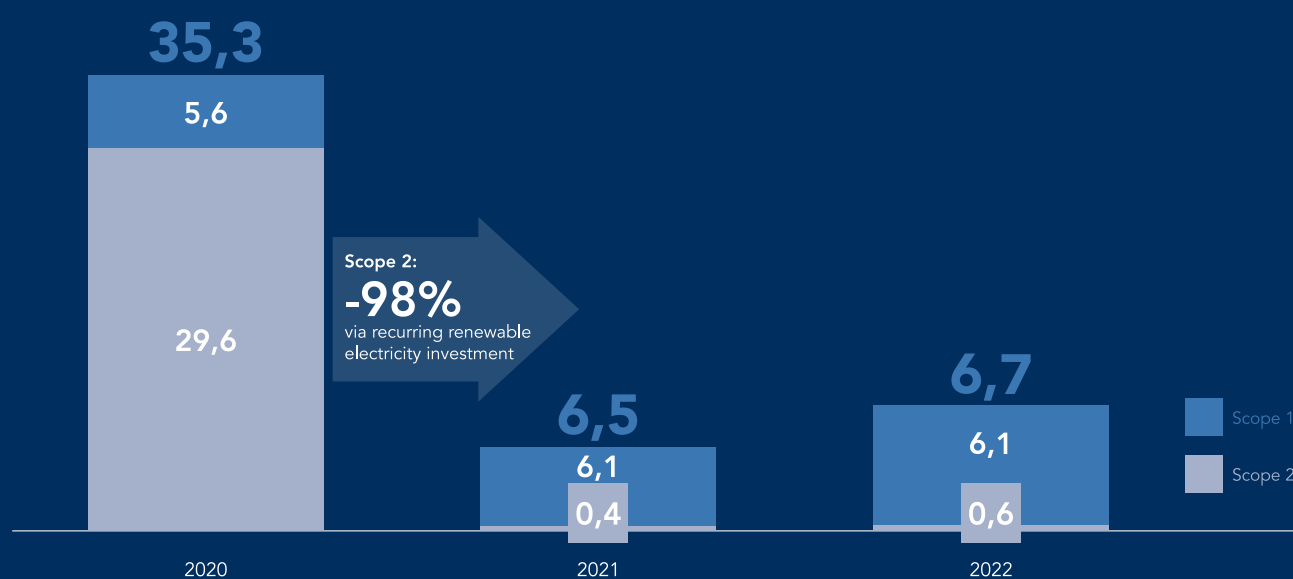
Emission sources

All4Labels Group's Scope 1 direct emissions amount to 1.5% of our total emissions. During 2022, heat and refrigerant leakage, belonging to Scope 1, experienced a decrease while vehicle fleet went up. This reduction means 767t CO_2e less emissions compared to 2021 for direct emissions from company facilities. On the other hand, vehicle fleet rose by 154% reflecting the enhancement of in-person meetings post-covid, and the expansion of the fleet itself via M&As.

The transition to renewable electricity, which is a recurring investment for all All4Labels Group's sites and locations, had the positive impact of mitigating 25,617.51t CO_2e of GHG emissions and brings our indirect emissions related to Scope 2 to 0.1% for the whole organization.

The size of our Scope 3 emissions in 2022 was in the same proportion the previous year. In 2022, 98.4% of All4Labels Group's total emissions were related to sources outside the organization, of which 70.9% were within purchased goods and services.

In the introduction of this report, it was already mentioned that 2022 saw a strong focus on mergers and acquisitions. The 12 new production sites added to the group in 2022, represent 29.7% of the year's total emissions – or 124,271.2 t CO_2e across scopes 1-3. The core portfolio of sites contributed 70.3% of total emissions in 2022 (293,977.9 t CO_2e).

Ultimately, overall emissions for the organization increased by 50.9% as shown in the table below. However as mentioned, 88% of this increase is connected to newly acquired sites, with the remaining 12% represented by the core portfolio of sites – where most of this was related to the increased volume of materials purchased last year and the accompanying logistics.

2020 vs 2021 vs 2022 Global GHG – Scope 1 & 2 (t CO$_2$e)

35,3

5,6

29,6

Scope 2:
-98%
via recurring renewable
electricity investment

6,5

6,1

0,4

6,7

6,1

0,6

Scope 1
Scope 2

2020

2021

2022

In 2021 we enhanced our carbon accounting when assessing scopes 1-3 (more details in the appendix), meaning that Scope 3 data is available for comparison between 2021 and 2022.

Greenhouse Gas Emissions (ton)

(tonCO2eq)	2020	2021	2022
Direct emissions (Scope 1)	5,633.6	6,136.5	6,143.0
Indirect emissions (Scope 2)	29,639.2	406.0	556.9
Other indirect emissions (Scope 3)[9]	-	270,610.4	411,549.3
TOTAL (Scopes 1 & 2)	35,272.8	6,542.5	6,699.9
TOTAL (Scopes 1 - 3)	35,272.8[10]	277,152.4	418,249.2

Intensity of Greenhouse Gas Emissions

	2020	2021	2022
Emission intensity rate (Scopes 1 & 2) (tonCO2eq/ton)	0.63	0.13	0.10

[9] Scope 3 was not measured in 2020
[10] The total reported in 2021 was 35,326.8 when the actual number is 35,272.8 (54 tons over reported). The numbers for Scope 1 & 2 were correct.

Waste

Waste management at All4Labels Group is based on the commitment to recycle and reuse waste in our operations, with a focus on reducing the volume of solid waste generated and disposed of.

In 2020, we piloted an assessment designed to increase visibility over key elements including waste volume generated at all All4Labels Group plants. This assessment was a success thanks to the ongoing efforts of our production sites in conjunction with cross-functional teams.

However, there are differences between regions in terms of waste and recycling infrastructure. In some regions this infrastructure is well-developed, in some, landfilling is more affordable, and in others, recycling is not widely available. With this in mind, the Global Sustainability team supported our sites through active partnerships with Packaging associations, for example with Celab Europe, as an active member, we strive for glassine and PET-liner & matrix recycling solutions.

In 2022, the total waste generated increased due to mergers & acquisitions. From the total 2022 figure, newly acquired sites represent 31%. By contrast, the core portfolio of sites decreased its total waste by 10% versus the previous year.

Portfolio Effects: 2020 vs 2021 vs 2022 Global Waste Generation (tons)
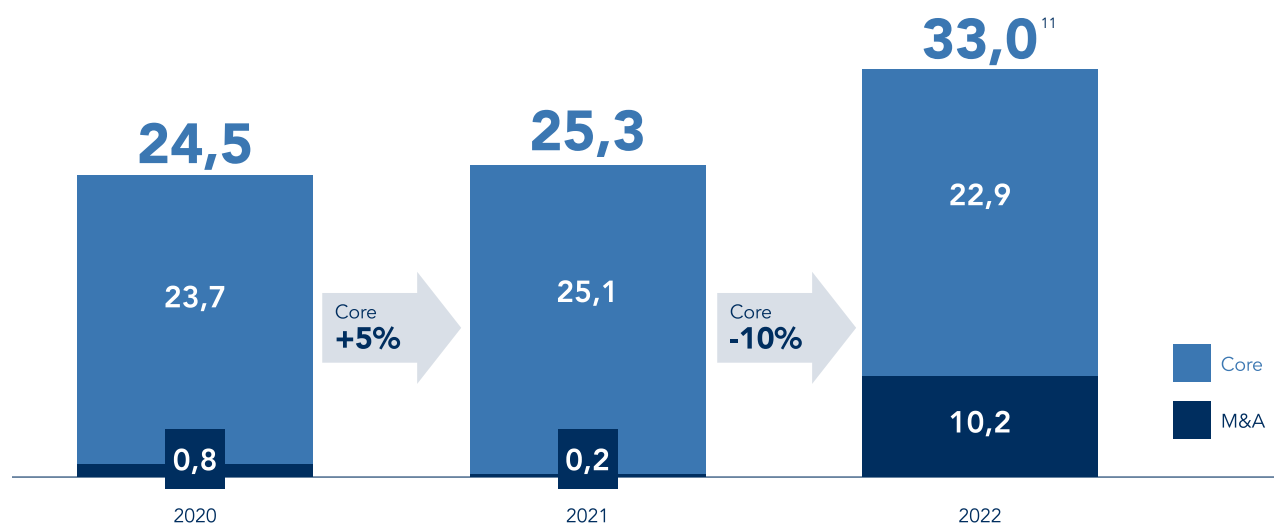
[11] The relative increase is due to the incorporation of new production sites, M&A process, to All4Labels Group.

Think
digital!

The core portfolio of sites have decreased landfill waste disposal by 9% in 2022. This achievement occurred mostly in Brazil, Argentina, France and Germany. All4Labels Blumenau reached zero landfill disposal at the beginning of 2023, but their journey to reach this milestone started years ago with a proactive, concerted search for partners to dispose of waste appropriately. This is particularly notable given the challenging and poorly connected country in terms of waste management infrastructure.

Total hazardous and non-hazardous waste

Volume (kilograms)	2020	2021	2022
NON-hazardous waste	23,385,337	24,232,876	31,407,966
Hazardous waste	1,163,716	1,090,068	1,639,102
TOTAL	24,549,053	25,322,944	33,047,068

Hazardous and non-hazardous waste, by final disposal

	Volume (kilograms)	2020	2021	2022
NON-hazardous waste	Recycling	9,612,193	11,595,997	18,272,725
	Incineration	12,208,888	10,574,701	10,494,686
	Landfill	1,564,255	2,062,178	2,640,556
Hazardous waste	Recycling	390,290	257,765	240,837
	Incineration	376,824	662,322	817,177
	Landfill	396,602	169,981	581,089
TOTAL		24,549,053	25,322,944	33,047,068[12]

---

[12] The relative increase is due to the incorporation of new production sites, M&A process, to All4Labels Group.

Our operations and sustainability leaders collaborate with teams at each production site to enhance waste management plans based on the most appropriate available solutions for each location, complying with local- and country-level legislation. Some initiatives from 2022 are highlighted:

Waste Recycling and Reuse

In 2022, we made significant environmental progress in our Latin American region. Our site in Blumenau (Brazil) successfully achieved zero landfill disposal, which prevented inappropriate waste disposal and advanced our commitment towards UN SDG 12: responsible consumption and production. This journey started in 2010, when all our recycling partners were carefully qualified by All4Labels Group following strict environmental criteria. All4Labels Blumenau has embraced recycling initiatives and now effectively manages a wide range of waste materials without adhesive, including paper, cardboard, plastic, metals, tubes, pallets, isopropyl alcohol, and ink waste. Since 2020, the site has diverted at least 97% of its waste from landfill. Additionally, by implementing waste co-processing (resource recovery) for organic bathroom waste, we have achieved the remarkable milestone of zero landfill disposal.

Additionally, in Mexico City and Marialva (Brazil) sites, we have begun adopting co-processing for our waste, as an alternative to landfill. Meanwhile, in Tubarão (Brazil) site we implemented reverse logistics for ink buckets, thereby reducing waste.

Our site in Kassel (Germany) has been continuously working to optimize its waste disposal. A good example is the liner waste generated while producing pressure-sensitive labels with multi-layers, which is usually sent to recyclers who make small strips for packing wine bottles.

Furthermore, our site in Witzhave – Hamburg (Germany) ran a successful industrial trial for matrix waste from the pressure-sensitive label production process, by collaborating with a strategic partner to recycle this waste back into a raw material (resin). This trial resulted in a 44% of cost reduction compared to incineration disposal. The waste management industry is constantly working on reducing emissions generated by the creation of plastic waste. As next steps, we are focusing on increasing the collection rate and introducing this process to other All4Labels Group sites to expand the recycling program and drive progress towards our zero waste target.

Water

Through an internal assessment in 2021, we evaluated the total water profile of our operations and concluded that All4Labels Group's impact on water resources is minimal. As such, water management has not featured as a critical element of our environmental stewardship analysis.

All4Labels Group production processes utilize water without significantly consuming or depleting it, and we operate in areas where water scarcity or water-related issues are not pressing and therefore do not pose significant risks to our operations.

Furthermore, All4Labels Group ensures that the amount of water that has been utilized returns to the source without significant contamination and complies strictly with the local regulations where we operate.

Water consumption

m³	2020	2021	2022
Water consumption	48,460	57,120	88,853

We decided to disclose total water consumption as it's shown in our materiality matrix. We track it to maintain good practice and ensure continued strong water stewardship. Water consumption is one of the key KPIs we monitor monthly.

"The All4Labels team believes in implementing cutting-edge technologies to drive positive and sustainable outcomes and align ourselves with a greener future. We maximize efficiency, minimize waste, and propel our journey towards a better tomorrow."

Chen Yan
Head of Global Operation Technology

Global Sustainability Report 2022

PRODUCT

Why it's important to All4Labels Group

All4Labels Group is committed to delivering the most positive impact possible through product design, innovation, quality, value chain transparency, and strong collaboration with our stakeholders.

Responsibility within All4Labels Group

In conjunction with multidisciplinary teams within our organization, from Procurement, and Quality, to Sales and Operations, our R&D and Sustainability team has been promoting sustainable transformation at All4Labels Group.

4.1 Sustainable Innovation

Product and Sustainability

As a result of our recurring investments in research, development, and state-of-the-art production technologies, and to achieve the best-in-class sustainability performance towards circularity, in July /2022 we launched the STAR Portfolio - an innovative portfolio of products, services, and solutions - to enable All4Labels Group's commitments to match the needs of our customers and our planet, to allow us to meet customer and market needs, and to accelerate progress towards our reduce, reuse and recycle packaging targets.

The STAR Portfolio has been progressively released to the market through an exclusive and comprehensive range of labels and primary packaging, designed to be 100% recyclable, and/or contain between 25% and 100% recycled content. The application of detachable adhesives in pressure sensitive labels, or mono-materials for laminate tubes and flexible packaging, aims to make the packaging suitable for recycling at scale, or at least to support the improvement of a process called sink/float separation of plastic containers. Solutions designed to release reduced emissions through innovative and optimized production processes at All4Labels Group, and materials from renewable sources and recycled content, are also available. This is complemented with additional technical services for multiple labeling and packaging applications to promote circularity across the entire value chain and to support the qualification to leverage the usage of these products and materials.

STARCRYSP
A recyclable shrink sleeve for PET bottle recycling

STARFLOAT
A shrink sleeve that enables plastic bottle recycling

STARFLAKE
A pressure-sensitive label that enables plastic bottle recycling

STARWASH
A pressure-sensitive label for returnable glass bottles

STARSHINE
Metallic Embellishment with reduced emissions

STARBLOCKER/ STARCYCLE
Mono-material flexible packaging fully recyclable

STARTUBE
Laminate tube fully recyclable

STAR360
A wrap around label that enables PET bottle recycling

STARDOUBLE
Multi-layer pressure sensitive label with reduced emissions

The STAR portfolio comprises 13 products: 5 are fully recyclable solutions, of which 2 are still under development; 2 are designed with reduced emissions; 4 are designed to support bottle/container recyclability; and 2 are portfolios of exclusive materials.

The fully recyclable STAR products:

STARCRYSP: this shrink sleeve, in combination with washable inks, can be recycled together with the PET bottle.

STARTUBE: recyclable material fully compatible with the existing HDPE recycling streams.

STARBLOCKER/ STARCYCLE: recyclable materials fully compatible with the existing polyolefin recycling stream.

STAR products manufactured with reduced emissions:

STARSHINE: metallic embellishment printed in hybrid technology (conventional and digital), replacing metallic foils.

STARDOUBLE: multi-layer pressure sensitive label produced in a special configuration that uses less material and generates less waste than previous iterations.

STAR Products that support recyclability:

STARFLOAT: a floatable shrink sleeve that supports recycling by separating easily from the PET bottle flakes due to density difference during the sink and float process.

STARFLAKE: a detachable adhesive that supports bottle recycling by clean separation of the label flakes from the PET flakes. Additionally, through the concept of mono-material approach, this label can be recycled together with colored HDPE/ PP containers.

STARWASH: a wash-off adhesive for returnable glass bottles. The complete label is detached in the cleaning process.

STAR360: A detachable wrap-around label that supports recycling by clean separation of the label flakes from the PET flakes.

Two material portfolios are also part of the STAR range:

STARLOOP is our portfolio of materials made with Post-Consumer Recycled content (PCR):

Recycled fractions of material are those that, after use by consumers, have been derived from the solid waste stream and processed into new material in a recycling stream.

- Pressure sensitive labels: plastic facestock up to 30% PCR (mechanical) and 90% chemically recycled, liner up to 90% PCR

- Shrink sleeve: 30% PCR, 50% PCR under development
- Tubes: 25% PCR
- Special paper: for PSL and Wet & Glue labels up to 100% PCR

STARNATURE is our portfolio of materials from bio-based resources

- Pressure sensitive labels: plastic facestock made of agricultural waste, marble-based, cotton, sugar cane, etc.
- Shrink sleeve & Flexible packaging: made from polylactic acid (PLA) from corn

Our STAR designs were developed by our All4Graphics business unit to communicate our solutions to the market. The clean design and green color show the connection to the environment; an example of a real application points to a potential recycling stream; and the relevant sustainable feature is highlighted to differentiate each solution and link it to the product category. Finally, all All4Labels Group trademarks are placed next to QR codes to enhance interactivity with our customers.

• Clean & Green design

• Example of application / product (shampoo)

• Product category / PSL

• Trademark

HAIR SHAMPOO

SUSTAINABILITY | PET BOTTLE

PSL | DETACHABLE ADHESIVE

STARFLAKE

All4Labels

Example of application • / PET bottle

Differentiation •

QR code linked • to Sustainability website

All4Labels logo •

R&D Programs

In 2022, All4Labels Group initiated several partnerships with universities, fostering cross-disciplinary approaches to sustainable innovation and leveraging expertise from different fields, to strengthen research and development and create more comprehensive and effective solutions. Academic institutions often have a strong focus on sustainability, which can help to ensure these principles are integrated throughout the innovation process.

All4Labels Group signed a commitment to support R&D projects with two universities in Italy and Brazil – regions where we operate with a strong focus on innovation. Ph.D. students and Ph.D. holders have been working exclusively with All4Labels Group on our projects, aiming to develop the future generation of completely recyclable adhesives and bio-coatings for paper packaging solutions.

4.2 Product Design

Innovation Hubs

To complete the STAR portfolio of sustainable products, we offer services and solutions through our Innovation Hubs to embed sustainability in product development.

R&D Laboratories: Our innovation laboratories, equipment, scientists, and experts are dedicated to supporting the industry and our customers to develop and guarantee the outstanding performance of our labeling and packaging solutions.

To strengthen research, development, and technical support activities, in 2022 we invested in new resources to further equip our Global R&D team:

- Under the leadership of one dedicated senior expert, our laboratories and routines were harmonized across the regions we operate, and all test protocols were standardized and made available for all All4Labels Group sites

- The laboratories were equipped to be able to perform all APR, Recyclass and EPBP test methods for recycling accurately, reinforcing the commitment of All4Labels Group to drive sustainable innovation through R&D activities

- We invested 300,000 euros in new resources and equipment for the main laboratory in Germany, to support its continuous improvement and to support scientific research for the development of new products

We aim to offer sustainably engineered solutions: from design concepts through All4Graphics, to development and qualification processes designed by our R&D labs for our customers, suppliers, strategic partners, and associations. Our laboratories in Germany and Italy are currently our main hubs, and we are expanding the concept to Latin America in 2023.

ALL4GRAPHICS – A graphic service at all stages: a dedicated business unit that integrates R&D and Sustainability guidelines through innovation, creativity, technical design, and all pre-press processes with agile workflows.

Prototyping by All4Graphics is a powerful tool for packaging development: Through the combination of graphic development, artwork preparation, prototyping, and ultimately a file management platform in the cloud, we actively support customers and brand owners to develop solutions to minimize their environmental footprint:

- High-level realistic simulation of several printing technologies on a digital printed proof using real substrates

- Our machinery fingerprint technology achieves 98% color accuracy compared to traditional processes

- Gives a true view of the color impression as well as hot or cold foil & varnish effects, as the simulation is based on real printing machine production

- When incorporated in the early stage of a label/packaging development, cost savings of around 70% are achieved by approving the final design without having one single production run

- Saves material and energy, reduce waste and emissions generation

- Already in use in some customers with savings up to EUR 700,000/ year.

Design

- Technical design and engineering
- Graphic development
- Environmental-friendly and sustainable packaging design
- Promoting on-shelf differentiation

Artwork preparation

- Artwork design
- Printing consultancy
- Development of private labels for mass market retailers

Prototyping

- Piloting and product validation
- 3D rendering and modeling
- Prototyping of packaging

Artwork preparation

- Web center for file management
- Data bankng with digital management of worldwide materials
- Remote real-time approval center

Smart and Secure Solutions to Boost Sustainability Awareness

To expand the frontier of smart packaging solutions, All4Labels Group has developed solutions to protect, trace, engage, and bring sustainability to the next level.

Challenges of limited traceability of conventional supply chains, food safety, and sustainability transparency, present needs that are often unmet in the market.

Supply Chain Traceability: Pharma companies are focusing on finding ways to secure transparency and visibility in the supply chain, from production to drug distribution. All4Labels Group produces pharma labels with designated materials to fulfill the regulatory requirements, and we share this with our customers, as transparency is key in this market.

Requirements On Food Safety: Consumers are willing to switch brands if another brand offers more detailed product information, and 71% of consumers are willing to pay a premium for full transparency, according to an IBM Study (2020). Growing concerns over food quality are prompting producers to adopt technologies that make full traceability of product origin possible.

Sustainability Requirements: Brand owners highlight the importance of selecting packaging partners based on ESG performance. All4Labels Group communicates the origin of our materials, and our reduced environmental impact, with an LCA study that supports the credibility of our commitments.

All4Labels Group QR Code and Track & Trace Platform were launched in 2022 to deliver innovative solutions to the market that safeguard the integrity of brands and increase customer engagement. The platform combines modern IT software skills with All4Labels Group's existing expertise in digital printing to create a new offer through the generation, management, and analysis of **unique ID Tags**, which can be integrated into label or packaging design. With this track-and-trace solution, we can not only track and validate but also verify the origin and responsibility of any event or action within a production process.

Ultimately, through this added transparency and traceability, we can prove our commitment to providing more sustainable solutions and production. By integrating this technology throughout the value chain, we can build stronger relationships with suppliers and customers, and work towards a more sustainable future.

As part of our portfolio of solutions to increase supply chain efficiency, in 2022 **All4Labels Group Smart+Secure** division was delighted to launch our latest product development which leverages the benefits of digital production and recyclable materials: **eRFID™**.
eRFID™ is an innovative antenna designed to reduce environmental impact. Through inline production, the conventional etching process is eliminated, reducing waste and improving recyclability:

- In comparison with standard etched RFID inlays on PET liners, lasered on paper antennas leads to **reduce 100% usage of etching chemicals**. Additionally, this process **saves 60% of material** consumption related to adhesive, aluminum, and inks

- This is because the full-face laminating process is reduced to a drop in demand by inkjet application that reduces the area needing adhesive

- The production process is completely digital so no tooling, like print plates, is required

- The paper waste and the unused aluminum are 100% recyclable and can be collected separately without impurities or contamination

- Wastewater is reduced by 100% once no cleaning with water is required

- Previous calculations estimate on average 90% of CO_2 emissions reduction in comparison with conventional RFID. This calculation has been validated by an external company.
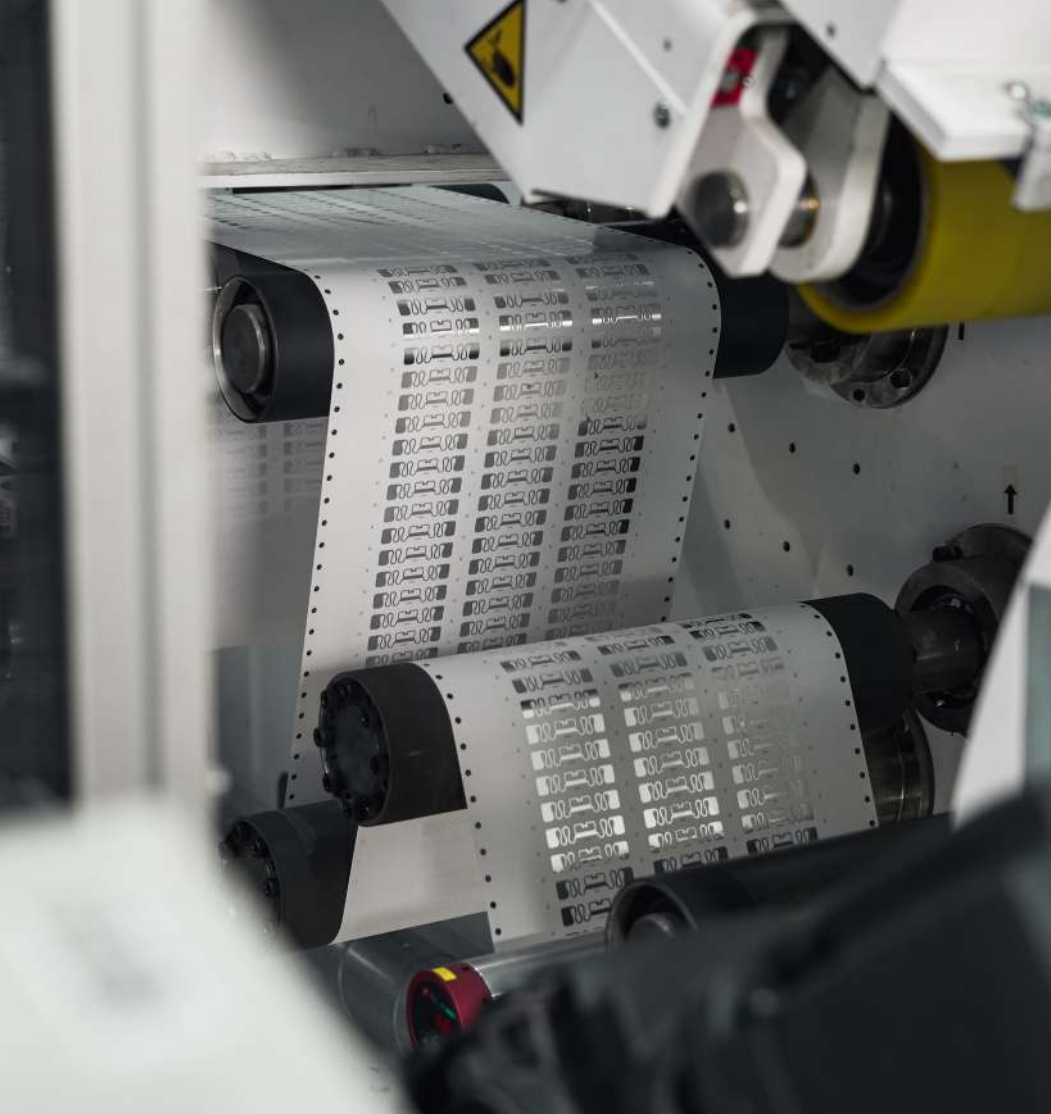
Recognition Of Our Innovations

In 2022, All4Labels Group won two important awards in recognition of our work driving sustainable innovation forward.

The **FINAT Sustainability Award** winners were announced in November 2022 at the FINAT Technical Seminar in Barcelona. The award recognizes initiatives in the self-adhesive label industry that promote sustainability, and the winners were selected based on their environmental and social impact, achievements, relevance, cooperation along the value chain, and overall uniqueness. All4Labels Group won in the Converter Large category, with our STARSHINE™ initiative. STARSHINE shows metallic embellishment effects with dedicated silver pigments by providing an uniform and shiny metallic look & feel.

These silver pigments can be overprintable to highlight all color gamut with a metallic effect. By combining printed digital embellishments and hybrid (conventional printing and UV Inkjet), this technology reduces waste generation, setup time and CO_2 footprint of approximately up to 80% versus traditional cold foil according to measurements done by Sphera (2021). The FINAT jury was impressed with the reduced environmental impact of the products, including a reduction of use of hazardous materials, reduced energy consumption and the elimination of plastic filmic materials required for the process. The initiative is the result of outstanding cooperation within the organization, from R&D, Technology, Operations and Sustainability team, along with strategic partners.

Following a challenging R&D development process, All4Labels Brazil found the perfect match between the highest visual appeal and most significant environmental impact reduction. In October 2022, the pressure-sensitive label production developed for Pantene hair care products was awarded the "Grandes Cases De Embalagem 2022", the highest recognition in the region.

The solution consists of an innovative production process that reduces material waste through in-house adhesive coating technology while reaching the highest metallic effect. The printing process is done on the mono-material before adhesive lamination, ensuring the color match and all machine setup happens only in the thinner material, making the overall production more efficient, sustainable, and cost-effective. Additionally, the printing configuration's production of shiny and mirrored effects was made possible thanks to the use of special inks, which replaced traditional foils. The result is a premium label that communicates the value and quality of the product while reducing material waste by 10%.

4.3 Product Stewardship

Life Cycle Management

Life Cycle studies assess the environmental impact of packaging materials throughout their entire life cycle, from raw material extraction, through production, transportation, use, and disposal. In simpler terms, Life Cycle Assessments (LCA) provide a way to understand how a product or service affects the environment at every stage of its life, including the resources and energy used, the waste produced, and the emissions generated.

As communicated last year, All4Labels Group had started the development of a proprietary LCA tool, which includes data collection from our value chain production processes and internal All4Labels Group processes. To keep improving the accuracy of the tool, we work closely with researchers from universities and experts from multidisciplinary teams. Following international standards - ISO 14040/44 as well as the Environmental Product Declarations (EPD) - we ensure that all important considerations are covered. Results are based on the balance of the potential environmental impacts, from water and energy consumption, carbon emissions, and waste generation to aerobic and anaerobic depletion, and other relevant indicators.

After two years of development, we are delighted to finalize our LCA tool including an external critical review with a panel of experts. The tool's point of differentiation is its feature that allows users to compare dynamically different printing technologies – All4Labels Group's core business.

Initially, the tool was designed for pressure sensitive labels and shrink sleeves, enabling the comparison of the environmental impacts of different labels and printing configurations. The continuation of the LCA is already planned to expand data collection by including more materials and printing technologies, to build up the most comprehensive database possible.

By incorporating LCAs into our sustainability strategy, we aim to reduce our overall footprint and support our customers to do the same. Our motivation is to engage with our customers, guiding packaging development and supporting sustainable choices based on real data, showing the potential benefits of individual and combined efforts to innovate in packaging.

"We at All4Labels are enthusiastic change-makers committed to pushing beyond the boundaries of environmentally conscious innovation in packaging, as we strive to create a greener, more sustainable environment for future generations."

Gabriela Neves Ferri
VP Global R&D & Sustainability

4.4 Product Safety & Quality

Golden Rules Audit

All4Labels Group quality standards at all the sites are monitored weekly by the Global quality team. The new acquired sites are also integrated and inspected in the same frequency All sites comply with the quality standards defined by All4Labels Group.

To strengthen the quality of our standards and build the trust of our customers, we started an internal quality program in 2022, which includes:

- Reorganization of Global Quality Responsibilities
- Implementation of software for management:
  - Internal Audits
  - Measurement and Maintenance
- Continuous optimization
- Definition of the quality competencies and trainings required to achieve the targets
- Corporate support to deliver local competency trainings including knowledge, behavior, and leadership
- Establishment of a new supplier monitoring and Quality Supplier Improvement Program together with Procurement
- Expansion of customer complaints monitoring through "Salesforce"
- Problem-solving training for Quality Managers in all German plants
- Onboard Training and continuous development of new Quality Managers
- Implementation of Root Cause Analysis (RCA) for sustainable claim actions

Quality performance expectations of Brand Owners, Retailers, and Consumers are projected to increase, and the raw material scarcity will likely continue throughout 2023. The market has become more sensitive to the product's look and feel ultimately matching aesthetic and functional properties. With this in mind, All4Labels Group must be prepared with a Zero-Defect-Mindset to be the most reliable labeling and packaging supplier.

"At All4Labels, we recognize the importance of our commitment to resource efficiency, reduced environmental impact, increased transparency, and ongoing collaboration with customers to guide the packaging market emphasizing the urgency of developing green products."

Guido Iannone
Chief Sales Officer (CSO) – President LatAm

Certifications

At all All4Labels Group sites the ISO 9001:2015 standard is implemented for a comparable general high-level Quality Management across the company. We are pleased to have all newly acquired sites are also certified by ISO 9001. Additionally, all certification processes run in 2022 were successfully confirmed by external auditors.

As communicated last year, we keep working in accordance with widely recognized international standards:

- Quality System: ISO 9001
- Environmental Management Systems: ISO 14001 & ISO 50001
- Health and Safety Management System: ISO 45001
- Security printing processes: ISO 14298
- Social Responsibility: Sedex & Walt Disney Company's International Labor Standards Program (ILS Disney)
- Pharmaceutical standards: Good Manufacturing Practice (GMP)
- Responsible Sources & Processes: Forest Stewardship Council (FSC) & The Program for the Endorsement of Forest Certification (PEFC) in 2022 our sites in Trittau and Witzhave (both in Germany) were successfully FSC certified
- Deposit System German Beverage Industry (DPG).

To guarantee product safety and consumer safety in the food sector, relevant plants have been successfully approved by Global Food Safety Initiative (GFSI standards) like British Retail Consortium (BRC), Food Safety Management Systems (FSSC) & FSSC 22000 certifications. The first audit FSSC in Switzerland / Saint Gallen was performed successfully, and our new site in the United Kingdom / Pudsey was certified by BRC in 2022.

The sites which are BRC certified ensure food safety and quality throughout the supply chain. As part of this certification, we must have a comprehensive food safety management system in place, including risk assessments and controls that address potential hazards. All4Labels Group has 11 production sites certified, which represents 51.5% of the overall sales turnover, where all food products are controlled and assessed on their health and safety impacts. In all these sites, a real test with customer participation runs once a year to check the recall procedure in accordance with BRC requirements. In 2022, there were no incidents of non-compliance concerning the health and safety impacts of products and services.

Quality KPIs

The most important KPI to ensure quality at All4Labels Group is measured in parts per million (ppm). This is calculated by subtracting the number of labels claimed to have defects from the total number of labels delivered.

Including all newly acquired sites, in 2022 we significantly improved our quality performance for all our customers. In comparison to 2021, we reduced:

- Non-Conformity Rate **by 60%**
- Number of Non-Conformities **by 25%**
- Total Non-Conformity Costs **by 27%**

By ensuring good quality performance, we promote sustainability by maximizing the efficiency of resources used in production.

Non-Conformity Rate in ppm - all sites

Number of Non-Conformities - all sites

Total Non-Conformity Costs [k EUR] - all sites
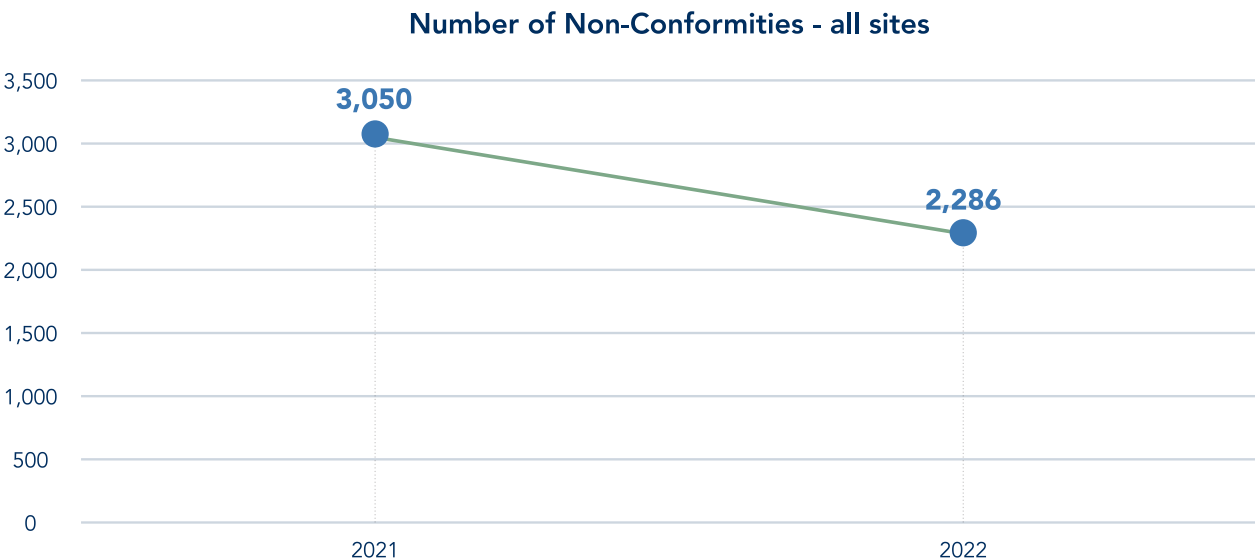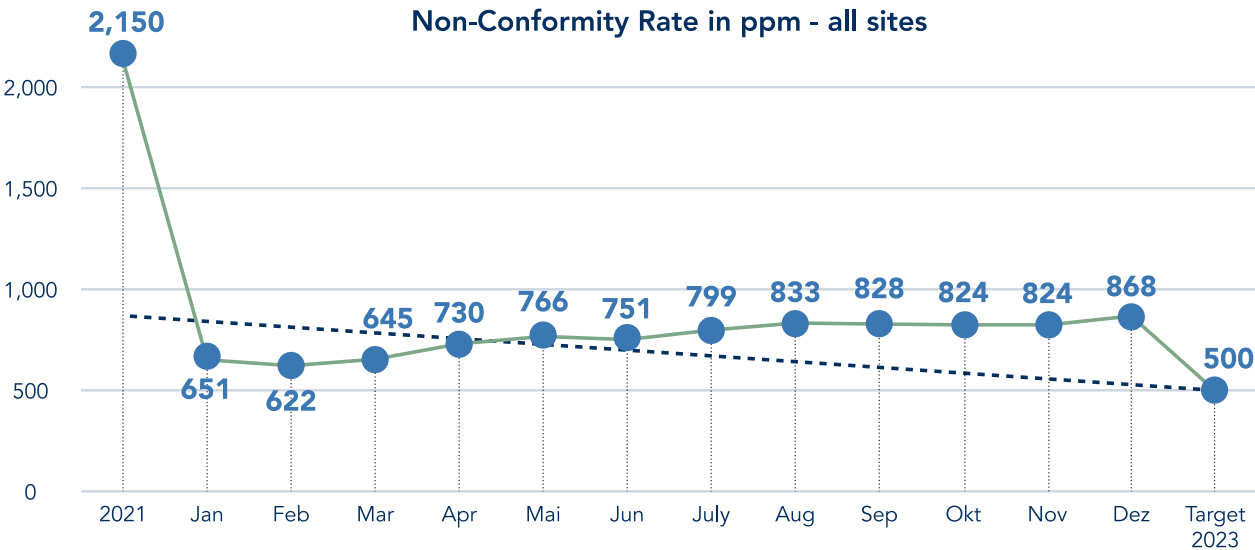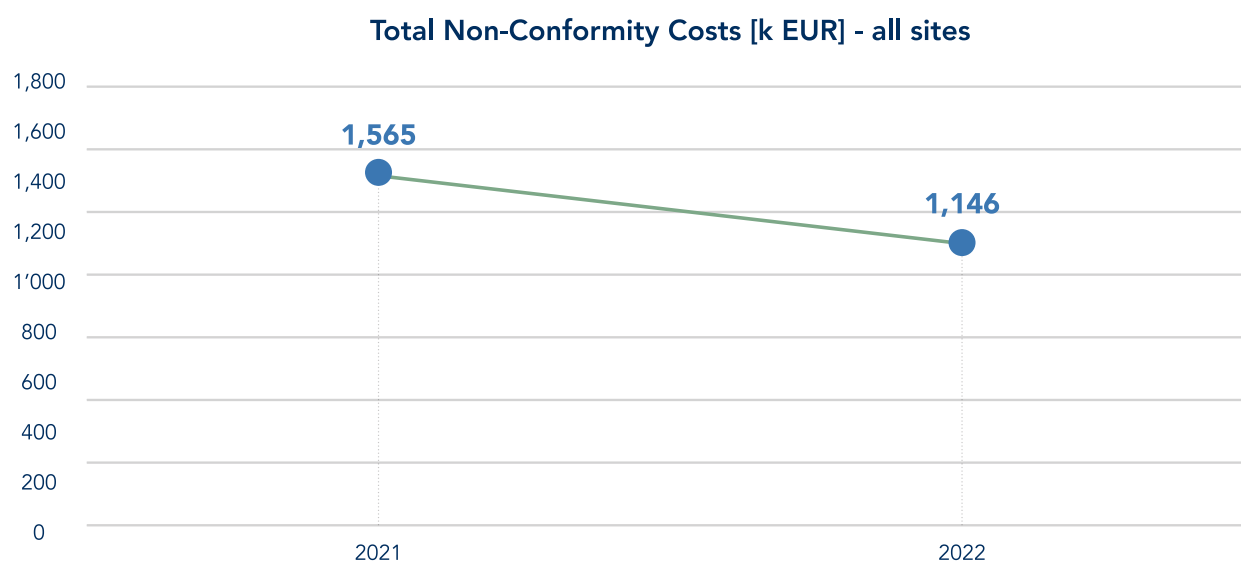
4.5 Value chain transparency and collaboration

Supply Chain Management

All4Labels Group believes that procurement practices can play a significant role in driving sustainability across our supply chain. We are committed to continuously improving our procurement processes to ensure that we source materials and services in an environmentally responsible and socially ethical manner. In 2022, we achieved several significant milestones that will enable us to further support sustainability through procurement initiatives including:

Procurement Handbook Launch

In 2022, All4Labels Group launched the Procurement Handbook, a comprehensive guide that outlines our procurement policies and examples of best practice. The handbook provides an overview of the procurement process, including the steps involved in sourcing and selecting suppliers, negotiating contracts, market research, evaluating requests for quotations, and managing contract performances.

The procurement handbook is a living document, which means that it will be updated periodically to reflect changes in procurement policies or best practice. The launch of the handbook was an important step in ensuring that our organization's procurement process is transparent, efficient, and aligned with our strategic goals.
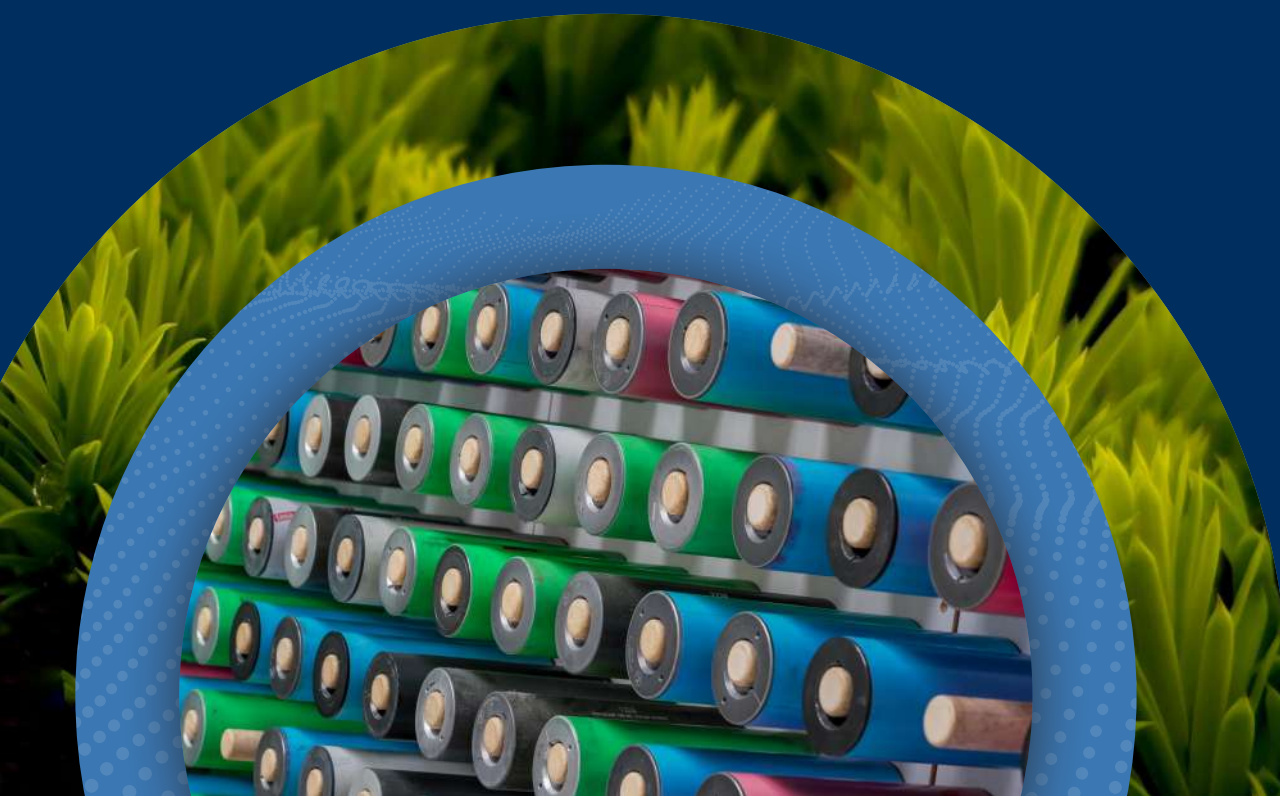
Supplier Code of Conduct Implementation

All4Labels Group implemented a Supplier Code of Conduct in 2022, which sets out our expectations for suppliers against environmental, social, and ethical standards. The Code of Conduct of conduct requires our suppliers to comply with relevant laws and regulations, respect human rights, protect the environment, and promote fair labor practices.

Global Supplier Development Manager

To strengthen our commitment to sustainability, a new role of Global Supplier Development Manager was created in 2022. This role is responsible for developing and implementing a sustainable sourcing strategy that aligns with our sustainability goals. The Global Supplier Development Manager will also work closely with our suppliers to improve their overall performance and develop initiatives to drive positive change across our supply chain.

Procurement Digitalization

In 2022, we began the process of digitalizing our procurement processes through the implementation of Fullstep, a procurement management software. The digitalization process is expected to streamline our processes and improve transparency and accountability. Overall, this implementation will provide All4Labels Group procurement with numerous advantages, including increased efficiency, cost savings, improved supplier relationships, better data management, increased compliance, and improved global visibility.

All4labels Group Supply Chain

Our network of base raw material suppliers consists primarily of large global players with a local presence, as shown on our supplier map. The main commodities that make up our market are petroleum, chemicals, and cellulose.
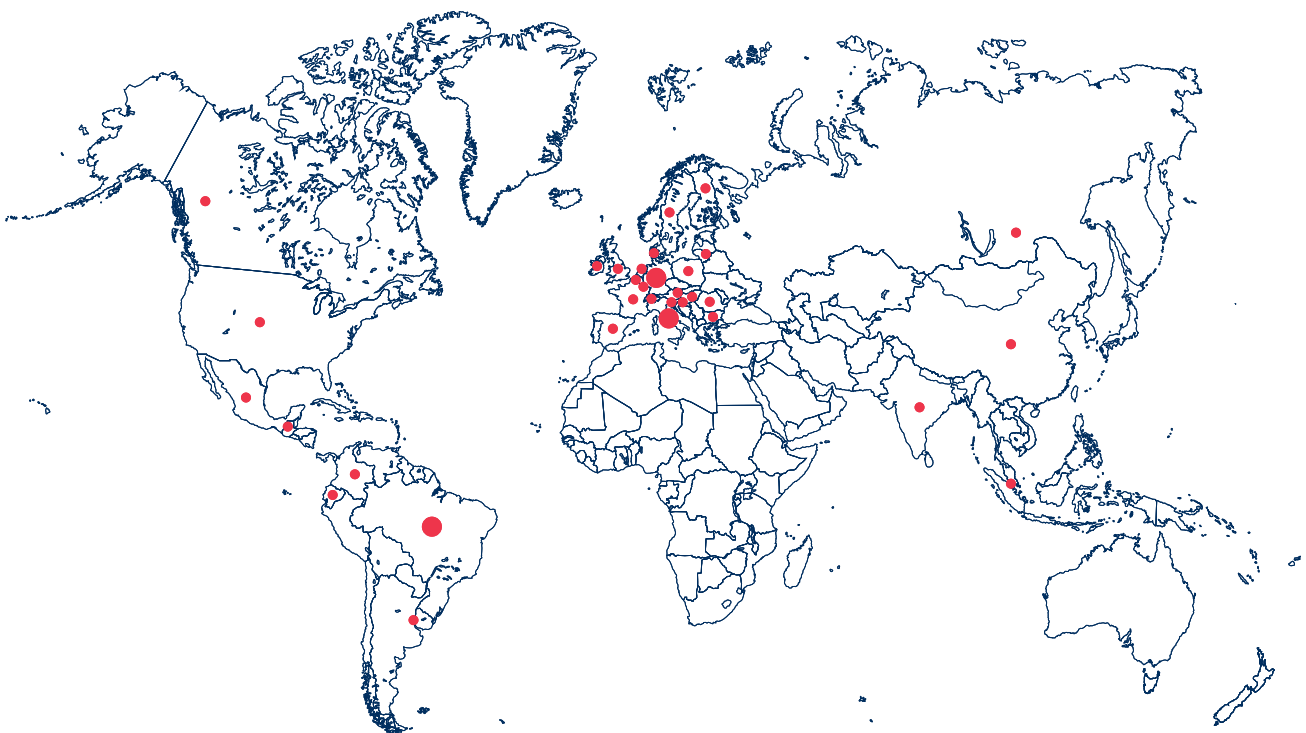
Source: Sievo (All4Labels Group database).

Partner Monitoring and Development

To further enhance sustainability in our supply chain, All4Labels Group is committed to monitoring and promoting good business practices that align with current laws and regulations. In 2022, we evaluated and mitigated the environmental and social risks of 100% of the supplier portfolio at 90% of our sites globally. In addition, we conduct supplier quality audits. In 2022, 235 of our total suppliers (4.8%) underwent these audits, including 66, or 100%, of our strategic suppliers.

Number of quality audits	2021		2022	
	Approved	Failed	Approved	Failed
Self- Evaluation	90	2	233	0
In person	1	0	2	0
TOTAL	91	2	235	0

Supply Chain Act

In 2022 All4Labels Group established an internal committee to implement the German Supply Chain Act, also known as the "Lieferkettengesetz". This is a new law aimed at promoting sustainability and social responsibility in global supply chains. It was approved by the German parliament in June 2021 and is set to come into effect in 2023 for companies with more than 3,000 employees in Germany. The law requires companies to take responsibility for the social and environmental impacts of their supply chains, both domestically and abroad.

The implementation of the German Supply Chain Act involves several steps. First, companies must conduct risk assessments of their supply chains to identify potential risks of human rights violations, environmental harm, and other negative impacts. This includes assessing their suppliers' compliance with international labor and environmental standards.

Overall, the implementation of the German Supply Chain Act represents a significant step towards more sustainable and responsible global supply chains. By requiring companies to take responsibility for the impacts of their supply chains, the law has the potential to drive positive change and promote greater respect for human rights and environmental protection.

Although the law is only expected to come into effect in 2024, All4Labels Group decided to invest in anticipating the implementation, given the importance of the impact on our supply chain.

By the end of 2022, our implementation status was as follows:

78%

58%

45%

↓

↓

↓

Entities involved

Internal and external analysis progress

Overall progress status
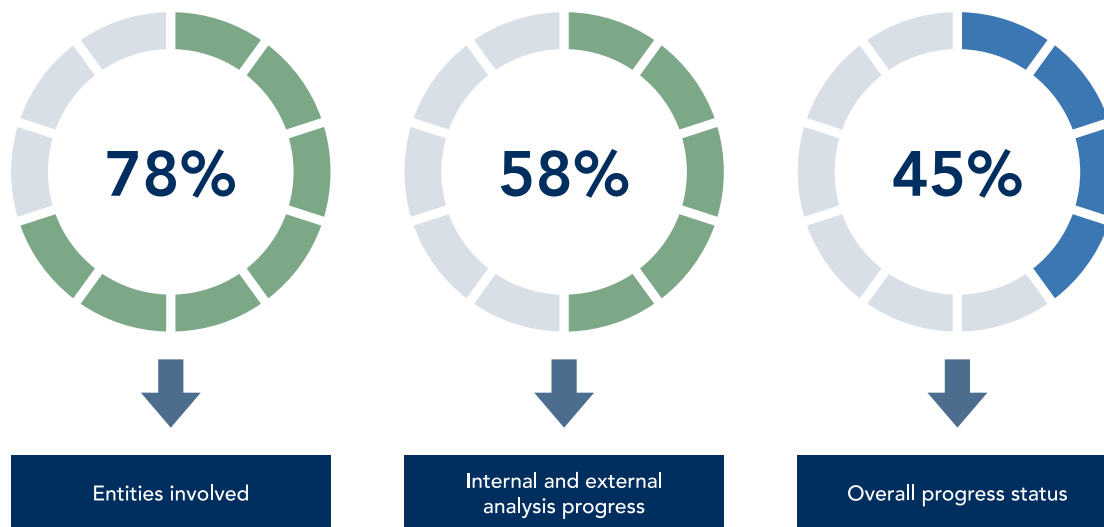
This refers to the implementation in 43 All4Labels Group legal entities from a total of 55. Internal analysis refers to the percentage of risk assessments conducted for All4Labels Group's legal entities, and external analysis for All4Labels Group's suppliers. The overall progress status includes, besides the risk assessments, all countermeasures we must take and report to the authorities.

Challenges

A big strike in the paper sector in Finland in 2022 had a significant impact on our market last year. The strike, which lasted for five months, caused major disruptions in the supply chain, leading to a shortage of paper products and increased prices for several packaging materials.

One of the biggest challenges created by the strike was the lack of availability of raw materials, particularly paper. Most packaging materials are made from paper or have paper in their composition, and with the strike causing a halt in production, the supply chain was severely impacted. This led to delays in deliveries and an increase in lead times for packaging orders, causing major problems for businesses that rely on packaging for their products.

The key factor in overcoming the supply chain challenges in 2022 was All4Labels Group's supplier relationship management. We worked closely with all suppliers, and this allowed us to mitigate the major risks. Whenever possible, and in alignment with our customers, we evaluated the suitability of alternative materials in conjunction with our R&D and technical teams, to safeguard printing and labelling performance in the event of temporary replacements.

The ongoing **Ukraine conflict** has had far-reaching impacts on various industries, and the packaging market is no exception. The packaging industry is a critical component of global trade, and any disruption can have significant consequences for manufacturers, distributors, and consumers worldwide.

One of the biggest effects of the conflict that has affected our industry is the **Energy crisis**, which has had a direct and significant impact on the packaging sector through the rising cost of raw materials. The cost of producing materials such as plastics, paper, and metals has increased significantly due to the high energy costs involved in their manufacturing. This increased cost of raw materials has resulted in higher prices for packaging products for the entire value chain.

The outcome of these events in terms of price development are:

Pressure Sensitive Film Based +48%

Electricity +45%

Pressure Sensitive Paper Based +71%

PRICE INFLATION 2022*

Natural Gas +47%

Inks & Varnishes +12%

Logistics +24%

* European 2022 prices development (the most affected region).

"All4Labels' revolutionary vision is driven by the power of creativity, effective communication, and motivation with the goal of inspiring positive change and leave a lasting impact."

Paola Iannone
VP Marketing and Communications

Strong Customer Relationships

Strengthening customer relationships is vital for achieving our sustainability goals as it allows for collaborative efforts and shared responsibility, enabling the development and adoption of sustainable products, practices, and solutions.

All4Labels Group has been planning to perform its first global survey in 2023 to measure customer satisfaction, as we believe this will provide valuable insights into the level of their engagement, loyalty, and advocacy. By consistently monitoring and prioritizing stakeholder engagement, we aim to make informed decisions to enhance overall performance and create a positive customer experience.

All4Labels Group is delighted to have experienced positive collaboration with customers to leverage sustainability experience. By sharing knowledge, insights, and resources, we can collectively drive innovation, implement products and practices, and achieve meaningful impact towards a more sustainable future.

Beiersdorf – a global personal care company – has established the "Design4Circularity" initiative to encourage the investigation of several aspects of packaging development to promote a circular economy, by exploring ways to make it more easily recyclable and reusable. This is a good example of the importance of partnerships and shared responsibility in achieving a more sustainable future for the packaging industry. Through this approach, Beiersdorf has been working closely with suppliers to identify and address areas where improvements can be made, such as material selection and product design, intending to identify alternatives to traditional packaging materials. Suppliers from different packaging industries have partnered with Beiersdorf, and All4Labels Group has been supporting this initiative with printed shrink sleeves in different materials, such as polyolefin and crystallizable PET.

In 2022, All4Labels Group started supporting a joint project through R-Cycle, together with dm-drogerie markt and Mibelle Group, to provide data for the recyclability assessment using the example of the Balea shower gel in HDPE bottles. R-Cycle provides a 'Digital Product Passport' - a system for collecting, aggregating, and providing data about a product throughout its lifecycle. With the digital product passport, R-Cycle connects digital data with physical products, and relevant information is automatically recorded during packaging production, brand owner's filling line, and forwarded through the value chain and made available via a corresponding marking, which could be simple QR codes or even digital watermarks in highly automated waste sorting processes. In this initiative, All4Labels Group provided data regarding the packaging structure and its components as a supplier of Mibelle Group. Middle of December, R-Cycle presented this successful pilot project to the whole supply chain by using the online tool of Recyda to carry out automated recyclability evaluation according to the German minimum standard. As a next step, we agreed to keep supporting the application of R-Cycle for any possible cooperation potentials.

Partnerships with Associations

All4Labels Group has reinforced the commitment towards a truly circular economy by working closely with associations and institutions, following the related European guidelines as a master, to drive recyclable label and packaging developments suitable for current recycling streams. As active members, and with dedicated resources involved in those discussions, we have been supporting significant projects for improving sorting, recycling, and waste management performance through our joint-collaborations.

In 2022, we kept up the partnership with Petcore, HolyGrail 2.0, and Interseroh+, and we strengthened our participation at Recyclass, Celab, and joined a new consortium, R-Cycle, for the traceability of plastic packaging.

All4Labels Group Engagement

RecyClass [11]

is a non-profit, cross-industry initiative advancing recyclability and establishing a harmonized approach toward recycled plastic calculation & traceability in Europe.

As a platinum member, we collaborate in various technical working groups for plastic containers, films, and decoration in sorting and recycling initiatives.

In 2022, All4Labels Group became involved in the Sorting Taskforce Campaign to assess how artwork and label design – focused on shrink sleeves and pressure sensitive labels – can impact sorting behavior in the European recycling stream

CELAB [12]

is a self-adhesive label industry initiative to create greater circularity, enhancing and promoting matrix and release liner recycling solutions in Europe.

As an active member, we engage in glassine and PET-liner & matrix recycling solutions as well as the regulatory working stream.

In 2022, All4Labels Group received a promising outcome of provided materials for both matrix and liner co-processing into construction products. The first industrial factory of the partner company will be installed in Germany by the end of 2023. All4Labels Group will keep supporting for further scale-up trials afterwards. In addition, we have started coordinating to investigate more recyclable solutions.

R-Cycle [13]

is a cross-company initiative for the traceability of plastic packaging by providing a 'Digital Product Passport' to improve the handling of plastics along the whole life cycle.

As a close cross-industry partner, we strengthen open and globally applicable traceability standards that ensure complete documentation for circularity.

In 2022, All4Labels Group supported a recyclability assessment according to the German minimum standard for selected products by collaborating with the entire value chain retailers, brand owners, and bottle producers and will maintain to co-work to extend further partnership of the 'Digital Product Passport' initiative.

---

[11] https://recyclass.eu/
[12] https://celab-europe.org/
[13] https://www.r-cycle.org/

After launching our STAR Portfolio in the second half of 2022, All4Labels Group has been supporting our customers for the product solutions to their needs by coordinating necessary information through our suppliers, cross-checking regulations with the associations, and providing customized possible scenarios for recyclability, including, but not limiting, a complete exchange regarding test protocols required and results expected. With our support, some of our customers were able to apply their product certificates on recyclability assessment. Over 20 cases were engaged with our customers, suppliers, and consortiums regarding STAR Portfolio last year and we expect to leverage our engagements with stakeholders for the upcoming years.

Global Sustainability Report 2022
GOVERNANC

Why it's important to All4Labels Group

All4Labels Group is committed to ensuring ethical conduct, accountability, and transparency in line with international Principles and best practices. We do this to foster stakeholder trust, mitigate risks, and promote long-term viability by aligning our organizational practices with legal requirements and societal expectations.

Responsibility within All4Labels Group

Everyone is responsible for following our principles of Ethics and Integrity. All4Labels Group has a dedicated compliance team responsible for rolling out communications and training on those topics, with the advice of our legal department and continuous support from upper management to cascade the principles across the organization.

5.1 Ethics, Integrity, and Accountability

Economic success and moral commitment are not contradictory for us, rather indispensable prerequisites for positive and sustainable economic activity. Following our Management Board's decision in 2020 to establish a new compliance management framework, we have worked to expand our compliance management system.

Our e-learning platform, KnowBe4, covers Anti-Money-Laundering, Anti-corruption & Anti-Bribery Policy trainings among other relevant topics for the organization. All All4Labels Group employees who have access to this platform must complete the trainings.

We have also created a document library where all our policies are available in all the languages spoken within the company. At the same time, we regularly reassess the effectiveness of our established measures to improve them or redefine them according to changes in the organization or stakeholder demands.

For this reason, in 2022 we refreshed our global Code of Conduct to include updated content that incorporated our sustainability framework and the new requirements of the German Supply Chain Act. With the Code of Conduct, we have created an ethical compass for our employees.

As our predominant global policy, our Code of Conduct has been designed to support our employees to meet the ethical and legal challenges they may encounter in their daily work and to feel empowered with the tools and the knowledge to be able to act responsibly, appropriately, and legally in the case of critical situations. By following the Code, our employees can remain compliant and contribute to the protection of the company and each employee. In addition to human rights and environment-related topics, the Code also contains specifications on matters of business ethics, anti-corruption, and conflicts of interest.

Under our Code of Conduct, All4Labels Group actively seeks out and favors business partners who place integrity at the heart of their business activities and share our ethical standards for human rights, working conditions, and environmental and social responsibility. To provide further guidance on this, we published our Supplier Code of Conduct in 2022, which outlines in more detail the global standards that our business partners must adhere to in their daily business activities on behalf of All4Labels Group, and supports us in our efforts to meet the increasing need for transparency about how businesses manage their broad range of operational, social and environmental responsibilities.

In 2022, we also released further guidelines and policies, like the All4Labels Group Conflict of Interest Guidelines and the International Sanctions Policy, which reinforce the standards of integrity, transparency, and legality we uphold in our business.

Sustainability Governance

The Global Sustainability team is a multicultural group with vast experience in sustainability management, our industry, and other scientific and managerial skills that facilitate progress toward our targets. This team, reporting indirectly to the CTO and CEO, advances sustainability using a holistic approach, meaning that it acts as a central point of contact within the organization to drive action on themes covering all ESG (environmental social, and governance) topics.

Relevant strategic decisions are discussed and made with senior management. This includes the development, approval and and updating of the overarching organizational strategy and the 3Ps business model - People, Planet and Product - of which strengthening ESG performance is a key component.

The team ensures that the wide range of functions involved in moving our 3P Business Model targets forward are aligned with one another. At the same time, the team acts as an information disseminator for any changes in applicable legislation and demands from the market and stakeholders. Most importantly, the team works to encourage sustainability consciousness across the value chain.

The team engages regularly with all sites, often collaborating with one primary point of contact for each one. In the absence of a primary contact, a multidisciplinary team will support the efforts on-site. Some of the projects and processes carried out annually include carbon accounting, renewable energy investment projects, CDP questionnaire development and submission, and EcoVadis participation.

Every month the team gathers KPIs on electricity, heating, and water consumption as well as accounting for waste generated during operations. These figures are plugged into All4Labels Group's sustainability dashboard, which is monitored regularly to be able to spot and flag fluctuations and deploy corresponding actions quickly and accurately.

The team also participates in investment projects aimed at reducing emissions, such as LED curing, investing in carbon-neutral machines, waste management, and recycling, with the overarching goal to keep track of and spreading best practices among our sites. Lastly, the team actively participates in steering committees, for instance, the committee tasked with assessing All4Labels Group's compliance with the supply chain act. More details of the initiatives deployed by the team can be found in the Planet chapter of this report.

> *Financial responsibility is one of our main pillars at All4Labels, thus we are committed to employing competent financial judgment and strategic thinking to accomplish our goals, keeping sustainability and innovation as our guiding principles in order to secure the road for a rewarding and purposeful future.*

Eugen Zeller
CFO

Anti-corruption, Anti-bribery, and Anti-money laundering

To strengthen our compliance culture, impart clear rules of conduct to our employees, and especially help them avoid conflicts in their daily work, we have implemented regular training courses and communication measures. Our communication measures aim to disseminate and strengthen our ethics and compliance guidelines and to pass on information on the development of our compliance culture, principles, and values.

As a global company, we place great importance on ensuring that the same expectations apply to all employees at all locations without exception: All4Labels Group strictly opposes the violation of laws and standards and rejects all unfair business practices.

A fundamental principle of All4Labels Group and its subsidiaries is to strictly observe all national and international laws and regulations relating to anti-corruption and fair competition. Compliance with anti-corruption laws is of critical importance for the company and our commitment to fair competition. All4Labels Group is committed to competing for business by the quality and price of its products and services and not by offering improper advantages or benefits to others.

Training materials and tools are continuously developed and used to support and monitor this process. In this context, our training program addresses many different compliance topics such as anti-bribery and anti-corruption, and antitrust and competition law.

Compliance Training

Amidst recent active mergers and acquisition processes at All4Labels Group, it has been particularly important to ensure consistent adherence to ethical standards. As such, we have been continuously working to align our data sources to ensure consistent measurement frameworks during the integration of diverse operations and organizational structures.

In 2022, we released further guidelines and policies[14], such as the All4Labels Group International Sanctions Policy, which reiterates the standards of integrity, transparency, and legality practiced in the operation of our business. When our updated Code of Conduct was rolled out at the end of 2022, training on the Code was developed and launched at the beginning of January 2023. This data is not included in the chart below.

---

[14] The Anti-Corruption & Anti- Bribery, Antitrust & Competition Law, Code of Conduct were launched in 2021. The Anti-Money Laundering Policy and International Sanctions Policy were launched in 2022, and trainings on these started at the end of the year.

Area	Headcount	Relevant Employees to Be Trained		% Employees trained
2021				
Anti-Corruption & Anti-Bribery	3,198	1,122	35%	33,1%
Code of Conduct *previous version	3,198	1,122	35%	33,4%
2022				
Anti-Corruption & Anti-Bribery	4,199	1,601	38%	36,2%
Anti-Money Laundering	4,199	1,601	38%	31,3%
Antitrust & Competition Law	4,199	1,601	38%	36,2%
Code of Conduct *previous version	4,199	1,601	38%	36,6%
International Sanctions Policy	4,199	1,601	38%	30,9%

* Relevant employees to be trained refers to employees assigned for participation based on their role and responsibility.

Our C-Level management makes up part of the governance body that is expected to complete anti-corruption training. Also included in this group are General Managers, Plant Managers, and Senior Vice-presidents. They receive guidelines on anti-corruption not only as an email with an attachment but also as a training module via KnowBe4.

Our anti-corruption guidelines, and our position on anti-corruption, are summarized in our Code of Conduct and Supplier Code of Conduct, however we share the guidelines with our business partners when requested. All documents are also easily accessible via our website.

In 2023 a roadmap for a comprehensive global risk assessment will be prepared, to help identify corruption-related risks within the organization in a structured manner and determine whether anti-corruption measures need to be integrated into existing risk management frameworks or if any new risks, with corresponding management frameworks, must be taken into consideration.

Based on previous and current activities, some of the areas that are or will be assessed include:

- **Procurement and supply chain management**: assessing risks related to bribery, kickbacks, favoritism, and conflicts of interest in procurement, supplier selection, and contract management processes
- **Financial transactions**: evaluating risks associated with money laundering, fraudulent accounting practices, and improper use of funds
- **Gifts, hospitality, and entertainment**: examining risks relating to inappropriate giving or accepting of gifts, hospitality, or entertainment that could be perceived as bribes or improper influence
- **Donations and sponsorships**: evaluating risks associated with donations or sponsorships that could be perceived as attempts to improperly influence recipients or gain undue advantages

- **Interactions with government officials**: assessing risks associated with interactions with public officials, including bribery, facilitation payments, and improper influence in obtaining permits, licenses, or favorable treatment
- **Conflict of interest**: identifying and managing risks arising from situations where employees or key stakeholders have personal interests that may conflict with their duties and responsibilities
- **Compliance with laws and regulations**: assessing the organization's adherence to anti-corruption laws, regulations, and industry standards.

By undertaking these risk assessments, we aim to inform the organization's due diligence process in addressing corruption and reinforce the importance of ethical conduct and compliance within All4Labels Group.

> The best compliance management system only works if everyone is aware of their individual responsibility for behaving with integrity and has the courage to address potential wrongdoings. Any statement, question, or denunciation about possible violations can be sent to the Compliance Department or our "Here4You" whistleblowing system. These are kept confidential. The investigation is carried out by Compliance Management, which involves the necessary managers/employees in its review and investigation.

All4Labels Group encourages its employees and business partners to speak up if they become aware of something unsafe, unlawful, or inconsistent with our Code of Conduct or one of our other policies. Reporting abuses for ethical and moral reasons play a key role in preserving our social values and the rule of law, and therefore contributes to the success of our company. As such, All4Labels Group offers multiple channels for employees, business partners, and third parties to report suspected misconduct and solicit guidance on a potential ethics concern.

These concerns can be reported to the management, the compliance department, the members of the compliance committee, human resources, and our online reporting portal. This electronic "Here4You" whistleblowing system (BKMS® System, https://www.bkms-system.net/all4labels) is available globally, 24 hours a day, 7 days a week in multiple languages. There is the possibility of both open and anonymous reports. In either case, the user can create

a mailbox with a password to submit a confidential request to All4Labels Group and receive any queries or responses. All reports are treated confidentially and carefully investigated to ensure an adequate response to compliance violations. All4Labels Group's position on whistleblowing is outlined in our Code of Conduct, and a separate whistleblowing policy is in development.

In 2022, no case of discrimination or corruption case was registered at All4Labels Group, either by internal or external audiences.

Channels for contacting
the Ethics Committee
E-mail: compliance@all4labels.com
Phone No.: +49 152 01450387
Mail address: All4Labels Group
GmbH, Watermark Tower,
Überseeallee 10, 20457 Hamburg,
Germany

Data Protection

Ensuring data security and respecting and protecting the personal data of our employees are high priorities for All4Labels Group. Our Group-wide understanding of data protection is based on European legislation, in particular the European Union General Data Protection Regulation (EU GDPR). However, we also take measures to comply with local data protection requirements if they are stricter than our Group-wide standards.

Our principles and standards for the processing of personal data are defined in our data privacy policy and the corresponding standards and procedures. For instance, before transferring Personal Information to a third party, we require a data transfer agreement to ensure our contractors and suppliers also adhere to established data protection standards. Our employees receive clear guidance and regular training courses on the importance of handling personal data and data protective risks.

In 2022, one complaint was identified and sustained by the organization regarding a personal data breach which was swiftly reported to the supervisory authority. No fines were imposed. We are committed to intensifying our measures, processes, systems, and employee training on this subject to mitigate risks and create a global, future-proof framework for data privacy-compliant business operations.

"At All4Labels we set the pillars for sustainability and innovation with strong legal compliance to be able to lead the way for a brighter and responsible future."

Maria Weyhing
Head of Legal & Compliance

Global Sustainability Report 2022

Appendix

How we report

This is the second year that All4Labels Group has published a report that discloses sustainability policies, targets, strategies, and initiatives, as well as the performance of our global operations. The Global Sustainability Report 2022 discloses progress for the calendar year 2022 (January 1, 2022 - December 31, 2022). This also includes work underway in 2023. This report was published in November 2023 which does not coincide with the same reporting period as covered in the consolidated financial reporting.

This report is structured in accordance with the revised GRI standards. The information in the report was not verified through external assurance, but rather the content was reviewed externally for quality control. At the same time, financial figures were verified externally. The GRI index is presented here.

Given the global footprint of our operations, most of the content and disclosures have a global focus, and "All4Labels Group" is used to describe the entire company. When a local approach is described, the respective production site or location is highlighted with the name of the country and/or city, for example, "All4Labels Italy". Lastly, due to the ongoing and active merger and acquisition process, in some cases, we refer to newly acquired sites simply as "M&A".

Our 2022 reporting consolidates information from All4Labels Group's 40 sites and locations. Our Core Portfolio comprises the sites and locations that were part of the Group in 2020, and this is mentioned throughout the report as the baseline for different performance indicators. Every year we include the respective production sites and locations of the newly acquired companies. The complete list is detailed below.

Restatements of information made from previous reporting periods are highlighted in our data tables, with footnotes provided.

The description of indicators, scope, boundaries, and methodology applied for calculation are presented below. In addition, some terminologies and data sources are also referenced to facilitate the overall comprehension of this report. Please reach out to the Global Sustainability Team at sustainability@all4labels.com for report questions or feedback.

Site	2020	2021	2022
Spain / Barcelona			●
Spain / Terrasa			
Paraguay / Luque			
Brazil / Marialva			
Brazil / Indaiatuba			
Brazil / Tubarao			
Italy / Marcallo			
Italy / Pomezia			
Italy / Settimo Milanese			
Denmark / Birkerød			
Denmark / Langå			
United Kingdom / Pudsey			
Italy / Riccione		●	
Germany / Zeithain (Hardner Tubes)			
Germany / Zeithain (Hardner)			
Germany / Witzhave	●		
Germany / Trittau			
Germany / Solignen			
Germany / Gehrde			
Germany / Enger			
Germany / Trittau (S+S)			
Germany / Kassel			
Germany / Hamburg (HQ)			
Germany / Gallin			
Germany / Erfurt			
Russia / Saint Petersburg			
Switzerland / Saint Gallen			
Italy / Salerno			
Italy / Nocera			
Italy / Milan			
Italy / Schio (Rotomet)			
Italy / Schio (GPS)			
France / Blois			
Romania / Ploiesti			
Argentina / Pablo Podesta			
Mexico / Mexico City			
Brazil / Blumenau			
South Africa / Cape Town			
China / Hangzhou			
China / Guangzhou			

40 sites (2022)

28 sites (2021)

25 sites (2020)

People

Headcount: number of people employed in the organization, independent of the employment type, at the end of the last calendar year.

FTE: a full-time equivalent (FTE) is a unit to measure employees by comparing an employee's average number of hours worked to the average number of hours of a full-time worker. A full-time person is therefore counted as one FTE, while a part-time worker gets a score in proportion to the hours worked, at the end of the last calendar year.

Net change in headcount or FTE: number of employees in December 2022 minus the number of employees in December 2021.

Organic net new hires: total number of net new full-time hires who joined the organization in the last calendar year, excluding employee movement as a result of a business acquisition or divestiture.

Nationalities and languages: number of distinct nationalities/ethnicities and mother tongue languages in our workplace across all All4Labels Group sites and locations, as of the end of the last calendar year.

Number or % of employees who are women and men: refers to the headcount, as of the end of the last calendar year.

Number or % of employees who are women and men at leadership level: refers to the headcount that reports directly to C-level, as of the end of the last calendar year.

Number of employees with permanent contracts: refers to the number of employees with a contract without an end date, as of the end of the last calendar year.

Number of employees with temporary contracts: refers to the number of employees with a contract for a limited period (i.e., fixed term contract) that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed, as of the end of the last calendar year.

Occupational Health at All4Labels Group

Data only cover employees from All4Labels Group. Contractor accidents get reported internally but are not included in our TRIR.

OSHA (Occupational Safety and Health Administration): Part of the United States Department of Labor, OSHA was created in 1970 to ensure safe and healthful working conditions for workers by setting and enforcing standards and by providing training, outreach, education, and assistance.

Total Recordable Incident Rate (TRIR): Calculated in accordance with US-OSHA as total number of work-related recordable incidents / total man-hours worked * 200,000. This takes into account our own employees, temporary workers, and contractors under direct supervision.

Near-Miss Cases: according to OSHA (Occupational Safety and Health Administration), a near-miss is a potential hazard or incident in which no property was damaged and no personal injury was sustained, but where, given a slight shift in time or position, damage or injury could have occurred. Near misses may be referred to as close calls, near accidents, or injury-free events.

First-Aid Cases: according to OSHA, first-aid refers to medical attention that is usually administered immediately after the injury occurs and at the location where it occurred. It often consists of a one-time, short-term treatment and requires little technology or training to administer.

Recordable Cases: according to OSHA, recordable injuries or illness are any work-related fatality, injury, or illness that results in loss of consciousness, days away from work, restricted work, or transfer to another job, medical treatment beyond first aid, and any work-related diagnosed case of cancer, chronic irreversible diseases, fractured or cracked bones or teeth, and punctured eardrums.

Planet

Emissions, Energy, Waste and Water
Emissions, Energy, Waste, and Water were calculated for the entire year in 2022, independent from the dates that new sites became part of the group.

Number of Entities Assessed
In alignment with the list of All4Labels Group sites and locations provided at the beginning of the Appendix, in 2022 we assessed 12 new production sites, an increase of 43% in comparison with the previous year. At the same time, we maintained the quality of assessments across all core and new sites.

Emissions

Greenhouse Gas Emissions Principles: In preparing the corporate carbon footprint, five basic principles were observed in accordance with the GHG Protocol[1]:

Relevance: The calculation should account for all GHG emissions that contribute significantly to All4Labels Group's carbon footprint.

Completeness: The report must include all GHG emissions within the selected system boundaries.

Consistency: Consistent methodologies are used so that All4Labels Group's emissions can be compared over time.

Transparency: All important aspects of All4Labels Group are recorded objectively, and any assumptions, data gaps, and resulting extrapolations or data exclusions are presented clearly and openly.

Accuracy: The calculations of GHG emissions are designed to ensure that they are neither over nor undervalued.

Data collection and calculation

CO_2e emissions were calculated using All4Labels Group's consumption data and emission factors researched by an external consultancy. All relevant greenhouse gases were considered in the calculations. These include carbon dioxide (CO_2), methane (N_2O), hydrofluorocarbons (HFC), perfluorocarbons (PFC), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3). Wherever possible, primary data were used. If no primary data were available, secondary data from highly credible sources were used. Emission factors were taken from scientifically recognized databases such as Ecoinvent[2] and DEFRA[3].

Biogenic emissions
For our calculations, we are excluding the emissions and removals of biogenic CO2, while including emissions of biogenic non-CO2 gases (such as Methane (CH4)).

With this approach we are following the recommendations of the IPCC. The GHG Protocol and ISO 14067 recommend a separate reporting of biogenic and fossil carbon.

Since carbon removal, storage, and emissions usually equal each other out, we are not including them in a separate reporting but only include emissions as indicated above.

[1] Green House Gas Protocol https://ghgprotocol.org/
[2] https://ecoinvent.org/
[3] https://environment.data.gov.uk/

Operational System Boundaries

The following All4Labels Group activities are being considered for the individual carbon footprint. All4Labels Group's various emission sources were divided into three scopes in accordance with the GHG Protocol:

Scope 1 includes all emissions generated directly by All4Labels Group GmbH, for example by company-owned equipment or vehicle fleets.

Scope 2 lists emissions generated by purchased energy, for example, electricity and district heating.

Scope 3 includes all other emissions that are not under direct corporate control, such as employee travel or product disposal.

System Boundaries

For 2022 we maintained the enhanced system boundaries first introduced in 2021. As such, Scope 3 emissions encompass all product-related emissions; purchased goods and services, production materials and packaging materials, inbound and outbound logistics, and end-of-life treatment of sold products.

This increased visibility in all product-related emissions enables All4Labels Group to continue to contribute with further CO_2 reduction programs along with suppliers and third parties, thus further integrating our sustainability vision across the entire value chain.

Scopes 1 and 2 emissions for 2020, 2021, and 2022 are comparable across all three years. In the case of Scope 3, the years 2021 and 2022 are comparable.

CO_2e avoided – Renewable Electricity

Calculated using the market and location-based method approach recommended by the GHG Protocol. Avoided emissions changed from 0.324 kg CO2e/kWh (2021) to 0.319 kg CO2e/kWh (2022).

Changes can always occur when the market mix of renewable vs fossil energies changes over the years as we compare green emissions (0 kg CO2e/kWh) to the national electricity grid. As countries become greener, avoided emissions decrease as well.

More prominent, though, is the fact that All4Labels Group acquired mostly new sites in Italy and Latin America, where the grid mix is made up of a higher share of renewables and therefore is below the previous year's average (e.g. Brazil: 0.157 kg CO2e/kWh; Italy: 0.261 kg CO2e/kWh).

Material / Energy / Carbon Intensity

Material intensity: is calculated as the ratio of total material purchased (tons) and net revenue (million EUR)

Energy intensity: is calculated as the ratio of total energy consumed (kWh) and total material purchased (tons)

CO_2 emission intensity: is calculated as the ratio of total CO2 emissions and total material purchased (tons)

Product

Non-conformity: non-conformity is a deviation from a customer's specification. A product complaint can lead to production downtime, reworking, or recalls at a customer's production site.

ppm: stands for "parts per million" and is seen as the millionth part of a unit.

Non-Conformity Rate: this is calculated by subtracting the number of labels claimed to have defects from the total number of labels delivered, in ppm. A non-conformity that directly leads to the non-use of the product, to stop or to downtime the customer production process counts with the full quantity of the labels delivered. Any other administrative complaints, for example missing documents or any incorrect delivery form, are also documented and count as quantity "1".

Number of Non-Conformities: is the number of non-conformity complaints.

Direct Costs: effective costs reported by the customer. Includes the total value of the labels delivered, handling fees, and/or downtime machine costs.

Indirect Costs: are the costs incurred in processing the complaint. It Includes reworking, additional processing costs, and logistics expenses.

Total Non-Conformity Costs: are the sum of direct and indirect costs involved in customers' complaints.

Number of Quality Audits: refers to the audits with a focus on quality aspects, besides environmental and social, performed through self-evaluation or performed by All4Labels Group in loco at the supplier facilities.

Strategic suppliers: All4Labels Group suppliers with spend over 1 million euro/ year and which provide critical materials or services that are crucial to business continuity.

GRI Content Index

Disclosure	Description	Omission or explanation	Reference location	Page
GRI 2: General Disclosures 2021				
Organization and reporting practices				
2-1	Organizational details		Introduction	8
2-2	Entities included in the organisation's sustainability reporting		Introduction; Appendix	20
2-3	Reporting period, frequency and contact point		Introduction; Appendix	20, 96
2-4	Restatements of information		Appendix Footnotes in People and Planet	98
2-5	External assurance		Appendix	98
Activities and workers				
2-6	Activities, value chain and other business relationships		Introduction; Product	12; 13; 58; 62; 76
2-7	Employees	Incomplete data due recent M&A processes. Breakdown of employees by region, gender and employment contract is planned for future reporting	People	27
2-8	Workers who are not employees	Incomplete data due recent M&A processes. Number of workers who are not employees and whose work is controlled by the organization is planned for future reporting	People	
Governance				
2-9	Governance Structure and Composition	Not applicable- All4Labels Group is owned by private equity firm, Triton. Our highest governance structure is determined by the Triton	Governance	
2-10	Nomination and selection of the highest governance body	Not applicable- All4Labels Group is owned by private equity firm, Triton. Our highest governance body is the Triton management body	Governance	
2-11	Chair of the highest governance body	Not applicable- All4Labels Group is owned by private equity firm, Triton. Our highest governance body is the Triton management body	Governance	

2-12	Role of the highest governance body in overseeing the management of impacts		Introduction; Governance	88
2-13	Delegation of responsibility for managing impacts		Governance	88
2-14	Role of the highest governance body in sustainability reporting		Governance	88
2-15	Conflicts of interest		Governance, Code of Conduct, p.5	91
2-16	Communication of critical concerns	No critical concerns have been communicated in the reporting period.	Governance	92
2-17	Collective knowledge of the highest governance body	The management body receives information on sustainable development from the Sustainability team and is made aware of the company's status through ad hoc meetings		
2-18	Evaluation of the performance of the highest governance body	Not applicable- All4Labels Group is owned by private equity firm, Triton. Evaluation of the performance of the highest governance body is dictated by Triton.		
2-19	Remuneration policies	Confidentiality constraints		
2-20	Process to determine remuneration	Confidentiality constraints		
2-21	Annual total compensation ratio	Confidentiality constraints		
Strategy, policy and practices				
2-22	Statement on sustainable development strategy		Introduction - CEO Letter TBC	6
2-23	Policy commitments		Governance; People; Human Rights Policy, Code of Conduct	39; 86; 88
2-24	Embedding policy commitments		Governance; Product	86; 88
2-25	Processes to remediate negative impact	All4Labels Group has processes in place to remediate negative impact, but not an official grievance mechanism	Introduction, Governance	
2-26	Mechanisms for seeking advice and raising concerns		Governance	92
2-27	Compliance with laws and regulations		Governance	91
2-28	Membership associations		Product	81

Stakeholder engagement				
2-29	Approach to stakeholder engagement	Refer to 2021 Sustainability Report, page 23	Introduction	23
2-30	Collective bargaining agreements	Incomplete data due recent M&A processes. Number of employees covered by collective bargaining agreements is planned for future reporting.		
GRI 3: Material topics 2021				
3-1	Process to determine material topics		Introduction	22
3-2	List of material topics		Introduction	22
GRI 205: Anti-corruption				
205-1	Operations assessed for risks related to corruption	Data not available. A roadmap for a comprehensive global risk assessment, to help identify corruption-related risks within the organization, is planned for future reporting.	Governance	91; 92
205-2	Communication and training about anti-corruption policies and procedures		Governance	89; 91
205-3	Confirmed incidents of corruption and actions taken	Incomplete data. All4Labels Group is planning to disclose on this in future reporting.	Governance	92
3-3	Management of material topic		Governance	89
GRI 301: Materials				
301-1	Materials used by weight or volume		Planet	43; 45
301-2	Recycled input materials used	Data not available. Percentage of recycled input materials used per specific product will be disclosed in future reporting.	Product	60
3-3	Management of material topic		Product	42
GRI 302: Energy				
302-1	Energy consumption within the organisation	Incomplete data. Total cooling and steam consumption will be disclosed in future reporting.	Planet	45
302-3	Energy intensity		Planet	46
3-3	Management of material topic		Planet	45
GRI 305: GHG Emissions				
305-1	Direct (Scope 1) GHG emissions	Biogenic emissions, refer to reporting principles 'How we report'	Planet	50
305-2	Energy indirect (Scope 2) GHG emissions		Planet	50

305-3	Other indirect (Scope 3) GHG emissions	Biogenic emissions, refer to reporting principles 'How we report'	Planet	50
305-4	GHG emissions intensity		Planet	50
3-3	Management of material topic		Planet	48
GRI 306: Waste				
306-1	Waste generation and significant waste-related impacts		Planet	51
306-2	Management of significant waste-related impacts		Planet	51; 66; 68
306-3	Waste generated		Planet	53
306-4	Waste diverted from disposal	Incomplete data. Breakdown of waste diverted from disposal onsite and offsite is planned for future reporting.	Planet	53
306-5	Waste directed to disposal	Incomplete data. Breakdown of waste diverted from disposal onsite and offsite is planned for future reporting.	Planet	53
3-3	Management of material topic		Planet	51
GRI 308: Environmental impact				
308-1	New suppliers that were screened using environmental criteria		Product	77
308-2	Negative environmental impacts in the supply chain and actions taken		Product	76; 78
3-3	Management of material topic		Product	42
GRI 401: Employment				
401-1	New employee hires and employee turnover	Incomplete data. Breakdown of employee turnover and new hires by region, gender and age group is planned for future reporting.	People; Appendix	27
401-2	Benefits provided to full-time employees that are not provided to temporary or part- time employees		People	29
3-3	Management of material topic		People	29
GRI 402: Labor				
402-1	Minimum notice periods regarding operational changes	Data not available. All4Labels Group plans to disclose this in future reporting.	People	29
3-3	Management of material topic		People	39
GRI 403: Health and Safety				
403-1	Occupational health and safety management system		People; Safety, Health & Environment Policy	35

403-2	Hazard identification, risk assessment, and incident investigation		People	35; 37; 38
403-3	Occupational health services		People	37
403-4	Worker participation, consultation, and communication on occupational health and safety		People	36; 37
403-5	Worker training on occupational health and safety		People	36
403-6	Promotion of worker health		People	37
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		People	35; 37
403-8	Workers covered by an occupational health and safety management system		People	35
403-9	Work-related injuries		People; Appendix	38
3-3	Management of material topic		People	35
GRI 404: Training and Education				
404-1	Average hours of training per year per employee	Incomplete data. Breakdown by gender and employee category is planned for future reporting.	People	33
404-2	Programs for upgrading employee skills and transition assistance programs	There is no official procedure for transition assistance but there is support in managing retirement or termination of employment.	People	33
404-3	Percentage of employees receiving regular performance and career development reviews	Data not available. All4Labels Group plans to disclose this in future reporting.		
3-3	Management of material topic		People	33
GRI 405: Diversity, Equity & Inclusion				
405-1	Diversity of governance bodies and employees	Not applicable- All4Labels Group is owned by private equity firm, Triton. Diversity of governance bodies is determined by Triton	People	27
405-2	Ratio of basic salary and remuneration of women to men	Confidentiality constraints		
3-3	Management of material topic		People	30
GRI 406: Non-discrimination				
406-1	Incidents of discrimination and corrective actions taken		Governance	92
3-3	Management of material topic		Governance	74
GRI 407: Freedom of association and collective bargaining				

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		People	39
3-3	Management of material topic		People	74
GRI 408: Child Labor				
408-1	Operations and suppliers at significant risk for incidents of child labor		People	39
3-3	Management of material topic		People	74
GRI 409: Forced or compulsory labor				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		People	39
3-3	Management of material topic		People	74
GRI 414: Supplier social assessment				
414-1	New suppliers that were screened using social criteria		Product	76; 77
414-2	Negative social impacts in the supply chain and actions taken		Product	76
3-3	Management of material topic		Product	74
GRI 416: Customer Health and Safety				
416-1	Assessment of the health and safety impacts of product and service categories		Product	71
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		Product	71
3-3	Management of material topic		Product	74
GRI 418: Customer Privacy				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		Governance	93
3-3	Management of material topic		Governance	74

Graphics Appendix

Economic Performance, pg. 14

Economic Performance	2020	2021	2022
Net revenue (million euros)	467.5	528.0	719.1
Adjusted EBITDA (million euros)	74.2	91.2	133.6

% of the total direct value generated, pg. 14

% of the total direct value generated	2020	2021	2022
Income Taxes	0.9	1.0	1.9
Personnel expenses	58.8	58.7	56.7
Capital expenditure	12	14.5	15.7
Shareholder remuneration	0	0	0
Interest and rent paid	28.2	25.7	25.6
Community	0.1	0.1	0.1

3Ps Business Model, pg. 18

Goal	Target	SDG
People		
People´s health and wellbeing	Total Recordable Injury Rate <0.2 by 2025	
Attractive and equal employer	40% women in leadership roles by 2030	
Empower, engage and develop talent	Net Promoter Score (NPS) above 75 by 2030	
Planet		
Best technologies to mitigate climate changes	Achieve carbon neutrality[1] (Scope 1-2) by 2030 & reduce 38% of emissions intensity in our operations.	
Recycling, green energy and responsible sourcing	30% reduction of total waste generation intensity by 2030	
Associations, circularity and eco-initiatives	> 95% recyclable and reusable waste by 2030	
Product		
Most sustainable materials, products and solutions	Portfolio 100% recyclable, reusable or renewable by 2030	
Innovate to shape a sustainable future	Expand digital printing to 25% by 2030	
Customer partnerships to minimize products footprint	Development of a 2030 roadmap for sustainable solutions sales conversion rate together with our top customers.	

Highlights, pg. 16

People

Planet

Product

38%

reduction of TRIR (Total Recordable Incident Rate) compared to 2021

100%

renewable electricity (solar & wind). 25,617.51t CO_2e reduction in greenhouse gas emissions

Launch of the STAR Portfolio

Improved recyclability and enhanced recycled content of product portfolio

19%

Women in leadership roles

99%

of reduction of Scope 2 emissions

Proprietary LCA tool finalization

Appointment of

Human Rights Officer

9%

reduction of waste to landfill for core sites (compared to 2021)

Early adoption of the

Supply Chain Act

Materiality Matrix, pg. 23

Materiality Matrix				
Pillar	**Topic**	**Sub-topic**	**Stakeholders**	**Enablers**
People	Employee development and wellbeing	Employee Composition	Suppliers, leaders, employees, community	Policy Statement - Human Rights, Code of Conduct, Anti-Harassment Policy, Diversity & Inclusion Policy, Supplier Code of Conduct, Safety Health & Environment Policy, Life Saving Rules
		Diversity, Equity & Inclusion		
		Health & Safety		
		Employee Recognition		
		Training & Education		
	Respecting rights in the value chain	Human & Labor rights		
Planet	Environmental management	Circular Operations & Resource Efficiency	Government, customers, suppliers, leaders, employees, associations	Sustainability Policy & Roadmap, Sustainability Strategy 3Ps – People, Planet, Product, Sustainability team, SHE Policy
		Energy		
		GHG Emissions		
		Waste		
		Water		
Product	Sustainable innovation	Product & Sustainability	Customers, suppliers, association	Sustainability Policy & Roadmap, Sustainability Strategy 3Ps – People, Planet, Product, Golden rules, R&D and Technology teams, Guidelines for Recycling, ISO standards; Partnerships with customers, suppliers, and associations
		Product Design		
	Product stewardship	Life Cycle Management		
		Product Safety & Quality		
	Value chain transparency and collaboration	Supply Chain Management		
		Strong Customer Relationships		
Governance	Ethics, integrity, and accountability	Board Composition	Government, regulators, Board, employees, customers, suppliers	Sustainability Policy, Global Code of Conduct, Supplier Code of Conduct, Anti-money-laundering policy, Anti-bribery policy, Sustainability team.
		Sustainability Governance		
		Anti-money laundering		
		Anti-corruption and Anti-bribery		
		Data Protection		

Employees & new hires; Diversity, Equity & Inclusion; Employment type pg. 27

Category	2021	2022
Employees & new hires		
Total headcount	3,198	4,199
Net change in headcount	*	1,015
Total FTEs	3,008	3,968
Net change in FTEs	0	959
Organic net new hires	*	426
Nationalities	58	59
Languages	14	18
Diversity, Equity & Inclusion		
Number of employees who are women	825	1,377
Percentage of employees who are women	27%	33%
Number of employees who are men	2,373	2,822
Percentage of employees who are men	73%	67%
Number of women at leadership level	*	10
Percentage of leadership level who are women	*	19%
Number of men at leadership level	*	52%
Percentage of leadership level who are men	*	81%
Employment type		
Number of employees with permanent contracts	2,957	3,731
Number of temporary employees	105	468

Average number of training hours, pg. 33

Average number of training hours per employee in 2022	22.98

Occupational Health All4Labels Group, pg. 38

	2020	2021	2022
Total Recordable Incident Rate (TRIR)	2.04	1.25	0.77
Near-Misses	12	74	30
First-Aid Cases	103	54	58
Recordable Cases	59	30	25
Fatalities	0	0	0

Materials purchased at All4Labels Group by weight (kilograms), pg. 43

EMEA			
Materials (kg)	2020	2021	2022
PSL film-based	24,233,209	22,653,546	23,757,059
PSL paper-based	13,606,240	12,726,321	16,320,304
Inks and Varnishes[4]	2,038,605	1,803,359	1,684,904
Monomaterial film-based	6,808,111	6,476,346	8,145,431
TOTAL	46,686,165	43,659,572	49,907,697

APAC			
Materials (kg)	2020	2021	2022
PSL film-based	*	*	1,034,493
PSL paper-based	*	*	115,382
Inks and Varnishes	*	*	53,666
Monomaterial film-based	*	*	141,420
TOTAL			1,344,962

LATAM, pg. 44

LATAM			
Materials (kg)	2020	2021	2022
PSL film-based	3,933,408	3,633,338	4,766,206
PSL paper-based	738,619	813,872	2,222,151
Inks and Varnishes	487,873	357,474	611,011
Monomaterial film-based	878,457	1,050,799	3,554,938
Monomaterial paper-based	2,884,767	2,062,169	1,878,070
TOTAL	8,923,124	7,917,652	13,032,376

Total, pg. 44

TOTAL			
Materials (kg)	2020	2021	2022
PSL film-based	28,166,617	26,286,884	29,557,758
PSL paper-based	14,344,859	13,540,193	18,657,837
Inks and Varnishes[5]	2,526,478	2,160,833	2,349,581
Monomaterial film-based	7,686,568	7,527,145	11,841,789
Monomaterial paper-based	2,884,767	2,062,170	1,878,070
TOTAL	55,609,289	51,577,225	64,285,035

Material intensity, pg. 44

	2020	2021	2022
Total material purchased (ton)	55,609	51,577	64,285
Net revenue (M EUR)	467	528	719
Material intensity rate (ton/ M EUR)	119	98	89

Material by source (kg), pg. 45

Materials (kg)	2020	%	2021	%	2022	%
Renewable	17,229,626	31%	15,602,363	30%	20,535,907	32%
Non-renewable	38,379,663	69%	35,974,862	70%	43,749,127	68%

Energy consumption within the organization, pg. 45

	2020	2021	2022
Heating kWh	17,460,337	21,647,513	18,716,431
Electricity kWh	65,419,467	66,414,282	83,179,340
TOTAL[7]	82,879,805	88,061,794	101,895,771

Energy intensity, pg. 46

	2020	2021	2022
Total energy consumed (kWh)	82,879,805	88,061,794	101,895,771
Purchased raw material (ton)	55,609	51,577	64,285
Energy[8] intensity rate (kWh/ton)	1,490	1,707	1,585

Portfolio Effects: 2020 vs 2021 vs 2022 Global Electricity Consumption (MWh), pg. 47
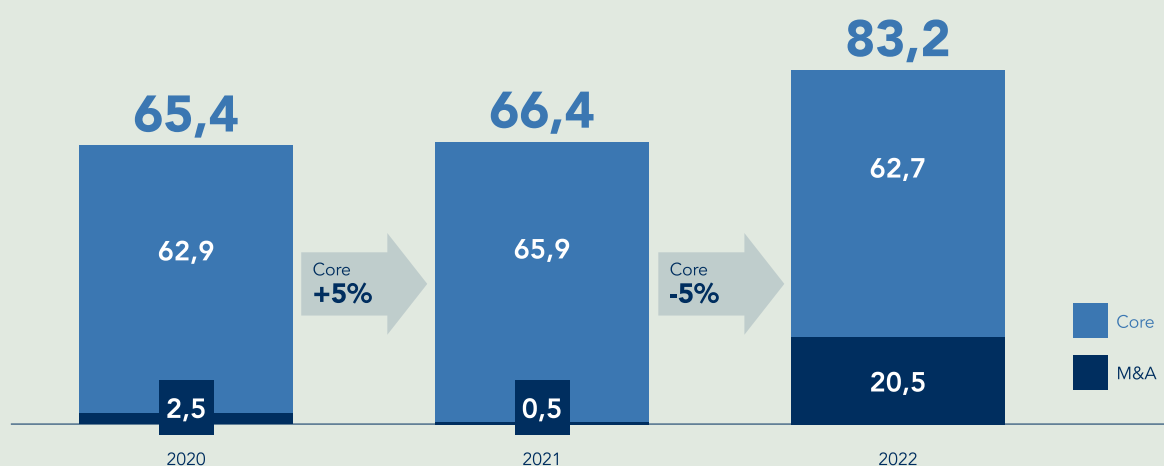
2020 vs 2021 vs 2022 Global GHG – Scope 1 & 2 (t CO2e), pg. 49
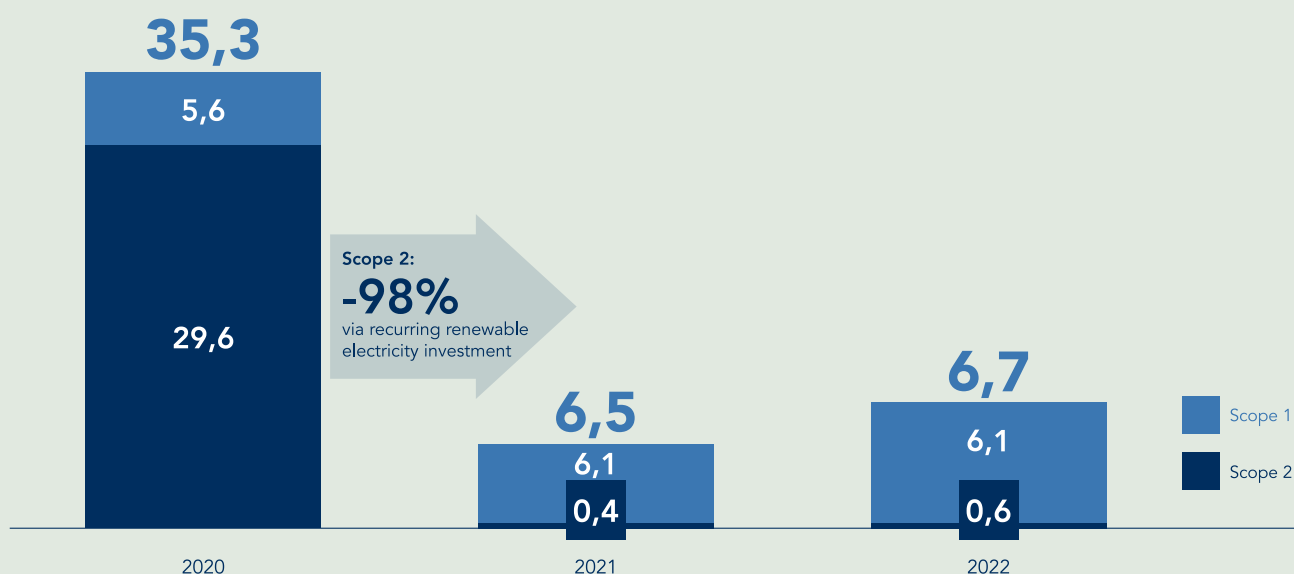
Greenhouse Gas Emissions (ton), pg. 50

(tonCO2eq)	2020	2021	2022
Direct emissions (Scope 1)	5,633.6	6,136.5	6,143.0
Indirect emissions (Scope 2)	29,639.2	406.03	556.9
Other indirect emissions (Scope 3)[9]	-	270,610.4	411,549.3
TOTAL (Scopes 1 & 2)	35,272.8	6,542.5	6,699.9
TOTAL (Scopes 1 - 3)	35,272.8	277,152.4	418,249.2

Intensity of Greenhouse Gas Emissions, pg. 50

	2020	2021	2022
Emission intensity rate (Scopes 1 & 2) (tonCO2eq/ton)	0.63	0.13	0.10

Portfolio Effects: 2020 vs 2021 vs 2022 Global Waste Generation (tons), pg. 51
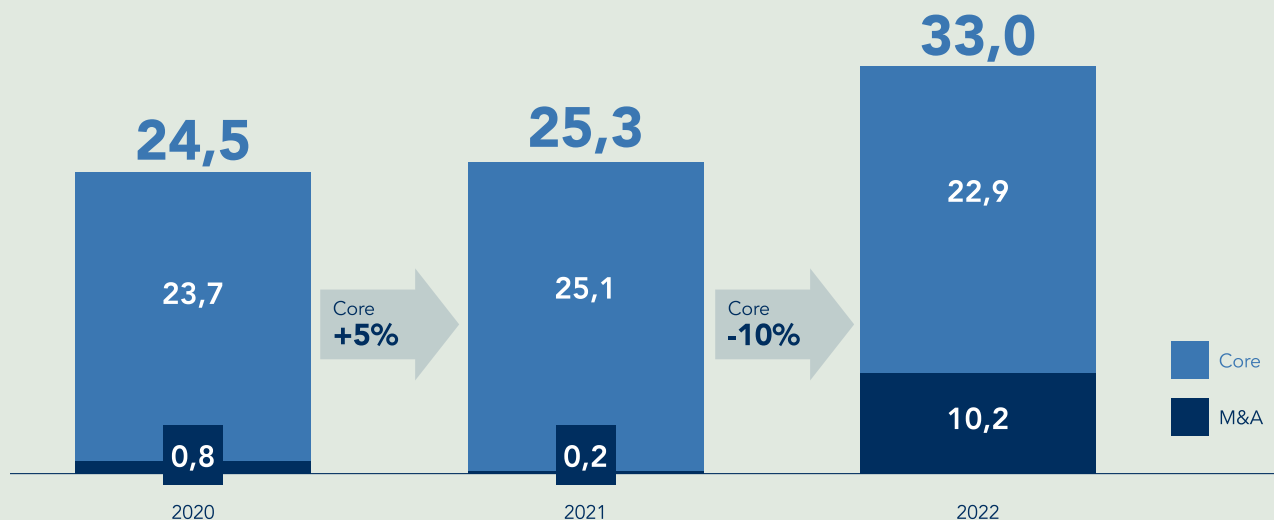
Total hazardous and non-hazardous waste, pg. 53

Volume (kilograms)	2020	2021	2022
NON-hazardous waste	23,385,337	24,232,876	31,407,966
Hazardous waste	1,163,716	1,090,068	1,639,102
TOTAL	24,549,053	25,322,944	33,047,068

Hazardous and non-hazardous waste, by final disposal, pg. 53

	Volume (kilograms)	2020	2021	2022
NON-hazardous waste	Recycling	9,612,193	11,595,997	18,272,725
	Incineration	12,208,888	10,574,701	10,494,686
	Landfill	1,564,255	2,062,178	2,640,556
Hazardous waste	Recycling	390,290	257,765	240,837
	Incineration	376,824	662,322	817,177
	Landfill	396,602	169,981	581,089
TOTAL		24,549,053	25,322,944	33,047,068

Water consumption, pg. 55

m³	2020	2021	2022
Water consumption	48,460	57,120	88,853

Non-Conformity Rate in ppm - all sites, pg. 72
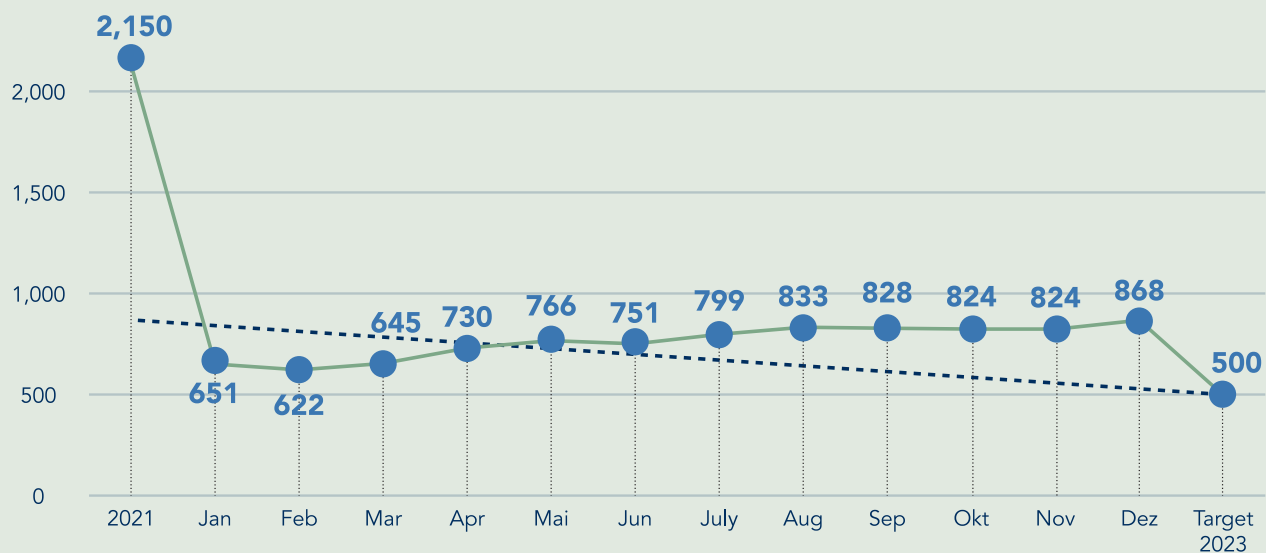
Number of Non-Conformities - all sites, pg. 72

Total Non-Conformity Costs [k EUR] - all sites, pg. 73
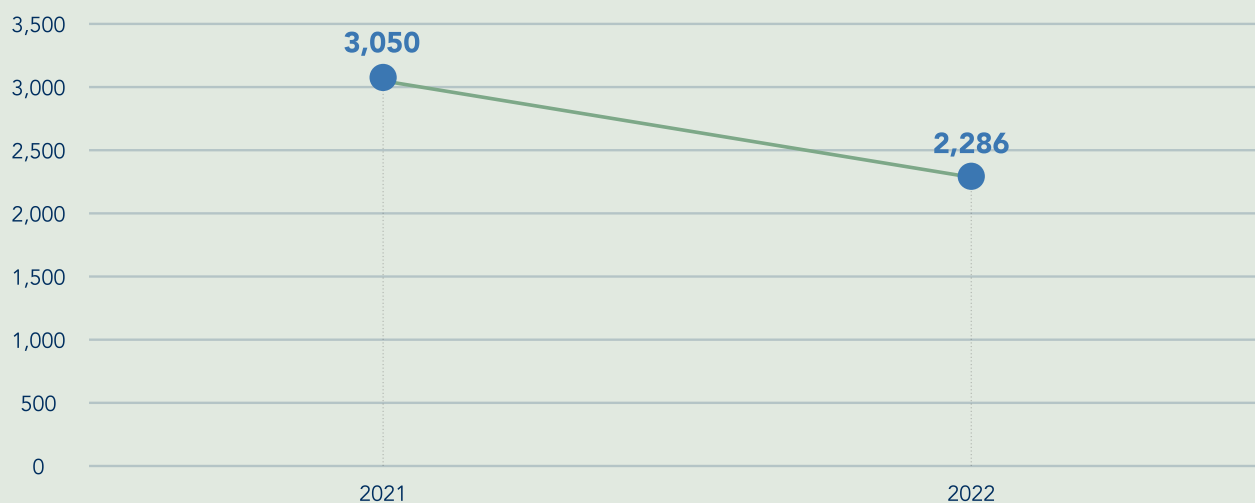
Total Non-Conformity Costs [k EUR] - all sites
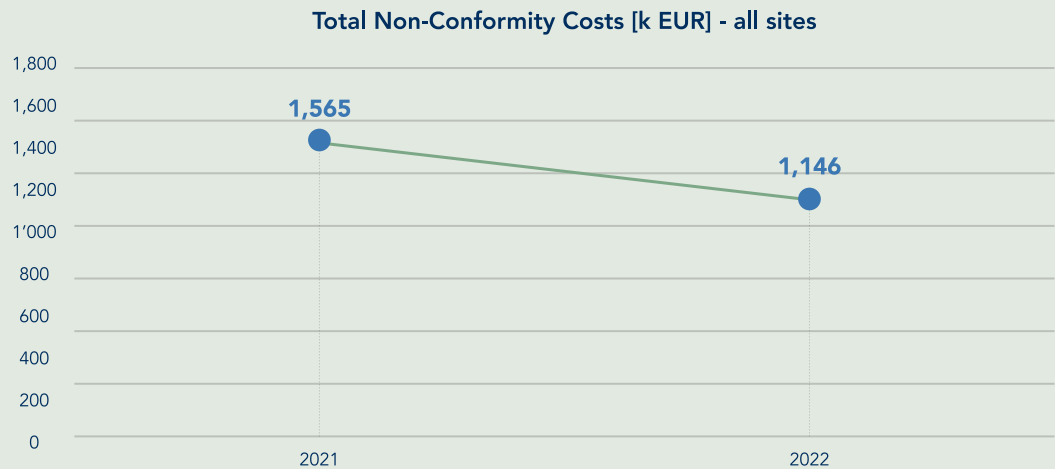
Sites map, pg. 76
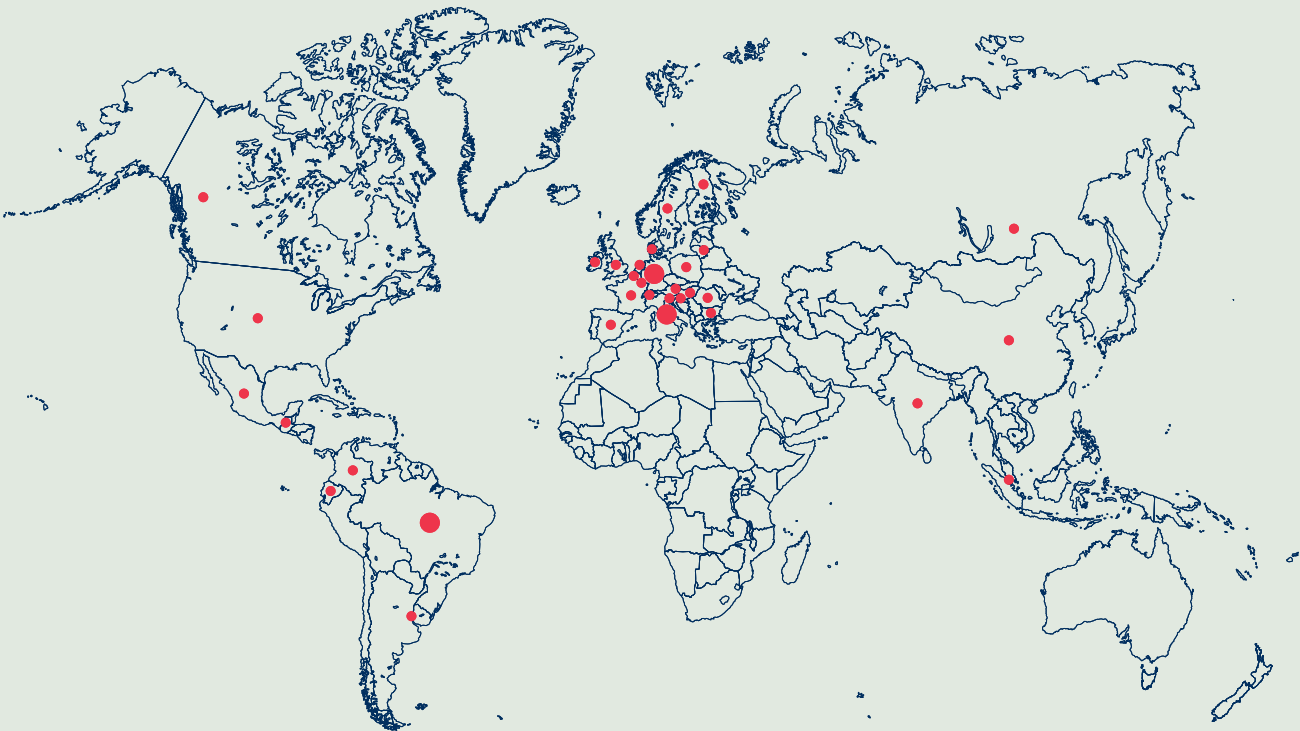
Number of quality audits, pg. 77

Number of quality audits	2021		2022	
	Approved	Failed	Approved	Failed
Self- Evaluation	90	2	233	0
In person	1	0	2	0
TOTAL	91	2	235	0

2022 implementations, pg. 78

78%

Entities involved

58%

Internal and external analysis progress

45%

Overall progress status

Price inflation 2022, pg. 79

Pressure Sensitive Film Based
+48%

Pressure Sensitive Paper Based
+71%

Electricity
+45%

PRICE INFLATION 2022*

Inks & Varnishes
+12%

Natural Gas
+47%

Logistics
+24%
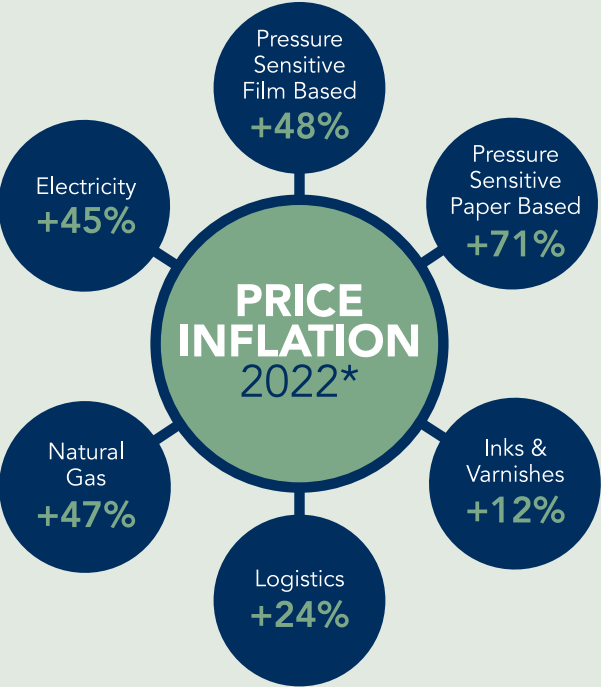
Association and All4Labels Group Engagement, pg. 82

All4Labels Group Engagement

RecyClass

 is a non-profit, cross-industry initiative advancing recyclability and establishing a harmonized approach toward recycled plastic calculation & traceability in Europe.

As a platinum member, we collaborate in various technical working groups for plastic containers, films, and decoration in sorting and recycling initiatives.

In 2022, All4Labels Group became involved in the Sorting Taskforce Campaign to assess how artwork and label design – focused on shrink sleeves and pressure sensitive labels – can impact sorting behavior in the European recycling stream

CELAB

is a self-adhesive label industry initiative to create greater circularity, enhancing and promoting matrix and release liner recycling solutions in Europe.

As an active member, we engage in glassine and PET-liner & the matrix recycling solutions as well as regulatory working stream.

In 2022, All4Labels Group received a promising outcome of provided materials for both matrix and liner co-processing into construction products. The first industrial factory of the partner company will be installed in Germany by the end of 2023. All4Labels Group will keep supporting for further scale-up trials afterwards. In addition, we have started coordinating to investigate more recyclable solutions.

R-Cycle

is a cross-company initiative for the traceability of plastic packaging by providing a 'Digital Product Passport' to improve the handling of plastics along the whole life cycle.

As a close cross-industry partner, we strengthen open and globally applicable traceability standards that ensure complete documentation for circularity.

In 2022, All4Labels Group supported a recyclability assessment according to the German minimum standard for selected products by collaborating with the entire value chain retailers, brand owners, and bottle producers and will maintain to co-work to extend further partnership of the 'Digital Product Passport' initiative.

Compliance training, pg. 90

	2021		
Area	Headcount	Relevant Employees to Be Trained		% Employees trained
Anti-Corruption & Anti-Bribery	3,198	1,122	35%	33.1%
Code of Conduct *previous version	3,198	1,122	35%	33.4%

	2022		
Area	Headcount	Relevant Employees to Be Trained		% Employees trained
Anti-Corruption & Anti-Bribery	4,199	1,601	38%	36.2%
Anti-Money Laundering	4,199	1,601	38%	31.3%
Antitrust & Competition Law	4,199	1,601	38%	36.2%
Code of Conduct *previous version	4,199	1,601	38%	36.6%
International Sanctions Policy	4,199	1,601	38%	30.9%

Sites scheme, pg. 97

Spain / Barcelona

Spain / Terrasa

Paraguay / Luque

Brazil / Marialva

Brazil / Indaiatuba

Brazil / Tubarao

Italy / Marcallo

Italy / Pomezia

Italy / Settimo Milanese

Denmark / Birkerød

Denmark / Langå

United Kingdom / Pudsey

Italy / Riccione

Germany / Zeithain (Hardner Tubes)

Germany / Zeithain (Hardner)

Germany / Witzhave

Germany / Trittau

Germany / Solignen

Germany / Gehrde

Germany / Enger

Germany / Trittau (S+S)

Germany / Kassel

Germany / Hamburg (HQ)

Germany / Gallin

Germany / Erfurt

Russia / Saint Petersburg

Switzerland / Saint Gallen

Italy / Salerno

Italy / Nocera

Italy / Milan

Italy / Schio (Rotomet)

Italy / Schio (GPS)

France / Blois

Romania / Ploiesti

Argentina / Pablo Podesta

Mexico / Mexico City

Brazil / Blumenau

South Africa / Cape Town

China / Hangzhou

China / Guangzhou

40 sites

28 sites

25 sites

2020　　**2021**　　**2022**

Data table

Report Section	Indicator	Unit of Measure	2020	2021	2022
Introduction	**Economic Performance**				
	Net revenue	M EUR	467.5	528	719.1
	Adjusted EBITDA	M EUR	74.2	91.2	133.6
	% of the total direct value generated				
	Income Taxes		0.9	1	1.9
	Personnel expenses		58.8	58.7	56.7
	Capital expenditure		12	14.5	15.7
	Shareholder remuneration		0	0	0
	Interest and rent paid		28.2	25.7	25.6
	Community		0.1	0.1	0.1
People	**Employees Composition**				
	Total headcount	absolute number	-	3,198	4,199
	Net change in headcount	absolute number	-	-	1,015
	Total FTEs	absolute number	-	3,008	3,968
	Net change in FTEs	absolute number	-	0	959
	Organic net new hires	absolute number	-	-	426
	Nationalities	absolute number	-	58	59
	Languages	absolute number	-	14	18
	Diversity, Equity & Inclusion				
	Number of employees who are women	absolute number	-	825	1,377
	Percentage of employees who are women	%	-	27%	33%
	Number of employees who are men	absolute number	-	2,373	2,822
	Percentage of employees who are men	%	-	73%	67%

128	Number of women at leadership level	absolute number	-	-	10
	Percentage of leadership level who are women	%	-	-	19%
	Number of men at leadership level	absolute number	-	-	52
	Percentage of leadership level who are men	%	-	-	81%
	Diversity in upper management - Female	%	-	-	0%
	Diversity in upper management - Male	%	-	-	100%
	Employment type				
	Number of employees with permanent contracts	absolute number	-	2,957	3,731
	Number of temporary employees	absolute number	-	105	468
	Training & Development				
	Average hours of training	hours / employee	-	-	22.98
	Occupational Health				
	Total Recordable Incident Rate (TRIR)		2.04	1.25	0.77
	Near-Misses	absolute number	12	74	30
	First-Aid Cases	absolute number	103	54	58
	Recordable Cases	absolute number	59	30	25
	Fatalities	absolute number	0	0	0
	Safety Walks	absolute number	-	3,907	10,557
Planet	**Materials Purchased**				
	EMEA	PSL film based PSL film based	kg	24,233,209	22,653,546	23,757,059
		PSL paper based	kg	13,606,240	12,726,321	16,320,304
		Inks and Varnishes	kg	2,038,605	1,803,359	1,684,904
		Monomaterial film based	kg	6,808,111	6,476,346	8,145,431
		TOTAL EMEA	kg	46,686,165	43,659,572	49,907,697

APAC	PSL film based	kg	-	-	1,034,493
	PSL paper based	kg	-	-	115,382
	Inks and Varnishes	kg	-	-	53,666
	Monomaterial film based	kg	-	-	141,420
	TOTAL APAC	kg	-	-	1,344,962
LATAM	PSL film based	kg	3,933,408	3,633,338	4,766,206
	PSL paper based	kg	738,619	813,872	2,222,151
	Inks and Varnishes	kg	487,873	357,474	611,011
	Monomaterial film based	kg	878,457	1,050,799	3,554,938
	Monomaterial film based	kg	2,884,767	2,062,169	1,878,070
	TOTAL LATAM	kg	8,923,124	7,917,652	13,032,376
TOTAL	PSL film based	kg	28,166,617	26,286,884	29,557,758
	PSL paper based	kg	14,344,859	13,540,193	18,657,837
	Inks and Varnishes	kg	2,526,478	2,160,833	2,349,581
	Monomaterial film based	kg	7,686,568	7,527,145	11,841,789
	Monomaterial film based	kg	2,884,767	2,062,170	1,878,070
	TOTAL	kg	55,609,289	51,577,225	64,285,035
Material intensity					
Total material purchased		ton	55,609	51,577	64,285
Net revenue		M EUR	467	528	719
Material intensity rate		ton / M EUR	119	98	89
Materials by Source					
Renewable		%	31%	30%	32%
Non-renewable		%	69%	70%	68%
Energy Consumption					
Heating		kWh	17,460,337	21,647,513	18,716,431
Electricity		kWh	65,419,467	66,414,282	83,179,340
TOTAL		kWh	82,879,805	88,061,794	101,895,771
Energy intensity					
Total energy consumed		kWh	82,879,805	88,061,794	101,895,771

130	Purchased raw material	kWh	55,609	51,577	64,285
	Energy intensity rate	kWh / ton	1,490	1,707	1,585
	Renewable Electricity				
	Wind and solar	%	-	100%	100%
	Greenhouse Gas Emissions Avoided	ton CO_2e	-	22,199	25,618
	Greenhouse Gas Emissions				
	Direct emissions (Scope 1)	ton CO_2e	5,633.6	6,136.5	6,143
	Indirect emissions (Scope 2)	ton CO_2e	29,639.2	406	556.9
	Other indirect emissions (Scope 3)	ton CO_2e	-	270,610.4	411,549.3
	TOTAL	ton CO_2e	35,272.8	277,152.4	418,249.2
	Intensity of Greenhouse Gas Emissions				
	Total Scope 1 and 2 emissions	ton CO_2e	35,272.80	6,543	6,699.9
	Purchased raw material	ton	55,609.00	51,577	64,285
	Emission intensity rate	ton CO_2e / ton	0.63	0.13	0.10
	Total Hazardous and Non-hazardous Waste				
	NON-hazardous waste	kg	23,385,337	24,232,876	31,407,966
	Hazardous waste	ton CO_2e	1,163,716	1,090,068	1,639,102
	TOTAL	kg	24,549,053	25,322,944	33,047,068
	Hazardous and Non-hazardous waste (final disposal)				
	NON-hazardous waste — Recycling	kg	9,612,193	11,595,997	18,272,725
	Incineration	kg	12,208,888	10,574,701	10,494,686
	Landfill	kg	1,564,255	2,062,178	2,640,556
	Hazardous waste — Recycling	kg	390,290	257,765	240,837
	Incineration	kg	376,824	662,322	817,177
	Landfill	kg	396,602	169,981	581,089
	TOTAL	kg	24,549,053	25,322,944	33,047,068
	Total Water Consumption				
		m3	48,460	57,120	88,853
Product	**Sustainable Innovation**				
	STAR Portfolio	absolute number			13

	Quality				
	Non-Conformity Rate	ppm	73%	38%	25%
	Non-Conformity Quantity	number of complaints	3,988	3,050	2,286
	Total Non-Conformity Costs	k EUR	2,732	1,565	1,146
	Quality audits				
	Self-evaluation - approved	number of audits	-	90	233
	Self-evaluation - failed	number of audits	-	2	0
	In person - approved	number of audits	-	1	0
	In person - failed	number of audits	-	0	0
Governance	Compliance Training				
	Anti-Corruption & Anti-Bribery - relevant employees trained	%	-	33.10%	36.20%
	Code of Conduct - relevant employees trained	%	-	33.40%	36.60%
	Anti-Money Laundering	%	-	-	31.30%
	Antitrust & Competition Law	%	-	-	36.20%
	International Sanctions Policy	%	-	-	30.90%

Notes

Notes

All4Labels
GLOBAL PACKAGING GROUP