

**IF
NOT
US,
WHO**



**Highlights
Sustainability Report 2020**

Greiner AG

A TIPPING POINT...

1,170
gigatonnes of CO₂

24
years

IS COMING.

Under the Paris Climate Agreement, 195 countries set a target of limiting global warming to less than 2°C. To achieve this, no more than 1,170 gigatonnes of CO₂ can be released into the atmosphere. If we maintain emissions at current levels, the emissions budget for 2°C will be exhausted in just 24 years. This would cause rising sea levels, more frequent extreme heatwaves and cold periods and a largely inhospitable planet.

Source: Paris Agreement; Mercator Research Institute on Global Commons & Climate Change

Image: Industrial area in Germany

THIS HAS JUST GOT...



8,000,000

tonnes of plastic end up in our oceans each year.

1

truckload every 60 seconds.

TO STOP.

The human race produces more than two billion tonnes of municipal solid waste every year. At the same time, it is estimated that three billion people worldwide have no access to functioning waste disposal. As a result, about eight million tonnes of plastic waste end up in the oceans every year, the equivalent of one truckload every 60 seconds.

Source: World Bank; Ellen MacArthur Foundation

Image: Mountain of waste in India

IT'S TIME TO REDRESS...

1%

of the richest people own 44 percent of the world's wealth.

\$1.9

is what more than 700 million people in the world have at their disposal per day. Thus they live in extreme poverty.

THE BALANCE.

The Earth is a place of extraordinary social inequality. More than 700 million people, about 10 percent of the global population, still live in extreme poverty on less than USD 1.9 a day. This is not enough to meet basic needs such as access to clean water, food, medical care and education. At the same time, the richest 1 percent own 44 percent of the world's wealth.

Source: United Nations; Credit Suisse

"It's in our hands."



Dear readers,

The task we are facing could not be more of a challenge. Our economy and society require ecological modernization. And time is running out. This decade will be crucial. So we have no choice: We must make the years ahead the "roaring twenties" of sustainability and transformation.

Let us be open and honest when it comes to the magnitude of this task. Cosmetic changes will not be enough to achieve systematic change – and this will be necessary. We need profound, in some cases even radical, change. The strength required for this cannot come from just a few. We are convinced that we will have to activate the ideas and motivation of all our 11,494 employees worldwide if we are to make consistent advances in sustainability at Greiner and uphold our responsibility to society. In short, rethinking the status quo will take each and every one of us.

Given this, it is only logical to place our employees at the heart of the Greiner Sustainability Report 2020. The heading of this report has very deliberately been chosen as "If not us, who?" It is clear to us that nobody can do this for us. Only we can assume our responsibility. This report illustrates what we have already achieved, without ignoring areas where we have not been as successful as we wanted. "If not us, who?" also demonstrates our ambition to be a pioneer in our industry. Leading by example!

We must follow these words with actions. And so, even though the pandemic has demanded a lot of all of us, we put our sustainability measures to the test in 2020. The result of this is a fully revised sustainability strategy called Blue Plan. Blue Plan centers around three major topics: Climate protection, the transition to a circular economy and, naturally, our employees. We have set ambitious targets for all three areas.

Axel Kühner
CEO Greiner AG

Hannes Moser
CFO Greiner AG

2020 – the world has been turned upside-down

2020 was a chaotic year. Covid-19 stretched us all to our limits and provoked social and economic upheaval that will change our society permanently and in the long term. The coronavirus pandemic has turned everything on its head: Our way of life and work, the role of governments and, last but not least, our economy. What used to be standard practice no longer applies. What comes next is uncertain.

A pandemic gets underway

The pandemic showed us how vulnerable our global society is. At the same time, these exceptional circumstances have also demonstrated our innovative strength and resilience. Covid-19 was not generally the cause of many developments, but instead reinforced existing trends, as it continues to do. It is plain to see that Covid-19 has increased the pace and momentum of digitalization and sustainability, to name just two areas of transformation.

Covid-19 is also causing a surge in globalization: For the first time, all countries and all societies on this planet have been confronted with the exact same challenge. Regardless of how different our countries, cultures, customs or religions may be, Covid-19 is vividly demonstrating the meaning of the abstract term "humanity". The pandemic does not recognize national or regional borders and shows how quickly a virus can spread in a globalized world and how vulnerable and dependent we are. Like never before, the global virus has shown us that no country can solve crises of this scale alone. In light of this, we too must play our part and help develop joint solutions, an insight that is also applicable to many other crises in the 21st century.



"Only together can we overcome global challenges."

Stefanie Painsith (Greiner Technology & Innovation)
Corporate Engineering

Up the pace of climate protection

The global health crisis has also prompted societies to reflect on humanity's relationship with the environment, as well as our actions in the economy and society. It is increasingly clear that the pandemic has its roots, in part, in an unsustainable economic model, exactly as the nature of our global economy is also the cause of the climate crisis. So it is with good reason that global efforts to tackle the pandemic are being proposed as an good example for how to address climate change. If we succeed in drawing the right conclusions from the pandemic, Covid-19 could act as a catalyst for climate justice and sustainability on a global scale.

Last year once again showed us that we have no time to waste. 2020 was one of the three warmest years since climate records began. The lesson we must learn from this? The pace at which Covid-19 vaccinations were developed must be extended to other areas that will be relevant to the world in the future, such as renewable energy, environmental and species protection and implementing the Paris Agreement and the UN Sustainable Development Goals. Radical change and transformation is

required at an unprecedented pace. Force, determination and above all courage will determine whether we succeed in creating a sustainable future. We all have to do our part.

The crisis as an opportunity

For the scientific and economic community, times of upheaval open up great opportunities to abandon old approaches and aim for new and more sustainable goals. Taking a crisis as an opportunity must not be merely hot air. We have to act. It goes without saying that, as a global company, Greiner has also been affected by the shock waves of the pandemic in a number of ways. Thanks to our diversity, the diversification of our products and markets, our love of development and innovative strength, however, we have several company mainstays that provide us with ample support even in tough times. This support allows us to direct all of our efforts to the vital global transformation towards sustainable business practices.

Our sustainability strategy

"It is very simple: If not us, who!"

Marina Kunaeva (Greiner AG)
Sustainability Manager

Blue Plan: Climate protection, circular economy, people

Blue Plan is Greiner's sustainability plan. It covers all divisions, applies worldwide and focuses on the action areas climate change, the circular economy and people. These three areas are closely intertwined: Without a circular economy, there can be no carbon neutrality and only with well trained and motivated employees will we achieve the transformation needed.

Time to act

We define sustainable business as treating the environment, our employees and the communities in which we operate with respect. It also means doing business within the limits of our planet. Last but not least, we set out on this path to sustainability because we are convinced that only sustainable business will be successful business. "If not us, who!" – it is in this area, above all, that we intend to follow through on our words with actions!



Our challenge: climate protection

The climate crisis affects all of us. Climate change will shake the world more than ever before and create substantial upheaval. Through our Blue Plan sustainability strategy, we are taking our responsibility seriously and taking key steps to helping achieve the goals of the Paris Agreement. Our focus here is on using more renewable energy sources, deploying photovoltaics to produce more of our own energy, improving our energy efficiency and reducing emissions in our supply chain.

Our goal

We want to be climate neutral by 2030.*

Our targets

90%

90 percent of our electricity is to come from renewable sources by 2030.

-53%

53 percent reduction in our specific CO₂ emissions by 2030.

-20%

20 percent energy efficiency improvement by 2030.

Our performance

26%

26 percent of electricity comes from renewable sources in 2020.

-24%

24 percent reduction in our specific CO₂ emissions since 2018.

-18%

Energy efficiency improved by 18 percent since 2018.

* Scope 1 & 2 emissions only (base year: 2018)



**"There is no
time to lose.
So we started."**

Henning Frings (NEVEON)
Director Corporate Development

Start an energy revolution

Most of our Scope 1 and Scope 2 emissions are attributable to our electricity consumption (79 percent) and so switching to green electricity is a major step in reducing our emissions. This is why our goal is to increase our share of renewable energy to 70 percent of our total electricity requirements by 2025. By 2030, we aim to have reached 90 percent.

We have already taken the first key step towards green electricity – since July 2019, all Austrian Greiner sites have been supplied with 100 percent certified green electricity. In 2020, colleagues from Greiner Bio-One in Frickenhausen (Germany) and colleagues from Greiner Packaging at the Leresti site (Romania) opted to make the switch to renewable electricity. The Greiner Packaging site in Dungannon (Northern Ireland) is also showing the way and has run on renewable electricity through guarantees of origin since April 2021.

Despite this, green electricity accounted for just 26 percent in 2020 and so we are still a long way away from reaching our own target of 70 percent by 2025. However, green electricity tariffs are not available in all countries where we have production sites. In light of this, buying guarantees of origin is a particularly good short-term alternative. As the price of guarantees of origin is currently too low to further expand the share of renewable energies, we have decided to purchase our electricity under PPAs (*Power Purchase Agreements*) in the future.



Science Based Targets by 2023

Lowering our CO₂ emissions will remain the focus of our sustainability agenda in the future, too. Accordingly, at the end of 2020 we committed to establishing *Science Based Targets* by no later than 2023. Our climate goals established in 2018 are then to be replaced by targets in line with the targets for achieving the Paris Agreement.

Integrating Scope 3 emissions from our upstream and downstream processes will be a key topic here. As part of establishing *Science Based Targets*, we will switch to absolute reduction targets by 2023. To succeed in this, in 2020 we decided to join a project by the WWF, a non-governmental organization that helps companies in Austria create *Science Based Targets*.



“We can become a climate-neutral company only when we measure our energy consumption and optimize it on an ongoing basis.”

Simona Spinu (NEVEON)
Environmental Manager

Become a leader in climate protection

Years ago, we committed to taking a transparent approach to our emissions and carbon footprint. In line with this, we publish our emission levels every two years as part of our sustainability report and every year at CDP. In 2020, almost 10,000 companies published their environmental and climate data through the CDP database. Only 277 of them made it onto the climate change A-list. We have made consistent improvements in recent years and in 2018 we set ourselves the goal of receiving a B score by 2020. This was successful – Greiner was rated B last year.

After achieving our target in 2020, we set another ambitious target: We aim to continue improving our score and for the company to make it onto the prestigious A-list. Meeting this target of an A score by 2024 will, above all, require further integrating climate-related risks and opportunities into our management processes.



Fewer emissions, more climate protection

Climate protection is one of the central pillars of our Blue Plan strategy. Specifically, reducing our ecological footprint means reducing our emissions. Our goal is to reduce our specific emissions (Scope 1 and 2) by 38 percent by 2025 and by 53 percent by 2030. We have cut our specific CO₂ emissions by about 25 percent compared to the base year 2018. While our specific emissions in 2018 came to 111 kg per thousand euros of turnover, in 2020 we reduced this to 84. This massive reduction was driven primarily by turnover growth at Greiner Bio-One.

Our challenge: circular economy

Establishing a functioning circular economy will be the great challenge of the years ahead. In a circular system, resources are reused and recycled for as long as possible as opposed to being extracted from nature. This slows the overexploitation of nature, extends the lifetime of our products and reduces waste to a minimum. For recycling to be a success, we have to rethink our products: *Design for Recycling* is our path to a circular system.

Our goal

We want to be a fully circular business by 2030.

Our targets

100%

Our plastic packaging should be 100% reusable, recyclable or compostable by 2025.

More secondary
than primary

Increase the share of recycled secondary materials.

0t

Not to send any more waste to landfill, by 2025 in Europe and by 2030 globally.

Our performance

34%

More than a third of our plastic packaging can be recycled.

6.6%

Recycled secondary materials that we used in 2020 accounted for 6.6 percent.

2,212t

2,212 tonnes of our total waste (hazardous and non-hazardous waste) were sent to landfill in 2020.

"Future generations will ask, what did you do?"

Alisa Schröder (Greiner Packaging)
Project Manager Circular Economy



We want to operate in cycles

The earth has and produces billions of tonnes of new natural resources every year. But if we do not change our linear system, at some point in the not too distant future this stock of raw materials will run out. In light of this, we need to think of a new way of doing things, especially in terms of how we produce and what we throw away. Resources can no longer be allowed to go to waste. We have to move away from a linear economy and towards a circular one, from a throw-away society to a sustainable circular economy. This aims to create a system where resources are not thrown out and are instead kept in the cycle, and thus continue to be used, for as long as possible and at the highest possible value. Stepping up our focus on the end of products' and goods' life cycle is the order of the day.

Accordingly, our aim is for 100 percent of the packaging we produce to be reusable, recyclable or compostable by 2025. To achieve this, we have worked even harder on sustainable product design. The design process for products shapes how they are disposed of. To put it another way, the start is vital in determining the end. Crucial materials decisions are made in the design development stage that have a significant impact on the lifetime and end of life of our goods. At Greiner Packaging, we have therefore prepared *Design-Guidelines* that show what design aspects, materials and packaging concepts we need to achieve our goal of a circular economy. As early as during the product development stage, the *guidelines* help us make sure that only products that can really be recycled are brought to market.



The name says it all: *Alliance to End Plastic Waste*

Creating disposal infrastructure is one of the most important aspects of tackling environmental pollution but is not one of our core competences. In this matter, it would be presumptuous to act alone and independently. For this reason, in 2020, we joined the international non-profit organization *Alliance to End Plastic Waste*. At the beginning of 2021, the *Alliance*, which is based in Singapore, had 57 member companies and *Alliance* partners across the entire plastic value chain, which together want to remove the plastic waste problem from the world.

Why this step? We are convinced that to combat plastics in the environment – particularly in the southern hemisphere without an existing infrastructure – a broadly based alliance is what is needed: governments and municipalities, NGOs, grass roots organizations, international players, and science must work together to successfully confront the problem. In the context of programs and partnerships, the *Alliance* focuses on solutions in the strategic areas of infrastructure, innovation, education, engagement as well as cleaning up work.



"Only by building an economy that uses things, rather than using them up, can we ensure a sustainable future."

Robbin Wang (Greiner Bio-One)
Key Account Manager

Intelligent sorting with digital watermarks

Where plastics are recycled, this is usually done through mechanical recycling. Innovative technologies such as digital watermarks on plastic packaging are playing an increasingly vital role in making these sorting processes more efficient. Since 2017, we have been involved in the *HolyGrail* project as part of the *Ellen MacArthur Foundation*. Greiner Packaging employees help develop intelligent packaging solutions that make digital sorting at facilities easier, improving the quality of the recycled materials.

When plastic packaging ends up at a digital sorting facility, high-resolution cameras detect the packaging's digital watermarks. The various codes are read and the packaging is sent to the right sorting stream depending on the properties of the product. This ensures that flows of waste are strictly separated by type and ensures high-quality recycled materials.



Refill solution to replace disposable containers

Reusing products multiple times is sustainable. Greiner Packaging developed a new refill concept for plastic bottles so that consumers do not need to buy a new bottle of household cleaner every time. This way, reusing and refilling these bottles can become the new normal. The new refill bottle is made out of HDPE, PP or PET material, meets all current market requirements and saves four plastic bottles per bottle, including the top piece. The material savings increase to up to 85 percent over the intelligent refill cycle. Replacing 20 million standard bottles with our refill solution would save up to 1,000 tonnes of plastic every year. We believe it is extremely important for the overall packaging to be recyclable in an optimum fashion.

Our challenge: employees fit for the future

The expertise and skills of our employees are the key to a sustainable future. They are experts in their field and know best what areas or processes can be made more efficient and more sustainable. We want to prepare our employees for the changes ahead as well as possible. We will therefore invest more than ever in training and education, push for occupational safety and health protection and step up our efforts in diversity.

Our goal

We want all our employees to be prepared for the challenges of the future by 2030.

Our targets

16h

Average of 16 hours of training per year per employee by 2025.

35%

Increase in share of female managers to 35 percent by 2025.

-50%

Reduction in frequency of serious work accidents by 50 percent by 2025.

Our performance

8h

Average of 8 hours of training per year per employee in 2020.

27%

27 percent of managers were female in 2020.

-9%

9 percent reduction in frequency of serious work accidents since 2018.

“The only way we will achieve what lies ahead of us is as a team.”

Astrid Heuzonter (Greiner Bio-One)
Director of Global HR



Promoting lifelong learning

Climate, circular economy and people – the three pillars of our Blue Plan sustainability strategy do not stand alone: They are closely linked and support and reinforce each other. Only by establishing an efficient circular economy will carbon neutrality be achieved and without highly motivated and well trained employees we will not reach our targets. Our company history, which dates back more than 150 years, is rooted in courageous, innovative, ambitious and smart employees. To continue Greiner's success story, we will double the average hours of training and further education per year and per employee to 16 hours by 2025.

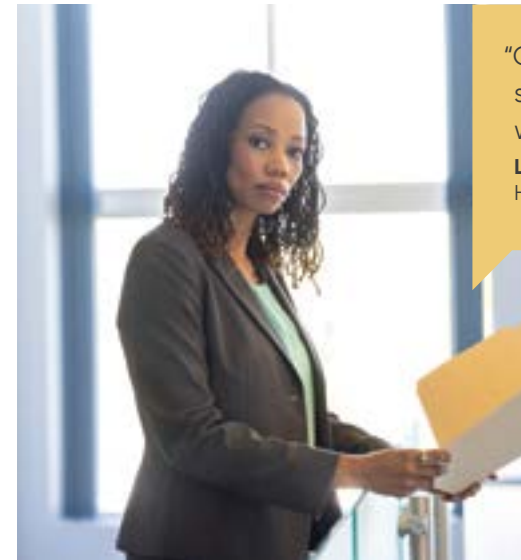
One of our many training and education initiatives is the *Greiner Academy* – an academy for life-long learning. As early as in 2000, we created a Group-internal continuing education facility with the *Greiner Academy*. The goal of the Academy is to give employees the opportunity to develop further within the group in accordance with their qualifications and skills. In the process, the promotion of creativity and innovative thinking is an important element alongside business-related focus areas.



We focus on health and safety

The *Health & Safety Policy* that came into force at the end of 2020 provided a comprehensive basis for meeting the requirements of safe and healthy workplaces as well as possible. It aims to avoid high accident, illness and turnover rates at the company and creates a minimum standard for all of our operations across the world. Through this new policy and numerous other measures, we want to reduce the frequency of serious work accidents by 50 percent across the group by 2025.

Another key step is to expand health prevention, because the best healthcare is a preventative system. Our goal is thus for all sites to introduce measures for healthcare. In a first step, all sites should implement at least one measure in the area of health protection in 2020. All Greiner sites are to develop and implement at least two health measures by the end of 2021. 40 sites implemented at least one health measure in 2020. We will have to keep working hard on our target of all sites introducing at least two measures each year.



"Changing from within requires every single one of us. Only together can we achieve our goals."

Linda Fortune-Coltrane (Greiner Bio-One)
HR Manager

Strengthen dialog with our employees

Despite the challenges presented by the pandemic, we have so far weathered this difficult time well thanks to the flexibility and commitment of our employees. We are aware that this period was not an easy time for our employees. Given this, we deliberately chose to carry out a global employee survey in the middle of the pandemic to give us a better understanding of how our employees are doing, what motivates them and where we as a company can improve. We intend to repeat this survey once a year moving forwards, because continual, systematic discussions are important. It allows us to identify company developments, spot potential for improvement and evaluate the effectiveness of existing measures more precisely than before.

In order to promote the development and thus the satisfaction of our employees, we have stepped up dialog and discussions with them over the past few years. This includes regular feedback discussions about the work, potential and individual development requests of everyone in the company. We now want to expand this and so we have set ourselves the goal of offering at least 80 percent of our employees an annual performance review by 2023. We will achieve success together only by maintaining a dialog with each other and understanding the needs, ambitions and strengths of our employees.

Make equality a given

Women's Empowerment Principles (WEP) from the United Nations are principles for managing a company to empower women at work, on the labor market and in the community. The principles of an equal management culture include promoting women's training and career advancement and promoting equality through community initiatives and advocacy.

By signing the *Women's Empowerment Principles*, we undertake to advance equal opportunities and the promotion of women at Greiner. This requires us to scrutinize and change traditional structures and environments. This is not a process that we can implement overnight. Accordingly, we also want to apply the theme of this report to equality of opportunity and the promotion of women: If not us, who?



Shaping the future

Becoming a sustainable company when it comes to climate, circular economy and people is not a stroll in the park – it is a marathon. We are very aware of the magnitude of the task before us. But we have a plan and we intend to achieve our goal – and we will. The most important reason for this realistic optimism is that sustainability is an integral part of management as well as an interdisciplinary topic that is taken into account and acted upon in all areas. We associate responsibility with change. Our approach here is comprehensive and long-term, not just a one-off, as we have shown time and time again in the past and as we will continue to demonstrate in the future.



You can find our full
Sustainability Report 2020 here:
sustainability.greiner.com

A photograph of Stefan Grafenhorst, Head of Sustainability at Greiner AG, standing on a city street. He is wearing a light green jacket over a dark blue shirt and dark trousers. The background shows a blurred city street with buildings and a tram. The image is split vertically, with the left side having a blue overlay.

**"Seizing change
as an opportunity
will be the key."**

Stefan Grafenhorst (Greiner AG)
Head of Sustainability

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