



All4Labels
GLOBAL PACKAGING GROUP

GLOBAL SUSTAINABILITY REPORT

2025



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1. Introduction

Introduction

1.1 Message from the CEO

In a rapidly evolving business environment, **sustainability** has become increasingly linked to operational resilience, customer expectations, regulatory developments, and long-term value creation. At All4Labels, we view **ESG** not as a separate agenda, but as an integral part of how we manage our business, make decisions, and support our customers around the world.

As of 2025, All4Labels operated **47 production sites globally**, served approximately **13,000 customers**, employed around **5,500 people**, and produced close to **90 billion labels annually**. This scale brings both opportunities and responsibilities. Our role in global supply chains requires us to continuously strengthen our governance, improve operational performance, support our employees, and develop packaging solutions that respond to changing market and regulatory requirements.

During 2025, we continued to align our sustainability approach with the principle of **double materiality**. The assessment confirmed that **climate change, circular economy, own workforce, responsible sourcing, business conduct, and product quality** remain the topics with the greatest relevance to both our stakeholders and our business performance. These priorities guide our actions and investments and help us focus our efforts where they can create the greatest impact and value.

Climate change and circular economy continue to shape the future of the packaging industry. We therefore continued our work to improve energy management, increase the use of **renewable electricity**, and prepare our climate strategy for **Science Based Targets initiative (SBTi) validation**. At the same time, we expanded our portfolio of **recyclable and recycling-compatible solutions** and strengthened our capabilities to support customers in navigating evolving requirements such as the **Packaging and Packaging Waste Regulation (PPWR)** and **Digital Product Passport-related developments**.

Our people remain at the centre of our success. 2025 was a year of significant organizational transformation, during which we adopted an end-market-based segment organization and operating model to support long-term competitiveness and efficiency. Throughout this process, we remained focused on maintaining a **safe, respectful, and inclusive workplace**. I am particularly proud that we achieved a further reduction in our **Total Recordable Incident Rate (TRIR) to 0.47**, representing a **21% improvement** compared with the previous year, while maintaining **zero fatalities** across our operations. These results reflect the commitment of our teams and the continued strengthening of our safety culture.

Strong governance and ethical business conduct remain fundamental to how we operate. During the year, we continued to strengthen our compliance framework, internal controls, risk management processes, and speak-up culture across the organization. Our global **Code of Conduct, Supplier Code of Conduct**, compliance training programmes, and whistleblowing mechanisms support a culture built on integrity, accountability, and transparency. In 2025, **no confirmed cases of corruption or discrimination** were identified through our reporting channels.

We also continued strengthening **responsible sourcing practices** throughout our value chain. Through supplier assessments, audits, digital procurement tools, and enhanced transparency processes, we seek to better understand and manage ESG-related risks while supporting stable and responsible supply chains. During the reporting year, **no critical social or environmental risks** were identified within our supply chain.

While we are encouraged by the progress achieved, we recognize that sustainability is a continuous journey that requires ongoing effort, innovation, and collaboration. The challenges facing our industry — including **climate change, resource efficiency, evolving regulations, and supply chain resilience** — cannot be addressed by a single company alone. Success depends on working closely with customers, suppliers, employees, industry partners, and other stakeholders.

As we look ahead, we remain committed to **improving our performance, strengthening transparency**, and supporting the transition of our industry through **innovation, responsible business practices, and operational excellence**.

“Sustainability is not merely about meeting tomorrow’s expectations; it is about shaping tomorrow’s opportunities. At All4Labels, we are committed to leading this transformation together with our customers, employees and partners.”



Evelyn Hartinger
CEO

Introduction

1.2 Company Overview

All4Labels is a global packaging and labelling solutions provider operating **47 production facilities worldwide**, serving food, home and personal care, industrial and healthcare markets. The company

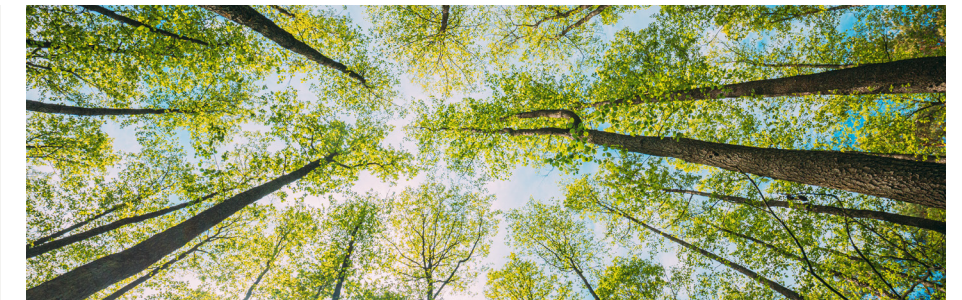
produces self-adhesive labels, shrink sleeves, flexible packaging and digital labelling solutions, with a strategic focus on **innovation** aligned with applicable **regulations** and **customer requirements**.

~5.500
Employees



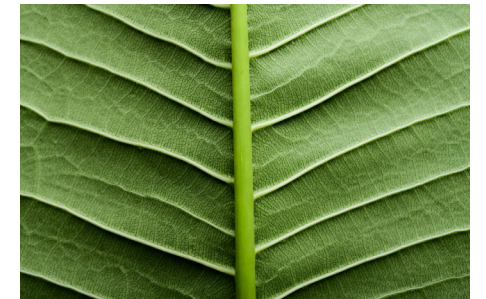
47
Production sites
globally

90+
Billion labels
produced annually



Annual revenue
exceeding **€900+ million**
with an adjusted EBITDA
of **€174 million**

Strong presence in
**Europe, Latin America,
Asia and Africa**



13.000+
Customers



Introduction

1.3 Cross Cutting standards

 **ESRS1**
General Requirements

 **ESRS2**
General Disclosures

 **Reporting period**
1 January 2025
31 December 2025

Prepared in accordance with the **EFRAG Draft Simplified ESRS Technical Advice** (30 Nov 2025) and the principle of double materiality.

Reporting Boundary

 **Own operations**

- Manufacturing Sites
-
- Corporate Functions
-
- Distribution Activities

 **Upstream value chain**

- Paper
-
- Film
-
- Adhesive
-
- Ink
-
- Energy
-
- Logistics suppliers

 **Downstream value chain**

- Food
-
- Home and Personal Care
-
- Pharma
-
- Industrial Customers
-
- Recyclers

Double Materiality Assessment

Material topics were identified by considering sustainability-related risks and opportunities on environmental, social and governance impacts together with business performance.

ESRS	Impact	Impact Rationale	Financial	Financial Rationale	DMA	Material
E1- Climate Change	5	Significant GHG emissions associated with manufacturing operations, energy consumption and logistics activities.	5	Exposure to energy costs, carbon regulations and customer decarbonization requirements.	5.0	Yes

All4Labels has a material climate impact through energy consumption in printing and converting operations, and through emissions across the value chain. The topic is financially material due to exposure to energy price volatility, decarbonization expectations from customers, and the need to invest in renewable electricity and lower-carbon production solutions. Climate is also strategically relevant given the company's 2030 sustainability direction and its focus on resource efficiency and climate mitigation.

E5-Circular Economy	5	Product design, recyclability, material efficiency, waste management, water consumption in stressed regions and sustainable material selection are core impacts of All4Labels' packaging solutions.	5	PPWR requirements and customer demand for compliance packaging create significant business risks and opportunities.	5.0	Yes
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Circularity is highly material because All4Labels directly influences on waste generation, environmental footprint and the recyclability and material efficiency of customer packaging through label design, substrates, adhesives and conversion technologies. The topic is financially material due to PPWR-driven changes, customer demand for recyclable solutions, and the commercial opportunity linked to compliance packaging innovation and DPP-ready products.

S1-Own Workforce	5	Large manufacturing workforce exposed to occupational health and safety risks.	4	Retention, engagement and skills availability affect operational performance.	4.5	Yes
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Own workforce is material due to the company's manufacturing footprint, occupational safety exposure, and the importance of skilled employees in printing, converting and technical operations. The topic is also financially material because labor retention, capability building, safety performance and workforce restructuring can affect productivity, continuity and operational excellence.

G1-Business Conduct	4	Ethical practices influence employees, suppliers, customers and regulators.	5	Compliance failures may lead to penalties, customer loss and reputational damage.	4.5	Yes
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Business conduct is highly material because the company operates internationally and must manage compliance, anti-corruption, competition, data protection, whistleblowing and governance expectations across sites and functions. It is financially material because failures in governance, ethics or compliance could lead to penalties, operational disruption, loss of customer confidence and reputational damage.

S2/G1 Responsible Sourcing	4	Supply chain impacts linked to human rights, sustainability and traceability.	5	Supplier disruptions or non-compliance can affect continuity of supply.	4.5	Yes
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Responsible sourcing and supplier ESG performance are financially and impact material because All4Labels depends on a global supplier base for paper, films, chemicals and logistics, and therefore has exposure to environmental, social and regulatory risks in upstream sourcing. These topics are especially important for maintaining supply continuity, managing biodiversity and deforestation risks, and supporting customer expectations on responsible supply chains.

ESRS	Impact	Impact Rationale	Financial	Financial Rationale	DMA	Material
S4-Customers & End Users	4	Product quality and labeling accuracy affect consumer trust and safety.	4	Customer complaints and product issues may impact revenue and reputation.	4.0	Yes

Consumers and end users are material because All4Labels' products support product safety, traceability, and customer satisfaction in sectors such as food, home & personal care, healthcare and industrial markets. The topic is financially material due to quality expectations, complaints, claims and the need to maintain high trust in regulated or consumer-sensitive applications.

E2-Pollution	3	Use of inks, adhesives and chemicals may create pollution-related impacts.	4	Regulatory restrictions on substances could increase compliance costs.	3.5	Monitor
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Pollution is relevant due to the use of inks, adhesives and chemicals in production, as well as potential exposure to emissions and substances of concern. It is financially material to the extent that non-compliance, remediation, product redesign or substitution of chemicals can affect cost base, product approval and customer requirements.

E4-Biodiversity	3	Impacts mainly occur through paper and forest-based material sourcing.	3	Exposure to EUDR requirements and sustainable sourcing expectations.	3.0	Monitor
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Biodiversity is material because the business relies on paper and fiber-based materials and therefore has indirect exposure to forestry, land-use and deforestation-related risks. The topic is relevant from both an impact and financial perspective because sourcing practices, traceability and compliance with anti-deforestation expectations can influence market access, customer trust and supply resilience.

E3 -Water & Marine Resources	2	Water consumption occurs in some manufacturing processes but remains limited.	2	Limited direct financial exposure compared with other environmental topics.	2.0	Monitor
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Water is lower in relative materiality for All4Labels compared with climate, circularity and workforce topics, but remains relevant at site level in regions exposed to water stress and in certain printing processes. It is therefore typically monitored rather than prioritized as a top material topic in a lean reporting approach.



2. Governance

Governance

2.1 ESRS G1. Business conduct, Policies and Board Structure

Given the All4Labels Group's international footprint, **effective corporate governance and compliance structures** are essential to ensure that diverse legal and regulatory requirements are addressed consistently at both local and global levels.

Since 2025, the All4Labels Group has operated a **Business Segment-based organizational structure**. Within this structure, Senior Management fosters a culture of ethical business conduct across all Business Segments and corporate functions.

Senior Management comprises the Chief Executive Officer (CEO), Chief Financial Officer (CFO), Chief Operating Officer (COO), Chief Sales Officer (CSO) and Executive Vice President Sales as well as the Segment leaders of the All4Labels Group. Senior Management is responsible for setting the All4Labels Group's **strategic direction**, overseeing

business performance, **managing key risks and opportunities**, and ensuring effective governance across the organization.

Business Segment and functional leaders are responsible for implementing governance standards and ensuring compliance with applicable laws, regulations, and internal policies within their respective areas of responsibility. The All4Labels Group's integrated **management system** and clearly defined **organizational structure support** consistent governance, compliance, and responsible business conduct across all operations.

As previously reported, and with no significant changes in 2025, the All4Labels Group's **Advisory Board**, composed of representatives and consultants of the All4Labels Group's private equity shareholder, continues to provide strategic guidance, review business performance, and advise on significant financial and corporate matters. While the Advisory Board is not involved in the day-to-day management of the All4Labels Group, it provides oversight and supports Senior Management in pursuing the All4Labels Group's **long-term value creation objectives**.

In 2025, Senior Management was supported by the **independent Internal Audit function**, which contributes to effective governance by evaluating the adequacy and effectiveness of **internal controls**, **risk management**, and **compliance processes** across the All4Labels Group. Internal Audit works closely with the Sustainability and Compliance teams, while maintaining its independence, and regularly reports its findings and recommendations to the CEO and Senior Management through established governance and reporting mechanisms.

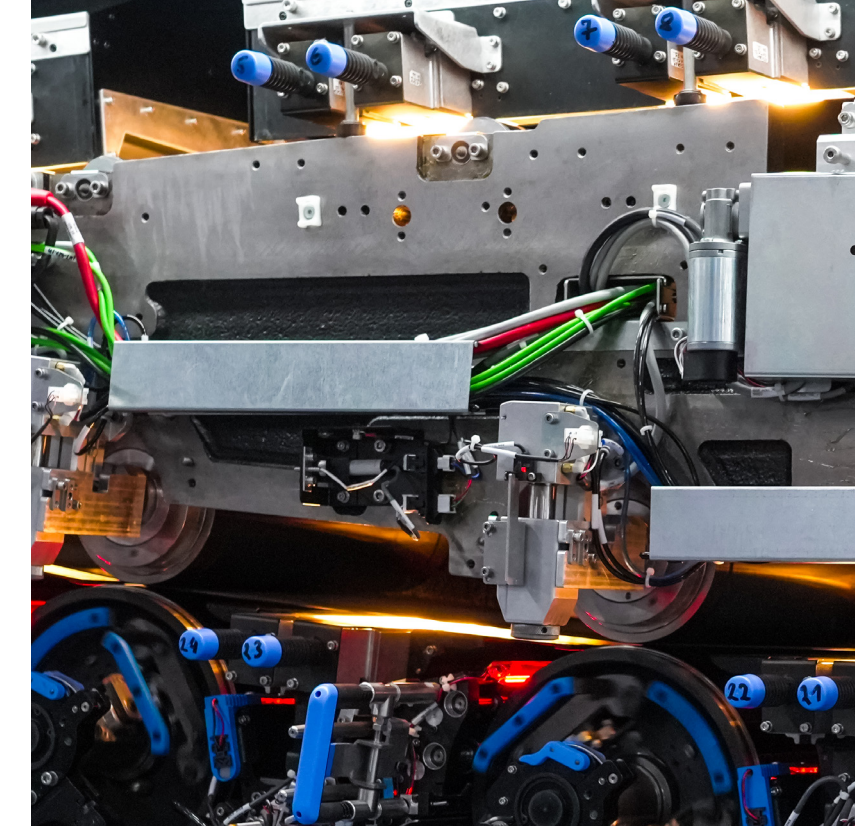
Our Approach

We believe that **responsible business conduct and long-term business success go hand in hand**. We are committed to acting with **integrity, transparency, and accountability**, and maintain **zero tolerance for legal violations, corruption, or unfair business practices**. Fair competition based on product quality, innovation, and pricing is a core principle of our business.

Our **Compliance Management System** is an integral part of our governance framework and business

strategy. It promotes ethical behavior, supports compliance with applicable laws and regulations, and fosters responsible decision-making across the organization.

Under the leadership of our Chief Compliance Officer and VP Legal & Compliance, compliance activities are regularly overseen and discussed through the Compliance Committee and engagement with management.



Business Conduct and Corporate Culture

As reported in previous years, our **global Code of Conduct** serves as the foundation for ethical and responsible business conduct across All4Labels Group.

Based on the principles of the UN Universal Declaration of Human Rights, ILO standards, and applicable laws, it addresses key topics including **human rights, environmental responsibility, business ethics, anti-corruption, data protection, conflicts of interest, diversity, and inclusion**.

The Code of Conduct defines clear principles, **non-negotiable standards**, and expected behaviors for all employees. It is supported by regular compliance training and complementary policies covering areas such as anti-corruption, fair competition, data protection, conflicts of interest, and reporting concerns. Reported violations are investigated

and may result in disciplinary, civil, or criminal consequences.

We expect our business partners to share our commitment to ethical business practices, human rights, environmental stewardship, and legal compliance. These expectations are reflected in our **Supplier Code of Conduct** and are reinforced through risk-based due diligence measures, including supplier assessments, audits, and corrective action plans where required.

Our governance and compliance framework includes the Human Rights Officer, Chief Compliance Officer, and an independent Internal Audit function reporting directly to the Management Board. Together, these functions strengthen risk management, internal controls, and governance in line with the **Three Lines of Defense model**.



In 2025, compliance activities focused on key risk areas including **human rights, anti-corruption, sanctions, money laundering, data protection, ESG, and cyber security**. Risk assessments and due diligence processes support the identification and mitigation of risks across our operations and supply chain.

Our compliance framework is regularly reviewed and updated to address evolving legal requirements and emerging risks, fostering a culture of integrity, accountability, and responsible business conduct.

Compliance Awareness and Training

It is essential that all employees understand their compliance responsibilities and contribute to a culture of integrity and ethical behavior across All4Labels Group. To support this, compliance policies are available in local languages and centrally accessible through our document management system. **Mandatory training** is delivered via our e-learning platform, with participation and completion rates monitored.

Our training program is a key element of the Compliance Management System and is regularly updated to reflect legal developments, emerging risks, and employee feedback. Training covers topics such as the Code of Conduct, anti-corruption, antitrust law, anti-money laundering, conflicts of interest, diversity and inclusion, workplace respect, whistleblowing, and data protection.

Training content is **risk-based, available in local languages, and repeated periodically.**

Since 2024, **all new employees have received the Code of Conduct and the Human Rights Policy Statement** as part of the onboarding process. Additional measures ensure that employees without regular digital access also receive the required compliance training.

Management actively promotes a culture of continuous learning and receives regular updates on training progress. Automated reminders support timely completion, and compliance training requirements apply to all employees, including senior leadership. **In 2025, all members of the management team completed the required anti-corruption training.**



Compliance Channels and Reporting Mechanisms

Reporting ethical or legal concerns is essential to maintaining our values and standards of conduct. Employees and business partners are encouraged to report suspected violations of laws, regulations, internal policies, or our Code of Conduct.

Our global whistleblowing system, **Here4You**, provides a **secure and confidential reporting channel** that is **available 24/7, in multiple languages**, and allows both **named and anonymous reporting**. In addition, concerns can be raised through management, Human Resources, the Compliance Department, members of the Compliance Committee, or direct supervisors.

All reports are handled confidentially and investigated in accordance with established

procedures. We are committed to protecting individuals who report concerns in good faith, and **retaliation against whistleblowers is strictly prohibited**. These principles are outlined in our Code of Conduct and Whistleblowing Policy.

In 2025, all reports received through the available compliance reporting channels were reviewed in accordance with established procedures, and appropriate investigations were conducted where necessary. **No confirmed cases of corruption or discrimination were identified.** While many reports related to workplace concerns or communication issues rather than compliance breaches, all matters were addressed appropriately to support a respectful, transparent, and accountable workplace culture.



Contact channels for compliance and ethics concerns

Here4You
(EQS Integrity Line)

 <https://all4labels.integrityline.app/>

 compliance.legal@all4labels.com

 +49 152 01450387

 All4Labels Group GmbH,
Möllner Landstraße 15, 22969 Witzhave, Germany

Data Protection

All4Labels Group is committed to protecting the personal data of its employees, customers, suppliers, business partners, and other stakeholders. Our global data privacy framework is based on the principles of the **EU General Data Protection Regulation (GDPR)** and supplemented by local legal requirements where applicable.

To ensure the secure and lawful processing of personal data, we maintain a group-wide **Data Protection Policy**, records of processing activities, data transfer agreements with third parties where required, and appropriate **technical and organizational safeguards**. These measures are supported by regular employee training and

internal guidance to promote privacy awareness and responsible data handling.

Through this approach, we seek to maintain a robust data protection framework, mitigate privacy risks, and strengthen stakeholder trust across our operations.

In 2025, **three personal data breach complaints** were identified and managed in accordance with applicable legal requirements, including notification to the relevant supervisory authorities where required. **No data protection-related fines or penalties were imposed on the Group.**

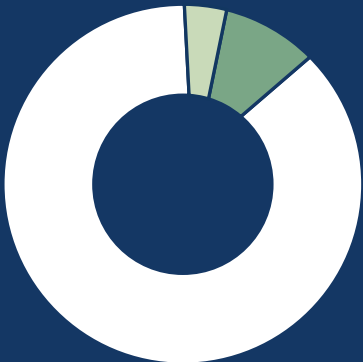


3. Environmental

Environmental

3.1 ESRS E1. Climate Change

Environmental	2024	2025
Scope 1 Emissions	11.368,06 t CO ₂	8.312,69 t CO ₂
Scope 2 Emissions	33.956,91 t CO ₂	37.921 t CO ₂
Scope 3 Emissions	661.079,72 t CO ₂	536.504 t CO ₂



582,737.44
t CO₂e

- Scope 1**
1,43 % | 8,312.69 t CO₂e
- Scope 2**
6,51 % | 37,920.98 t CO₂e
- Scope 3**
92,07 % | 536,503.77 t CO₂e

We invested in **high-quality Energy Attribute Certificates (EACs)** from **accredited renewable sources** at high-energy-consumption sites, including **Stevnstrup, Birkerød, and Hull**, together with other reduction initiatives such as dedicated maintenance programs and **solar-panel installations in Zeithain, Germany**.

We are committing to **SBTi targets** and started a **partnership with Climate Partner** to align our **Near-term targets for 2031** with a baseline, starting in 2024. Objectives will be sent by **end of October 2026** for their validation.

ESRS E2. Pollution

The absence or minimization of such substances, where applicable, is achieved through the systematic collection, verification and assessment of regulatory information provided by suppliers, including declarations on **REACH compliance, substances of very high concern (SVHCs), PFAS, heavy metals and other restricted substances**.

To strengthen **data quality and consistency across the Group**, All4Labels is progressively developing **shared regulatory databases** that centralise supplier documentation, certificates, declarations of compliance and chemical information. These tools improve **traceability**, facilitate regulatory assessments and support consistent compliance across production sites.

In parallel, internal awareness and competence are reinforced through **regular training programmes** for purchasing, R&D, product management, sales and manufacturing teams. These initiatives ensure that regulatory requirements related to **chemical management** are understood and integrated into product development and sourcing decisions at an early stage.

By combining **supplier engagement, robust data management and internal capability building**, All4Labels enhances its ability to anticipate regulatory developments, **reduce chemical-related risks** and support the development of **safer packaging solutions** in line with current regulatory requirements.

ESRS E4. Biodiversity and Ecosystems

European Deforestation Regulation (EUDR) Compliance

As part of our commitment to sustainability and compliance with the **European Deforestation Regulation (EUDR)**, we have further implemented various measures to ensure **responsible sourcing, traceability, and transparency** throughout our supply chain.

All production sites required to comply with these regulations are **fully equipped with the necessary systems** and will be able to deliver results immediately once the standard takes effect.

Since 2023, the All4Labels Group has established a **robust project management program** to manage and drive activities related to the requirements of the EUDR.

Thanks to the dedicated collaboration of teams across functions and business units, we have reached a significant milestone: **we have implemented the systems required to comply with the original EUDR regulation at all our European plants**.

ESRS E5. Circular economy. Impact of PPWR, A4L solutions

The transition towards a **circular economy** is a **strategic priority for All4Labels** and is increasingly driven by evolving customer expectations and the requirements of the **Packaging and Packaging Waste Regulation (PPWR)**.

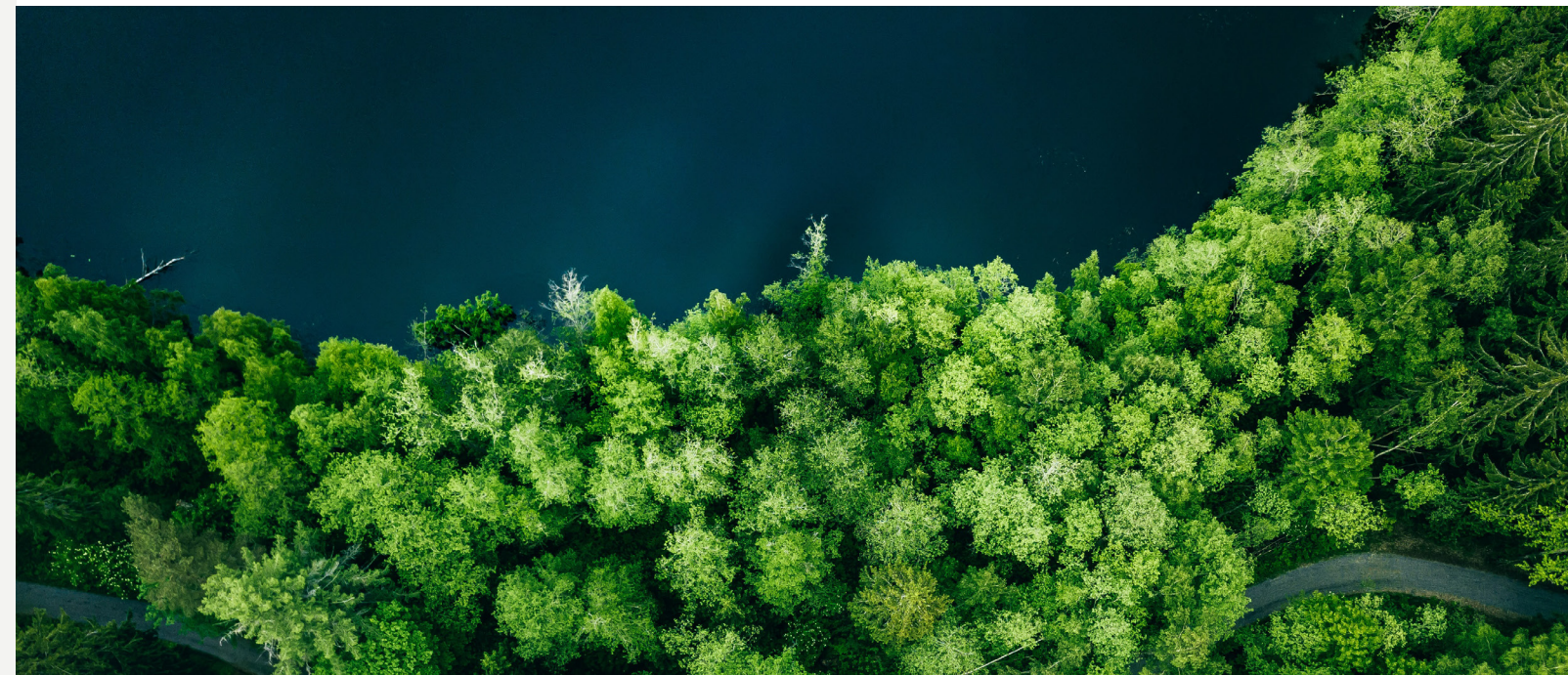
A new **PPWR brochure** has been designed to strengthen our market positioning as a **trusted partner for sustainability compliance** which will help to:

- Create a **consistent narrative and messaging** across the sales organization.
- Helps customers **navigate PPWR requirements with confidence**.
- Highlights our **end-to-end capabilities**, from **design for recyclability to digital compliance solutions**.
- Transforms regulatory discussions into **value-driven business conversations**.

All4Labels also continues to expand its portfolio of packaging solutions, including **recyclable label constructions, recycling-compatible materials** and digital solutions that support circular packaging systems.

Through our innovation activities and collaboration with customers and industry organisations, we contribute to improving **packaging recyclability**, facilitating waste sorting and supporting the transition towards a circular economy.

This approach is fully aligned with All4Labels' sustainability strategy, which targets a portfolio of products that are **recyclable, reusable or renewable by 2030** and promotes innovation solutions in line with regulatory requirements.





4. Social

Social

4.1 ESRS S1. Own workforce EHS KPIS

Employee Development and Wellbeing

Employee Composition

In 2025, the organization underwent a **significant transformation** in its employee composition, characterized by an approximate **16% reduction in headcount** alongside **major restructuring events**. This shift reflected a deliberate effort to **realign the workforce** with changing **business priorities** and to enhance overall **efficiency**.

The decrease in headcount was primarily driven by **organizational restructuring initiatives**, including the **consolidation of functions**, **streamlining roles**, and the **reduction of overlapping responsibilities**.

Following the 2025 reporting period, the company reduced approximately **20% of its headcount** by the date of the publication of this ESG report.

Certain business areas were **scaled down or exited**, while others were reshaped to focus on **core strategic priorities**. As a result, the workforce became **leaner and more focused**.

Leadership structures were also adjusted to support a more **agile and efficient organization**. Layers were simplified, **decision-making processes accelerated**, and **accountability strengthened**. These changes contributed to a more **responsive and performance-oriented environment**.

Throughout the ongoing transition, efforts were made to **support affected employees** through **redeployment opportunities**, and **structured exit programs**. While the year involved significant change, the outcome was a more **streamlined, capability-driven workforce** better positioned to support the company's **long-term objectives**.

Additionally, we made strides in implementing **global HR processes and policies** to **standardize our approach across all regions**. This has helped ensure **consistency, fairness, and transparency**, fostering a **unified and inclusive work environment**. Examples include a **Global Recruitment Process** and a **Global Car Policy** which serves as a positive example for implementation across individual countries. Together, these initiatives create a **resilient, data-informed, and standardized HR infrastructure**, enabling the company to **scale sustainably, integrate new entities smoothly**, and cultivate a **high-performing and inclusive workforce**—essential ingredients for **long-term success**.

The workforce figures at the end of the reporting year are as follows:

Category	2021	2022	2023	2024	2025
Employees & new hires					
Total headcount	3198	4199	6268	6611	5571
Total FTEs	3,008	3,968	6,052	6,375	5359
Organic net new hires	*	426	32	343	
Nationalities	58	59	59	59	59
Languages	14	18	18	18	18
Diversity, Equity & Inclusion					
Number of employees who are women	825	1,377	2194	2311	1749
Percentage of employees who are women	27% ¹	33%	35%	35%	31%
Number of employees who are men	2,373	2,822	4,074	4292	3822
Percentage of employees who are men	73% ²	67%	65%	65%	69%
Number of women at leadership level	*	10	13	17	13
Percentage of leadership level who are women	*	19%	20%	24%	21%
Number of men at leadership level	*	52	52	53	48
Percentage of leadership level who are men	*	81%	80%	76%	79%
Category	2021	2022	2023	2024	2025
Employment type					
Number of employees with permanent contracts	2,957	3,731	6143	6381	5466
Number of temporary employees	105	468	125	222	105

(GRI 401 -1 | GRI 405-1 | GRI 2-7)

¹In our constant pursuit of better data quality, this number was revised and corrected..

²In our constant pursuit of better data quality, this number was revised and corrected.

In 2025, the split of the headcount by Region and Country is as follows:

Country code	Central Europe	Italy	Others	South America
 France	1194	953	37	78
 Argentina				
 Brazil				1730
 Switzerland			46	93
 Chile				
 China			74	
 Germany				12
 Denmark			164	
 Spain			97	
 Italy				
 Mexico			145	
 Paraguay				
 Romania			349	
 Czech Republic			11	
 United Kingdom			187	
 South Africa			401	
Total	1194	953	1511	1913
				5571

Employee management and engagement

(GRI 401-2 | GRI 2-30)

All4Labels Group is **fully committed** to adhering to all relevant **Collective Bargaining Agreements (CBA)** in each country where we operate. In line with this commitment, and **strict compliance with national and regional legal requirements**, we maintain **full transparency and accountability** in all our **employment practices**.

At our **significant locations of operation**, the following **employment benefits** are standard for **full-time employees**. These benefits may not be uniformly extended to **temporary or part-time employees** unless **required by law** or **negotiated within a specific CBA**:



Disability and Invalidity Coverage

Available to full-time employees in the form of short-term and/or long-term disability benefits. Provision for temporary or part-time employees depends on local legislation and specific employment terms.



Parental Leave

Full-time employees are entitled to parental leave benefits that meet or exceed legal requirements. Temporary and part-time workers may receive prorated or legally mandated minimum entitlements only.



Stock Ownership

Where applicable, stock purchase or ownership programs are offered primarily to full-time employees. Eligibility for part-time or temporary staff may be restricted or subject to tenure requirements.



Retirement Provision

Full-time employees are generally enrolled in employer-sponsored pension or retirement savings plans. Participation for temporary or part-time employees varies by location and employment duration.



Health Care

Comprehensive health insurance coverage, including medical, dental, and vision, is generally offered to full-time employees. Temporary or part-time staff may have limited or no access to these benefits, depending on local legal frameworks and union agreements.



Life Insurance

Provided as part of our core employee benefits package in most countries, particularly where mandated by law or agreed through CBAs.

We **regularly review our benefits structure** to ensure **equity and legal compliance**, and to reflect **evolving labor standards and best practices in employee welfare**.

The sites assessed in this report for **Environmental KPIs** are also defined as the organization's **significant locations of operation**. These are countries or sites where All4Labels Group has **substantial business activities**.

This definition ensures that our disclosures reflect locations where **employment practices, environmental performance, and employee benefits** have the most material impact on our **workforce and stakeholders**. We regularly review and update the list of significant locations to align with changes in our **operational footprint and strategic priorities**.

Beyond legal compliance, we also prioritize **making a positive impact on the communities we serve**.

Our efforts extend to **promoting well-being and creating opportunities** for both local community members and our employees, fostering a sense of **shared responsibility** and contributing to the **broader social good**.

We place great importance on supporting **family-oriented activities**, such as **drawing competitions and other engaging events**, which help foster a sense of **togetherness and well-being** among our employees and the wider community. In line with our commitment to enhancing **employee satisfaction**, we continue to expand our **corporate benefits** across different regions. A good example from our site in **Leeds / United Kingdom**, in addition to the various engagement activities, we offer **34 days of paid annual leave—significantly higher than the UK standard of 28 days—** and we also reward employees with an **additional paid day off for every five years of service**, reinforcing our commitment to **long-term employee well-being and satisfaction**. (GRI 401 – 2)

Our sites in **Witzhave** and **Trittau** participate in the **“Girls’ Day and Boys’ Day”** every year which took place on the **3rd of April 2025**. Girls’ Day and Boys’ Day is a **nationwide initiative aimed at providing career and study guidance free from stereotypes**. Students were given the opportunity to look into work as a **printer** and experience working in a **production environment**. They went home with a small selfmade souvenir and a big smile on their faces. Employees also take the chance to give their children an insight into their daily work.

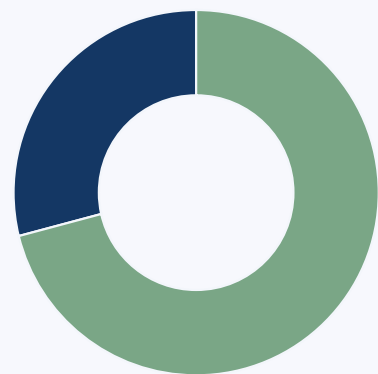
Aligned with the **CORE values Curiosity, One Team, Responsibility, and Empowerment**, All4Labels Group has laid the groundwork for **various initiatives designed to boost employee engagement**.

Diversity, Equity & Inclusion

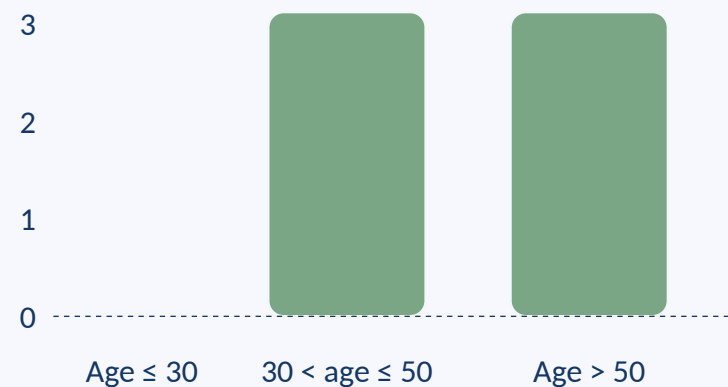
Diversity is a cornerstone of our values at **All4Labels Group**, aligning with our **CORE principles**. By embracing a **diverse workforce**, we create an environment where **all voices are heard**, fostering increased **employee happiness** and a **sense of belonging**. A **diverse workplace** not only enhances **collaboration** and **innovation** but also drives

success by bringing **different perspectives and ideas** to the table. This **inclusivity** enriches our **company culture** and enables us to **better serve our customers**, making diversity a key driver of both **employee satisfaction** and **organizational growth**.

Gender diversity within our management board in 2025
(GRI 405 -1)



- Male 71,4% (5 persons)
- Female 28,6% (2 persons)

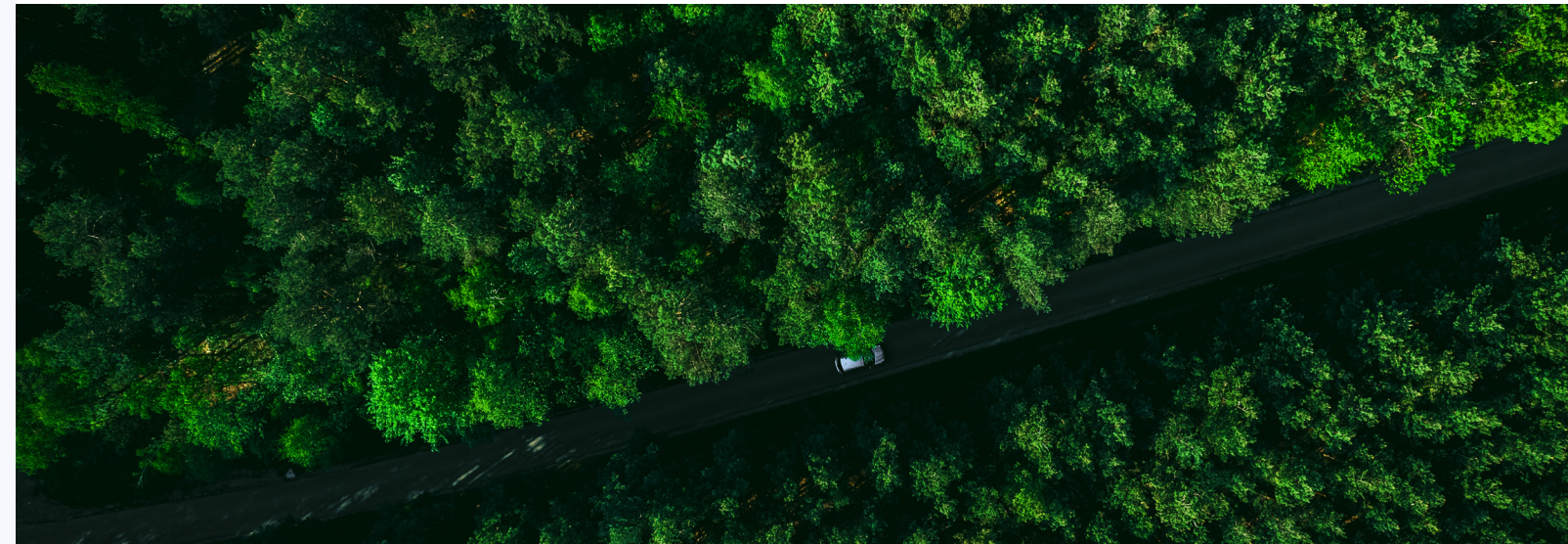


Training & Development

At All4Labels Group, we believe that the **continuous development of our employees** is fundamental to our **long-term success and sustainable growth**. We are committed to fostering a learning culture by providing **development opportunities**, **structured training programs**, and **transparent career pathways** across all regions.

needed to navigate evolving market demands, technological advancements, and changing customer expectations. Our training initiatives support **professional growth**, encourage **innovation**, strengthen **collaboration**, and enhance **organizational resilience**.
(GRI 404-2)

Through **ongoing learning and skills development**, we equip our employees with the competencies



Employee Training Initiatives

All4Labels offers a range of **professional development opportunities**, both on an individual basis and across departments. In addition to online resources such as **LinkedIn Learning**, **job-specific training** was delivered in group sessions to ensure that staff remain up to date in the areas of **manufacturing, safety** and **quality**.

Recurring training on **workplace safety and diversity** is provided to employees in line with our **sustainability strategy**. These initiatives support our efforts to reduce the Total Recordable Incident Rate (TRIR) and strengthen awareness of Diversity, Equity, and Inclusion (DEI). Further details can be found in the Safety section that follows in this report.

Health & Safety

At All4Labels Group, **health, safety, and well-being** are central to our **sustainable development strategy**. This commitment goes **beyond legal compliance**; it reflects our responsibility to **protect our people** and ensure a **resilient, healthy, and balanced work environment**.

By adopting a **reliable and forward-looking approach**, we actively **minimize risks** and strengthen both **individual well-being** and **operational continuity**.

(GRI 403-1 | 403-2 | 403-7 | 403-8)

All4Labels Group maintains a robust **Health and Safety Management** System aligned with both **German legal frameworks** and **U.S. OSHA regulations**, systematically meeting or exceeding the local compliance requirements across the regions where we operate. This framework applies **to all individuals on site**, including **employees, contractors, and visitors**, as formalized in our updated **SHE Policy**.

To support Segment Leader, Managing Directors and site-level Safety Managers across all company locations, the **Global Safety, Health, and Environment (SHE)** team experienced a **30% growth in 2025 compared to the previous year**.

With **five nationalities represented**, fluency in **six languages**, and **equal gender representation reached in 2025**, the team reflects our strong commitment to **diversity and inclusion**. Their efforts are increasingly focused on integrating **innovative technologies and automation tools**, while also reinforcing a culture of **continuous learning** through **training and capacity building**.

The **SHE policy** guides the principles and emphasizes both **preventive health measures** and **risk mitigation practices**. To ensure comprehensive awareness of **national legal requirements** across all countries where we operate, the Global SHE team collaborates with an **external legal advisory service**. This partnership enables **continuous monitoring of legal developments** at the regional, national, and international levels.

The resulting **legal register** is regularly updated and made accessible in both **local languages and English**. Each entry is accompanied by explanatory notes and linked to **official regulatory sources via a digital platform**, facilitating easy navigation and **compliance tracking**.



The use of **centralized SHE software** strengthens **transparency** and **inter-site coordination**. It supports that **risks and occupational hazards are monitored and evaluated on a routine basis** across all facilities, including updated protocols for **incident investigation, emergency response procedures, alarm systems, and other critical safety measures**.

This **ongoing assessment process** supports the implementation of **targeted safety measures designed to mitigate potential harm**, and we continue to provide **annual training to all employees** to ensure a high standard of **awareness and preparedness in occupational health and safety**.



Corporate guidelines establish standards covering the **most significant topics**, which are prioritized according to their **likelihood and potential impact**. In 2025, **two additional directives were issued and deployed globally**, accompanied by **specific action plans** to support implementation at the local level.

The SHE Directive “**Contractor Management**” is concerned with the **general safety and hygiene rules and processes** that the All4Labels Group sites and contractors need to set up, prepare, and follow before visitors and contractors can start work on our premises.

This ensures the **safe collaboration of all parties present on-site**. In addition, the SHE Directive “**Control of Hazardous Energy**” is concerned with the **safe control of all energy sources available on-site and per machine/workspace** - it describes the decision if a **Lock Out Tag Out process** needs to be followed or alternative methods for energy control are sufficient to enable safe working on a machine, system or infrastructure and to ensure that the **equipment cannot be re-energized**.

Both documents work together to ensure **effective and safe collaboration and cooperation of internal and external personnel**.

Both directives have been trained in **English, German, Portuguese and Spanish** to all site managers and safety responsibilities. Additionally, **gap analyses** have been provided to the sites and the **Global SHE team supported on- and off-site with the implementation**.

Occupational Health & Safety

(GRI 403-2 | 403-3 | 403-6 | 403-7 | 403 -9)

As part of our commitment to **occupational health**, All4Labels Group continues to promote **employee well-being** through a variety of **site-level initiatives**.

These include access to **local medical consultations**, **vaccination drives**, **ergonomic assessments**, and **other health-related services** tailored to the needs of each location.

Each production site is equipped with **trained first responders** who can provide **immediate assistance** in cases of minor injuries, symptoms of illness, or medical emergencies.

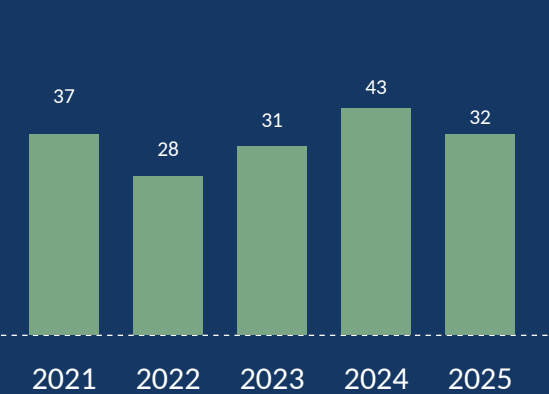
These measures are supported by **regular site-level risk assessments** that encompass both **physical and psychosocial hazards**. Where risks are identified, **corrective actions are implemented and monitored** in collaboration with the **Global SHE team** to ensure effectiveness and alignment with **corporate standards**.

Safety performance monitoring is aligned with **regulatory requirements and industry best practices**, focusing on key indicators such as **recordable incidents, lost-time injuries, fatalities**, and the **Total Recordable Incident Rate (TRIR)**. This enables **performance benchmarking and continuous improvement** across all locations.

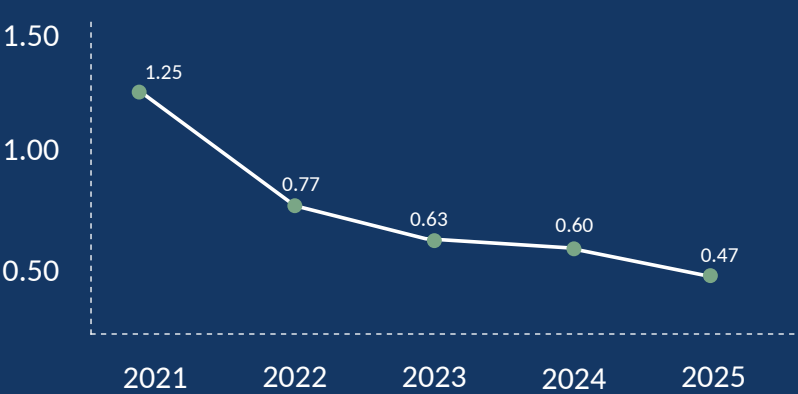
Fatalities
2021 - 2025



Recordable Cases
2021 - 2025



Total Recordable Incident Rate (TRIR)
2021 - 2025



Since implementing enhanced reporting practices in 2023, All4Labels Group has continued to strengthen its safety performance. In 2025, the Group achieved a further 21% reduction in the TRIR, reflecting ongoing efforts to embed a proactive safety culture. The number of reportable incidents has also decreased from 43 to 32.

Despite these challenges, All4Labels Group's continued achievements in health and safety reflect its strong focus on proactive risk management and continuous improvement. In 2025, the Group conducted over **20,424 Safety Walks**, representing a **10% increase** compared to 2024. These walk-throughs, carried out by leadership teams across sites, resulted in the identification of more than **14.403 unsafe observations**, which were addressed promptly to prevent potential accidents and injuries. This hands-on approach has significantly strengthened the preventive safety culture and enhanced risk awareness among on-site colleagues.

Since the introduction of **positive observations** into regular reporting at the end of 2023, leadership teams have recorded more than **7,200 instances of Safety Conversations** — acknowledging safe behaviours, encouraging proactive action, and reinforcing exemplary practices across teams.

In addition, the Group expanded its knowledge-sharing and training initiatives. In 2025, **20 new Toolbox Talks** were developed and translated into all languages spoken across the sites, an increase of 48% of the portfolio of toolbox talks available.

Moreover, **22 new Best Practices** were published, an increase of 20% of the best practices already available to the sites, with valuable contributions from **10 different sites**, demonstrating the collaborative and innovative spirit of the organization in advancing workplace safety.

Highlights of our Health & Safety Initiatives

(GRI 403-4 | 403-5 | 403-7)

As part of the Global Safety, Health, and Environment (Global SHE) team's efforts to integrate newly acquired sites into the All4Labels Group, the establishment of a strong safety culture was prioritized from the beginning of the integration process.

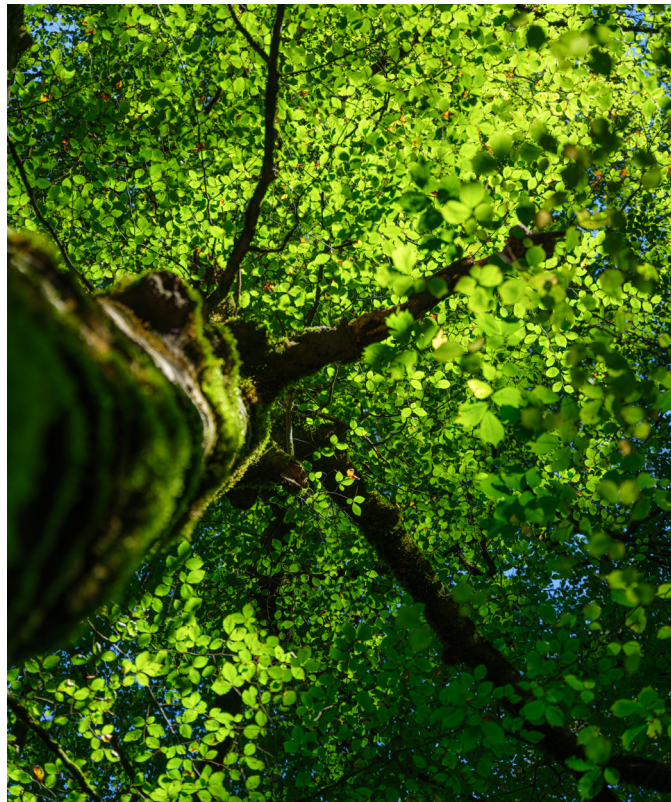
To foster collaboration and shared learning among sites, two **SHE Summits** were organized in 2024 — one in **Europe** and one in **South America**. These two-day workshops brought together safety

representatives from across the Group for joint training sessions, interactive activities, and practical site visits. The events provided a valuable platform to exchange experiences, align strategic safety objectives, and set the direction for the year ahead.

Further reinforcing the Group's commitment to a proactive safety culture, a **Safety Video** was developed as a voluntary employee-led initiative. A total of **28 employees from 18 All4Labels Group' sites** participated in the video, which featured real workplace settings and conveyed a powerful message: safety goes beyond compliance—it is about shared responsibility and ensuring that everyone returns home safely to their families.

Building on the positive feedback from **Toolbox Talks** initiated in previous years, this practice has now been formalized as a Group-wide procedure by the end of 2024. These sessions, combined with the introduction of **Best Practices**, continue to play a key role in enhancing awareness and promoting safe behaviour across all sites.

To support employee health and well-being, the **Step-by-Step-Together Challenge** was launched again in 2024. This virtual initiative brought together **over 324 colleagues** organized into **40 teams across 11 countries**, encouraging participants to reach an average of **10,000 steps per person per day**. Impressively, **15 teams** successfully met the goal, reinforcing the Group's commitment to employee wellness through engaging and inclusive initiatives.



Social

4.2 ESRS S2. Responsible Sourcing

Value Chain

All4Labels Group believes that our **procurement practices** can play a significant role in driving **sustainability across our supply chain**, and 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 **2025**, our focus was primarily on **Digitalization** and **ESG adherence**.

Respecting Rights in the Value Chain

All4Labels Group is dedicated to **upholding human rights and ethical standards across its operations and supply chain**. Since 2022 there has been a **Human Rights Officer** to oversee compliance and mitigate **human rights and environmental risks**, reporting directly to the Management Board. The **All4Labels Code of Conduct**, available publicly, serves as the foundation of its human rights strategy, which is reinforced through **supplier expectations and internal training** on diversity, values, and reporting mechanisms.

The company conducts **regular risk assessments** and audits to evaluate the implementation of human rights practices and identify areas for improvement. All4Labels Group enforces compliance standards and promotes its global policies and **whistleblower system** through its **Code of Conduct**, **Supplier Code of Conduct**, and **Human Rights Policy**, aligning with human rights frameworks and labor and social organizations globally. Please refer to the Governance chapter – Compliance Management for more information.

To promote **sustainability throughout its value chain**, annual **self-assessment questionnaires** are conducted yearly, evaluating suppliers based on their compliance with **legal, social, and environmental criteria**. This initiative supports the company's commitment to fostering **ethical business practices and continuous improvement** across its operations and supply chain. More information can be found in the Product chapter – Value Chain Transparency and Collaboration.

We are pleased to report that our **supply chain has remained stable and uninterrupted by social or environmental issues** - no critical risks have been identified within our supply chain. Importantly, there have been **no reported cases of violations related to freedom of association and collective bargaining**, nor any indications of child labor, forced labor, or slave-like labor in our suppliers' operations.

(GRI 407-1 | GRI 408-1 | GRI 409-1)

Procurement Digitalization through Fullstep and Sievo

The continued use of the “**Fullstep**” e-procurement platform in combination with the “**Sievo**” procurement analysis tool has significantly improved the **efficiency and transparency of our procurement processes**. The automation provided by these solutions optimizes the entire procurement cycle—from purchase requisition to invoicing—reduces manual effort, minimizes errors, and shortens processing times. This leads to faster decision-making and a better overview of our procurement volume and expenditures.

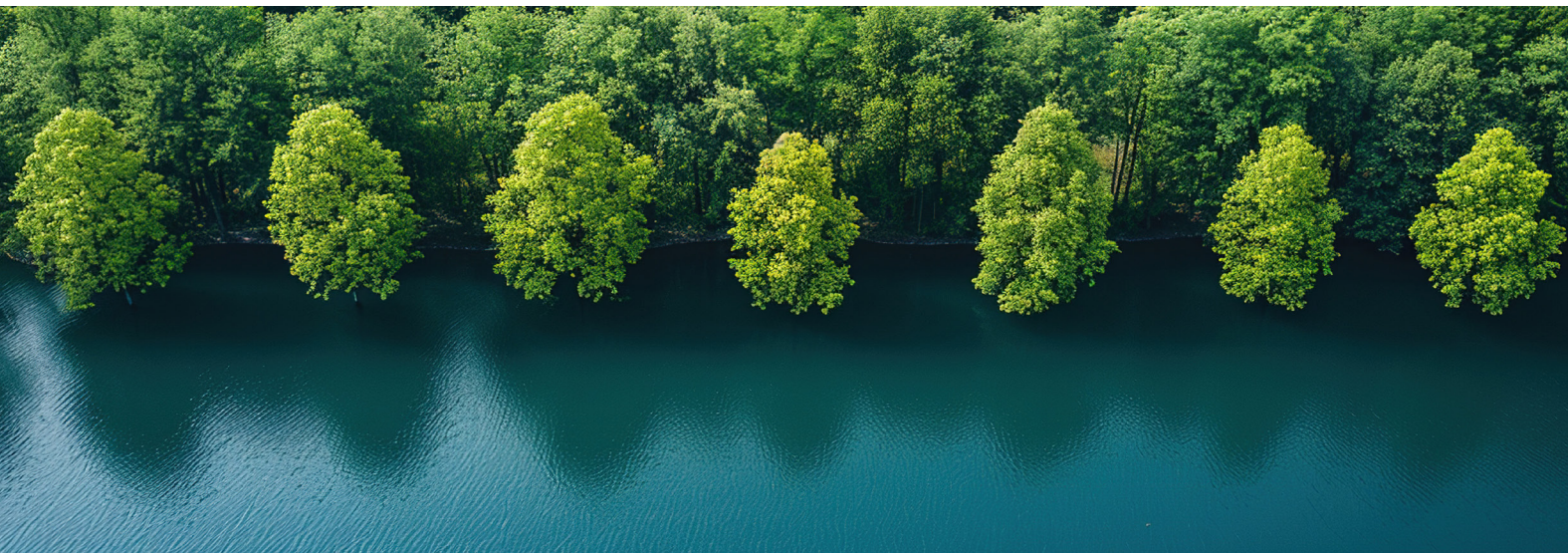
By centralizing procurement data in Fullstep, we gain **full oversight of all procurement activities**. This includes tracking the procurement lifecycle, ensuring contract compliance, and conducting a comprehensive evaluation of supplier performance, including **ESG metrics**.

Additionally, Fullstep and Sievo support our **compliance and risk management** by providing in-depth analysis and operational transparency. These

systems allow us to proactively monitor adherence to procurement policies, mitigate supplier risks, and identify potential supply chain disruptions. Furthermore, they enable us to detect suppliers who fail to comply with our **Supplier Code of Conduct** or do not align with our corporate values, protecting our organization from reputational and operational risks.

In 2025, we took another major step forward by connecting the first ERP systems and synchronizing procurement data centrally. This integration further enhances our ability to standardize processes, improve data accuracy, and ensure seamless supplier management across all procurement activities.

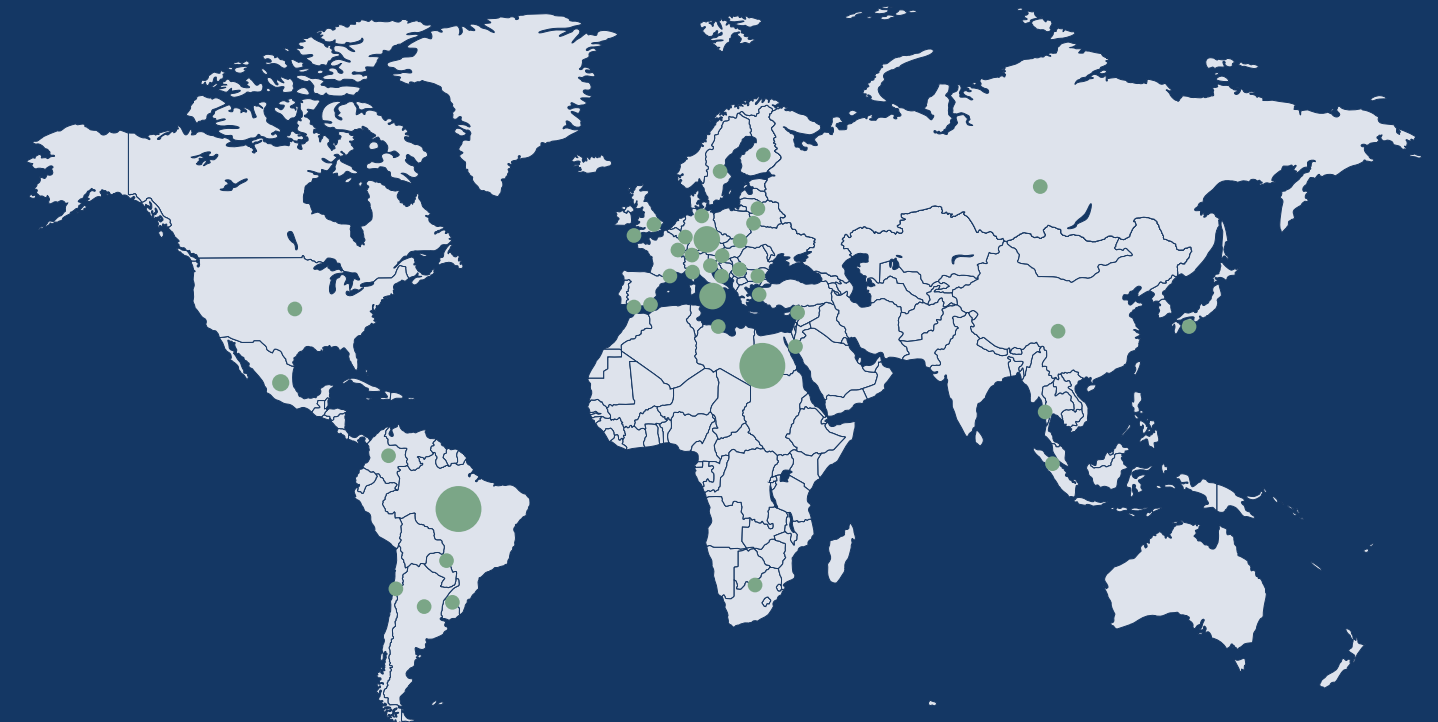
With the continued development of **sustainability and supplier relationship management functions**, we are further strengthening our **responsible procurement approach** and fostering long-term, value-driven partnerships with our suppliers.



All4Labels Group Supply Chain (GRI: 102-9)

Our network of base raw material suppliers consists primarily of **large global players with local presence**, as shown on our supplier map.

The main commodities that make up our market include **petroleum, chemicals and cellulose**.



***Source**
Sievo (All4Labels Group's Supplier Spend Tracking Tool)

Partner Monitoring and Development

All4Labels Group is committed to monitoring and promoting **good business practices**, aligning with current laws and regulations. Our **annual self-assessment questionnaire** evaluates suppliers on all aspects related to **ESG**.

The result of **supplier audits** is presented in below table.

Number of Audits in Suppliers	2023		2024		2025	
	Approved	Failed	Approved	Failed	Approved	Failed
Self- Evaluation	198	1	310	2	220	0
In person			37	0	15	0
TOTAL			347	2	347	0

Compared to 2024, we have **reduced the number of audits—both self-assessments and on-site audits**. This is because we have **reduced the number of strategic suppliers** and the existing suppliers have **maintained the required level**.

Challenges (GRI: 102-10)

Like many other players in the label printing industry, the All4Labels Group faced various **market challenges in 2025** stemming from **economic uncertainty**, **raw material costs**, and **supply chain disruptions**.

First, **raw material costs remained volatile** due to rising prices for petrochemical products, forcing the All4Labels Group to adjust its sourcing strategies over the long term in order to remain competitive.

Furthermore, the **geographical logistical challenges** have constrained the supply availability and delay the transportation lead-time throughout the value chain globally. This has prompted us to **adapt supply sources to anticipate and secure our supply to the market**.

Materials

Materials purchased at All4Labels Group by weight (kilograms) (GRI: 301-1)

EMEA					
Materials (kg)	2021	2022	2023	2024	2025
PSL film-based	22,653,546	23,757,059	18,743,317	19,759,708	17,004,838
PSL paper-based	12,726,321	16,320,304	13,341,445	18,439,879	19,216,114
Inks and Varnishes	1,803,359	1,684,904	1,854,094	3,659,358	3,372,840
Monomaterial film-based	6,476,346	8,145,431	9,735,966	12,654,381	9,595,928
Monomaterial paper-based	-	-	4,948,056	14,408,579	10,847,460
Other print substrates	-	-	-	1,362,849	2,063,514
TOTAL	43,659,572	49,907,697	43,476,645	70,479,306	62,100,696

*Figures are net of acquisitions and divestitures

APAC					
Materials (kg)	2021	2022	2023	2024	2025
PSL film-based	*	1,034,493	1,468,642	2,380,036	2,200,795
PSL paper-based	*	115,382	474,480	929,889	874,528
Inks and Varnishes	*	53,666	273,847	217,021	301,214
Monomaterial film-based	*	141,420	568,449	860,498	372,44
Other print substrates		-	-	-	
TOTAL		1,344,962	2,785,418	4,387,444	3,961,597

* Material monitoring started in 2022 | *Figures are net of acquisitions and divestitures

APAC					
Materials (kg)	2021	2022	2023	2024	2025
PSL film-based	3,633,338	4,766,206	5,591,763	7,121,206	5,360,292
PSL paper-based	813,872	2,222,151	5,023,205	5,095,033	4,334,136
Inks and Varnishes	357,474	611,011	1,477,584	1,440,488	1,677,771
Monomaterial film-based	1,050,799	3,554,938	6,082,374	7,056,278	10,734,116
Monomaterial paper-based	2,062,169	1,878,070	25,198,636	28,637,295	22,955,701
Other print substrates	-	-	-	112,466	221,923
TOTAL	7,917,652	13,032,376	43,373,561	49,462,767	45,283,939

*Figures are net of acquisitions and divestitures

TOTAL					
Materials (kg)	2021	2022	2023	2024	2025
PSL film-based	26,286,884	29,557,758	25,803,722	29,260,950	24,565,925
PSL paper-based	13,540,193	18,657,837	18,839,130	24,464,802	24,424,778
Inks and Varnishes	2,160,833	2,349,581	3,605,525	5,316,867	5,263,227
Monomaterial film-based	7,527,145	11,841,789	16,386,789	20,571,156	20,631,258
Monomaterial paper-based	2,062,170	1,878,070	30,146,692	47,443,318	33,803,161
Other print substrates	-	-	-	1,669,868	2,657,881
TOTAL	51,577,225	64,285,035	94,781,856	128,716,960	111,346,230

*Figures are net of acquisitions and divestitures

Social

4.3 ESRS S4. Consumers and end-users. Product Quality (GRI 3-3)

Golden rules and internal process audits

The All4Labels Group's **quality standards are monitored monthly at all locations** by the global quality team. **All locations meet the quality standards** established by the All4Labels Group.

To provide the sites with a clear strategy and vision, a **quality policy** was developed and implemented to ensure compliance with all requirements of our existing certifications.

To strengthen the quality of our standards and solidify our customers' trust, we **further advanced our internal quality program in 2025**, which includes the following:

- Continuous optimization
- Expansion of the application of "best practices in quality" through weekly and monthly exchange sessions among the quality sites
- Company-wide support for conducting local competency training, including knowledge, behavior, and leadership
- Further development of **supplier quality management** in collaboration with Purchasing as part of "Fullstep"
- Training on color matching and die-cutting for quality managers at all plants, conducted by an external trainer
- Onboarding training and continuous professional development for new quality managers
- **Mutual audits in Latin America and Europe**

The expectations of brand owners, retailers, and consumers regarding quality performance have remained unchanged from the previous year, but the **requirements for certifications—and thus for quality management—have increased.**

The market has become more sensitive with regard to risk management, which requires corresponding implementation within the management system. Against this backdrop, the All4Labels Group must be prepared for **improved business continuity.**

Certifications (GRI 416-1)

At all All4Labels Group locations, the **ISO 9001:2015 standard is implemented at a high level company-wide** to ensure consistent, comprehensive quality management.

As previously reported last year, we continue to operate in accordance with **widely recognized international standards:**

- Quality Management System: **ISO 9001**
- Environmental management systems: **ISO 14001 & ISO 50001**
- Security printing procedures: **ISO 14298**
- Implementation of business continuity plans and processes at the Group level, as well as training on implementation at the site level
- Recertifications in the area of social responsibility: **Sedex, SMETA audits** at some locations
- Commitment to responsible business practices verified by **Ecovadis ratings in 2025:**
 - **Platinum:** Witzhave, Trittau, Barcelona, Pomezia, Kassel, Birkerod, Stevnstrup
 - **Gold:** Milan, Nocera, San Giuliano, Salerno, Latina, Rompex
 - **Silver:** Mexico, Blois, Ploiesti, Blumenau, Buenos Aires
 - **Bronze:** Anapolis, Hanzhou, Schio

- Pharmaceutical Standards: Implementation of **Good Manufacturing Practices (GMP)** in Kassel
- Responsible procurement and processes: **Forest Stewardship Council (FSC) and The Program for the Endorsement of Forest Certification (PEFC)**—by 2025, our sites had been successfully recertified or monitored.
- Deposit system of the German beverage industry (DPG).

To ensure **product safety and consumer safety in the food sector**, the relevant facilities have been successfully certified according to the standards of the **Global Food Safety Initiative (GFSI)**, including the British Retail Consortium (BRC), the International Food Standard (IFS), Food Safety Management Systems (FSSC), and FSSC 22000. In addition, several locations have successfully passed unannounced audits in accordance with GFSI standards. For this, the locations in Ploiești, Italy, Leeds, and Hamburg received the **highest rating of AA+.**

The GFSI-certified sites ensure food safety and quality throughout the entire supply chain. As part of this certification, we must have a comprehensive food safety management system in place, including risk assessments and control measures that address potential hazards. The All4Labels Group has **20 certified production sites, which account for 42% of total revenue** and where all food products are monitored and evaluated for their impact on health and safety. At all of these sites, a live test involving customers is conducted once a year to verify the recall procedure in accordance with GFSI requirements. **In 2025, there were no incidents of non-compliance regarding the impact of products and services on health and safety.**

(GRI 416-2)

Quality KPIs

The **most important KPI for quality assurance** at the All4Labels Group is measured in **parts per million (ppM)**. This value is calculated as the difference between the total number of labels delivered and the number of labels for which defects were reported.

Due to the consolidation of all locations, no distinction has been made between the core business and new business areas; instead, **all locations were evaluated according to the same standard**.

In 2025, we achieved the following results:

- Defect rate: **686 ppm**
- Total number of nonconformities: **3,185 complaints**

For the first time, **individual targets in ppm will be set for the plants in 2026; the global target is 380 ppm**.

Due to the restructuring into segments, the quality assessment process was also divided into segments based on monthly assessments and reporting.

Trend in Quality KPIs

