

JUNG Verpackungen | Sustainability Report 2024

Status 04/2025

Foreword

Ladies and Gentlemen,

As a family-run company in its second generation, sustainability has always been at the centre of our corporate philosophy. For us, this means doing business responsibly, ensuring ecological sustainability and promoting social justice.

The development and production of environmentally friendly wrapping and tissue paper are key corporate goals to which we highly committed. We see sustainability as a shared responsibility that involves all areas of the company and every single employee. Their success is based on close co-operation with our suppliers, customers and partners.

With our annual sustainability reports, we want to show our business activities transparently and provide information on the most relevant sustainability activities.

2024, we have further strengthened our commitment to sustainability and implemented numerous measures to improve our environmental, social and economic responsibility. This report provides an overview of the key successes and challenges, broken down according to the sustainability criteria of environment, social and governance (ESG). To enable a comparison of our performance, we our measures and figures from 2023.

One highlight in 2024 was receiving the Sustainability Award from the German Flexographic Printing Trade Association (DFTA) to JUNG Verpackungen at the end of June. This award recognises the numerous measures we have implemented in production over the past few years, combining technological optimisation and sustainability.

We are proud of this recognition and see it as motivation to continue our commitment to resource efficiency in a responsible manner.

Thank you for your interest in JUNG Verpackungen.



Claus Jung



Stephan Jung



For reasons of better readability, this report does not use gender-neutral spelling. All personal designations apply equally to all genders.

Philosophy & Culture

JUNG Verpackungen produces gift and tissue paper for luxury brands, international companies, retail chains and retailers. We print using flexographic printing with solvent inks, screen printing with UV and water-based inks and, since 2025, digital printing. Founded in 1969, we have been manufacturing exclusively at our Steinmauern site in Baden-Württemberg ever since.

We are committed to making the right decisions and implementing them with the utmost care, always guided by honesty and a sense of values. Our aim is to build trusting and long-term business and working relationships through transparent and responsible behaviour in order to ensure the long-term success of our company.

This led to the development of a holistic environmental protection strategy that encompasses both the commercial and industrial sectors. Our products are developed and manufactured in an environmentally conscious manner with the aim of minimising their ecological impact. We use natural resources, energy and materials efficiently and sustainably and expect the same commitment from our business partners.

Our guidelines

The most important prerequisites for the long-term success of our family business are satisfied customers, committed employees and cooperative suppliers.

- JUNG is committed to value-orientated corporate management
- All employees are required to their behaviour on ethical standards.
- Exceptional performance, innovation and drive should set us apart from the competition.
- We consider the promotion of our employees' talents to be one of our most important tasks.
- We recognise our responsibility towards our employees, our environment, our business partners & our local community.

We have set out the fundamental values, principles and standards of behaviour for all employees and partner companies in our Code of Ethics and Code of Conduct for Suppliers. Both guidelines can be viewed transparently on our website.

Memberships

Our company is active in various networks and associations, to be up to date with the latest developments in the industry and to represent our interests.

- IPV Industrial Association for Paper and Film Packaging e.V.
- DFTA Flexo Printing Trade Association
- The family entrepreneurs - ASU

Product portfolio

Our gift and tissue papers combine high quality with sustainable design. Luxury brands, high-end retailers and the branded goods industry rely on our environmentally friendly solutions. The range is complemented by efficiently produced saving gift ribbons and labels with company printing.

Gift wrapping paper & tissue paper

Products for e-commerce

Gift ribbons and stickers

SilkFill – sustainable filling material



100 % recycled paper in our wrapping paper is certified with the Blue Angel. The ecolabel guarantees that the paper fibres in the product are made entirely from recycled paper. The use of chlorine, optical brighteners or halogenated bleaching agents is prohibited during production.

Organisational anchoring & strategy

Our sustainability management is anchored at the highest level of the company and reports directly to the management. This gives it a central role in the corporate strategy and allows it to influence important decisions without detours.

We orientated our sustainability management towards the 17 Sustainable Development Goals (SDGs) of the United Nations in order to align our social responsibility with a clear and binding guideline for sustainable business. The following three SDGs - which are currently relevant to us - help us to develop sustainable strategies, assume social and ecological responsibility and operate successfully in the long term.

SDG 3: Good health and well-being

SDG 3 aims to ensure healthy lives and promote well-being for all at all ages.

For us, occupational health and safety prevention for our employees are at the centre of our efforts. Regular internal training and additional protection and safety measures are designed to minimise the risks.

We also take responsibility for our supply chain and are committed to safe working conditions. Protection from harmful substances and compliance with high safety standards are essential for us to ensure the health of our employees. We also attach great importance to fair wages and social security.



SDG 12: Sustainable consumption and production

SDG 12 aims to use resources efficiently, reduce waste and promote sustainable production and consumption patterns.

Our sustainable production ensures that ecological standards are met and social working conditions are improved. Certifications and the use of management systems provide our stakeholders with transparent information on environmental and social standards - see the 'Governance' section.

Sustainable procurement also plays a central role. By carefully selecting our suppliers and materials, we can significantly reduce the ecological footprint of our products.



SDG 13: Climate action

SDG 13 calls for measures to combat climate change and its effects.

We actively protect the environment and the climate by consistently reducing our emissions, establishing a sustainable supply chain management system and establishing resource-saving processes. In our energy-efficient production processes, we are clearly focussing on renewable energies.



The protection of our natural environment and the responsible use of resources are key concerns for us. We therefore take into account the ecological requirements resulting from laws, market requirements and social expectations along our entire value chain and are committed to resource-saving production. We exclude materials that pose a risk to the environment and favour the use of recyclable materials and biodegradable substances.

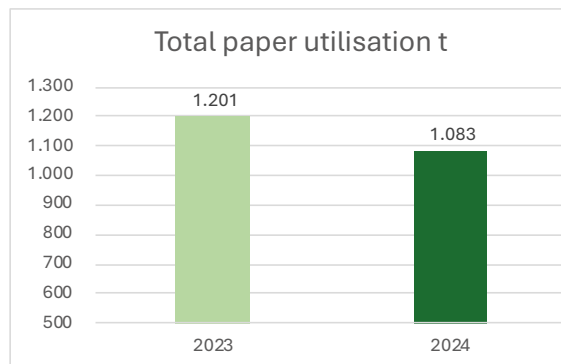
Resources

Paper

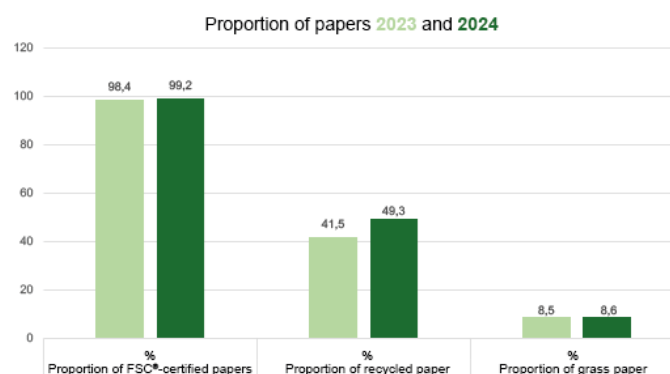
We are constantly on the lookout for new base papers that contain the highest possible percentage of recycled fibres, meet the technical requirements of our production and at the same time the tactile and visual needs of our customers. We currently process 100 % single-origin paper. This paper consists exclusively of a single type of fibre, without being mixed with other materials or foreign substances. We have been FSC® -certified for 15 years and have been able to continuously increase the FSC® utilisation rate over this period.

Total securities and shares of securities

The overall use of securities has fallen slightly over the past two years due to the drop in demand. The multiple political and economic crises in Europe and China have further exacerbated the economic downturn.



Wherever possible, we use recycled paper as a substitute for virgin fibre paper. The types of paper used vary depending on the customer projects or the customer's specifications and the technical feasibility of printing.



In 2024, we processed almost exclusively FSC® certified paper (99.2 %), compared to 98.4 % in 2023. In 2025, we are for a share of 100 % FSC® paper. The share of recycled paper in total paper consumption was 49.3 % 2024. This corresponds to an increase of almost 8 % compared to the previous year. This development shows the growing awareness of sustainable material use, particularly among our key accounts. At just under 9 %, a small proportion of grass paper was also used in both years.

By 2025, we plan to increase the use of 100 % recycled paper to well over 50 %. The prerequisite for this is sufficient availability of base paper on the market and the willingness of customers to switch projects to these types of paper.

Printing colours

The second largest material factor is our printing inks. In 2023 and 2024, we used almost exclusively water-based bioalcohol inks - around 96 % of the total ink used - from certified German manufacturers. We also used a small proportion of UV inks and varnishes (4 %).

All printing inks comply with the „Registration, Evaluation, Authorisation and Restriction of Chemicals“ (REACH) regulation, which ensures the safe and sustainable use of chemicals.

Production

At our plant, we focus on sustainable production with state-of-the-art environmental technology.

We produce with the lowest possible use of resources and continuously improve our processes. In 2024, we further optimised our machine utilisation concept and bundled the use of individual machines in a targeted manner. Production only takes place in the required time windows, reducing standby costs and lowering energy consumption.

A fully integrated exhaust air purification system utilises the purified air for heating the building and drying processes on the printing machines. We also minimise fresh water consumption, recycle production waste and offset CO₂ emissions from our gift wrap stock programme via NatureOffice, with the option of customised special designs. NatureOffice helps us to measure, reduce and communicate our environmental impact.

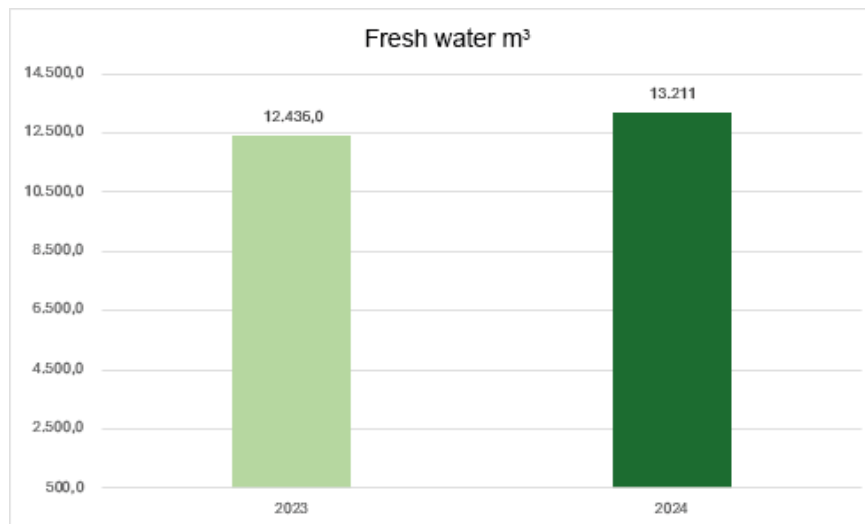
The reduction of the ecological impact in production led to lower energy consumption, less paper waste and more efficient processes in printing and finishing in 2024.

Water & waste water

Our fresh water comes from our own well and is used to cool machines, for sanitary facilities and to maintain our green spaces.

Responsible use of water is a high priority for us. We want to save water, avoid waste and thus protect the environment.

- The cooling water remains in the water circuit.
- We sensitise our employees to water sparingly.
- Chemical pollutants do not end up in the waste water: we use environmentally friendly, water-based materials.



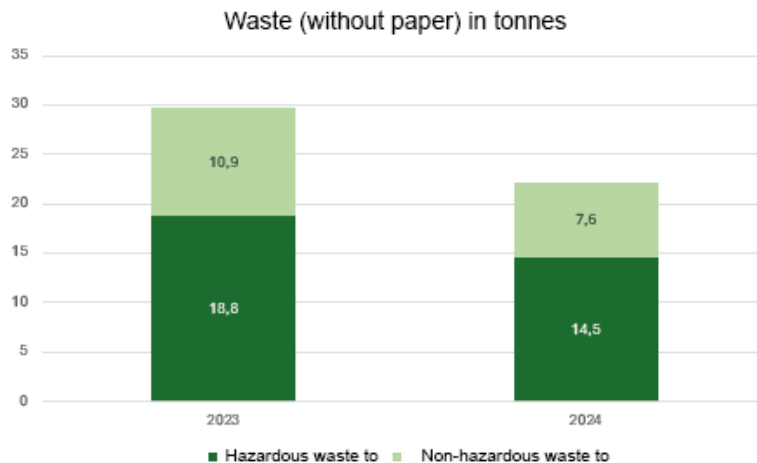
We attribute the slight increase in 2024 of 6 % from 12,436 m³ to 13,211 m³ to the warmer summer.

Hazardous & non-hazardous waste

Hazardous waste in our production is distillate residue (paint and varnish sludge AVV080133) and cleaning rags (absorption and filter materials AVV 150202). Due to the lower production volume in 2024, the amount of paint sludge and filter materials has decreased.

The non-hazardous waste is residual waste (municipal waste AVV 200301), electronic waste (AVV 200136) and scrap metal (AVV200140).

Our goal for 2025 is to reduce waste by at least approx. 15 - 25 % compared to 2023 and, in particular, to continuously reduce hazardous waste and, where possible, switch to less hazardous input materials.



Paper waste

The specific requirements of our customers, for example in terms of format or printing properties, have a direct influence on our paper waste.

In 2024, the committee was 15.9 %, 2 % lower than the previous year's figure of 17.9 %. Strict tolerances and individual specifications may mean that certain materials or production batches cannot be used. We are constantly working to optimise our processes in order to keep these rejects as low as possible. The paper waste goes entirely into paper recycling and makes a valuable contribution to the circular economy.

Energy

2024, we have continued and optimised our measures for energy efficiency and the use of sustainable technologies in recent years

Ongoing measures

100 % green electricity from European hydropower plants

Exhaust air purification system with catalytic post-combustion removes air pollutants

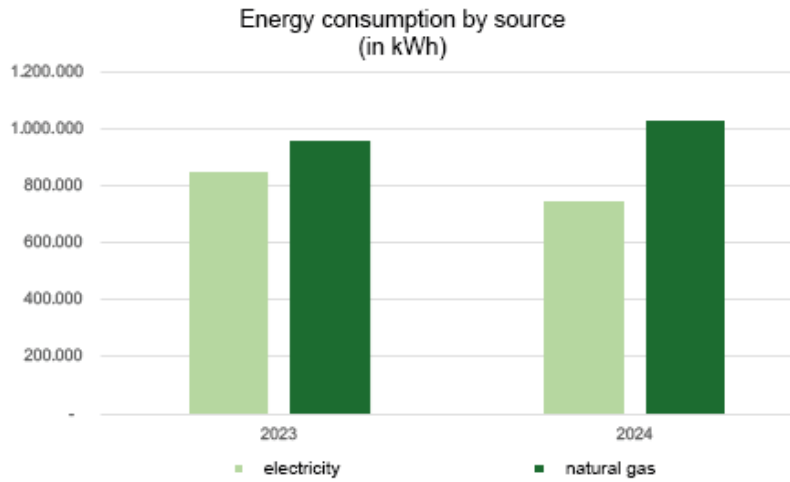
Waste heat from production processes is used to heat the office buildings

Consumption-optimised air compressors and optimised air supply minimise energy consumption

Regenerative heat recovery

Efficient cooling water generation

Energy-saving lamps



Total energy consumption in 2024 was reduced by approx. 1.7 % from 1,808,329 kWh to 1,773,484 kWh in 2024, with electricity consumption in 2024 being significantly reduced by 12.5 % compared to the previous year as a result of the measures described above. Only natural gas consumption increased significantly in 2024 compared to 2023, which can be attributed to very different outdoor temperatures and therefore a longer heating period in 2024: autumn 2023 was exceptionally warm and there were fewer ice days overall compared to 2024.

Our energy efficiency will continue to improve: In spring 2025, we installed a new digital printing system that, compared to the other printing presses, does not require long warm-up times or printing plates/clichés..

Mobility

We also attach great importance to sustainability when travelling on business. We want to reduce our ecological footprint and are increasingly focussing on the use of public transport.

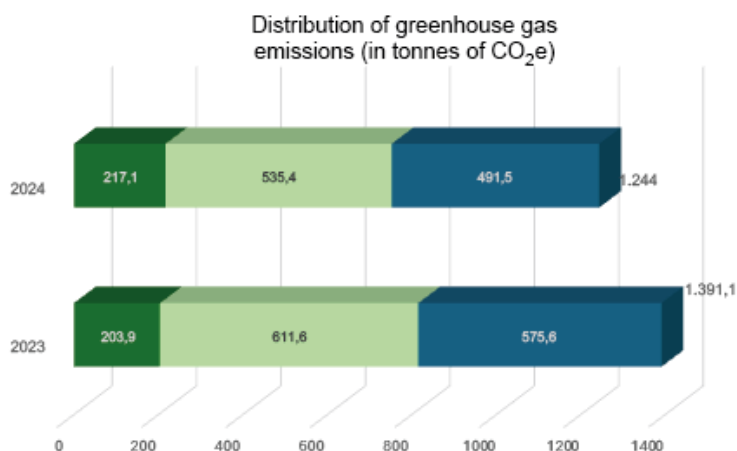
Our fleet consists of a total of seven cars.

- Three vehicles with alternative drive systems (hybrid, electric)
- The fuel consumption of the four other cars fell by around 7 % in the reporting period.

Where possible, we use the train for business trips, and the connection to Paris in particular is ideal. Air travel has been reduced to one event per year: the „Luxepack“ trade fair in Monaco, which is important for us. Travelling by train or car would be too time-consuming and not economically viable.

Greenhouse gas emissions

The measures described above have resulted in JUNG Verpackungen reducing the company carbon footprint from 1,391 tCO₂e in 2023 to 1,244 tCO₂e by around 10.6 %. Scope 2 emissions are entirely attributable to electricity that is 100 % certified green electricity.



In accordance with our „JUNG Environmental Charter“, which can be viewed on our website, we committed to respecting and protecting the environment along our entire process chain. We are committed to producing in a way that conserves resources and avoids or reduces greenhouse gas emissions. In concrete terms, this means that we are continuously reducing our energy consumption and the greenhouse gas emissions caused, while increasing our energy efficiency.

SOCIAL

Our corporate culture is based on respect, trust and openness. Personal responsibility is important to us, tasks and decisions are made independently. Our managers act as advisors and problem solvers in order to create a motivating working environment. We promote the talents of our employees through further training and see them as a key success factor. The compatibility of family and career ensures our long-term performance. We also invest in training out of conviction and see this as an investment in the future of our company and at the same time in skilled labour.

We support the ILO core labour standards by adhering to their principles and implementing appropriate measures:

- Prohibition of forced and child labour: Ensure that there is no forced or child labour in the company's own operations or in the supply chain.
- Freedom of association and collective bargaining: Respect the rights of employees to organise and bargain collectively.
- Equal treatment and prohibition of discrimination: Promote equal opportunities and prevent any discrimination in the workplace.
- Safe and fair working conditions: Ensure adequate wages, working hours and occupational safety standards

Our high level of employee satisfaction reflected in the period of employment and strong identification with our company.

Number of employees & trainees

As a medium-sized company, we employed 53 people in both 2023 and 2024, including our trainees.

We are training media technologists in printing and took on two trainees in 2023, while the number of trainees rose to three in 2024.

Our working conditions

Remuneration

Our site is located in an economically strong region with competitors vying for employees (war for talent). Wages are higher in order to attract and retain the best talent.

This also applies to JUNG: the remuneration of our employees is generally above the industry average.

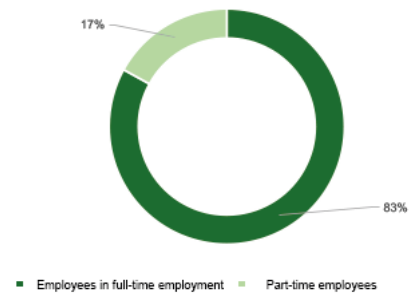
Contracts

We offer our employees different working time models.

In the reporting years 2023 and 2024, the distribution of working time models used remained unchanged: 83 % of our employees worked full-time, while 17 % worked parttime.

Equal opportunities, diversity & fairness

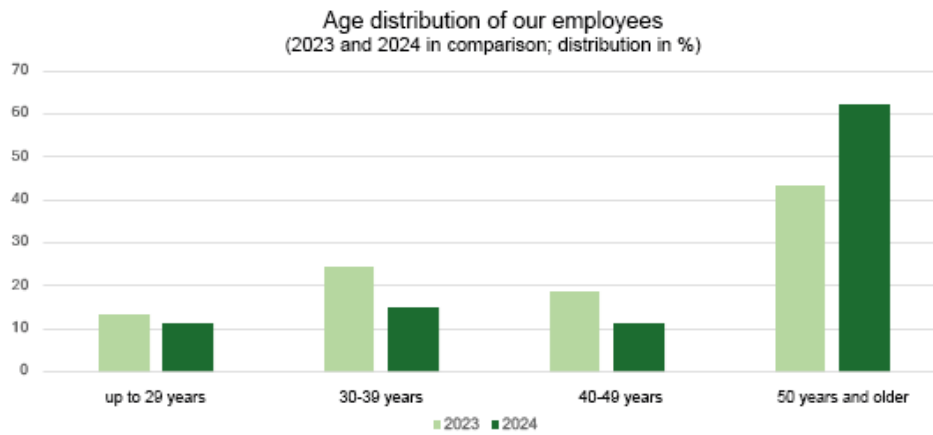
We are convinced that our success is on our diverse workforce and inclusive corporate culture. As a family-run company, we are committed to the principles of equal treatment and non-discrimination. This means that all people are treated equally and given the same opportunities, regardless of personal characteristics or background.



The proportion of women in the company just under 40 %. Half of the management positions are held by men and half by women.

People from **8** different nations work with us.

The following chart shows the age distribution of employees in the reporting period.



The age structure of our workforce has changed: While the proportion of 50-year-olds and older has increased significantly in 2024, the group of 40 to 49-year-olds is decreasing. The younger age groups (up to 29 and 30-39 years) will remain almost stable or show a slight decline.

Generational change is a key challenge for our company, especially when it comes to securing valuable knowledge and experience for the long term. To ensure a smooth transition, we have been using the JUNG standards manual for some time, which serves as a kind of in-house wiki.

Important information on machine sequences, processes and operational standards is documented and continuously updated in this manual. In this way, we ensure that crucial knowledge is retained in the company even when experienced employees leave. In this way, we create a sustainable basis for current and future generations and guarantee efficient operations.

Inclusion

We offer the possibility of inclusive workplaces and create the appropriate conditions. This includes, for example, barrier-free access, special work equipment or flexible working hours to promote integration and participation.

In 2023, we employed three colleagues with special needs, compared one person in 2024. Compared to the total size of the workforce, this corresponds to a share of 6 % in 2023 and 2 % in 2024.

Training & feedback

Regular internal training, e.g. in occupational safety and data protection, is essential for us as it ensures our competitiveness, legal certainty and employee satisfaction as well as reducing our operational risks.

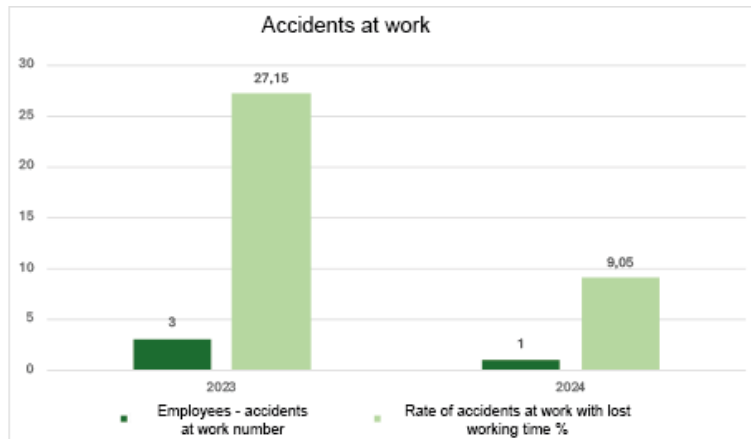
In the reporting period of 2023 and 2024, our 53 employees completed a total of 400 hours of further training, which corresponds to an average of around 7.5 hours per person.

We also organise regular feedback and development meetings (R&D) and annual appraisals.

Accidents at work, occupational health & safety

Typical types of accidents in our company are cuts when working with paper or tripping, slipping and falling accidents, which often occur due to incorrect movements.

The number of accidents at work fell to one in 2024, after three accidents were recorded in the previous year. At the same time, the Lost Time Injury Frequency Rate fell from 27 % in 2023 to 9 % in 2024.



To prevent accidents in production, sensitisation, training and personal protective equipment (PPE) are crucial at JUNG. Safety campaigns and regular instructions also promote awareness of hazards. Gloves protect against cuts, while safety goggles and safety shoes provide additional safety.

In addition, our occupational health and safety committee (ASA) meets regularly and liaises with our company doctor. The aim is to prevent work-related complaints and illnesses and to recognise them in good time. Our employees can routinely advantage of the various occupational health check-ups with our company doctor. We also carry out regular risk assessments (physical and mental) for the various workplaces and make any necessary adjustments in order to provide our employees with a safe and healthy working environment.

Donations

We want to be a reliable and trustworthy partner for our region. We are therefore committed to supporting local associations and work closely with the municipality of Steinmauern and neighbouring communities. With our financial donations, we support selected projects and socially committed organisations in Germany. We do not support any political parties.

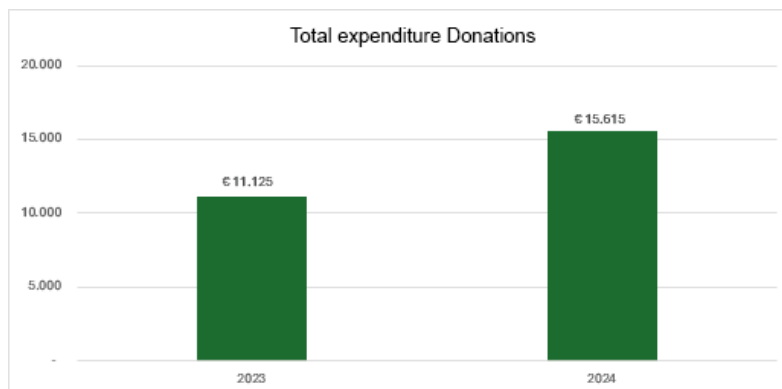
Our donations are made after careful internal coordination within the group of shareholders, always with a view to the purpose of the donation and the best possible impact of the donation.

Depending on availability, we also provide material donations. In 2024, for example, we donated a lorry full of wrapping paper from discontinued products to Tafel Baden-Württemberg.

Total expenditure on donations in 2024 totalled around 15,615 euros. This corresponds to an increase of around 40 % compared to the previous year.

We supported the following organisations in 2024:

Caritas Baden-Baden, Steinmauern Lions Baden-Baden, football club, Lions Germany, Steinmauern music club, Little House of Hope, Baden-Württemberg food bank, Rastatt food bank.



Dialogue & integration

We communicate regularly with our stakeholders in order to better take into account the different perspectives and interests.

Employees: Our employees can actively participate in company processes and give their superiors constructive feedback on their opinions. As a family-orientated company, we maintain a constant exchange with them and always have an open ear for their concerns.

Customer feedback: We are also in constant dialogue with our customers in order to receive feedback on our products and processes. This helps us to constantly improve our services.

External audits: Various external audits provide us with continuous feedback and valuable information on resource efficiency, working conditions, occupational safety and environmental and quality management.

Supplier relationships: We maintain close contact with our suppliers to ensure high product quality and to purchase resource efficient products that meet both our requirements and the expectations of our customers.

We receive information and suggestions online via our anonymous **whistleblower system**, which we introduced in December 2023. Since then

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Information received.

Information security and thus the protection of information and data against unauthorised access, manipulation or loss is a high priority for us.

In 2023 and 2024 there were

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Information security incidents.

Management systems

The basis of all work processes at JUNG is the comprehensive „JUNG standards manual“, comprises over 540 A4 pages and is available to all employees in writing and is constantly trained and updated. All measures that are relevant for compliance with quality, occupational safety and environmental protection standards are set out in this set of rules.

We have been in accordance with the internationally recognised **ISO 9001:2015** standard for quality management systems since 2019. The requirements formulated in this standard help us to organise processes efficiently and to ensure and continuously improve our product quality. In 2024, the complaint rate was 0.79 % (sales subject to complaint in relation to total sales) and shows the high quality of our products thanks to our processes.

Our wrapping and tissue papers are made from 100 % pure paper. There is no risk whatsoever for consumers.

ISO 14001 certification is still being planned.

ESG ratings & certifications

Participation in ESG ratings is important for us in order to make our sustainability performance transparent to our stakeholders.

EcoVadis

We have been assessed by EcoVadis since 2021. After a bronze medal in the first year and a silver medal in the second year, we were awarded bronze again for the 2023 reporting year. The reason for this is that EcoVadis 2023 has significantly tightened its evaluation and medal criteria in order to meet the increasing demands on sustainability performance. JUNG continues to perform well overall in the areas of environment, labour and human rights, ethics and sustainable procurement and is among the top 35 % compared to other companies.

SEDEX

We have been a member of the SEDEX platform since 2023 and are committed to transparency and improving ethical, social and environmental standards in the supply chain. SEDEX is a global platform on which companies can share information about their working conditions, environmental practices and business ethics. We have also successfully completed the Sedex SMETA on-site audit.

QIMA

JUNG has been audited according to QIMA since December 2023. We successfully passed the audit in November 2024. QIMA is a leading global organisation specialising in quality control and compliance audits. The QIMA certification is proof that we are excellently positioned in terms of quality assurance, safety, ethics and sustainability.

Transparency-One

We have been using the Transparency-One digital platform since 2022, which helps us to monitor and manage our supply chains and make them more transparent. It makes it possible to trace the origin and route of products, raw materials and ingredients from the source to the end product.

Digitisation

Cybersecurity

With our cybersecurity guideline, effective from 1 January 2024, we are defining clear rules for dealing with digital security threats. We are clearly committed to ensuring the security and protection of our digital resources, customer data and internal information systems. It is important to us to maintain the integrity of and trust in our digital processes. This policy is fully available on our website. We are currently implementing the CYBERVADIS certification, completion approx. June 2025.

Artificial intelligence

Artificial intelligence (AI) is currently only used at JUNG to obtain information, e.g. for research and data analyses. It does not influence any operational processes. We monitor developments in AI in order to remain competitive and recognise opportunities and risks in good time.

Bribery & Corruption

With our binding ethical guidelines, we committed to complying with anti-corruption laws and following the principles of proper accounting. There were no confirmed cases of corruption in either 2023 or 2024.

Supplier management & responsible procurement

JUNG is committed to transparency in its supply chain. It is important to us that every supplier embodies the values of our company and respects human rights. We demand a working environment in which there is no illegal discrimination, child labour, human trafficking, slavery or other forced labour. We do not work with companies that do not comply with these requirements

Code of Conduct for Suppliers

To ensure that our ethical, social and environmental standards are adhered to along the entire supply chain, we have introduced a Code of Conduct for Suppliers in October 2022. We have continuously introduced our suppliers to this code and achieved a signatory rate of 90 % in 2024.

Micro-suppliers are currently not taken into account, as these are mainly regional suppliers from Germany and the EU, where we consider the risk of human rights or environmental protection violations to be low. In addition, our suppliers, business partners and their employees also have access to our various complaint channels as part of the whistleblower system.

Transparency in the supply chain

The next step towards greater sustainability in companies is the EU Deforestation Regulation (EUDR), the implementation of which we support and for which we have been preparing since 2024. The regulation requires us to document the entire supply chain for the virgin fibre paper we use, right back to the origin of the trees used. We believe transparency to prevent deforestation or forest degradation makes sense, which is why we have been FSC® certified since 2010.

Outlook 2025

In 2025, we are investing in a new digital printing system to make our production processes even more efficient and sustainable. The modern technology enables higher print quality with reduced energy consumption, as little or no warm-up time is required, while also reducing the use of materials. The switch to digital printing also eliminates the need for printing plates and printing sleeves, as the system works directly with digital data. This also completely eliminates the energy required for the production and cleaning of printing plates or clichés. In addition, we increase our flexibility, especially for short and very short runs, and avoid overproduction by producing the exact quantity ordered.

This investment marks another important step towards resource-saving and more environmentally friendly printing processes and actively contributes to achieving our sustainability goals.

We are also focussing on further increasing the proportion of recycled base paper, particularly in the tissue paper segment.

This measure will strengthen our sustainable material procurement and reduce the use of virgin fibre paper.

We would like to thank all employees, partners and customers who have supported us on this journey and look forward to sustainable growth in the coming years.

For reasons of better readability, this report does not use gender-neutral spelling. All personal designations apply equally to all genders.

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