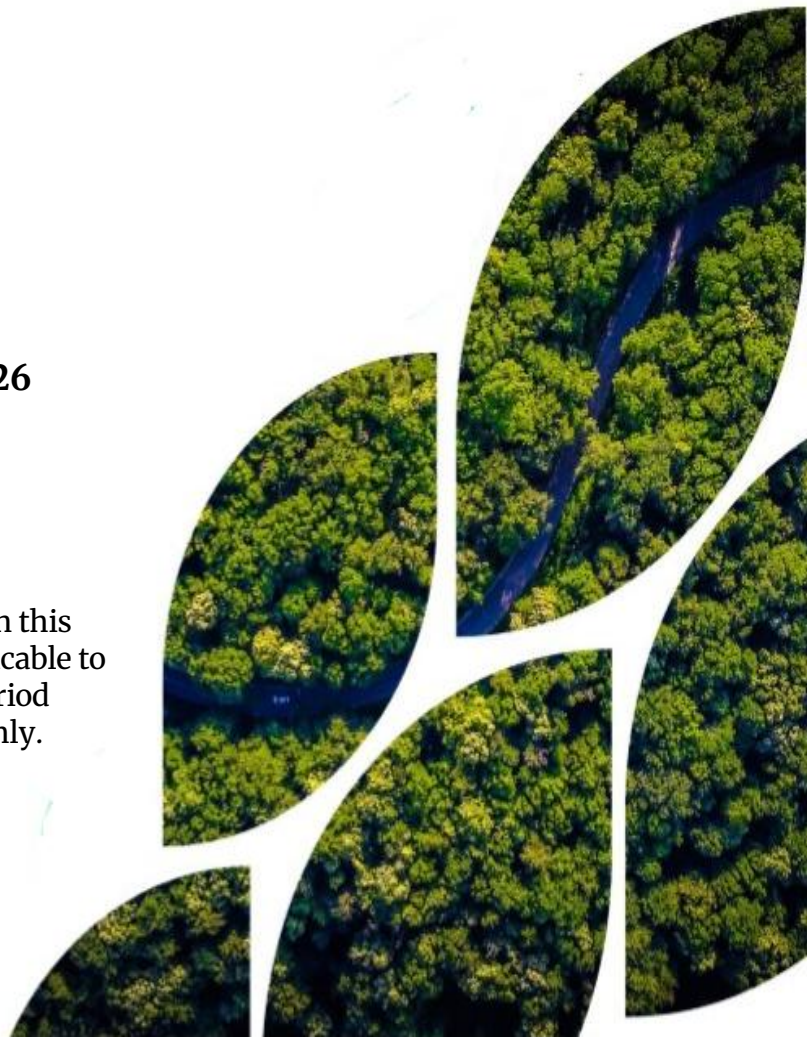
ADVANCED INDUSTRIES PACKAGING GROUP

Sustainability Report FY 2025

Prepared in accordance with the European Sustainability Reporting Standards (ESRS)



Published __ April, 2026

Vienna, Austria

Disclaimer:
The information contained in this Sustainability Report is applicable to and reflects the reporting period for the financial year 2025 only.

LEADERSHIP LETTER

Sustainability is not a cost –
it is the most competent way to run a business

We are pleased to present the Advanced Industries Packaging (AIP) Group Sustainability Report 2025, highlighting the progress achieved across our key sustainability priorities during the past financial year.

Environmental and financial performance are inseparable aspects of the same discipline — managing resources intelligently. At AIP, sustainability means efficiency and resilience.

Every effort to improve our impacts strengthens our margins and reduces our footprint. Concerns about resource scarcity and climate risks are incentives for better management. We focus on what matters most — climate, resource efficiency and social well-being — driving measurable improvements across our operations and value chain.

AIP is committed to becoming climate-neutral by 2040, in alignment with the objectives of the European Green Deal. Achieving climate neutrality requires realism as well as ambition. No business can operate in the complete absence of emissions; physics and materials define their limits. What matters is to minimise what can be reduced and to take responsibility for what remains — directing resources toward the regeneration of natural systems that sustain all economic activity.

Our adherence to the UN Guiding Principles on Business and Human Rights and the ILO Fundamental Principles and Rights at Work defines how we operate and how we expect our partners to act. Integrity, transparency and respect for people remain the foundation of our performance.

I thank our customers, suppliers and all AIP employees for their contribution and commitment. Together, we continue to build a business that is efficient and genuinely sustainable — in every sense of the word.

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Rinat Stark
CEO,
Advanced Industries Packaging Group

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General Information and Basis of Preparation

BP-1 - Company Overview, Activities and Value Chain

1. This Sustainability Report covers the activities of Advanced Packaging Group (thereafter, "AIP" or "the Group") and all fully consolidated subsidiaries. Representation Offices are included where material sustainability impacts are identified.

Figure 1. AIP Legal Entities in-Scope

Entities of Material Impacts	Function	Initialism	Address
Advanced Packaging Group, GmbH	Headquarters	AIP Group	Schwarzenbergplatz 3, 1010 Vienna, Austria
Advanced Industries Packaging GmbH, Germany	Production site	AIP DE	Fautenbacher Str. 24, 77855 Achern, Germany
Advanced Industries Packaging A/S, Denmark	Production site	AIP DK	Stigsborgvej 36, 9400 Nørresundby, Denmark
Advanced Industries Packaging B.V., Netherlands	Production site	AIP NL	De Marowijne 5, 1689 AR Zwaag, Netherlands
Advanced Industries Packaging S.R.L., Romania	Production site	AIP RO	Strada Poligonului 1, Ploiești 100070, Romania
Advanced Industries Packaging S.P.A., Italy	Production site	AIP IT	Via San Michele del Carso 163, 21100 Varese, Italy
Advanced Industries Packaging S.R.O., Czech Republic	Production site	AIP CZ	Uvalno 343, 79391 Uvalno, Czech Republic
Advanced Industries Packaging Limited, Ireland	Finance office	AIP IR	Unit 1 Block 4, Ashbourne Business Park, Ashbourne, A84 E951 Ireland
Advanced Industries Packaging S.A.S., France	Sales office	AIP FR	10 Avenue Réaumur, 92140, Clamart, France

2. The scope of consolidation in the Report follows AIP Group consolidated financial statements, while extended to reporting material impacts, risks and opportunities across the value chain. All entities in the scope are exempted from the CSRD individual reporting. The reporting frequency of the AIP Sustainability Report is annual, following the reporting frequency of the AIP Financial Report. The contact point for questions about the report is: Lena Schwarz, Sustainability Director, e-mail: esg@aip-papersack.com.

3. The Group is a large European non-integrated manufacturer of paper sacks for B2B, its only economic activity is converting industrial paper sacks. Products are functionally identical, their types being: open mouth, valve, tube film and pinch sacks, see: https://advanced-industries-packaging.com/packaging-products.

4. AIP supplies finished products (sacks) to B2B customers. The Group has large and diverse customer base, including major global producers of dairy, bakery, other food products, chemicals, building materials, cement, animal feed, agrobusiness. The Group's R&D facilities in Romania, Denmark and Netherland focus on development of new technological packaging solution, aiming at improving the sacks' safety and environmental characteristics.

Value Chain

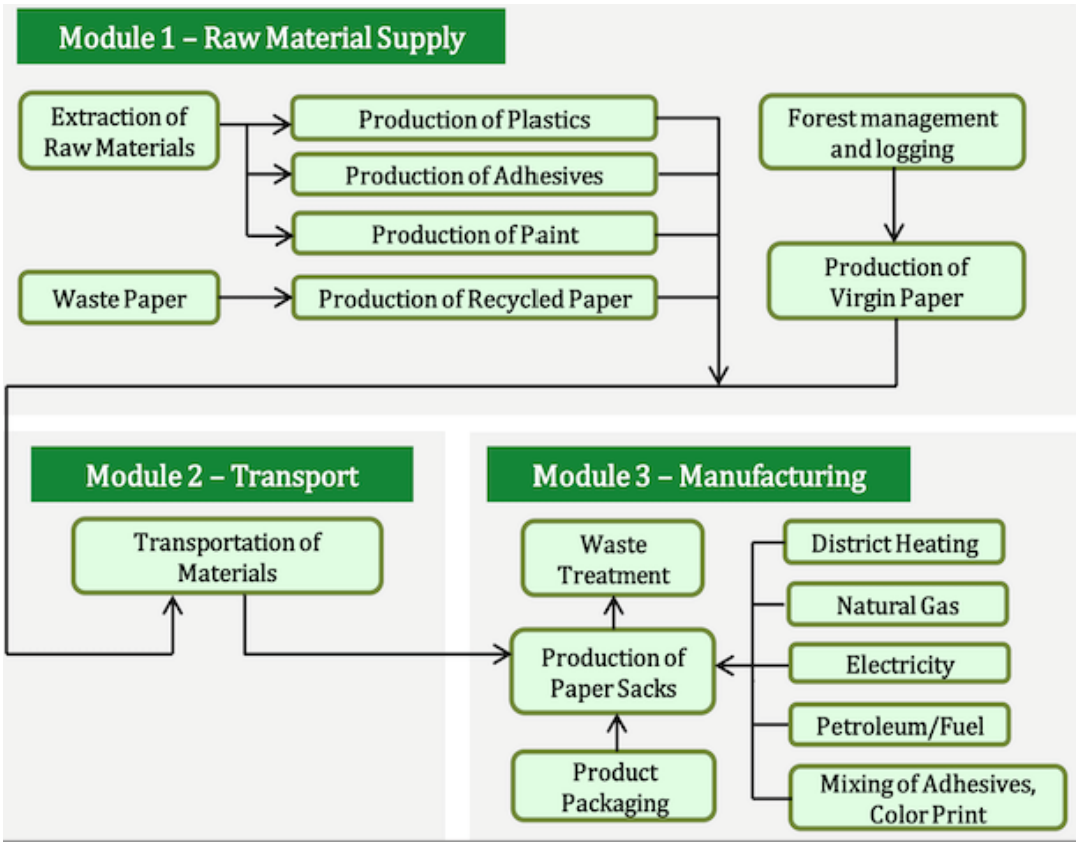
5. This Report is based on a full value chain, including upstream and downstream products' life cycle, with exceptions made on the grounds of marginal or negligible materiality, which are

explained alongside the disclosures to which these exceptions pertain. Impacts of highest materiality are concentrated in the upstream part of the value chain (paper and plastic film suppliers). Drivers in the downstream part of the value chain are the first-tier customers, (defining the AIP product design), while impacts are associated with the end-consumers of AIP products, and products' end-of-life have marginal materiality.

Figure 2. Value Chain and Stakeholders

AIP Group Value Chain and Stakeholders							
Upstream	Suppliers						Contractors
	Paper Virgin	Paper Recycled	Plastic/Film	Adhesives	Ink	Auxiliaries	Equipment Repairs
	Brown	Brown	HDPE	Starch glue		Electrical goods	Retrofitting
	White	White	LDPE	Dispersion		Chemical goods	Facility repairs
	Coated	Coated	PET	Hotmelt		Office supplies	
				PVA			
Downstream	Customers						Delivery companies
	Food	Chemical	Building materials	Cement	Animal Feed	Agrobusiness	
Key Stakeholders	Stakeholders' Outside Value Chain						
	Own workforce		Shareholders	Regulators	Local Communities		Peers

Figure 3. Product Life Cycle



Regulatory Basis

6. To ensure coherence of this Report with EU legal framework, completeness and quality of the performed assessment of Impacts, Risks and Opportunities (IRO), the following **regulations and guidelines** are used:

    - EU Directive 2022/2464 of the European Parliament and of the Council, as regards corporate sustainability reporting;
    - EU Commission Delegated Regulation 2023/2772, as regards sustainability reporting standards;
    - EU Regulation2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment;
    - EFRAG IG 1 Materiality Assessment;
    - EFRAG IG 2 Value Chain;
    - EFRAG guidelines: ESRS 1; ESRS 2; ESRS 1 – E1-E5; S1-S4; 1-G1;
    - Corporate Sustainability Due Diligence Directive (CSDDD), 2019/1937.

7. In line with ESRS 1, section 6.4, time horizons are applied consistently across our disclosures of impacts, risks, opportunities and targets, being defined as follows:

    - ***Short term:*** 1–2 years, aligned with operational planning cycle;
    - ***Medium term:*** 3-5 years, reflecting strategic business planning horizon;
    - ***Long term:*** more than 5 years, capturing structural sustainability challenges such as climate change and supply chain resilience.

8. **Value chain estimation.** Metrics, estimating impacts of AIP own operations, are obtained through direct measurements, utility bills, invoices, interviews and surveys. **Metrics**, **pertaining to upstream value chain**, are comprised of: (i) directly sources from key suppliers (paper); (ii) analysis of the raw materials extraction and production processes of inputs for AIP activities which involve research of the suppliers' resource base and their upstream transportation; (iii) assessment of supplier material impacts, based on comparables and industry- and regional-averages. **Metrics**, **pertaining to downstream value chain**, are based on: (i) environmental characteristics of AIP finished products (recyclability, circularity), (ii) interviews of first-tier customers regarding their practices in waste management and recyclability. **Metrics**, **characterizing upstream transportation**, from each supplier to each production site are based on: (i) primary data for transported masses, (ii) direct measurements of delivery distances, (iii) type of vehicles and/or ships used in transportation with application of environmental and emissions factors, using indirect sources, which are identified alongside the disclosures to which they refer.

9. **Sources of estimation for metrics based on secondary data** are the internationally recognized databases (IDH Living Wage, Ecoinvent 3.12, BEIS, EXIOBASE, BAFA, etc.), as well as scientific articles. Accuracy is improved in comparison with the prior period based on engaging suppliers in harmonizing life cycle assessment across the supply chain and using verified supplier data. The scope of primary data from value chain actors is gradually improving: see Table 4 (Annex), which demonstrates the growth of percentage of suppliers providing their environmental verified metrics. Uncertainty pertains to assessment of impacts determined by the macro-economic factors (market demand, energy prices, commodities prices volatility).

10. **Changes in preparation and reporting errors of prior periods**: no changes are made, reporting errors identified: wrong UOM in water management, KPI 2024.

11. **Incorporation by reference** is marked as per the ESRS codes.

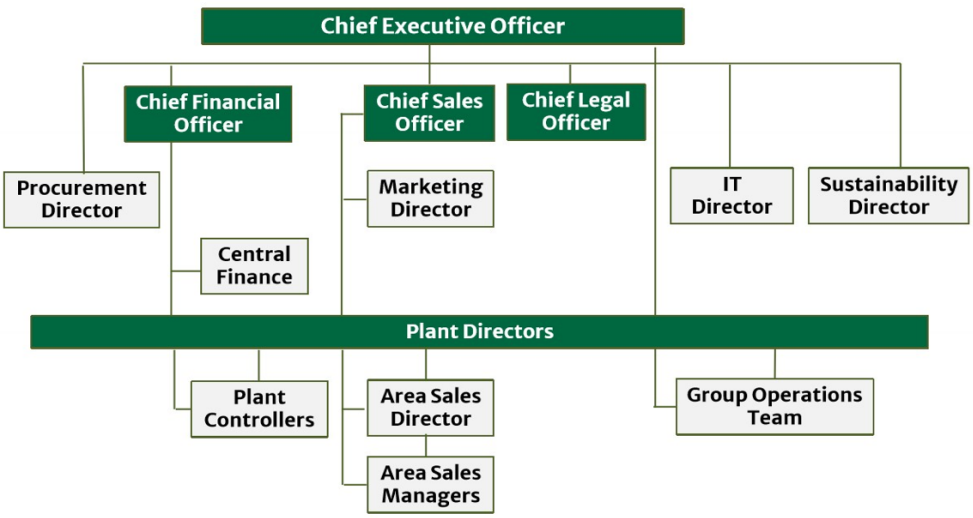
External Initiatives and Memberships

Governance

GOV-1 - Administrative, Management and Supervisory Bodies

12. **The Board of Directors** (BoD), the highest supervisory body, has 4 members, of which 3 males, 1 female (gender diversity ratio of 33%). **The Management Team** (MT), the highest management body, has 4 members, who are C-level Officers, of which 3 males, 1 female (gender diversity ratio of 33%). Strategic technical functions are delegated by the MT to Procurement, Regional Sales, Sustainability, Marketing and IT Directors, who work on their subject matters in daily contact with the MT members. Operational management is executed by the Plant Directors. Total number of top management positions (C-level and Director level) is 15, of which females hold 5 (gender diversity ratio 50%).

Figure 4. Governance Structure



Roles and Responsibilities in Managing Sustainability

13. **C-Level:**

- **CEO** – strategic and business planning, policies development, management of impacts, risks and opportunities (IRO), HR and engagement with key stakeholders;

- **Chief Sales Officer** – planning and management of the Group customer base, product portfolio and market-related IRO;
- **Chief Legal Officer** – compliance with the legislations and standards, management of regulatory risks, due diligence of customers;
- **CFO** – financial management and budgeting, management of financial risks.

14. **Director level:**

- **Procurement Director** - IRO management in the supply chain, including DD of suppliers and sourcing of input materials with the best affordable environmental characteristics;
- **Regional Sales Director** – IRO management in the customer base, including promoting product design towards greater circularity;
- **Sustainability Director** – strategic planning of sustainability-related solutions, sustainability reporting, assessment of IROs and contributing to their management by developing DMA and IRO relevant C-level Officers and Directors, training in sustainability matters;
- **IT Director** – management of the ERP system, risk management, data privacy;
- **Marketing Director** – developing marketing instruments, marketing sustainability-related solutions to customers, performing market research;
- **Plant Directors** - business performance of production sites, workforce management, including remuneration, working hours and conditions, health and safety, social dialogue, career development, training, engagement with the local regulators, NGOs and communities at large.

15. The MT consists of subject matter experts in converting, legal, compliance, financial, general management. The Directors are subject matter experts in sales, procurement, sustainability, marketing and IT. The range of competencies is relevant to impacts. Identified gaps are covered by outsourced expertise (e.g. in IT). Roles, responsibilities and mandates of the C-level Officers and Directors are spelled in the AIP Policies, which are reviewed annually.

16. Procedures and controls are spelled out in the respective procedural documents assembled in the **AIP Policy and Procedures Manua**l, including thresholds of decisions-making authority. Key controls are ensured by the AIP ERP. Application and efficiency of control are subject to quarterly reviews by AIP MT.

17. The management of sustainability topics is integrated vertically, horizontally and cross-functionally into AIP organizational structure, as referenced in GOV-2, GOV-3 and GOV-5 below.

GOV-2 - Information Provided to and Sustainability Matters Addressed by the Management Body

18. The MT reviews: (i) quarterly - due diligence performed by the Procurement, Regional Sales and Plants' Directors; annually - (ii) progress towards targets together with required actions and resources and (iii) results and effectiveness of policies, actions, metrics and targets. During the reporting period sustainability matters, addressed by the MT, included:

(i) policies;
(ii) living wage of the workforce;
(iii) health and safety mechanisms across all the production sites;
(iv) sourcing practices and potential for diversifying the supply chain;
(v) solar energy investment project at the AIP, Germany;
(vi) program of performing life cycle assessment (LCA);

(vii) verification of products' carbon footprint (PCF), developing decarbonized (net-zero) products.

GOV-3 - Integration of Sustainability-Related Performance in Incentive Schemes

19. The C-level Officers and Directors are assessed against KPIs, i.e. integral sustainability performance indicators. Share of KPI-linked compensation varies between 10-30%, approved as: (i) for personnel by the Plant Directors, (ii) for the Directors – by the MT, (iii) for members of the MT – by the CEO; (iv) for the CEO – by the BoD.

GOV-4 - Statement on Sustainability Due Diligence

20. Due diligence applies to all the value chain actors. The procedure follows OECD Due Diligence Guidance with application of the CSDDD checklist. The process encompasses:

(i) **Own operations:** working conditions and remuneration, health and safety, social dialogue, ethical conduct, quality management (Plant Directors);
(ii) **Supply chain:** compliance with applicable national and EU regulations, patterns indicative of child and/or forced labor, human trafficking, patterns indicative of fraud, provenance of supplies, supplies' certificates, suppliers' compliance, conduct, social and environmental assessment (Procurement Director);
(iii) **Customers:**

- compliance with applicable regulations, human rights respect, patterns indicative of child and/or forced labor; patterns indicative of customers' fraud (Chief Sales Officer and Regional Sales Director);
- sustainability performance and sustainability strategies and priorities, risks and opportunities related to customer demands (Sustainability and Marketing Director);

(iv) **Group** financial management, preventing fraudulent behavior (CFO and Central finance);
(v) **Group regulatory compliance** (Chief Legal Officer);
(vi) **Group corporate culture**, best ethical practices (MT).

GOV-5 - Risk Management and Internal Controls over Sustainability Reporting

21. The Group has a structured system of risk management and controls to ensure completeness and reliability of sustainability reporting in line with the ESRS. Key reference points are:

(i) identification and assessment of sustainability-related risks and opportunities and their integration into the Group's risk management framework;
(ii) management plan, updated on an annual basis with clear definition of responsibilities for data collection;
(iii) data collection procedure aligned with modules of operational processes;
(iv) IT-supported monitoring systems across the Plants;
(v) periodic reconciliations of data between the Group and the Plants levels;
(vi) coordination of data collection within reporting period by the Sustainability Director;
(vii) coordination of disclosures between the Sustainability, Regional Sales and Procurement Directors;
(viii) aligning sustainability and financial reporting;
(ix) the MT's oversight of reporting;
(x) external assurance of sustainability and financial reports.

Strategy

SBM-1 - Business Model and Sustainability Integration

22. AIP is the second largest EEA producer of industrial paper sacks, with six enterprises across the EU, employing approximately 500 people and generating annual turnover of €125 million. With an estimated 8% share of the European paper sack market, AIP plays a notable role in enabling sustainable packaging solutions for industries such as construction, food and chemicals.

23. Breakdown of total revenue as per financial statement sector[1]:

Figure 5. Revenue by Sectors

	Turnover (€)	Share (%)
Food	23 776 296	19,0%
Cement	15 732 305	12,6%
Building materials	21 609 941	17,3%
Diary (milk powder)	17 730 378	14,2%
Chemicals	29 104 609	23,3%
Animal Feed	9 238 217	7,4%
Refuse	2 833 934	2,3%
Minerals	1 990 925	1,6%
Agrobusiness	1 531 633	1,2%
Miscellaneous	1 605 153	1,3%
TOTAL	**125 153 391**	**100,0%**

24. AIP business model is built around the production and supply of high-performance paper sacks, designed to provide safe, efficient and increasingly sustainable packaging alternatives to plastic. The value we create is anchored in long-term partnerships with suppliers of kraft paper and with customers seeking solutions that balance product safety, performance and environmental responsibility. Integrating sustainability into AIP business model not only mitigates regulatory, supply chain and reputational risks but also strengthens the Group's competitive position on the market.

25. In workforce management we foster safe working conditions, adequate remuneration and social benefits, as well as promote employees' diversity, provide training and carrier opportunities. All AIP employees are paid at or above regional living wage levels, established by the IDH Living Wage Benchmark Methodology.

26. In the area of governance, we adhere to transparency, accountability and compliance with highest ethical standard.

27. Integration of environmental sustainability is increasingly driven by the demand for low-impact packaging, and is ensured through the following main levers:

[1] No activities fall under Division 20.2 of Annex I to Regulation (EC) No 1893/2006.

(i) **Sustainable sourcing**. We source the majority of our kraft virgin paper from certified sustainable forestry operations (FSC/PEFC), ensuring traceability and responsible raw material use;
(ii) C**ircularity & eco-design**. Our Sales and R&D teams jointly with our customers continuously improve sack design to work out solutions, supported by monitoring verified product carbon footprint, with the view to:

- reducing products' weight and the share of their plastic content;
- increasing recyclability;
- incorporating secondary input materials;

(i) **Low-carbon production.** Our Plants invest in energy-efficient production lines, continuously improve the share of energy from renewable sources through sourcing the best affordable energy suppliers and exploring deployment of own renewable energy;

(ii) **Transition to Net-Zero economy**. In line with the EU Green Deal, we monitor GHG emissions across Scope 1, 2 and 3, as well as product carbon footprint, and are prepared to invest in projects that permanently take out of the atmosphere GHG and critically need financing, thus turning our sacks into Net-Zero products, which can be done only on customer requests.

SBM-2 - Interests and Views of Stakeholders

28. Engagement with key stakeholders to ensure their interests and expectations is a strategic pillar. Dialogue with stakeholders is based on trust, the stakeholders' inclusiveness and providing them feedback about how their views are taken into account:

(i) **Employees:** through annual engagement surveys and works council meetings, ensure workplace safety, skills development and a clear pathway for the transition to more sustainable production, with these priorities being integrated into our health & safety programs and training initiatives;
(ii) **Customers:** Dialogue with major FMCG, food and construction clients emphasize the need for recyclable, lightweight and low-carbon packaging solutions, shaping our R&D pipeline of next-generation paper sacks;
(iii) **Suppliers and forestry partners**: dialogue with them informs our policy provisions regarding fiber procurement and reinforces long-term supplier partnerships;
(iv) **Communities and regulators**: dialogue with local municipalities and EU policy regulators underlines expectations around reduced emissions and transparent reporting. This has guided our investment in cleaner technologies and strengthened compliance processes.

29. AIP C-level Officers and Directors are the key actors in the dialogue with the stakeholders. The MT reviews **quarterly** procurement and sales reports and the Plants' reports on overall performance and engagement with local communities and authorities.

SBM-3 - Sustainability-Related Goals

30. The overarching approach in setting sustainability-related goals is based on deep engagement with suppliers and customers to ensure the overall reduction of negative environmental impacts, achievable within the scope of the entire value chain.

31. With underlying premise to contribute at all time our fair share to the 17 UN Sustainability Development Goals, AIP Group focuses on the following goals:

(i) ***Short-term***:
- ensure 100% of fiber sourced from certified sustainable forests;
- reduce direct emissions in own activities by 45% against the 2023 base year;
- increase the share of sacks , which can be fully dismantled, to 20% against 2% in the 2023 base year;
- achieve 10-20% share of net-zero products in the product portfolio, subject to customer demand;

(ii) ***Medium-term***:
- complete investment project at AIP DE, deploying own production of solar electricity;
- jointly with customers achieve reduction of plastic content in products of not exceeding 5%;
- increase the share of net-zero products to 50% of the product portfolio;
- jointly with customers introduce next-generation lightweight sack designs to reduce material use;

(iii) ***Long-term***:
- achieve carbon neutrality by 2040;
- achieve fully circular product portfolio by 2040.

SBM-4 - Resilience of Strategy under Sustainability-Related Scenarios

32. The Group has assessed the resilience of its strategy and business model against key sustainability-related scenarios, including:

(i) climate transition pathways aligned with the EU Green Deal and respective regulatory tightening;
(ii) resource efficiency pressures;
(iii) evolving customer expectations for low-carbon packaging.

33. Scenario analysis indicates that the shift towards circular packaging and the replacement of plastics with paper-based alternatives creates strong medium- to long-term demand for AIP core products. Risks require continuous adaptation with primary attention to:

(i) virgin paper supply vulnerabilities in sustainable forestry;
(ii) plastic film supply vulnerability related to forthcoming substitution of p/e film from natural energy and with recycled content;
(iii) rising energy costs;
(iv) rising costs of carbon prices;
(v) rising costs of sustainability management and compliance, including costs of IT system adaptations.

34. To address these, the Group has integrated decarbonization measures into its production strategy, invested in energy efficiency and renewable energy sourcing across the Plants, and reinforced its responsible fiber procurement policies. The analysis demonstrates that our business model remains resilient, with sustainability drivers supporting growth, yet rigorous risk monitoring is required, including close engagement with regulators, customers and suppliers.

35. Maintaining resilience of AIP activities in the medium-term will require significant investments in asset modernization, allowing to increase production speed and thus reduce costs of production. To this end, it is particularly important to secure affordable financing,

which, in its turn, requires not only robust financial, but also high sustainability performance, which has become an important factor of funding price.

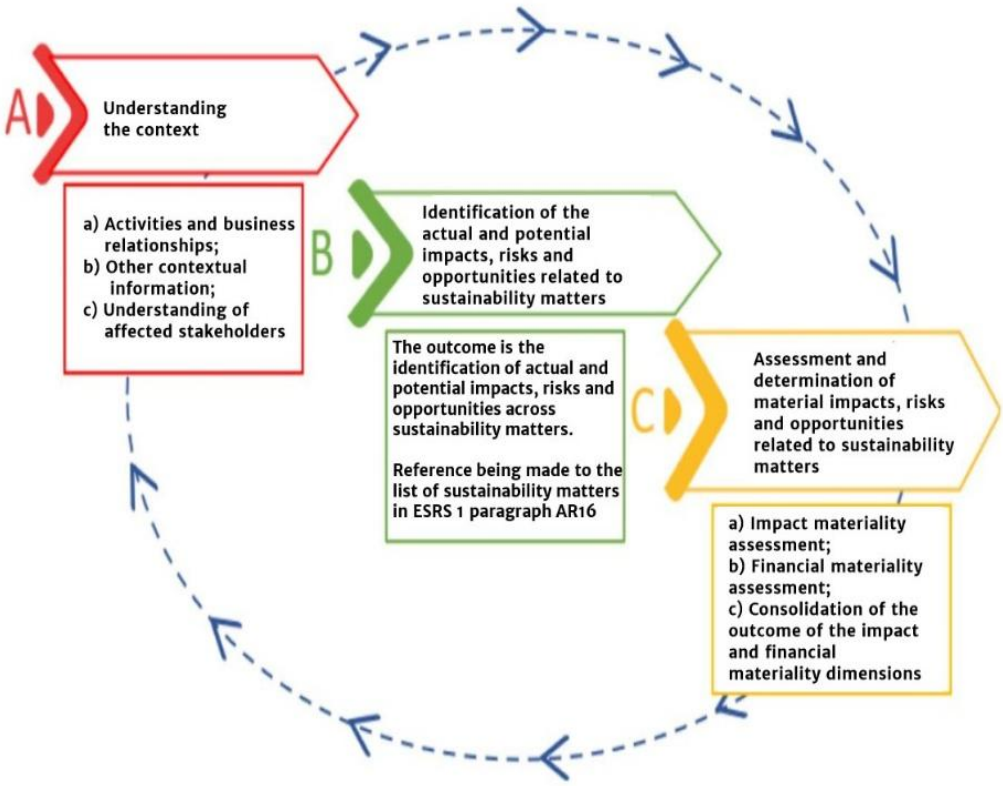
Impacts, Risks and Opportunities Management

Double Materiality Assessment Process

36. In line with the requirements of ESRS, AIP conducted a structured process to identify and assess its material impacts, risks and opportunities ("IROs"). The objective of the assessment was to determine which sustainability matters are material to our business, our stakeholders, the environment and society in which we operate. The IRO assessment follows the Double Materiality Assessment method, i.e.:

- **impact materiality** is assessed by analyzing the actual and potential impacts of our activities on people and the environment. Potential impacts are evaluated based on scale, scope and irremediability, with likelihood considered for future impacts;
- **financial materiality** is assessed by examining how sustainability-related risks and opportunities could affect the Group's cash flows, revenue, cost base, access to finance and enterprise value over the short-, medium- and long- term.

Figure 6. Double Materiality Assessment



IRO-1 - Description of the Processes to Identify and Assess Material Impacts, Risks and Opportunities

37. **Scope and boundaries**. The assessment covers all six AIP production sites, as well as our value chain. As a non-integrated paper sack converter, our value chain boundaries included upstream fiber and paper suppliers, energy providers, logistics partners and downstream B2B customers in the food, construction, chemicals, agribusiness and animal feed sectors. Consideration was also given to local communities of our Plants' locations and to end-of-life treatment of our products.

38. **Process.** All topics listed in the ESRS 1 across six AIP Plants were assessed from the double materiality perspective. The initial step was to identify topics with:

    (i) **Impact significance:** the scale, scope, irremediability and likelihood of actual or potential environmental and social impacts linked to our operations, products and value chain;
    (ii) **Business relevance:** the degree to which topics influence our long-term value creation, resilience and competitiveness;
    (iii) **Implication for stakeholders:** the importance of topics to employees, customers, suppliers, regulators, investors and communities;
    (i) **Developing topic universe** on this basis: analyzing context, industry benchmarks, regulatory developments and internal policies to develop a long-list of relevant material topics based on ESRS 1 topical standard materials.

39. **Impacts assessment.** Inputs were gathered from multiple sources, including:

    (i) employee surveys and discussions with workers' councils across all topics of relevance to the workforce;
    (ii) customer interviews across 4-5 customers of each priority market segment focused on their approaches to changing packaging products design and their expectations regarding the products sustainability characteristics;
    (iii) discussions with paper suppliers focused on EUDR, FSC and the trends in paper market;
    (iv) discussion with film suppliers, focused on their plans to comply with the PPWR;
    (v) engagement with local community representatives and NGO to assess environmental and social impacts;
    (vi) each potential topic was evaluated against scale, interconnections, remediability. Human rights and workforce safety issues were assessed with priority given to severity over likelihood.

40. **Risk assessment.** Hazards are identified, risks are prioritized by likelihood and severity; and synergies in management are identified, actions are defined to either eliminate risks or minimize their impacts

41. **Opportunities assessment**. Mapping AIP within the competitive industry environment via market research and analysis of best peer practices was performed, followed by the cost-benefits analysis. Double materiality method helped to identify impacts in neighbouring market sub-segments and to earmark opportunities of market share growth.

42. **Mapping, scoring and prioritization**. Material impacts and financial matters were mapped to the relevant ESRS datapoints, and key datapoints to be monitored as KPIs were identified. A scoring methodology was applied to ensure consistency across AIP sites and functions. The assessment used a dual-axis scale from 1 to 5: (a) impact materiality, reflecting the environmental and social significance of the matter; and (b) financial materiality, reflecting

its potential influence on enterprise value, revenue, regulatory exposure and investor decision-making. Weight of materiality was defined as follows:

(i) **high materiality**: ≥4 in both dimensions – central to strategy and disclosure;
(ii) **high materiality**: ≥4 in environmental and social significance - key for disclosure and a priority in monitoring;
(iii) **high materiality**: ≥ 4 in financial dimension – central to business management;
(iv) **moderate materiality**: ≥3 in one dimension – monitored and reported;
(v) **low materiality**: <3 overall – tracked through risk and compliance systems;
(vi) **marginal or no materiality**: <2 overall - reviewed for materiality annually.

43. **Validation and governance**. The draft results were reviewed by the MT, ensuring alignment with AIP strategy and enterprise risk management processes.

IRO-2 - Outcome of IRO Assessments

Disclosure Requirements Covering AIP Sustainability Statements

44. As part of the materiality assessment, we evaluated the significance of key sustainability topics in terms of their potential impacts, as well as the associated risks and opportunities for our business and stakeholders. The analysis identified different levels of materiality across themes, reflecting both their strategic relevance for AIP's long-term success and the expectations of stakeholders. **The respective topics form the basis for subsequent disclosures under ESRS 1**.

45. **High materiality impacts**:

(i) **climate change** as a critical issue with direct implications for operations, supply chain and long-term resilience, requiring articulated strategy of its mitigation, as well as adaptation to high climate scenario. Transition to Net Zero Economy in compliance with the EU Green Deal is embedded with regulatory, reputational and cost risks, especially in the medium-term, during which it is envisaged that significant assets modernization would be required. At the same time, staying ahead of the peers in transition to low-carbon activities unlocks the most significant opportunities in efficiency and access to new markets;
(ii) **circularity** is a transformational driver for our sector: transitioning to circular product design helps address resource scarcity, cost volatility and tightening waste regulations, while extending the useful life of materials;
(iii) **own workforce** remains central to our success: talents' attraction, workforce development and engagement define the Group competitiveness as an employer.

46. **Moderate materiality impacts**:

(i) **end-consumer** expectations regarding packaging safety and sustainability influence demand of the first-tier customers;
(ii) **governance** is foundational to ensuring compliance and strong brand reputation. High standards of governance and business ethics are rigorously monitored and maintained.

47. **Marginal materiality impacts**:

(iii) **water consumption** is low, making the associated risks and opportunities marginal in the context of business model, AIP exposure in this area is anchored upstream, in the production of pulp and, respectively, virgin paper supplies.

48. **Not material**:

(iv) local communities are important stakeholders; however, our impacts, expect job creation, are not identified, while risks and opportunities are localized rather than systemic;
(v) pollution, biodiversity and workers in the value chain are assessed as not material for AIP operations. Own activities do not generate direct pollution; no production sites are in biodiversity-sensitive areas. Likewise, while labor practices in the value chain are of primary importance at a global level, our suppliers have strong track record of high standard of employment practices and respect for human rights.

49. The double materiality assessment identified *actual* and *potential* risks that affect/could affect AIP business model through both *impact* and *financial materiality* channels. Equally, the performed assessment identified a set of *opportunities*, where sustainability trends can create business value.

50. Risks and opportunities are considered from a financial perspective, if it can reasonably be expected that they have a material short-, medium- or long-term financial impact. Opportunities are integrated into the Group's strategy, guiding operational activities and investment priorities.

51. Impacts, risks, opportunities and their interconnections are presented in a systematic way in Table 1 "Impacts, Risks and Opportunities" (Annex). The matrix serves as the foundation for determining, which ESRS topical standards are disclosed in this report.

Integration of IRO Assessment into Strategy and Risk Management

52. The Group's assessment of sustainability-related IRO is integrated into our strategic planning and decision-making processes. Our business model as a non-integrated paper sack converter, serving B2B customers, depends on anticipating environmental, social and governance developments that affect our operations and value chain.

53. Impact assessment demonstrates that only 3% of the total Product Environmental Footprint (PEF) is under AIP direct control (consumption of fuel, energy, water, waste generation and management). Infinitely more important impacts are anchored in the upstream value chain, as well as downstream. In the upstream, the specifications of sacks are defined by customers, hence determining the input material mix, in particular virgin kraft paper which requires consumption of forestry resources and large volumes of water and energy. Likewise, the production of plastic films used as sack components relies extensively on natural gas input. As for the downstream, AIP products' use and end-of-life are anchored with second-tier customers, who are the end-users. Thus, AIP has very limited scope of direct impact management. **The underlying strategic premise is fostering partnerships and long-term relations with suppliers and customers with a view to mitigate risks and capture opportunities.**

Strategic Alignment

54. Outcomes of DMA shape our strategy in three ways:

(i) **Business model adaptation.** We are prioritizing investments in recyclable and renewable sack solutions, energy efficiency measures across our six production sites and long-term sourcing contracts with certified and sustainable suppliers;

(ii) **Risk management integration.** Risks, identified through the IRO process, are embedded into our ERM framework and are monitored at both the Group's and Plants' levels;
(iii) **Growth and opportunity capture.** Opportunities such as increasing customer demand for sustainable packaging, expansion into circular product designs and collaboration with FMCG and industrial customers are embedded into market development plans.

55. The Group's strength is that, as a mid-size producer, we combine capacity of a large manufacturer with the agility of a niche specialist. Customers' growing demand for eco-friendly packaging creates competitive advantages of packaging suppliers only, if those can tailor their sustainability-related offerings to customer-specific needs. AIP focuses on customizing solutions and services to each client's needs quickly and flexibly, what the industry giants are not always able to offer.

56. Cost-benefit analysis based on IRO assessment has shaped the focus on capturing the following opportunities:

(iv) making sustainable packaging our core competitive advantage;
(v) communicating sustainability-related metrics of packaging to customers;
(vi) based on full-fledged life cycle assessment of products, advise customers on sacks design with the view to improve packaging sustainability without compromising on sacks durability and safety;
(vii) ensuring full products recyclability and reusability with a focus on vertically integrated customers;
(viii) combining the reduction of product carbon footprint with flexible and speedy on-demand offsetting PCF with high-quality carbon units.;
(ix) targeting new segments of customers in FMCG, who will face challenges under PPWR within medium-term.

Stakeholder Engagement

57. Ongoing dialogue with stakeholders is pivotal to AIP's sustainable performance. The key stakeholder groups are:

(i) **first-tier customers**, who define product specifications and therefore largely determine the sustainability characteristics of our products;
(ii) **suppliers** of input materials, primarily paper and plastic film, who influence the sustainable sourcing of raw materials as well as upstream energy consumption, its energy mix and water use;
(iii) **our workforce,** who determines operational efficiency and overall social performance;
(iv) **shareholders,** who define the scope of integrating impacts, risks and opportunities (IROs) into strategy and investment decisions;
(v) **second-tier customers** (end-users), who determine product use patterns and end-of-life treatment.

Governance and Oversight

58. Processes for managing sustainability matters are based on the structure of AIP ERP and follows the Data management plan. The DMP is developed according to topics, which are identified through IRO as material and includes the following categories of datapoints:

(i) Data related to environmental performance is retrieved from the ERP modules, which capture respectively:

- consumption of inputs in the system (materials, energy);
- products' construction (dimensions, composition, codes of input materials) per customer specifications;
- supplier-related information (e.g., distances between a supplier and AIP production sites);

(ii) Data related to workforce is retrieved from Human Resources records, which register:

- headcount and gender composition;
- remuneration;
- health and safety data (work-related incidents);
- training delivery and performance evaluation.

59. Environmental management follows bottom-up approach, i.e. data is collected and processed on the product level, followed by subsequent aggregation of metrics on the Plants' and Group's levels. Aggregated metrics are monitored by the Sustainability Director and are reviewed quarterly by the MT. The bottom-up approach allows to track the KPIs conformity with the set targets and to apply corrective measures in a timely fashion.

60. The MT reviews the IRO assessment annually to ensure strategic resilience. Material risks and opportunities are translated into short-, medium- and long-term targets, which are monitored through KPIs aligned with ESRS topical standards. Site managers are tasked with implementing local actions consistent with the Group's strategic priorities. KPI, aligned with ESRS topical standards, are reviewed quarterly, followed by developing corrective actions.

Disclosure Content

DC-P - Policies Adopted to Manage Material Sustainability Matters

61. AIP Policies cover all material sustainability matters and are aligned with each other. Their scope of application: all AIP Staff Members and value chain actors per their relevance for implementation of a concerned policy. All Policies contain measurable quantitative targets, define roles and responsibilities, address sanctions, whistleblowing and no-retaliation principle. They are updated annually in prior consultations with key stakeholders, made **available to stakeholders, and publicly disclosed**. The CEO is accountable for their implementation.

62. AIP Policies follow international guidelines and principles: UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises and EU regulations relevant to a concerned policy.

63. **Labor and Human Rights Policy** aims to foster respect for the human rights of AIP's own workforce and workers across the value chain. It seeks to prevent violations of human rights, including forced labor, child labor and discrimination, and promotes diversity, inclusion and social dialogue. AIP commits to providing appropriate working conditions, remuneration at least at the living wage level, and maintaining a safe and healthy workplace. This includes regular health checks, periodic evaluation of emergency equipment and updates of emergency response plans. AIP also provides access to health care and disability support. The Policy stipulates that overtime work is applied only under exceptional circumstances and that employees are provided with training and personal development opportunities.

64. **Environmental Policy** guides the management of environmental impacts across all six AIP production sites from sourcing to product end-of-life. It is aligned with the EU Green Deal and EU Circular Economy Action Plan (CEAP), as well as follows the EU PPWR. It focuses on emissions reduction, energy and resource efficiency, waste reduction and maximizing its recycled share. The Policy articulates that relevant Staff Members ought to work closely with customers towards improving the product design circularity. The nexus of the Policy is the AIP commitment to achieve climate-neutrality by 2040.

65. **Sustainable Procurement Policy** aims to balance supply chain sustainability with cost optimization through responsible sourcing. It sets criteria of suppliers' eligibility, which is established through due diligence process. It articulates fair competition, transparency and capacity building. It stays particularly focused on procuring paper in compliance with relevant regulations. To ensure continuity of the paper provenance as a wood-based material, AIP maintains FSC® certificate (**license code FSC-C018056**), communicating it across the value chain.

66. **Suppliers' Code of Conduct** sets the Group's standards for environmental, social and ethical performance of suppliers in areas of statutory compliance, human rights, labor conditions, health and safety, environmental performance, prevention of fraud and corruption.

67. **Code of Ethics** establishes the principles for maintaining high standards of corporate culture and business conduct, requiring all AIP Staff Members to act with integrity, honesty and professionalism. It places particular emphasis on accountability and transparency in the performance of work duties and in interactions with stakeholders. The Code addresses the avoidance of conflicts of interest, protection of confidentiality and mutual respect in the workplace. It also clearly states the Group's zero-tolerance policy toward fraud and corruption and outlines mechanisms for their prevention.

68. **Data Protection Policy** sets rules for collecting and processing data within the Group and by its counterparts with the objective to ensure that stakeholders' data is protected and not misused.

69. **Mechanisms in place for Policies Implementation**. The Action plan is developed annually to support the implementation of AIP Policies. KPIs, corresponding to the Policies' measurable targets and to the Action Plan, are clearly stated and are tracked. Tracking summary is submitted by the Sustainability Director quarterly to the MT review. The MT oversees the group-level implementation, while Plant Sustainability/Quality managers manage local execution. Verified ISO 14067 CFP data is integrated into the reporting for credibility and transparency.

70. The Action Plan integrates provisions of AIP Policies, measurable KPIs, short-, medium- and long-term targets and maps resource allocation with KPIs. It is presented in a Table form to make this integration robust, transparent and verifiable (Table 2, Annex).

DC-A - Actions and Resources in Relation to Material Sustainability Matters

71. Actions and resource allocation are aligned with topics, identified as having the greatest impacts and relevance to the organization, our stakeholders and future business resilience.

72. In the area of climate change AIP focuses on decarbonization measures and investments in energy efficiency. Circular economy actions focus on changing product design towards reducing weight, plastic content and, thus, increasing recyclability and material recovery. Workforce-related resources are allocated to improving remuneration, personal development and well-being. In water management, which has marginal materiality, limited

resources are required for wastewater treatment towards increasing the share of water re-used, and thus, reducing its withdrawal. No specific resources are allocated to address air pollution and community matters, although these areas remain under monitoring, and the dialogue with local regulators, administration and NGOs are being maintained.

73. Actions and resource allocations are reviewed annually by the MT, with adjustments made to respond to evolving materiality, changing regulatory requirements and stakeholders' feedback. Where quantitative data points are material and reflected in financial statements, the relevant references are included in the report.

Metrics and Targets

DC - T – Targets

74. AIP Group sets out the quantitative and qualitative metrics to monitor its sustainability performance in relation to each material topic, as determined by the materiality assessment. The targets reflect our Strategy and follow the Policies.

75. They demonstrate our ambition and commitments across all high and moderate material topics, i.e.: climate, circular economy, workforce management, consumers and business conduct. They are chosen and set reflecting regulatory compliance and AIP goal to transit to climate-neutral, fully circular activities.

76. All activities of all AIP production sites are covered within the targets' scope; activities of offices are excluded from the scope as they pertain only to consumption of water and electricity and waste generation and management and have negligible materiality. The base line metrics of year 2023 are used as baseline, ensuring that progress can be measured consistently over time.

77. Targets are set as absolute. Where the intensity-based targets have informative value for comparisons, they are indicated additionally to the absolute targets. The time-horizon is defined as: short-term (2 years), medium-term (3-5 years), long-term (5 years and longer).

78. AIP targets are aligned with two key guidelines: **EU Green Deal and Circular Economy Action Plan (CEAP)**, subsequently they cover the period until 2050. At the same time, AIP commits itself to transit to climate-neutral, fully circular activities **by year 2040**. As an important step towards tracking progress to this overarching goal, AIP performs verification of its CFP against the ISO14067 standard.

79. The targets are presented in Table 3 (Annex). For consistency of monitoring the baseline year 2023 values are presented as well. Support of the set targets by action and resources could be tracked by comparing targets with actions and resources, presented in Table 2 (Annex).

80. As is evidenced by the Table 2 and Table 4 (Annex), AIP is so far on track regarding its progress towards the set targets. In line with ESRS E1-1 requirements, we disclose specific milestones, intermediate targets and current progress, accompanied by risk management assessments. The Governance structures have been established, with board-level responsibility and regular monitoring of progress against AIP targets.

DC – M - Metrics in Relation to Material Sustainability Matters

81. Metrics are selected for their relevance to our key impacts, risks and opportunities, and are aligned with both international standards and our strategic objectives. For all KPIs, definitions of ESRS E1-5 are used. Where monetary amounts or quantitative datapoints are material and connected to our financial statements, relevant cross-references are provided for transparency.

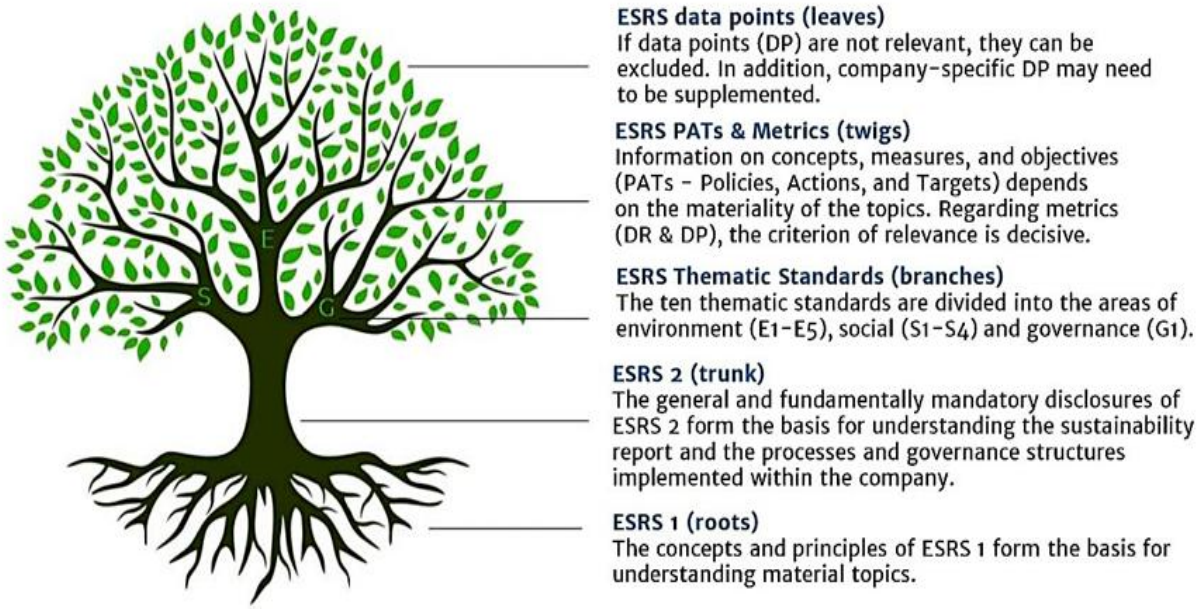
82. Data quality is ensured by the Data Management Plan, designed by the Sustainability Director, with data collected from the ERP system as following:

    (i) data by products is extracted from the production configurator, which reflects all inherent properties by product ID as per contractual orders; this being the responsibility of the Business System Coordinator (IT Department);
    (ii) data for production and auxiliary process is extracted from the plant-specific ledgers by the Plants' Sustainability/Quality Managers.

83. KPI metrics are presented in the Table 4 (Annex). KPIs are measured quarterly at the Plants' level, and aggregated annually on the Group's level. Quarterly performance of the set KPIs is reviewed at the Group's level. The Group-aggregated KPIs are produced annually. KPI metrics are integrated into AIP performance management and risk frameworks.

84. The relationship between actions, resources, metrics and targets is designed to provide a complete view of how sustainability management is embedded throughout the Group.

Figure 7. Conjunction between ESRS 2 and ESRS 1



E1 Climate change

85. As per the Article 9 of the EU Taxonomy Regulation 2020/852 and applying the definition of environmentally sustainable activities as per Article 16 ("Enabling activities") with reference to Article 8 of the said Regulation, AIP states that its turnover is derived from environmentally sustainable activities. Activities have GHG emission levels matching or surpassing the best performers in the sector. They do not hamper development and deployment of low-carbon alternatives. AIP is not excluded from the Paris-Aligned Benchmarks (PAB).

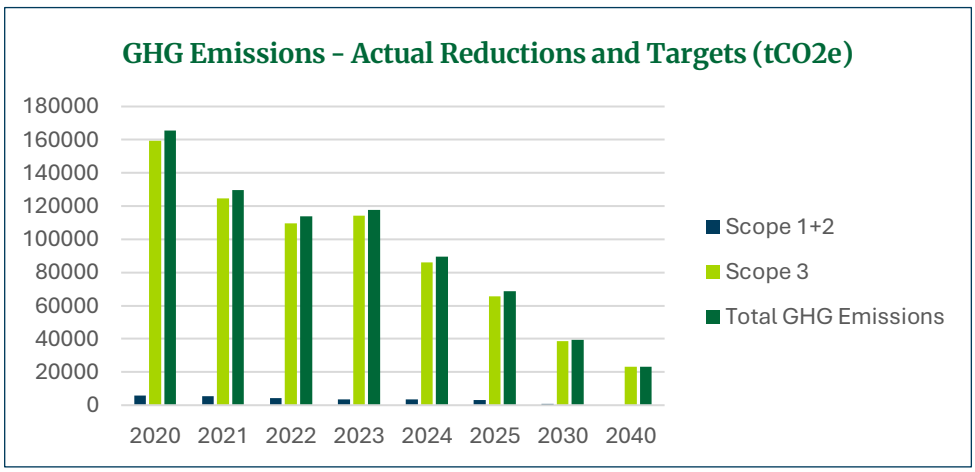
E1-1 - Transition Plan for Climate Change Mitigation

86. The company has developed a climate change mitigation transition plan that is integrated into its corporate strategy and overseen by the Management Team . The principal aim of the plan is to ensure that the business model and operations are compatible with the goal of limiting global temperature rise to 1.5°C and advancing toward climate neutrality by 2040. This alignment is demonstrated through defined reduction targets for greenhouse gas emissions (Scopes 1, 2 and 3), tangible actions to decarbonize production and logistics and investments in renewable energy and energy-efficient technologies.

87. AIP has a challenging but realistic overarching objective to achieve climate neutrality by year 2040. This objective is set, based on assessment of our climate related impacts, monitoring our past performance and forecasting changes in the customer demand and in upstream stages of AIP product life cycle.

88. Over 2017 – 2022 AIP monitors and manages emission reductions across Scopes 1 and 2 - direct emissions, and starting 2023 - also across Scope 3 - upstream and downstream.

Figure 8. GHG Emissions Actual Reductions and Targets (tCO2e)



89. As follows from the IRO assessment (par. 53) and the KPI Table 4 (Annex) direct emissions - Scope 1 and Scope 2 - cumulatively account for less than 5% of total GHG emissions, associated with AIP activities, while indirect emissions – Scope 3 - comprise over 90%.

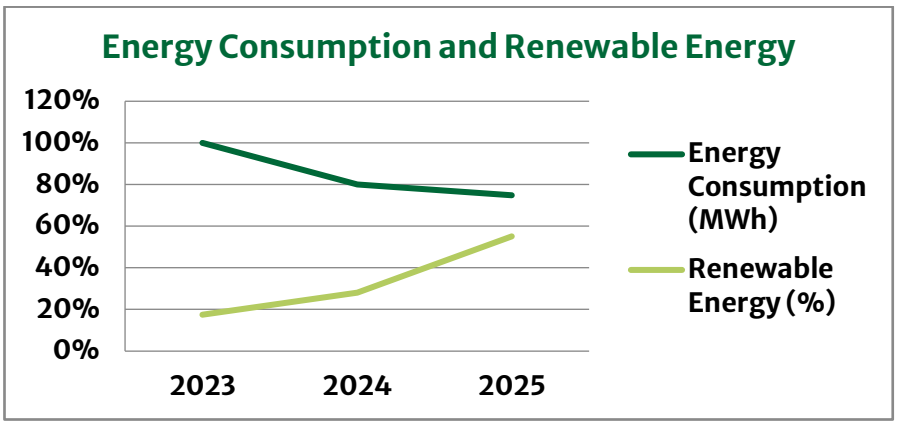
90. AIP directly controls sources of Scope 1 and Scope 2 emissions, as well as - within Scope 3 - emission generation in waste management and within the categories of marginal materiality (business travel, financial services, commuting and the like). This emission structure associated with AIP activities is in line with the converting industry profile, defining the

strategic nexus of our Transition Plan: continuous in-depth engagement with customers and suppliers.

Decarbonization Levers

91. With respect to direct emissions, as outlined in the Table 2 (Annex), the plan is to phase out completely use of fuel and energy from fossil sources in the medium-term. Emissions within Scope 1 and Scope 2 shall be reduced to levels of negligible materiality, associated with battery production and electricity generation for charging (vehicles) and with electricity transmission. AIP plans to replace combustion engine vehicles across all six production sites with electrical in the short- to medium-term, as the present vehicle leasing period will be expiring. AIP DK shall maintain consuming electricity exclusively from renewable (wind) source. AIP NL completed transition to renewable electricity. AIP IT is expected to complete the transition within 2 years, AIP RO and AIP CZ – within 3-4 years. AIP DE is implementing deployment of own solar energy with expected completion by end-2027.

Figure 9. Structure of Energy Consumption over Monitored Periods



92. Indirect Scope 3 emissions account for over 90% of AIP total GHG emissions, categories of highest materiality being:

- purchased goods and services (over 80% of the total), of which the most carbon-intensive is plastic film, but the most material is paper as the core material in paper packaging production;
- upstream transportation, comprising ca 12% of total emissions.

93. Hence, decarbonization levers are anchored in upstream and downstream, requiring continuous joint work with suppliers and customers.

94. AIP performs annually CFP report, verified externally against the ISO14067, which is pivotal for assessing viability of our Transition Plan and monitoring progress towards the set targets. The CFP study ensures that **boundaries** are set according to the established requirement, **inventory** is consistent with prior periods, changes in inventory are identified and duly assessed. The CFP study confirms that **assumptions** are in line with the profile of the converting industry, and that **critical assumptions** relate to Scope 3 upstream emissions, as described in this section above.

95. AIP has also developed a Life Cycle Assessment model, allowing to carry out LCA of specific products on customer request. The CFP and LCA studies form the methodological basis of our collaboration with customers and suppliers, serving as **instruments of revealing the nodes of emissions' origins,** thus putting our joint efforts with value chain actors on a firm

factual basis.

96. AIP works with customers on optimizing product design while safeguarding product safety and durability. Studies, carried out by AIP, demonstrate the environmental benefits of replacing white paper with brown paper, which requires fewer chemicals and less energy in production. Sensitivity analyses of emissions related to the quantity and structure of plastic film support customer decision-making regarding the use of thinner films, which reduce natural gas consumption in the upstream supply chain. We also demonstrate the potential advantages, for customers' own environmental claims, of replacing PET paper coatings with organic and biodegradable alternatives. However, these solutions remain relatively costly and are not yet widely accepted by customers.

97. The key supply-chain challenge is replacing plastic film made from natural gas with film containing recycled plastic. In the short term, this is difficult to achieve. It would require either significant technological changes and investments by our existing film suppliers, or a shift to suppliers producing film with recycled content — which would currently entail substantially higher costs and increased upstream transport impacts.

98. Already today, AIP produces **separable sack designs** that allow paper and plastic components to be separated for recycling, and we are steadily increasing their share through a proactive dialogue with customers. (see KPI Dashboard, Table 4 of Annex). Over the longer term, further progress will depend on technological advancements by film producers that enable higher shares of recycled content in plastic films. The **Packaging and Packaging Waste Regulation (PPWR)** provides the regulatory framework guiding these developments.

99. Management of emissions, associated with waste generation and management and downstream emissions, is anchored in increasing product circularity and outreaching to the second-tier customers, who are end-users. For the avoidance of repetition, management of these impacts is described in sections ESRS E-5 and S-4 respectively.

100. In line with the **EU Green Deal Framework**, we consider that emission reductions ought to be paired with investing in projects that permanently take out of the atmosphere an equivalent amount of GHG and critically need financing. This concept is further developed in the **EU Carbon Removal Certification Framework** (CRCF), which explicitly states already in Recitals that *"the deployment of carbon dioxide (CO_2) removal to counterbalance hard-to-abate residual emissions* ***is unavoidable if net-zero CO_2 or greenhouse gas emissions are to be achieved***[2]*."*

101. Thus, our Transition Plan envisages resource allocation towards removing product carbon footprint via purchase of Verified Carbon Units (VCU). Over the course of the next year, we plan to identify the scope of customer demand for decarbonized sacks, to purchase respective VCU quantities to offset the remaining emissions of earmarked products. We proceed in this direction with the utmost caution, to ensure absence of any perceived greenwashing by certifying the resulting net-zero carbon content of products against the ISO14068 standard.

102. Disclosure requirements related to ESRS 2 **SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model**, as well as disclosure requirements related to **SBM-3 - Material impacts, risks and opportunities and their interaction with strategy** are met within the ESRS section of this report (IRO and SBM).

[2] Regulation (EU) 2024/3012 of the European Parliament and of the Council of 13 November 2024 establishing a Union certification framework for carbon removals and carbon farming; *Official Journal of the European Union on* ***December 6, 2024****, p. 1*

E1-2 - Policies Related to Climate Change Mitigation and Adaptation

103. Climate change mitigation and adaptation is addressed in AIP Environmental Policy and Sustainable Procurement Policy, disclosed by reference to sub-section (DC-P, par. 64-68). Detailing further the DC-P disclosures related to E-1 topic, we refer to the following Policy provisions:

- improving energy management systems and the energy-efficiency of production processes;
- reducing energy-related emissions by using energy from renewables;
- considering energy efficiency factors when procuring supplies;
- monitoring energy performance and carbon footprint across all sites and activities;
- monitoring product characteristics, related to climate change based on verifies CFP and LCA studies;
- adopting carbon pricing and market mechanisms, including carbon credits, subject to their environmental integrity.

E1-3 - Actions and Resources in Relation to Climate Change Policies

104. These are disclosed by reference to sub-section DC-A and in the Table 2 "Action and Resources" (Annex).

E1-4 - Targets Related to Climate Change Mitigation and Adaptation

105. Targets are disclosed by reference to sub-section DC -T and the Table 3 (Annex). Targets comprise the milestones of AIP Transition Plan, described in detail in E-1, par.86 above.

E1-5 - Energy Consumption and Mix

106. Information and metrics regarding to energy consumption and mix, granulated by AIP production sites and offices is disclosed by reference to sub-section DC-M, and in Table 4 "KPI Dashboard" (Annex). The structure of energy consumption and mix in the form per requirements of E1-5, is presented below.

Figure 10. Energy Consumption in AIP Own Operations

Category	UOM	2025	2024	2023 (baseline)
Fuel consumption, petroleum products	ML	46,1	54,5	57,9
Fuel consumption from coal, natural gas and other non-renewables	ML	n.a.	n.a	n.a.
Share of electric/hybrid fleet (both forklifts & corporate cars)	%	75,15	67,3	47,5
Consumption of purchased electricity	MWh	11 033,1	11 065,0	10 810,7
Consumption of purchased gas (heat, steam, and cooling)	M3	11 865,9	13 143,5	17 836,0
Share of renewable energy consumption	%	55,12	28,1	17,5

107. There are no AIP activities in high climate impact sectors, therefore energy intensity based on net revenue is not applicable.

E1-6 - Corporate GHG Inventory (Corporate Carbon Footprint)

108. Metrics of AIP GHG emissions, granulated by AIP production sites, are disclosed by reference to Table 4 KPI Metrics (Annex). Aggregated metrics of dynamics of AIP Group emission reductions by Scope 1, 2, 3 and total is presented below.

Figure 11. Dynamic of AIP GHG Corporate Emissions, 2020-2025

AIP Group total	2025 (tCO2eq)	2024 (tCO2eq)	2023 (tCO2eq)	2022 (tCO2eq)	2021 (tCO2eq)	2020 (tCO2eq)	Reduction over 2020 – 2025 (%)
Scope 1	727	773	833	845	1 271	1 063	31,6%
Scope 2	2 216	2 607	2 612	3 480	4 017	4 861	54,4%
Scope 3, of/which:	65 659	86 079	114 133	109 576	124 505	159 428	58,8%
Upstream	54 584	69 743	72 858	63 993	74 439	100 761	45,8%
Downstream	11 075	16 337	41 275	45 583	50 066	58 667	81,1%
Total GHG Emissions	**68 602**	**89 460**	**117 578**	**113 901**	**129 793**	**165 352**	**58,5%**

109. GHG intensity based on net revenue comprised 0,57 tCO2/mln EUR in 2025, compared to 0,75 tCO2/mln EUR in the year 2024. Values of net revenue are reconciled with the disclosed consolidated financial statements of the respective years.

E1-7 - GHG Removals and GHG Mitigation Projects Financed through Carbon Credits

110. At present, AIP production processes do not include carbon capture technologies or other activities that result in the permanent withdrawal of CO_2 from the atmosphere. Within our value chain, GHG removals and storage play a more tangible role. The majority of kraft paper, our core input material, is sourced from large Nordic pulp and paper suppliers, whose operations are closely linked with sustainable forest management. Forests act as significant carbon sinks, absorbing and storing atmospheric CO_2 in both biomass and soil. Furthermore, the use of paper-based materials in our products contributes to carbon storage during the product's lifetime, as the biogenic carbon contained in paper fibers remains bound until recycling or energy recovery.

111. About 98% of AIP production waste consist of paper, which is fully recycled within certified waste management systems. This closed-loop approach ensures that the carbon embedded in paper fibers continues to circulate within the material cycle, reducing the need for virgin raw materials and indirectly supporting the maintenance of forest carbon stocks.

112. Having performed the CFP study of AIP Plants' products, verified against ISO14067, we confirmed that emissions under AIP control, i.e. within Scope 1 and 2 have been reduced over 2020-2025 by over 50%, while total partial weighted-average PCF of the said Plants have been reduced by ca 41%. Respectively, we contemplate purchasing certified carbon credits that correspond to verified GHG removal or avoidance projects, thus supporting climate action beyond our value chain. These investments are planned to offset the residual Product

Carbon Footprint (PCF) of selected product categories, where reductions have reached their economic and technological limits.

113. The implementation of this project had to be postponed, since offering climate-neutral sacks did not elicit sufficient customer demand, justifying the overhead costs of performing carbon credit due diligence, registration and certification of the resulted climate-neutral sacks against the ISO 14068. Core reasons for this are:

- over 40% of products of the concerned Plants are targeted to building materials, chemicals, minerals and cement customers; respectively emissions from packaging are a minor factor in customer overall emissions management;
- customer awareness of the relatively new **EU Carbon Removal Certification Framework (2024)** remains in the reporting period extremely low;
- AIP promotion of net-zero sacks during the reporting period has not been proactive and lacked targeting.

114. AIP plans to pursue the project further. Offsetting the residual Product Carbon Footprint (PCF) of selected products through the purchase of certified carbon credits is consistent with the EU Green Deal framework, which recognizes the role of carbon removals and sustainable finance mechanisms in achieving climate neutrality. By complementing ongoing emission reduction with credible investments in GHG removal projects, AIP intends to contribute to the broader EU objective of transition toward a net-zero economy.

E1-8 - Internal Carbon Pricing

115. AIP does not practice internal carbon pricing.

E1-9 - Potential Financial Effects from Material Physical and Transition Risks and Climate-Related Opportunities

116. **Physical risks** in own operations are limited to possible damages due to weather disasters, which likelihood is low, since AIP locations are not exposed to extreme heat, wind or water hazards. Exposure concentrates upstream, foremostly regarding shortages of virgin paper due to draught, heat waves, wildfire. These risks may adversely affect AIP revenue and cashflow up to 35-40 mln EUR. They are managed through geographical diversification of virgin paper suppliers.

117. **Transition risks** are high in own operations. AIP would need to replace up to 20 % of assets, which lack energy efficiency. These risks are not yet managed due to slow market recovery and the respective lack of funding; they are planned to be addressed in the medium-term.

118. **Opportunities.** Potential growth of the market size and revenues from the developed innovative circular solutions are limited to segments of customers, sensitive to circular design of the products' packaging. These segments total in the reporting period to 30-35%, therefore, our estimate of possible revenues increase is up to 12-15 mln EUR.

E-3 Water

E3-1 – Policies related to water

119. This topic is assessed as having marginal materiality as per IRO assessment, Table 1 (Annex). AIP activities are intrinsically low water consuming. Water is used only for equipment

technical washing, general cleaning and personal care. Only running water is used. No AIP production sites are located in areas of high-water stress. Material impacts of water are concentrated in the supply chain, mainly in paper and pulp production. Water impacts in the downstream are not material, because AIP products are not further processed.

120. Water use and management are nonetheless addressed in AIP Environmental Policy, which articulates continuous reducing water withdrawal by reusing wastewater for technical washing where feasible.

E3-2 - Actions and Resources Related to Water

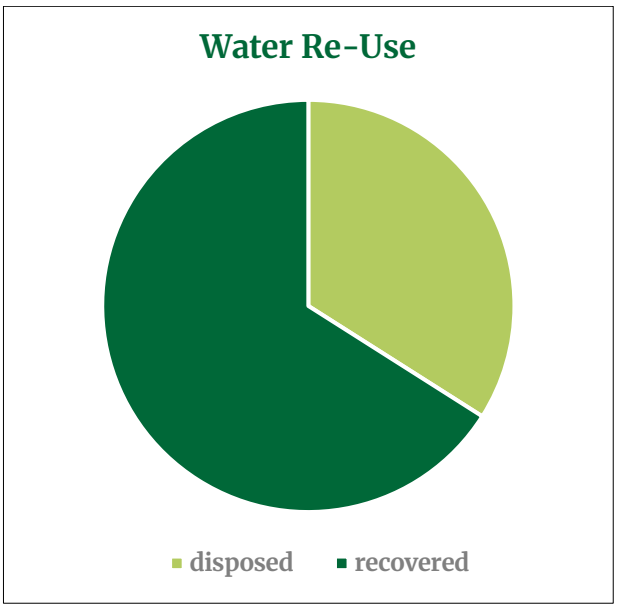
121. These are disclosed in Table 2 (Annex) and by reference to MDR-A, par.72. The measures include: (i) maintenance to prevent leakages of any kind; (ii) maintaining water treatment units, including washing systems and wastewater collecting tanks; (iii) regular assessments of water treatment by laboratory tests of discharged water; (iv) discharging all substances of concern into sedimentation tanks with subsequent treatment; (v) regular water quality audits and inspections by authorities.

E3-3 - Targets Related to Water

122. Disclosed in Table 3 (Annex) and by reference to MDR -T, par. 47-51. Since 2020 AIP reduced water withdrawal by 26%, the share of currently treated and re-used water increased from 51% in the baseline year 2023 to 66% in 2025. Further reduction of water withdrawal will continue to be achieved through further increase of the re-used water share based on advancing water-treatment methods. At AIP DK, water consumption per ton of products is higher than plant-average, due to implementation of a High-Care Zone with top hygienic standard for producing sacks for milk powder and other food.

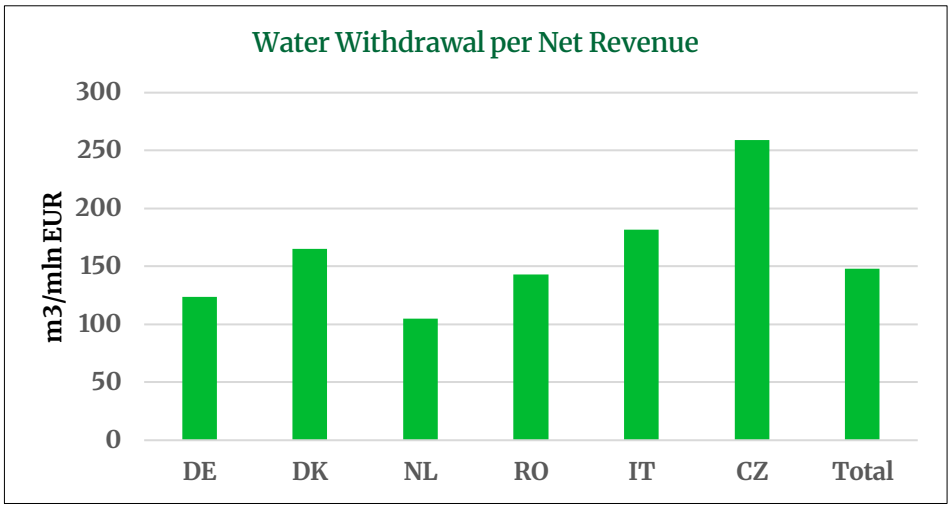
E3-4 - Water Management Performance

Figure 12. Water Re-Use



E3-5 - Water Intensity Performance

Figure 13. Water Withdrawal per Net Revenue Change



E-5 Resource Use and Circular Economy

123. Processes to identify and assess material resource use and circular economy related impacts, risks and opportunities are disclosed by reference to section IRO assessment, par. 42-48. As stated in the Outcome of IRO Assessment (par. 45) "***circularity is a transformational driver for our sector. Shifting our activity processes to circular product design addresses resource scarcity, cost volatility, waste regulation and extends product life cycles***". Resource use and circular economy on par with Climate change are the topics of high materiality. Targets in both areas, as well as actions and resources, allocated towards their achievement, are also fundamentally inter-connected.

E5-1 - Policies Related to Resource Use and Circular Economy

124. Disclosed by reference to MDR-P, par.64. Following the guidelines of the **Circular Economy Action Plan** (CEAP), they address reducing extraction of non-renewable resources, contributing to changing product design towards circularity and contributing to the regenerative production of renewable resources.

E5-2 - Actions and Resources Related to Resource Use and Circular Economy

125. Disclosed by reference to MDR -A and in the Table 2 "Actions and Resources" (Annex). More detailed measures within the concerned topic in the short- and medium-term entail:

- maintaining use of electricity exclusively from renewable sources at AIP DK; transition to exclusively renewable electricity by AIP NL, completed in 2025; by AIP IT – within 2 years, by AIP RO and AIP CZ - within 3-4 years; AIP DE will complete deployment of own solar energy by end-2027;
- increasing the share of recycled paper in paper total sourcing volume at a pace coordinated with customers, with the focus on AIP DE and AIP NL;

- increasing the share of lightweight sacks and reducing the share of their plastic content at a pace, coordinated with customers across all AIP locations;
- securing supplies of plastic film with recycled plastic content;
- deployment own energy capacities based on renewable energy;
- achieving full recyclability of products;
- fully recycling waste across all streams.

E5-3 - Targets Related to Resources and Circular Economy

126. Disclosed in Table 3 (Annex) in sufficient details.

E5-4 - Resource Inflow and E5-5 - Resource Outflow

127. Management of both inflow and outflow resources is anchored in the firm factual basis of the CFP studies, verified against the ISO14067 standard, and in the model for LCA product-specific reports. In addition to these tools, AIP DK launched in the reporting year development of verified and registered Environmental Product Declarations (EPD) of all produced products, which is targeted mainly to customers in food and in regulated building materials segments.

128. Processes for managing **resource outflows** are designed using a bottom-up approach, starting with the analysis of product-specific structures and progressing to aggregated resource outflows by type at the Plants' level and subsequently at AIP Group's level, ensuring robust, consistent and transparent monitoring. Resource outflows are managed across these categories in line with established targets. Resource outflow management precedes resource inflow management, as the structure of sourced inputs is determined by the product portfolio mix, defined in customer contracts

129. **Resource inflow** is based on the indicative product portfolio mix for the next year, since the input materials for the next year ought to be contracted in the middle of the year, while product portfolio mix is finalized towards the year-end. Due to this dependence of resource inflow structure on the resource outflow structure, the main directions of resource inflow management with respect to circularity entail:

    - maintaining FSC® certificate (***license code FSC-C018056***), ensuring chain of custody of paper provenance;
    - continuous efforts to reduce the share of extracted raw materials, by sourcing alternatives, matching indicative portfolio mix;
    - addressing waste recycling across all own activities;
    - optimizing operational processes to reduce absolute volumes of inputs and waste generation.

130. AIP has lower than segment-average level of waste generation per ton of output (average 60 kg, including office and food-related waste). Electronic waste is limited to used batteries, which are submitted to public recycling centers, there is no non-metallic materials and/or textiles. Food waste is limited only to that from employee's meals. The main components of waste are paper waste and plastic waste, jointly accounting for 98% of waste. All waste is sorted by waste streams and is managed via recycling centers and outsourced waste management contractors.

Figure 14. Waste Recovery Program

131. Metrics on the resource inflow and outflow are presented in Table 4"KPI Dashboard" (Annex). They are disaggregated by materials' categories, energy and locations. Methods of data collection and metrics calculations follow the Data Management Plan, described above.

Implications of the PPWR for Material Resource Flow Management

132. During the reporting year, AIP's environmental management system was adapted to enable monitoring of product characteristics relevant for the EU Packaging and Packaging Waste Regulation (PPWR). The system currently covers the four main production sites in Germany, Denmark, the Netherlands and Romania. Product categories are structured according to PPWR-relevant criteria and thresholds.

Figure 15. AIP Monitoring of PPWR-Related Portfolio Material Characteristics

	ACH (DE)		AAL (DK)		HOO (NL)		PLO (RO)	
	Share of SKUs (%)	Share in output mass (%)	Share of SKUs (%)	Share in output mass (%)	Share of SKUs (%)	Share in output mass (%)	Share of SKUs (%)	Share in output mass (%)
Products without plastic/ fully recyclable	25%	30%	45%	33%	22,65%	38,8%	21,0%	42,0%
Plastic content <5,2%/easily recyclable	5%	5%	7%	2%	24,44%	1,1%	72,9%	54,4%
Sacks with 5,2% < mass< 10%	10%	18%	19%	6%	13,00%	24,2%	4,2%	2,8%
Sacks with 10,1%< mass< 35%	60%	47%	28%	59%	39,91%	35,9%	1,9%	0,9%
Products without intentionally added PFAS	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,0%	0,0%
Total output, 2025	**100%**	**100%**	**100%**	**100,00%**	**100,00%**	**100,00%**	**100,0%**	**100,0%**

133. As of end 2025, over 98,5% products were fully compliant with the PPWR requirements, which will be effective as of 12 August 2026. AIP is in the process of documenting confirmations from suppliers of paper with coatings, *potentially* containing PFAS (greaseproof, thermo- and barrier coatings), and the absence of any substances of concern as per PPWR articles 3 and 27.

134. The 2025 portfolio review indicates that AIP's position in relation to PPWR-relevant design parameters varies across the Plants. While a considerable share of production remains plastic-free or contains only limited plastic content, AIP DE, AIP DK and AIP NL each show that approximately half of the portfolio currently consists of sacks with plastic content above 5% that are not designed for separation. AIP RO, by contrast, shows only marginal exposure to this product category. This distribution reflects segment-specific portfolio structures: customers in the food sector, animal feed and certain sub-segments of the chemical industry typically require film elements significantly more often than producers of cement, building materials or minerals.

135. These customer specifications and technical performance requirements provide an important baseline for assessing potential design adaptations as PPWR implementation becomes more specific. At the same time, AIP sacks have historically demonstrated a recyclability rate exceeding 98% within existing fiber-recycling streams. The PPWR-related design criteria applied above therefore represent a regulatory classification rather than a direct measure of practical recyclability, while indicating areas where AIP may need to work jointly with customers to consider product adaptations should future PPWR requirements become more stringent.

Pathway to Circularity

136. The pathway of AIP business model to circularity depends greatly on customers, which is in line with the converting sector profile. Many customers are concerned about compromising packaging quality because of using recycled inputs. Others prioritize emission reductions by sourcing more sustainable virgin paper over increasing the share of higher GWP recycled paper. Yet, significant share of customers is not yet open to absorbing the costs of bio-degradable polymer production for coating.

137. Current trends are expected to evolve under increasing regulatory pressure, particularly in relation to compliance with the PPWR. AIP's strategic direction is to proactively equip customers with a range of analytical tools that support decision-making in favor of packaging solutions with improved circularity characteristics. These advisory services are delivered on the solid foundation of AIP environmental management system, as described above (paras. 126–128).

138. Although many PPWR provisions will take effect during the period 2027–2030, AIP has already conducted a compliance-related gap analysis. Even at present, customers request declarations of conformity with the PPWR for their products. We see our role as engaging with customers at an early stage, equipping them with tools for their own compliance gap analyses and supporting the development of optimal technological solutions for the necessary design changes. Similar advisory services, based on the same solid foundation of AIP environmental management system, are also provided to customers in the areas of emissions and product carbon management.

E5-6 - Potential Financial Effects from Resource Use and Circular Economy-Related Impacts, Risks and Opportunities

139. An intrinsic risk related to resource use and the circular economy is a potential increase in production costs resulting from higher prices of innovative input materials (e.g. biodegradable coating barriers, PE film with recycled content) and higher operating costs (e.g. additional production steps such as attaching a removable plastic liner). This risk can be mitigated primarily by encouraging customers to shift to lightweight sack designs, in which case the higher cost of innovative inputs can be offset within the cost structure by the reduced volume of input materials. At the same time, resource use and circular economy-related impacts are associated with a number of strategic opportunities.

140. AIP envisages that the PPWR requirements will create opportunities to reach new market segments, such as FMCG, which currently rely predominantly on plastic packaging. AIP strives to stay ahead of customer needs by anticipating regulatory and market developments and offering a broad range of analytical tools for both emissions and circularity management, thereby stimulating demand for packaging solutions with improved environmental performance.

141. As stated in the ESRS 2 section Strategy and worth repeating: "***The Group's strength is that we are a mid-size producer, who combines capacity of a large manufacturer with the agility of a niche specialist. All potential opportunities, be that in area of climate change or circular economy, create competitive advantages only, if a packaging supplier can tailor its sustainability-related services to customer-specific present and anticipated needs. AIP focuses on customizing solutions and services to each client's needs quickly and flexibly***".

S-1 Own Workforce

142. AIP Group regards its Staff Members as its main asset. The Group is committed to equitable and just treatment of all the Staff Members and cultivates conducive and rewarding corporate culture. As for the value chain, the Group engages with suppliers and customers to monitor their labor and human rights performance via interviews, monitoring stakeholder CSR ratings. AIP and most of its business partners have quality certificates of high social performance.

Figure 16. AIP Own Workforce, as of end-2025

	Total Headcount	Male	Female
AIP DE	93	73	20
AIP DK	111	90	21
AIP NL	53	48	5
AIP RO	87	69	18
AIP IT	55	48	7
AIP CZ	64	56	8
AIP AU	9	4	5
AIP IR	5	1	4
AIP FR	6	3	3
AIP Group	**483**	**392**	**91**

143. Strategy and governance of Human Resources management are disclosed in ESRS 2 sections GOV and SBM. IRO assessment is summarized in Table 1 (Annex). All matters related to own workforce have high materiality for AIP activities, which is reflected in AIP approaches to Actions and Targets related to this matter (Table 2, Annex).

S1-1 - Policies Related to Workforce

144. Labor and Human Rights Policy and the Code of Ethics, are disclosed in MDR-P (par.67) in conjunction with each other prioritize directions of Human Resources management as follows:

- health and safety;
- fair and competitive remuneration;
- honesty and zero tolerance to fraudulent activities;
- conducive corporate culture;
- social well-being and work-life balance.

145. Policies guiding the Human Resources management are complemented by technical procedures related to AIP health and safety, prevention of fraudulent activities, dealing with emergencies, use of corporate assets and travel, included in AIP Policies and Procedures Manual.

S1-2 - Processes for Engaging with Own Workers and Workers' Representatives

146. Each of AIP Pants has less than 100 Staff Members; the Plant Directors and Top Management are engaged with Staff Members daily and directly. Policies, changes in operation processes, work- life-balance operations efficiency, bonuses are discussed with the workers' councils. Lessons learned from impacts' monitoring are factored in decision-making process via employee satisfaction surveys as well as discussed in training sessions. 92% of workforce is covered by the participation in workers' councils, 79% - by collective bargaining agreements. AIP does not commit to increasing these coverages, since they are strictly voluntary.

S1-3 - Channels for Raising Concerns

147. AIP Staff Members have all opportunities to raise their concerns on any job-related matters, including working conditions, safety, sanitation, working hours, work-life balance, remuneration, social security, training, equal opportunities, freedom from discrimination, special conditions for people with disabilities, deficiencies in operational processes, suspicion of corruption, fraud or any other misconduct. Concerns may be communicated to the Plant Directors, as well as to any relevant Group C-level Officer without restrictions or risks of retaliation. They can be raised anonymously through the whistleblowing channel: https://advanced-industries-packaging.com/ethics-line/ set in compliance with the EU Whistleblower Directive. Mechanisms of raising concerns are spelled in each AIP Policy, the link to the whistleblowing channel is available on AIP website, and its efficiency is monitored by the Chief Legal Officer.

S1-4 - Targets Related to Managing Material Impacts, Risks and Opportunities

148. Targets related to own workforce are disclosed in Table 3 (Annex). Their rationale is AIP objective not only to comply with regulatory standards and country-specific Human Resources management practices, but to maintain its competitiveness as an employer, recruiting skilled and motivated personnel. Specifically, AIP Group achieved the level of Staff Members' remuneration at local living wage benchmarks already by baseline year 2023. Looking ahead, the Group sets the target to ensure remuneration at the level of 10% above the living wage. Progress towards the set targets is tracked by the Plant Directors together with workers' councils under the direct supervision of AIP CEO.

S1-5 – Action on Material Impacts on Own Workforce and Their Effectiveness

149. In line with AIP's targets, actions in Human Resources management are supported by the largest allocation of resources, as presented in Table 2 (Annex). In addition to actions with direct financial materiality, significant management time is devoted to human resources management, including employee training, performance evaluations and career development reviews. Additional initiatives, where appropriate, include: (i) flexible working hours; (ii) increased internal mobility and support for remote working; (iii) counselling services; (iv) joint social activities and the celebration of significant events.

S1-6 - Approach to Mitigating Material Risks and Pursuing Material Opportunities Related to Own Workforce

150. High material risks of work injuries are intrinsic to the converting sector, where workforce operates heavy machinery and complex, fast moving production lines. These risks can be mitigated only by:

- recruiting skilled and experienced personnel;
- applying rigorous health and safety technical procedures;
- ensuring monitoring of safety by the Shift Leads;
- daily monitoring equipment performance and regular maintenance of production lines;
- providing employees with safety equipment;
- regular training sessions in health and safety.

151. A potential risk for AIP lies in its dependence on a qualified and self-motivated workforce. In this regard, AIP aims to turn this potential risk into an opportunity, as described above (par. 147). Overall, AIP considers that maintaining a conducive, inclusive and supportive corporate culture - where success is acknowledged and supported by clear and detailed technical procedures - is a key prerequisite for capturing opportunities to increase productivity and operational efficiency.

S1-7 - Characteristics of Employees

S1-8 - Characteristics of Non-Employee Workers

152. The workforce structure is characterized by a high share (over 95%) of permanent employment, supported by a limited use of temporary and part-time arrangements. New hires reflect normal workforce dynamics rather than structural changes. No employees below the legal employment were identified. Human rights training is provided to relevant employees to ensure awareness of child labor, forced labor and discrimination risks.

153. Employees characteristics are additionally disclosed in section Governance (par.12-17) and in Table 4 "KPI Dashboard" (Annex). As is demonstrated in Table 4 (Annex), AIP production sites have minimal number of temporary employees and rather low rate of workforce turnover. Non-employees are limited to external professionals providing expert services in areas, where knowledge gaps arise.

S1-9 - Training and Skills Development

154. Training hours by staff category are presented in Table 4 "KPI Dashboard" (Annex). Disaggregating each employee category by gender is not considered meaningful, as blue-collar employees, i.e. staff involved in production processes, are predominantly male due to the sector's high capital intensity and the operation of heavy machinery. White-collar staff consist of approximately 40% males and 60% females and receive training equally. No training is provided to non-employees, as these are external experts or consultants.

155. Importantly, training at AIP is not limited to classroom sessions. AIP Top Management considers webinars, conferences and knowledge-sharing within membership organizations to be important sources of keeping abreast of innovative trends and best practices. This is particularly relevant in sustainability-related areas, where regulatory frameworks evolve and increasingly sophisticated management methods develop rapidly.

S1-10 - Coverage of the Health and Safety Management System

156. All employees are covered by the health and safety management system, which follows WHO standards regarding comprehensiveness of care, competence of healthcare providers, quality of facilities and non-discrimination. Relevant indicators are disclosed in the KPI Dashboard (Table 4, Annex). All AIP production sites hold ISO 9001 certification, and AIP RO also holds ISO 45001 certification, confirming that the health and safety management system is externally verified. All employees are covered by annual health checks, paid by the respective AIP legal entity.

S1-11 - Performance of H&S Management System -disclosed in the KPI Dashboard (Table 4, Annex).

S1-12 - Working Hours

157. There are no own workers or non-workers with working hours per week exceeding 48 hours. Average weekly working hours per person amount to 33,9 hours. Overtime work is considered acceptable only, if dictated by exceptional circumstances.

S1-13 - Work-Life Balance Indicators are disclosed in the KPI Dashboard, Table 4 (Annex).

S1-14 - Fair Remuneration

158. The methodology used to determine fair benchmarking of employee remuneration is based on the IDH Living Wage Benchmark analysis. During the reporting period, the analysis covered seven locations (DE, DK, NL, RO, AU, IR, FR), representing approximately 80% of employees. AIP maintains a consistent remuneration policy across locations; on this basis, we conclude that no employees or contract workers are paid below the living wage (KPI Dashboard 2024, Table 4, Annex)

S1-15 - Social Security Eligibility Coverage

159. All AIP employees are eligible for social security as per the government programs, covered by health insurance, entitled to annual vacations, family leaves and child care. Some of the non-workers are also covered by private medical insurance plans, paid by AIP.

S1-16 - Pay Gap between Women and Men

160. No gap. Gender representation and inclusion indicators are monitored across the workforce and management levels. Representation in senior management and governance bodies reflects the current organizational structure and talent pipeline. The inclusion of employees with disabilities is tracked in line with applicable legal frameworks and data protection requirements

S1-17 - Annual Total Compensation Ratio

161. The annual compensation ratio of the highest paid individual to the median annual compensation of all the Staff Members is calculated on the basis on living wage matrix, and is equal to 5,32 %.

S1-18 - Discrimination Incidents Related to Equal Opportunities

162. No discrimination incidents have been reported since 2017 either to management or via anonymous whistleblowing channels.

S1-19 - Employment of Persons with Disabilities is disclosed in Table 4 "KPI Dashboard" (Annex).

S1-20 - Differences in the Provision of Benefits to Employees with Different Employment Contract Types

163. All permanent full-and part-time employees are covered with (i) annual paid vacations; (ii) health care; (iii) childcare; (iv) family-related leave; (v) retirement provision; (vi) training and skills development programs. Some contractual workers also have paid health care. Temporary employees are not covered by benefits, except for training on par with permanent employees.

S1-21 - Grievances and Complaints Related to Other Work-Related Rights

164. In the reporting period no complaint was received at AIP either directly along the management lines or anonymously via SPEAKUP whistleblowing channel.

S1-22 - Collective Bargaining Coverage

165. Relevant indicators are disclosed in the KPI Dashboard, Table 4 (Annex). Freedom of association is respected and encouraged across all AIP entities. **Collective bargaining coverage varies by site due to national labor relations frameworks.** In AIP DK, NL and partly DE, sectoral and statutory agreements are embedded in labor law, and separate company-level collective bargaining agreements are therefore not customary. Employee representation is ensured through workers' councils, supporting structured social dialogue and employee participation.

S1-23 - Work Stoppages. No work stoppages due to strikes or boycotts in the reporting period.

S1-25 - Identified Cases of Severe Human Rights Issues and Incidents. No such cases have occurred in the reporting period and/or since the year 2017.

S1-26 - Privacy at Work

166. AIP's information security system consists of a set of organizational and technical measures aimed at reducing risks related to the protection of personal data (availability, integrity and confidentiality), including:

- control of physical access to information system infrastructure (access monitoring and control systems, video surveillance, etc.);
- ensuring continuity of power supply to the data center (use of uninterruptible power supply systems and generators);
- ensuring network security of the infrastructure (e.g. firewalls);
- secure login procedures and encrypted communications through a VPN tunnel;
- use of up-to-date antivirus software on servers and user workstations;
- segregation of duties within information systems;
- user access control, including a three-tier authorization process;
- separation of test and production environments;
- use of secure protocols for data transfer.

167. Internal data privacy self-assessments on annual basis are performed by an external consultant. No data breaches involving workers' data have occurred during the reporting period.

S2 Workers in the Value Chain

168. Material IRO is disclosed by reference to SBM-3 and IRO -1 and Table 1 (Annex). No risks or opportunities originate from the workers in the value change, since 98% of suppliers and over 70% of customers have quality management certificates and a strong brand reputation.

169. AIP conducts due diligence of suppliers and customers in line with the CSDDD guidelines (see par. 20), with particular focus on paper suppliers, where workers are involved in harvesting forestry resources and producing pulp and paper and may be exposed to health and safety risks. The Supplier Code of Conduct is applied to establish supplier eligibility. AIP customers are mainly large manufacturers. Potential health and safety risks may arise in customer segments such as: (i) minerals; (ii) chemical products and (iii) construction materials. These risks are properly managed, as confirmed through customers' own due diligence processes. On this basis, the outcome of the IRO assessment indicates that this topic is not considered material for AIP activities.

S-4 Consumers and End-Users

170. Customers, their interests and expectations form the very foundation of AIP sustainable development across all areas, as further disclosed with reference to SBM-2, SBM-3 and Tables 1–4 (Annex). Customer demand and their evaluation of our products underpin AIP business model. However, AIP operates exclusively in a business-to-business (B2B)

environment and does not supply directly to consumers or end-users. The company provides industrial paper packaging to manufacturers in the construction, chemical, cement, minerals, agribusiness, animal feed and food sectors. Even within the food segment, our sacks are primarily designed for ingredients such as flour, starch, premixes and milk powder, which are delivered to industrial processors rather than to the retail market.

171. Nevertheless, our products ultimately reach end-users — the second-tier customers who handle and empty our sacks during their own production or application processes. While our direct customers primarily value strength, safety and durability, end-users are mainly concerned with recyclability, ease of dismantling the empty sack and the recovery of materials.

S4-1 - Policies Related to Consumers and End-Users.

No specific Policy explicitly related to consumers and end-users.

S4-2 - Processes for Engaging with Consumers and End-Users about Impacts

172. AIP does not engage in direct contact with second-tier consumers. Yet, indirect engagement is constant, because satisfaction of end-users to a large extend determines out the first-tier customers' demand for our products.

173. AIP approach to matters, related to consumers and end- users, recognizes that the end-of-life performance of our products is a shared responsibility across the value chain and an important aspect of our own sustainability performance. Our continuous efforts to improve recyclability, minimize plastic components and reduce product carbon footprint contribute to ensuring that packaging materials reaching industrial end-users can be effectively recovered and reintegrated into the circular economy.

174. The main challenge lies in the availability of reliable data on the actual recycling of our products. Reasonably representative primary data is obtained from vertically integrated customers who use our products within their own operational boundaries. However, it appears that most customers do not yet systematically collect data on the end-of-life treatment of packaging associated with their products.

175. Quality management certification of AIP production sites plays an important role in providing assurance to end-users that the products, supplied by our customers, comply with the relevant requirements for storage and handling of the respective materials. Upon customer request, plant suppliers may also provide declarations of conformity with sector-specific regulations related to product storage.

Figure 17. AIP Group's Certificates, Year 2025

Entity/ Certificate	ISO 9001	BRCGS	ISO 22000	FSSC 22000	ISO 45001	ISO 14001	ISO 14067	FSC®
AIP DE	✓	✓					✓	✓
AIP DK	✓			✓			✓	✓
AIP NL	✓	✓					✓	✓
AIP RO	✓		✓	✓	✓	✓	✓	✓
AIP IT	✓							✓
AIP CZ	✓							✓

S4-3 - Processes to Remediate Negative Impacts and Channels for Consumers and End-Users to Raise Concerns

176. Requirements to quality of AIP products are spelled out in contracts with the first-tier customers: they ensure that customer products are delivered safely, in an appropriate condition to end-use consumer and that the sack labelling correspond to content. There are no negative impacts on consumers from paper sacks. Potential risks entail poor quality of sacks and their inadvertent incorrect labelling. In the reporting period these potential risks materialised with respect to less than 2% of total produced products, in which cases AIP absorbed the costs of producing, replacing sacks.

177. The Sales Team is responsible for responding to customer requests and addressing their concerns. The effectiveness of customer relationship management is assessed monthly by the Management Team (MT) based on sales reports, analytical reviews and benchmarking of AIP sales performance against sector peers. More than 60% of AIP customers are long-term clients, which demonstrates a high level of trust. AIP performance, related to customers and end-users, disclosed by location, country and type of impact, is presented in the KPI Dashboard (Table 4, Annex).

178. Consumers/end-users as all other stakeholders are able to raise their concerns via the AIP "Speak Up" whistleblowing channel: https://advanced-industries-packaging.com/ethics-line/set in compliance with the EU Whistleblower Directive.

179. In line with the ESRS 1 disclosure objective, we intend to expand cooperation with both customers and recycling partners to enhance data transparency on post-use material recovery, supporting sustainable production patterns in accordance with the principles of the **EU Green Deal.**

S4-5 - Targets Related to Managing Material Negative Impacts, Advancing Positive Impacts, Managing Material Risks and Opportunities

180. Targets in preventing potential negative material impacts, advancing positive impacts and driving opportunities are focused on steadily improving product environmental characteristics and product circular design, achieving full recyclability, as it's disclosed in section MFR-T (par._172) and in Table 3 (Annex).

G-1 Business Conduct

181. This section is expected to be read in conjunction with the disclosures under the ESRS 2 on Governance (GOV), Strategy (SBM) and Management of impacts, risks and opportunities (IRO), and in Tables 1-4 (Annex).

G1-1– Corporate Culture and Business Conduct Policies

182. Core values of Advanced Industries Packaging Group:

- **Leadership** – have the courage to make things differently;
- **Integrity** – stay real and accountable;
- **Excellence** – stretch your potential to be the best at what you do;

- **Teamwork** – support each other and disseminate best practices and knowledge - we achieve more together than individually;
- **Stewardship** – consistently improve sustainability across the value chain, acknowledge your personal responsibility for the future.

183. AIP commitments to the above values are articulated in the **Code of Ethics** with Appendix 1. **"Guidelines on Fraud Prevention",** consistent with the UN Convention against Corruption as well as in AIP Suppliers' Code of Conduct, and in AIP Policies and Procedures Manual.

184. Strategic levers of fostering corporate culture are:

- Efficiency of reporting lines;
- Inclusiveness;
- Promoting diversity;
- Transparency;
- Personal accountability of Staff Members for actions within the area of their responsibilities.

185. Mechanisms for identifying, reporting and investigating concerns about unlawful behaviour or behaviour in contradiction of the **Code of Ethics** (together with its **Annex on fraud prevention)** are spelled out in technical procedures, related to finance, procurement, data privacy, as well as ensured by the architecture of AIP IT systems.

G1-2 - Management of Relationships with Suppliers

186. Disclosed by reference to GOV-4 (Statement on due diligence), GOV-5 (Risk management and controls), SBM-2 (Interests and views of stakeholders).

187. The Group's **Procurement Policy** sets out the framework for assessing suppliers' social and environmental performance. Technical procurement procedures ensure contractual discipline, including timely payments to suppliers and alignment between procurement and financial management processes. These technical procurement and financial procedures, with embedded control functions, serve as the main instruments for preventing fraudulent activities

G1-3 - Prevention and Detection of Corruption or Bribery

188. The "four-eye" principle is embedded in procurement, sales and financial procedures. Staff Members are expected to monitor daily activities within their areas of responsibility for patterns indicative of fraudulent activity. Relevant employees are required to assess AIP counterparties for potential risks, related to fraud or money laundering, and are responsible for ensuring that appropriate anti-fraud and anti–money laundering clauses are included in contracts, agreements and other relevant documents. Employees have a duty to report any suspected or identified instances of corruption, money laundering or other fraudulent activities. If, in the employee's judgement, the matter cannot be appropriately addressed by the direct line manager, it should be escalated to the Group's CFO or Chief Legal Officer. Alternatively, substantiated suspicions may be reported through the anonymous whistleblowing channel established in compliance with the EU Whistleblower Directive. Staff awareness of fraud detection and prevention is strengthened through periodic training.

189. Each case of suspected corrupt or fraudulent behaviour is investigated by a respective Plant Director jointly with a Financial Controller and a Quality Manager. No cases of actual or suspected corrupt or fraudulent behavior have been opened in the reporting period, as disclosed in the KPI Dashboard, Table 4 (Annex.)

190. Training in ethical matters, including anti-corruption/anti-bribery is provided to all the Staff Members annually, explaining forms of fraud and corruption, methods of identifying their indicative patterns, and of their prevention, as defined by procedures included in AIP Policies and Procedures Manual.

G1-4 - Confirmed Incidents of Corruption or Bribery. None.

G1-5 - Political Influence and Lobbying Activities. Not relevant.

G1-6 - Payment Practices

191. 100% of suppliers are paid as per contractual terms, on average within 30 days after the goods delivery and invoicing.

Conclusion

192. This Sustainability Report reflects a year of disciplined execution rather than declarations of intent. In 2025, Advanced Industries Packaging Group continued to embed sustainability into the way the business is run — as a matter of operational competence rather than positioning.

193. Progress during the year confirms that environmental performance and economic performance are not competing objectives. Improvements in emissions, water use and resource efficiency were achieved through better process control, improved data transparency and consistent operational focus across our plants. These outcomes were not the result of extraordinary measures, but of steady optimization — the most reliable form of progress in an industrial environment.

194. Two outcomes are particularly illustrative. Compared with our baseline year 2023, total greenhouse gas emissions were reduced by ca 41% and water withdrawal by approximately 26%, while production volumes increased. These results demonstrate that meaningful environmental improvements can be achieved through efficiency rather than disruption.

195. At the same time, sustainability at AIP is not defined by environmental indicators alone. Social stability, fair working conditions and long-term relationships are equally central to the resilience of the business. All AIP employees continue to be paid above the living wage, and long-standing partnerships remain the backbone of our value chain, with most suppliers engaged for more than five years. These foundations enable consistency, trust and the capacity to adapt — qualities that are increasingly critical in a volatile operating environment.

196. AIP remains committed to becoming climate-neutral by 2040, in alignment with the objectives of the European Green Deal. This commitment provides strategic direction rather than a single-dimensional target. The progress achieved in 2025 confirms that this direction is already being translated into concrete action, while recognizing that achieving climate neutrality requires realism as well as ambition — reducing emissions where technically feasible, maintaining operational integrity and addressing residual impacts in a transparent and credible manner.

197. This report is prepared in accordance with the European Sustainability Reporting Standards and reflects our second full reporting cycle under this framework. ESRS has reinforced an approach we already apply internally: sustainability reporting should be factual, decision-useful and grounded in what the organization does. Where uncertainty remains — particularly regarding future regulatory pathways — we prefer transparency over speculation.

198. At AIP, sustainability is not a separate agenda or a future promise. It is the discipline of running an industrial business responsibly — for our employees, our partners and the society in which we operate — today and over the long term.

The report has been prepared in alignment with ESRS and reflects AIP current sustainability framework. This year it is still issued on a voluntary basis (until 2028) and does not constitute a formally required CSRD filing .

ANNEX

Table 1. Impacts, Risks and Opportunities Overview (SBM/IRO) - 2025

Impacts			Risks		Opportunities
Material Topic	Materiality	Impact Assessment	Actual	Potential	
E1 – Climate change	High	Climate-related impacts are important for adaptation. GHG emissions comprise the highest impact on the environment, anchored in the supply chain, mainly in paper and film production. Reducing GHG intensity is the nexus of AIP Transition to climate neutrality.	Loss of products competitiveness; rising carbon costs	Operational damage from extreme weather; insufficient paper supply	Increasing sales by offering growing volume of net zero products
E2 – Pollution (air & water)	Not material	Direct air pollution is negligible; wastewater pollution is kept below established thresholds through wastewater treatment. Impacts are anchored in the supply chain (pulp and paper) and require monitoring an suppliers' certifications.	Not identified	Not identified	Not identified
E3 – Water and marine resources	Marginal	Direct water use is marginal; indirect impacts are concentrated upstream, in pulp and paper production and are adequately addressed by paper suppliers; monitored by AIP.	Not identified	Penalties in case of insufficient water treatment	Cost savings by water re-use
E4 – Biodiversity and ecosystems	Not material	No direct land-use or habitat impacts; indirect impacts are concentrated in raw material extraction/forestry for papermaking; addressed by suppliers' certifications (FSC/PEFC).	Not identified	Not identified	Not identified
E5 – Resource use and circular economy	High	Circular product design is central to product strategy with the focus on full recyclability and fiber recovery. Impacts are in own operations, first-tier customers and end-users.	Dependency on customer sack design; non-compliance with EU PPWR carries risk of product obsolescence	Loss of products competitiveness, if customer circular expectations are not met	Break-through into new segments, where plastic packaging is likely to be substituted with paper

S1 – Own workforce	High	Most material social topic. Covers health & safety, fair remuneration and working conditions, training, and well-being for employees.	Dependency on skilled workforce; rising payroll costs	Lack of qualified workforce to lead innovations required by sustainability-driven trends	Attracting talents by remuneration above living wage and expanded career opportunities
S2 – Workers in the value chain	Not material	Limited own leverage: exposures in forestry and chemicals production are addressed via supplier certification and contractual arrangements.	Not identified	Not identified	Not identified
S3 – Affected communities	Marginal	Contribution to community employment and income per capita.	Not identified	Local community opposition due to social concerns	Local job creation strengthens social licence to operate
S4 – Consumers and end-users	Moderate	AIP business model is B2B, not consumer-facing: sacks construction is specified by first-tier customers, second-tier customers.	Failure to achieve products circularity due to end-users' waste management practices	Product obsolescence they cannot be fully recycled/re-used	By promoting innovative circular design to stay ahead of competitors
G1 – Business conduct	Moderate	AIP compliance of procurement practices with best anti-corruption and ethical standards is an established norm.	Failure to maintain high standard of corporate culture causes regulatory and reputational risks	Development of fraudulent patterns, if quality control system loosens	Distinguish AIP as a brand, attracts best workforce

Table 2. Actions and Resources Related to Material Sustainability Matters (MDR-A)

Policy	Actions	Financial Resources 2025 (€)	Human Resources 2025 (≈FTE)	Comment
Current Expenditures				
Environment	Energy efficiency improvements at production sites	275 000	16	machine utilization improvement program and insulation
	Renewable electricity sourcing	18 000	8	incremental procurement cost
	Waste reduction and material efficiency	42 000	40	operation excellence team: processes streamlining
	Water consumption monitoring	8 000	4	monitoring
	PPWR readiness & regulatory monitoring	48 000	50	legal support, model development, engagement with customers
	Product carbon footprint (PCF) modelling & portfolio coverage	128 000	90	data support, modelling , verification/audit
	ESG data management, CSRD/ESRS reporting	60 000	40	sustainability reporting, financial reporting
Labor and Human Resources	Remuneration over the living wage (> =10% above living wage)	1 640 341		
	Workforce remuneration benchmarking	11 500	15	IDH benchmarking; analysis
	Health & safety training and incident prevention	72 800	120	training, PPE, audits
	Annual employee performance review process	25 000	40	monitoring, interviews, assessments
Procurement	FSC-certified paper sourcing	3 600 000	12	procurement function
	Supplier engagement on material emissions data	8 000	12	workshops, correspondence
	CSR-related suppliers' assessment	12 000	20	screening, DD, legal provisions/clauses in contracts
	Fraud risk assessment & prevention embedded in operations	16 000	20	controls review, legal support, internal controls

Code of Ethics/Business Conduct	Assessment of downstream value chain partners for fraud risks	8 000	40	structural changes in portfolio; new customers
	Ethics, compliance & internal controls	12 000	60	procedures UPD, workshops
Current Expenditures Total		**5 984 641**	**587**	
CAPEX	Energy efficiency	415 240		affordable equipment modernization
	Deployment of own renewable electricity	186 000		initial investment in solar project in DE
	Material resources efficiency	308 374		
	Certification and sustainability transparency	103 560		
	Divestiture of one non-sustainable production site	2 700 000		divestiture, severance payments, other closing costs
CAPEX Total		**3 713 174**		

Table 3. Targets (MDR-T) and Transition Plan (E-1) – 2025

Base Year 2023, Scope of Application: All Locations									
Topic	**Section**	**Target**	**Unit**	**Base Value**	**Reporting Period**	**Short-term targets**	**Medium-term targets**	**Long-term targets**	
				2023	**2025**	**2027**	**2030**	**2040**	**2050**
E-1 Climate change	***Targets are based on the Group Corporate GHG Inventory and Product Carbon Footprint (PCF) analysis, developed in accordance with ISO 14067 and verified by TÜV SÜD.***								
	E-1	Electricity from renewable sources	%	17,50%	55,1%	65,0%	90,0%	95,0%	to be UPD
	E-2	Electric/hybrid fleet	%	47,50%	75,15%	80,0%	100,0%	100,0%	100,0%
	E-1	**Emissions, scope 1+2**	**tCO2e**	**3 445**	**2 943**	**2 000**	**800**	**0**	**0**
	E-1	Upstream Scope 3 emissions (before removals/offsetting)	tCO2e	72 858	54 584	46 000	34 500	20 000	to be UPD
	E-1	Downstream Scope 3 emissions	tCO2e	41 275	11 075	6 000	4 000	3 000	to be UPD
		Scope 3 emissions (before offsetting)	**tCO2e**	**114 133**	**65 659**	**52 000**	**38 500**	**23 000**	
	E-1	**Total GHG emissions (before offsetting)**	**tCO2e**	**117 578**	**68 602**	**54 000**	**39 300**	**23 000**	**to be UPD**
	E-1	Net-zero products	%	0,0%	0,0%	20,0%	50,0%	100,0%	100,0%
	SBM	Emissions' offset by VCU	tCO2e	0	0	9 600	17 650	20 000	to be UPD
	SBM	**Total GHG emissions after removal**	**tCO2e**	**0**	**68 602**	**44 400**	**21 650**	**3 000**	**0**
	E-5	Energy-intensity on net turnover***	tCO2e/ € mln	1,0319	0,55	0,415	0,281	0,153	0
E-3 Water	E-3	Water withdrawal	ML	22 135	17 950	15 424	14 800	to be UPD	to be UPD
	E-3	Share of re-used water	%	50,6%	66,4%	71,0%	75,0%	to be UPD	to be UPD
	E-3	Water saving equipment installed	%	72,0%	97,2%	100,0%	100,0%	100,0%	100,0%

E-5 Circular economy	E-5	Certified wood-based materials	%	78,4%	96,4%	98,0%	98,0%	100,0%	100,0%
	E-5	Circular material use: recycled wood-based materials (paper)	%	4,3%	14,5%	20,0%	30,0%	to be UPD	to be UPD
	E-5	Organic-based adhesives	%	47,0%	68,0%	75,0%	80,0%	to be UPD	to be UPD
	E-5, E-1	Circular design: bio-degradable coating	%	1,50%	5,2%	8,0%	20,0%	to be UPD	to be UPD
	E-5, E-1	Circular design: easy dismantle, repurpose and recycle	%	27,60%	48,17%	65,0%	100,0%	100,0%	100,0%
	E-5	Waste generation intensity	waste mass/output mass	0,07	0,08	0,70	0,50	to be UPD	to be UPD
	E-5	Share of waste recycled/recovered	%	50,8%	92,5%	97,0%	98,0%	98,0%	100,0%
	E5, E-1	Suppliers with audit performed	%	60,2%	90,6%	100,0%	100,0%	100,0%	100,0%
S-1 Own workforce	S-1, SBM	Risk of incidents of forced and/or child labor		0	0		0	0	0
	S-1, SBM	Employees covered with living wage benchmark analysis	%	25,0%	89,2%	100,0%	100,0%	100,0%	100,0%
	S-1, SBM	Employees paid at living wage level	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
	S-1, SBM	Employees paid at over 10% of living wage level	%	60,0%	88,0%	100,0%	100,0%	100,0%	100,0%
	S-1, SBM	Gender pay gap	%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
	S-1, GOV	Employees with annual performance review	%	40%	49%	60%	70%	70%	to be UPD
	S-4	Structured ESG documentation provided on request	%	5%	91%	100%	100%	100%	100%

G-1 Business conduct	G-1	Fraud risk assessment and fraud prevention mechanisms are incorporated in operational procedures	% of processes	60,0%	86,4%	95,0%	98,0%	99,0%	99,0%
	G-1	Upstream value chain partners assessed for patterns of fraud, and for fraud prevention procedures	%	14,0%	95,0%	99,0%	100,0%	100,0%	100,0%
	G-1	Downstream value chain partners assessed for patterns of fraud, and for fraud prevention procedures	%	21,1%	91,2%	97,0%	100,0%	100,0%	100,0%
	G-1	Cases of fraud, corruption bribery	#	0	0	0	0	0	0
	G-1	Cases of non-compliance with Code of Ethics	#	1	0	0	0	0	0

Table 4. Disclosure Content – Metrics DC-M - KPI Dashboard 2025

	Unit	AIP DE	AIP DK	AIP NL	AIP RO	AIP IT	AIP CH	AIP AU (HQ)	AIP IR	AIP FR	AIP Group, total 2025	AIP Group, 2024	AIP Group, baseline year, 2023	Change to baseline year in applied UOM (reduction - minus, increase is value)	Change %	Comments
General		**Revenue 2025 is still due**														
Turnover	**€ '000**	22924	37630	24929	21296	9908	8467	n.a .	n.a.	n.a.	125153	123211	113940	**n.a.**	**n.a.**	Comparison to baseline year is not relevant.
Net revenue	**€ '000**	22943	35058	21967	21947	10984	6870	n.a .	1271	n.a .	121041	119770	109718	**n.a.**	**n.a.**	Comparison to baseline year is not relevant.
Number of employees	**persons**	93	111	53	87	55	64	9	5	6	483	496	517	**n.a.**	**n.a.**	Compared to output increase, decrease of the headcount reflects productivity improvements.
Energy																
Liquid fuels combustion	**ML**	10,4	5,7	10,1	6,8	8,1	4,9	0,0	0,0	0,0	46,1	54,5	57,9	**-11,8**	**-20,4**	Reduction in liquid fuel consumption is driven by the ongoing transition from combustion-engine vehicles to electric vehicles, particularly in the Netherlands and Denmark. In the Netherlands, this trend partially levelled off in 2025 due to higher customer visitation activity.
Natural gas combustion (stationary)	**GJ**	4156	61	643	2006	1977	3023	0	0	0	11866	13143	17836	**-5970**	**-33,5**	Significant reduction in gas consumption reflects ongoing improvements to building insulation across production sites.
Purchased electricity (consumption)	**MWh**	2108	2748	1810	2091	1088	1144	18	15	11	11033	11065	10811	**222**	**2,1**	Decrease in electricity consumption despite higher production volumes reflects efficiency improvements in operations and equipment.
Purchased heat (consumption)	**GJ**	0	615	0	0	0	0	13	7	4	639	918	2797	**-2159**	**-77,2**	DE, NL, RO, IT, CZ use gas burnt on-site as heating source.
Total renewable energy consumption	**MWh**	935	2748	1810	1434	990	41	15	13	11	7997	6301	4438	**3558**	**80,2**	Increase in the share of renewable electricity results from expanded use of renewable electricity contracts and market-based sourcing.

Share of renewable energy consumption	%	28,65	93,61	91,02	54,14	60,48	2,07	72,18	74,90	88,06	55,12	28,10	17,50	**37,6**	**n.a.**	
Electric/hybrid fleet (both forklifts & corporate cars)	%	78,4	94,0	88,6	68,0	67,9	54,0	n.a.	n.a.	n.a.	75,15	**67,3**	47,5	**27,65**	**n.a.**	Increase in the share of electric vehicles and forklifts reflects the ongoing electrification of the company fleet and internal logistics equipment.
Facilities with energy-saving lighting equipment (LED-bulbs, stop-and-go switchers)	%	96,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	99,56	97,33	83,50	**16,06**	**n.a.**	
Water																
Water withdrawal	**m3**	2 839	5 785	2 319	3 134	2 002	1 780	40	25	27	17 950	21 032	22 135	**-4 185**	**-18,9**	In 2025, water withdrawal is reported in m^3, aligned with LCA/WDP practice. In 2024, water withdrawal was reported using the unit "ML", while the values themselves represented m^3. This was a typo in UOM, not reflecting the real change in actual water withdrawal. Reduction in water withdrawal reflects efficiency improvements and increased reuse of process water across production sites.
Water saving equipment used (e.g. automatic start-stop system)	~~%~~	100,0	100,0	100,0	100	100,0	100,0	100,0	75,0	100,0	97,0	86,0	72,0	**25,22**	**n.a.**	
Water recycled and reused	**m3**	2 785	3 834	1 764	1 536	1 033	964	n.a.	n.a.	n.a.	11 915	11 703	11 205	**n.a.**	**n.a.**	
Share of water recycled and re-used	%	98,0	66,0	76,0	49,0	52,0	54,0	n.a.	n.a.	n.a.	66,0	56,0	51,0	**15,76**	**n.a.**	
Total weight of pollutants emitted to water	**tons**	0,00	0,09	0,10	0,18	0,00	0,11	n.a.	n.a.	n.a.	0,48	0,72	2,00	**n.a.**	**n.a.**	Laboratory tests before the water's disposal into public collectors.
Water withdrawal per net revenue	**m3/ € mln**	124	165	106	143	182	259	n.a.	n.a.	n.a.	148	176	202	**-53,45**	**-26,5**	Water use is driven primarily by equipment cleaning during product changeovers. In 2025, higher product diversification increased changeover frequency, raising water demand

																relative to revenue, despite increasing water reuse rates.
Input materials Inflow																
Core Materials																
Paper white	**t**	3757	2980	2777	3082	2182	1213	n.a.	n.a.	n.a.	15991	14611	16241	**-251**	**-1,5**	Comparing absolute number of materials' consumption is misleading, because material consumption correlated with output/ marked demand: see the note on material intensity. Significant ABS increase of plastic consumption results from respective changes of customer specifications, which correspond to products technical requirements (filling, safety, specific regulatory requirements).
Paper brown	**t**	4447	10320	6270	7486	3043	3317	n.a.	n.a.	n.a.	34883	36749	23847	**11036**	**46,3**	
Plastic	**t**	932	2582	736	243	161	165	n.a.	n.a.	n.a.	4819	4489	3667	**1151**	**31,4**	
Glue	**t**	213	206	323	252	101	70	n.a.	n.a.	n.a.	1165	1165	1222	**-58**	**-4,7**	
Ink	**t**	65	94	99	121	88	80	n.a.	n.a.	n.a.	547	461	480	**68**	**14,1**	
Total input of core materials	**t**	9414	16182	10205	11184	5574	4845	n.a.	n.a.	n.a.	57404	57475	45457	**11947**	**26,3**	Compared to baseline, production output increased by 25.6%, while material inputs by 23.6%, indicating improved material efficiency. Material trends reflect a combination of sustainability efforts (shift from white to brown paper) and customer-driven functionality requirements, which led to increased use of films and printing ink. AIP actively works to balance customer requirements with improving product circular design.
Material inputs intensity	**t inputs/t output**	1,124	1,091	1,110	1,000	1,168	1,059	n.a.	n.a.	n.a.	1,085	1,088	1,062	**stable**		Changes in material intensity are primarily driven by product mix and customer specifications; no material deterioration in process efficiency identified.
Auxiliaries																
Packaging for finished products	**t**	580,9	979,0	1 137,0	648,6	394,2	194,0	n.a.	n.a	n.a	3 934	3 780	3 484	**449,69**	**12,9**	The increase in packaging materials (11.4%) is notably lower than the increase in output , indicating a reduction in material intensity and more efficient use of packaging materials.
Banking, financial and other professional services	**EUR '000**	26,4	36,7	20,1	16,8	19,0	14,2	n.a.	n.a	n.a	133	129	127	**5,74**	**4,5**	All spending-based categories increased year-on-year. However, these categories represent heterogeneous, non-linear activities (e.g. maintenance cycles, replacements, professional services) and are reported using spend-based

Spending on electrical equipment (current, not CAPEX)	**EUR '000**	5,1	589,0	36,1	147,0	45,8	204,7	n.a.	n.a	n.a	1 027,7	767,0	448,0	**579,73**	**129,4**	proxies. As such, year-to-year comparisons are not considered meaningful and no trend interpretation is provided.
Spending on Facility repairs	**EUR '000**	0,7	40,2	261,5	138,9	213,5	202,7	n.a.	n.a	n.a	857,5	455,6	372,2	**485,30**	**130,4**	
Spending on IT	**EUR '000**	15,7	110,40	26,5	36,9	17,5	28,5	n.a.	n.a	n.a	235,5	282,0	450,0	**-214,46**	**-47,7**	
Spending on Biz.travel:	**EUR '000**	1,4	2,1	4,8	1,2	7,7	3,8	63,5	5,6	7,2	97,2	97,8	80,4	**16,81**	**20,9**	
road	**EUR '000**	0,7	0,3	0,5	0,1	5,2	2,2	2,9	0,6	0,2	12,8	16,8	20,6	**-7,80**	**-37,9**	
rail	**EUR '000**	0,6	0,02	0,13	0,00	0,00	0,00	0,2	0,2	0,1	1,2	1,8	1,6	**-0,35**	**-22,0**	
air	**EUR '000**	0,00	1,82	4,08	1,03	2,50	1,6	60,4	4,8	6,9	83,1	79	58	**24,97**	**42,9**	
Materials' attributes																
Certified wood or wood-based products/materials	**%**	Single value for the Group, since **paper procurement** is centralized.									96,4	91,4	78,4	**18,0**	**n.a.**	The share of certified wood-based materials increased consistently over the reporting period, approaching full coverage.
Recycled wood or wood-based products/materials	**%**	17,9	13,9	15,7	13,8	12,3	11,8	n.a.	n.a.	n.a.	14,46	5,10	4,30	**10,2**	**n.a.**	The share of recycled paper increased against the base year. Notably, the use of recycled fiber remains dependent on product specifications and customer acceptance.
Share of plastic in inputs	**%**	9,9	16,0	7,2	2,2	2,9	3,4	n.a.	n.a.	n.a.	8,4	7,8	8,1	**0,3**	**4,0**	Customer technical specs/ product design is increasingly more complex.
Resources Outflow																
Quantity of sack produced	**'000 pcs**	52800	72428	58920	120457	53332	51200	n.a.	n.a.	n.a.	409138	408559	325787	**83351**	**25,6**	
Weight of sacks produced	**tons**	8372	14834	9190	11182	4774	4574	n.a.	n.a.	n.a.	52926	52848	42807	**10119**	**23,6**	Waste generation increased in absolute terms in line with higher production volumes, while waste generation intensity remained broadly stable, and increased slightly in 2025 due to increasing product design complexity. At the same time, waste management performance improved significantly, as reflected by a strong increase in the share of waste recycled or recovered. Non-hazardous waste
Waste generation	**tons**	880	1096	798	514	528	319	2	1	1	4139	4220	3044	**1095**	**36,0**	
Waste generation intensity	**waste/ output**	0,11	0,07	0,09	0,05	0,11	0,07	n.a.	n.a.	n.a.	0,08	0,08	0,07	**0,007**	**10,0**	
Total weight of non-hazardous waste	**tons**	875	1 095	794	513	527	317	2	1	1	4 126	4 209	3 029	**1 097,1**	**36,2**	

Total weight of recovered/recycled waste	**tons**	855	1 015	654	500	448	355	0	0	0	3 827	2 941	1 547	**2 280,1**	**147,4**	continues to represent the vast majority of total waste, while hazardous waste volumes remain low and stable, its increase reflects technical water, which is going through the cleaning in sedimentation tanks. Recycling procedures and equipment are in place across all sites.
Share of the waste recycled/recovered	**%**	97,1	92,6	82,0	97,3	84,8	111,3	n.a.	n.a.	n.a.	92,46	69,68	50,82	**0,4**	**81,9**	
Total weight of hazardous waste	**tons**	5,0	0,7	3,7	1,1	0,6	2,0	0,0	0,0	0,0	13,1	11,1	14,8	**-1,7**	**-11,6**	
Greenhouse Gas Emissions (Corporate GHG Inventory)																
Scope 1 CO2 emissions	**t CO2e**	263	7	47	128	122	160	n.a.	n.a.	n.a.	727	773	833	**-105,3**	**-12,65**	
Scope 2 CO2 emissions (market-based)	**t CO2e**	787	67	30	558	243	530	n.a.	n.a.	n.a.	2216	2607	2612	**-396,3**	**-15,17**	
Scope 2 CO2 emissions (location-based)	**t CO2e**	678	516	465	513	310	360	n.a.	n.a.	n.a.	2842	2655	3225	**not comparable**		Location-based Scope 2 reduction reflects national grid carbon intensity, not company performance.
Scope 3 CO2 emissions	**t CO2e**	10021	17629	11092	11173	8662	7082	n.a.	n.a.	n.a.	65659	86080	114133	**-48 474**	**-42,5**	
Upstream:	**t CO2e**	8031	15006	8758	9448	7474	5867	n.a.	n.a.	n.a.	54584	69743	72858	**-18 274**	**-25,1**	Upstream emissions decreased despite the increased product output.
Purchased goods and services	**t CO2e**	6749	13967	7389	7694	5927	4750	n.a.	n.a.	n.a.	46476	60496	62985	**-16 509**	**-26,2**	
Upstream transportation	**t CO2e**	1208	965	1300	1711	1331	964	n.a.	n.a.	n.a.	7478	8841	9017	**-1 538**	**-17,1**	
Waste generated in operations	**t CO2e**	74,2	73,0	66,7	42,0	39,6	41,7	n.a.	n.a.	n.a.	337,2	383,68	478,0	**-140,8**	**-29,5**	Sharp decrease results from applying waste streaming and recycling facilities development, enabling more efficient waste treatment.
Business travel and commuting	**t CO2e**	0,18	0,66	1,84	1,41	176,5	112,0	n.a.	n.a.	n.a.	292,7	21,9	378,3	**not comparable**		Business travel emissions reflect market activity and customer engagement levels. Year-on-year changes are driven by commercial dynamics.
Downstream:	**t CO2e**	1 990	2 623	2 334	1 725	1 188	1 214	n.a.	n.a.	n.a.	11 075	16 337	41 275	**-30 200**	**-73,2**	
Transportation to customers	**t CO2e**	345	241	867	428	380	275	n.a.	n.a.	n.a.	2 536	2 660	2 926	**-390**	**-13,3**	

End of Life treatment of products (EoL)	**t CO2e**	1 645	2 382	1 468	1 297	808	939	n.a.	n.a.	n.a.	8 538	13 677	38 349	**not comparable**		Positive dynamics reflects changes in downstream recycling practices, and significant changes in customer -provided data, not the AIP own performance.
Total GHG emissions - Corporate GHG inventory (Corporate Carbon Footprint)	**t CO2e**	**11071**	**17704**	**11169**	**11859**	**9027**	**7772**	n.a.	n.a.	n.a.	68602	89460	117578	**-48976**	**-41,7**	
Cradle-to-gate (C2G) emissions (ISO 14067 system boundary)	**t CO2e**	9082	15080	8835	10134	7839	6557	**n.a.**	**n.a.**	**n.a.**	57527	73123	76303	**-18776**	**-24,6**	Notable reduction against the background of output increase.
% of Scope 3 calculated on primary data	**%**	96,0	97,0	97,0	90,0	85,0	79,0	n.a.	n.a.	n.a.	90,70	77,60	60,00	**30,67**	**n.a.**	
GHG intensity of output	**tC02e/to n**	1,32	1,19	1,22	1,06	1,89	1,70	n.a.	n.a.	n.a.	1,30	1,69	2,75	**stable**		
GHG intensity based on net revenue	**tC02e/€ mln**	0,48	0,50	0,51	0,54	0,82	1,13	n.a.	n.a.	n.a.	0,57	0,75	not included	**not comparable**		Not comparable due to revenue volatility and price effects unrelated to physical emissions.
Product End-of-Life																
Product Carbon Footprint (PCF), site-weighted average (ISO 14067)	**kgC02e/ kg**	1,201	1,050	1,001	0,938	1,104	not included	n.a.	n.a.	n.a.	1,040	1,096	not included	**n.a.**	**n.a.**	
Circular design (dismantle and easy recycle)	**%**	36,0	51,0	49,0	58,0	41,0	43,0	n.a.	n.a.	n.a.	48,2	31,6	27,6	**20,6**	**n.a.**	Driven by intense engagement with customers and PPWR requirements, the increase reflects the implementation of technically complex, dismantle-friendly bag designs.
% of products with information on recyclability	**%**	38,0	65,0	43,3	100,0	72,0	100,0	n.a.	n.a.	n.a.	69,7	58,0	26,0	**43,7**	**n.a.**	Recyclability information on products follows customer-defined labeling requirements. Improvements in product recyclability are driven mainly by increased use of dismantle-friendly designs, while data on products actually recycled depend on customer practices and data availability.
Products recyclability rate	**%**	97,6	99,6	99,0	98,7	97,4	97,5	n.a.	n.a.	n.a.	98,3	98,1	74,8	**23,5**	**n.a.**	

End-of-life recovery: products actually recycled	%	76,8	79,6	74,7	64,2	75,6	71,7	n.a.	n.a.	n.a.	74,0	59,4	not included	**customer practices improve**	
Labor and Social															
Workforce Profile & Employment Structure															
Employees with permanent contracts	%	100,0	99,1	66,0	98,9	85,5	71,9	88,9	100,0	100,0	90,27	96,09	97,40	**-7,3**	The workforce structure is characterized by dominance of permanent employment, supported by a limited use of temporary and part-time arrangements. **Temporary and part-time engagement increased in 2025 due to market performance improvements and the need for an ad hoc headcount increase, which could be temporary (short-term market volatility).** No employees below the legal employment age were identified. Human rights training is provided to relevant employees to ensure awareness of child labor, forced labor and discrimination risks.
Temporary employees (FTE)	%	2,58	0,1	6,1	1,3	1,5	0,0	0,0	0,0	0,0	1,58	2,30	0,40	**295,3**	
Part time employees (FTE equivalent)	%	1,72	1,8	2,6	0,0	0,0	0,	0,0	10,0	0,0	1,15	1,60	2,10	**-45,3**	
Employees trained on human rights issues (child & forced labor, discrimination)	%	100	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,00	100,00	100,00	**stable**	
Number of new employees	**persons**	5	14	1	7	1	9	1	0	0	38	43	46	**-8,0**	**-0,2**	
Employees below 15 years (legal employment age)	**persons**	0	0	0	0	0	0	0	0	0	0	0	0		
Diversity, Equity & Inclusion															
% of female employees	%	22	19	9	21	13	13	55,6	80,0	50,0	18,84	19,50	23,60	**stable**	Gender representation and inclusion indicators are monitored across the workforce and management levels. Representation in senior management and governance bodies reflects the current organizational structure and talent pipeline. The inclusion of employees with disabilities is tracked in line with applicable legal frameworks and data protection requirements.
% of women in senior management positions	%	33	33	20	25	11	8	33,3	25,0	16,7	22,90	39,90	38,70	**stable**	
% of women in the Management Board	%	25	25	25	25	25	25	25,0	25,0	25,0	25,00	25,00	25,00	**stable**	

% of employees with disabilities	**%**	12	1	0	0	5	3	0,0	0,0	0,0	3,52	2,42	2,27	**1,3**	**n.a.**	
Fair Pay and Living Wage																
Compensation for the highest paid individual to the median compensation for all employees (annual)	**ratio: AU=group aver.**	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	5,1	n.a.	n.a.	5,10	5,71	5,76	**-0,66**	**-11,5**	Pay equity is monitored through the compensation ratio and the unadjusted gender pay gap. Living wage coverage is assessed using recognized external methodologies. No cases of employees or contract workers paid below the living wage were identified during the reporting period.
Average unadjusted gender pay gap	**%**	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	**stable**		
Employees covered by living wage analysis (IDH)	**%**	100	100	100	100	56	56	100	100	100	89	71	25	**64,2**	**n.a.**	
Employees and contract workers paid below living wage	**%**	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	**stable**		
Social Security Coverage																
Employees with health care	%	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	**stable**		Employees benefit from comprehensive social protection, including health care, retirement provisions and paid annual leave, supplemented in some cases by additional benefits beyond statutory requirements. Coverage reflects national legal frameworks and collective arrangements.
Employes with child care allowance	**%**	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	**stable**		
Employees with retirement provisions	**%**	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	**stable**		
Employees with company pension (on top of legislatively-mandated)	**%**	4,3	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	**stable**		
Employees eligible for paid annual vacation	**%**	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	**stable**		
Health & Safety																

Total number of hours worked	#	162 012	190 607	90 216	144 298	84 883	96 693	17 568	10 080	12 528	808 885	857 967	971 067	-162 182	-16,7	Against increased product output decrease of total hours worked, as well as headcount **reduction reflect the productivity increase.**
% of employees provided with personal protective equipment	%	100,0	100,0	100,0	100,0%	100,0	100,0	n.a.	n.a.	n.a.	100,0	100,0	100,0	**stable**		Health and safety performance is monitored through a combination of exposure indicators, training coverage and outcome-based metrics. Personal protective equipment is provided where required, and employee representation in joint health and safety committees supports worker participation. Accident and injury indicators, including frequency and severity rates, are tracked relative to hours worked. No fatalities were recorded. Absenteeism and work-related ill health are monitored as part of overall workforce well-being.
H&S audit done	%	100,0	100,0	100,0	100,0	100,0	100,0	n.a.	n.a.	n.a.	100,0	100,0	100,0	**stable**		
% of workforce represented in joint management-workers H&S committee	%	8,7	100,0	18,0	100,0	100,0	100,0	0	0	0	69,28	70,61	66,18	**3,10**	**n.a.**	
% of employees trained on H&S issues	%	100,0	100,0	100,0	100,0	100,0	100,0	n.a.	n.a.	n.a.	100,0	100,0	100,0	**stable**		
Number of fatalities as a result of work-related injuries and work-related ill health	#	0,0	0,0	0,0	0,0	0,0	0,0	n.a.	n.a.	n.a.	0	0	0	**stable**		
Number of days lost due to injuries	#	0,0	11,0	89,0	0,0	1,0	44,0	n.a.	n.a.	n.a.	5	6	6	**stable**		
Number of lost time injury events	#	0,0	12,0	2,0	0,0	1,0	2,0	n.a.	n.a.	n.a.	17	5	5	**stable**		
Number and rate of recordable work-related injuries;	#	0,0	1,0	2,0	0,0	0,0	0,0	n.a.	n.a.	n.a.	3	2,0	3	**stable**		
Accident frequency rate [number of lost	#	0,0	63,0	22,2	0,0	11,8	20,7	n.a.	n.a.	n.a.	21,0	5,5	0,2	**stable**		

time injury events] x [1,000,000/hours worked]															
Accident severity rate [number of days lost due to injuries] x [1,000/total hours worked]	**rate**	0,0	0,1	1,0	0,0	0,0	0,5	n.a.	n.a.	n.a.	0,01	0,1	0,1	**stable**	
Absentee rate: total days lost due to absenteeism/total scheduled working days x 100	**rate**	4,1	3,5	6,5	1,4	2,1	3,2	0,0	0,0	0,0	2,3	3,1	4,7	**-2,4**	**n.a.**
Number of cases of recordable work-related ill health	#	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	**stable**	
Social Dialogue															
Employees covered by collective agreements	%	78,6	0,0	0,0	100,0	100,0	100,0	n.a.	n.a.	n.a.	63,1	63,1	63,0	**not comparable**	Collective bargaining coverage varies by site due to national labor-relations frameworks. In DK, NL and partly DE, sectoral and statutory agreements are embedded in labor law. Freedom of association is respected in all countries/across all AIP sites
Employees represented by workers' council	%	9,7	100,0	100,0	100,0	100,0	100,0	n.a.	n.a.	n.a.	78,5	74,0	71,0	**not comparable**	Employee representation is ensured through works councils, supporting structured social dialogue and employee participation across operations.
Training and Development															
Employees who received annual performance review	%	43,0	7,0	12,0	100,0	21,5	100,0	100,0	100,0	100,0	49,1	47,6	40,3	**9**	**n.a.**
Employees with training plan	%	100,0	18,0	55,3	90,0	36,0	48,0	22,2	20,0	0,0	56,8	39,8	25,9	**31**	**n.a.**
Employees who received skill	%	67,0	97,0	60,0	92,0	81,0	66,0	0,0	0,0	0,0	76,3	82,77	80,40	**-4**	**n.a.**

development training															
Training hours p/person, employees' blue collar*	**hours p.a.**	22,4	22,0	13,4	24,9	21,8	18,8	0,0	0,0	0,0	20,3	20,0	22,0	**stable**	
Training hours p/person, employees' white collar*	**hours p.a.**	16,6	18,9	6,0	20,4	20,6	5,7	0,0	0,0	0,0	15,0	15,1	22,0	**stable**	
Training hours p/person, D- and C- level*	**hours p.a.**	18,7	16,8	16,4	18,5	16,8	16,0	0,0	0,0	0,0	16,6	13,8	22,0	**stable**	
Work-Life Balance and Retention															
Employee satisfaction rate	**%**	84,0	n.a	n.a.	92,0	n.a.	90,0	88,0	100,0	100,0	92,3	92,0	96,0	**slight decrease due to increase of temporary employees**	Employee satisfaction and retention following maternity, paternity or parental leave are monitored as indicators of work-life balance and organizational support. Well-being measures are implemented at site level in line with local needs.
Stress prevention measures (subsidized sports/meditation, counselling, work-life balance measures etc.)	**%**	100,0	100,0	100,0	100,0	100,0	100,0	65,0	80,0	100,0	93,9	95,0	100,0		
Retention rates of employees that took, maternity, paternity and/or parental leave	**%**	n.a.	n.a.	n.a.	n.a.	100,0	100,0	n.a.	n.a.	n.a.	100,0	100,0	100,0	**stable**	
Consumers and End-Users															
Customers with performed due diligence	%	97,0	98,0	90,0	87,0	90,0	84,9	n.a.	n.a.	n.a.	91,2	89,5	21,1	**70,1**	**n.a.**	Customer-related indicators reflect product responsibility, transparency and compliance. Due diligence is performed for customers where required, and declarations of product conformity are provided on request. Customer audits and recognized health and safety or quality certifications support compliance with customer and regulatory requirements. Sustainability
Declarations of products conformity provided on request	%	100,0	100,0	100,0	100,0	100,0	100,0	n.a.	n.a.	n.a.	100,0	100,0	62,8	**37,2**	**n.a.**	

Customer audit performed on AIP sites	%	100,0	100,0	100,0	100,0	100,0	100,0	n.a.	n.a.	n.a.	100,0	100,0	100,0	**0,0**	**n.a.**	scorecards and product carbon footprints are provided to interested customers as part of structured sustainability communication.
Customers health- and safety-related certificates, i.e.BRCGS, FSSC22000; ISO22000	%	100,0	100,0	100,0	100,0	100,0	100,0	n.a.	n.a.	n.a.	83,3	67,5	59,0	**24,3**	**n.a.**	
Sustainability scorecard supplied to interested customers	%	100,0	100,0	100,0	100,0	100,0	100,0	100,0	n.a.	n.a.	100,0	100,0	100,0	**stable**		
Carbon footprint of products (PCF) measured and communicated to interested customers	%	100,0	100,0	100,0	100,0	75,0	0,0	100,0	n.a.	n.a.	82,1	78,7	not performed	**methodology (audit-verified) developed only in 2024**		
Business Conduct																
Training and coverage																
% of employees who signed code of conduct	**%**	41,9	0,0	0,0	100,0	100,0	100,0	100,0	100,0	100,0	71,3	49,0	41,0	**30,3**	**n.a.**	Business conduct expectations are formally embedded through the Code of Conduct, mandatory employee acknowledgement and targeted ethics training. Adherence is supported by whistleblowing mechanisms and monitored through incident reporting and follow-up procedures.
% of employees trained on business ethics issues	**%**	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	**stable**		
Incidents outcome																
Incidents related to discrimination	#	0,0	0,0	0,0	0,0	0,0	0,0	n.a.	n.a.	n.a.	0,0	0,0	0,0	**stable**		

Number of reported incidents through whistleblower mechanism	#	0,0	0,0	0,0	0,0	0,0	0,0	n.a.	n.a.	n.a.	0,0	0,0	0,0	**stable**	
Number of confirmed incidents related to corruption	#	0,0	0,0	0,0	0,0	0,0	0,0	n.a.	n.a.	n.a.	0,0	0,0	0,0	**stable**	
Number of confirmed information security breaches	#	0,0	0,0	0,0	0,0	0,0	0,0	n.a.	n.a.	n.a.	0,0	0,0	0,0	**stable**	
Legal & compliance outcomes															
Fraud prevention mechanisms are incorporated in operational procedures	**%**	88,0	94,0	92,0	81,0	78,0	75,0	90,0	90,0	90,0	86,4	82,0	60,0	**stable**	
Monetary fines for non-compliance with environmental, social or economic laws and regulations	**€'000**	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	**stable**	

Sustainable Procurement & Supplier Management		Paper	Plastic	Glue	Ink						AIP Group, total 2025	AIP Group, 2024	AIP Group, baseline year, 2023	Change to baseline year in applied UOM (reduction - minus, increase is value)	Change %	
% of total spent	%	85,3	8,9	4,0	2,0						n.a.	n.a.	n.a.	**n.a.**	**n.a.**	Procurement is based on long-term supplier relationships, supporting continuity of supply, quality assurance and sustained engagement on sustainability topics
Number of suppliers	#	15	8	13	4						40	32	36	**n.a.**	**n.a.**	
Number of suppliers with relationship >5 years	#	14	7	6	4						31	28	22	**n.a.**	**n.a.**	
% of suppliers covered by a CSR risk analysis	%	95,0	100,0	85,0	100,0						95,0	54,0	14,0	**81,0**	**n.a.**	**Sustainability screening and risk analysis covers the Group's supplier base and is integrated into procurement processes, including supplier due diligence, sustainability data collection and traceability of paper raw materials.**
Suppliers with due diligence performed (including on child and forced labor, human trafficking, discrimination)	%	100,0	100,0	100,0	100,0						100,0	100,0	100,0%	**stable**		
Suppliers who were audited	%	95,0	87,5	80,0	100,0						90,6	100,0	60,2	**30,4**	**n.a.**	
Suppliers who provide primary data on sustainability metrics	%	26,7	25,0	23,1	100,0						44	9	0	**43,7**	**n.a.**	Reflects improvement of the suppliers' ESG documentation
Paper traced to the origin of fiber source	%	98,7	n.a.	n.a.	n.a.						99	86	78	**20,7**	**n.a.**	Tracing fiber to the source is the key requirement of FSC certificate, covering all AIP production sites
Procurement employees trained on	%	n.a.	n.a.	n.a.	n.a.						90,0	100,0	100,0	**-10,0**	**n.a.**	Decrease reflects growing regulatory demands, specifically, yet limited procurement officers' proficiency in PPWR.

sustainability topics																
Percentage of suppliers with diversity status ownership/from minority background	%	18,8	n.a.	n.a.	25,0						21,9	0,0	0,0	**21,9**	**n.a.**	Supplier diversity ownership is not used as a procurement criterion due to the technical, capital-intensive and limited supplier markets in which the Group operates. Responsible procurement focuses on labor standards, environmental performance and risk-based due diligence.