

JUNG Verpackungen | Sustainability Report 2025

Status 04/2026

Foreword

Ladies and Gentlemen,

As a second-generation family-run business, sustainability has always been an integral part of our corporate philosophy. For us, this means operating responsibly, consistently pursuing ecological sustainability, and promoting social justice.

The development and production of environmentally friendly gift and tissue papers are among our core corporate goals, to which we dedicate ourselves with great care and commitment. We understand sustainability as a shared responsibility: it affects all areas of the company and thrives on the contribution of every single employee. Close collaboration with our suppliers, customers, and partners is equally crucial – because effective improvements can only be achieved through co-operation along the entire value chain.

With our annual sustainability reports, we aim to present our business practices transparently and inform you about our most important sustainability activities. The 2025 Sustainability Report summarizes the key developments, progress, and challenges of the past year – structured according to the Environment, Social, and Governance (ESG) criteria. For better context and comparability, we also include selected key performance indicators and measures from 2024.

The year 2025 was special for us in several respects: One highlight was achieving the EcoVadis Silver Medal. This places us among the top 15 % of companies assessed worldwide – a strong signal that our systematic work in the areas of environment, labor and human rights, ethics, and sustainable procurement is having an impact. Another important event was being awarded „Digital Printer of the Year 2025“ at the Print & Media Awards. This recognition acknowledges our continuous efforts and investments in digital printing and confirms our approach of combining technological advancement with sustainable practices.

Furthermore, in 2025 we consistently worked to further expand our commitment to sustainability. A particular focus was on the systematic search for new, more sustainable materials. Wherever possible and practical, we use recycled paper instead of virgin fiber paper and are continuously developing our product ranges and processes towards resource-efficient solutions.

Thank you for your interest in JUNG Packaging, and we invite you to learn more about our activities and goals in this report.



Claus Jung



Stephan Jung

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

Produktportfolio

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.



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.



ECOLOGY

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.

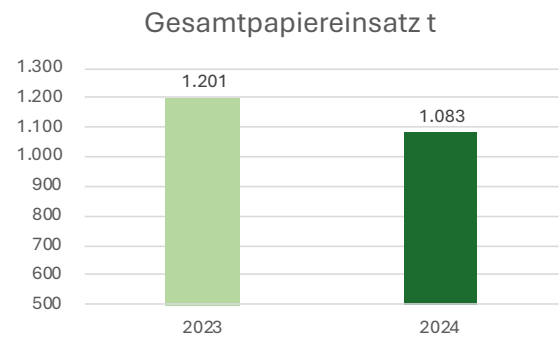
Resources

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.

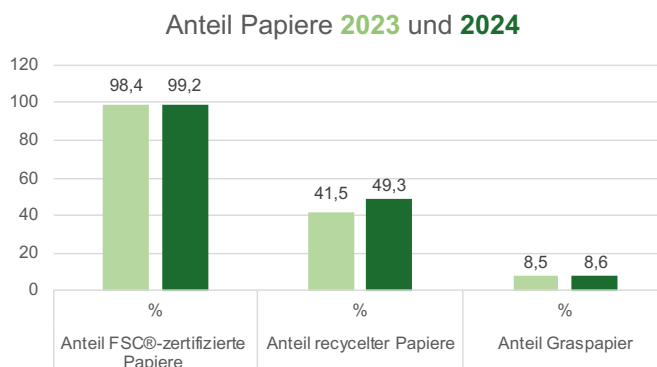
Total securities and shares of securities

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.



The figures for 2025 will be provided in August 2026.

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.



The figures for 2025 will be provided in August 2026.

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. Also in 2025, 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.

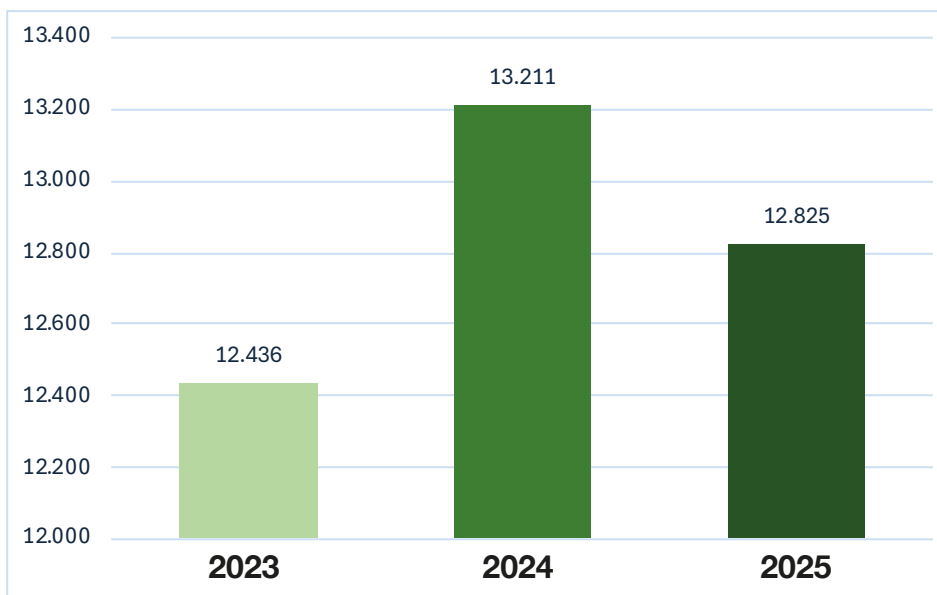
The reduction of the ecological impact in production led to lower energy consumption, less paper waste and more efficient processes in printing and finishing in 2024.

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.

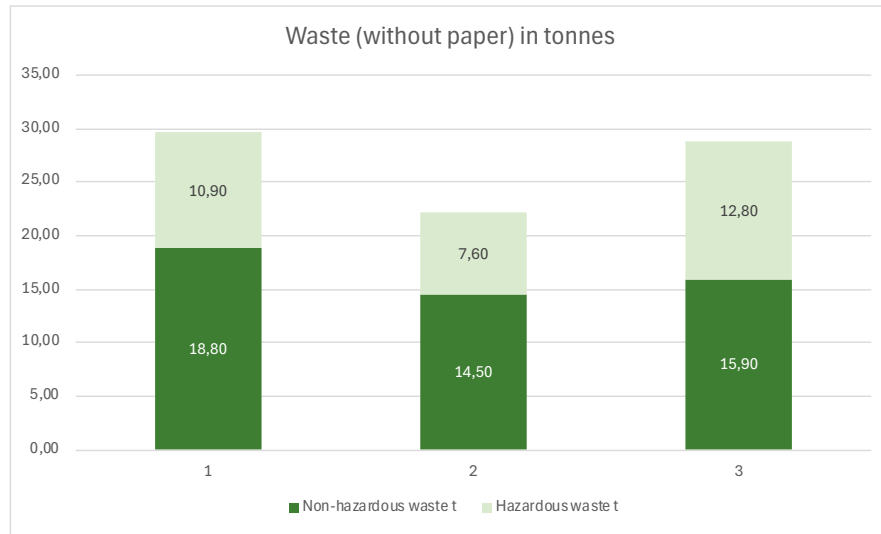
- The cooling water remains in the water circuit.
- We sensitise our employees to water sparingly.
- Chemical pollutants do not end up in the waste water: we use environmentally friendly, water-based materials.



Despite the high occupancy rate, water consumption has decreased slightly.

Hazardous & non-hazardous waste

Hazardous waste in our production consists of distillate residues (paint and varnish sludge, AVV 080133) and cleaning rags (absorbent and filter materials, AVV 150202). The proportion of hazardous waste has increased slightly due to the higher production volume.



Non-hazardous waste consists of residual waste (municipal waste, AW 200301), electronic waste (AW 200136), and metal scrap (AW 200140).

The proportion of non-hazardous waste increased in 2025 due to various clean-up campaigns. Our goal for 2026 is to reduce waste by at least 15–25 % compared to 2024, and in particular to continuously reduce hazardous waste and, where possible, switch to less hazardous 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.

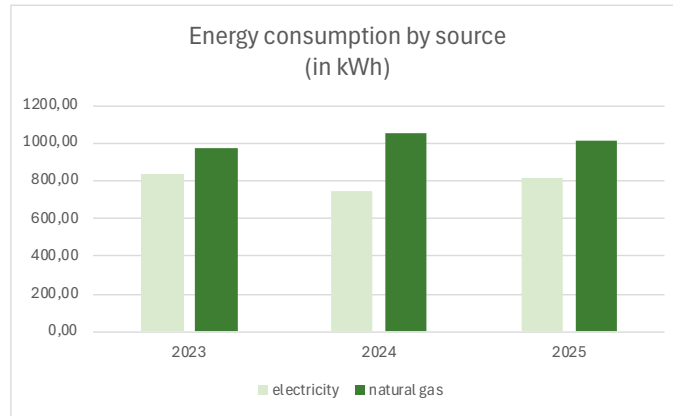
In 2025, the committee was 14.5 %, 1.5 % lower than 2024. Strict tolerances and individual specifications may mean that certain materials or production batches cannot be used. We are constantly working to optimise our processes in order to keep these rejects as low as possible. The paper waste goes entirely into paper recycling and makes a valuable contribution to the circular economy.

Energy

2025, we have continued and optimised our measures for energy efficiency and the use of sustainable technologies in recent years

Ongoing measures

- Installation of a new catalytic converter and control system in the KMV plant
- 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 increased by approximately 3.2 % in 2025, from 1,773,484 kWh to 1,831,513 kWh. Relative to production volume, electricity consumption was reduced in 2025 compared to the previous year thanks to the measures described above. Our energy efficiency will continue to improve: In spring 2025, we installed a new digital printing system that, unlike our other printing presses, requires no long warm-up times and no printing plates/clichés.

Mobility

We also prioritize sustainability in our business trips. We want to reduce our ecological footprint and are increasingly relying on public transportation.

Our fleet consists of eight cars.

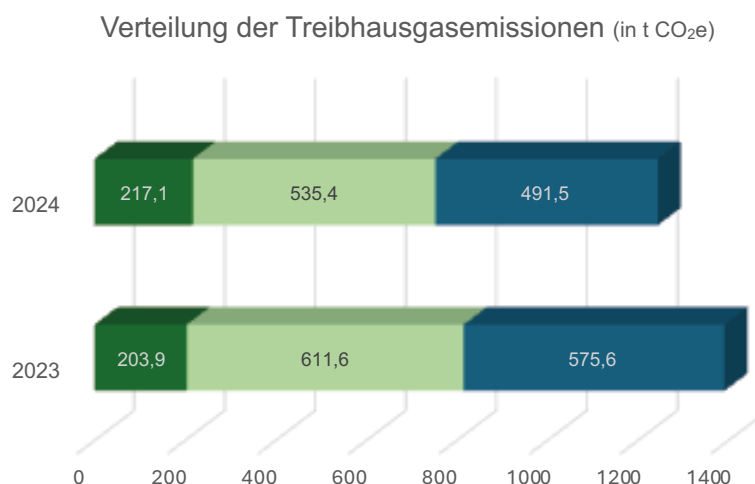
- Five vehicles are powered by alternative drive systems (hybrid, electric).
- The fuel consumption of the three other cars decreased by approximately 5 % during the reporting period.

Where possible, we use the train for business trips; the connections to Paris, in particular, are ideal. Air travel has been reduced to one occasion per year: the important „Luxepack“ trade fair in Monaco. Traveling by train or car would be too time-consuming and also not economically viable.

Greenhouse gas emissions

Die zuvor beschriebenen Maßnahmen haben dazu geführt, dass JUNG Verpackungen den Company Carbon Footprint von 1.391 t CO₂e in 2023 auf 1.244 tCO₂e um rund 10,6 % reduzieren konnte. Die Scope 2 Emissionen entfallen komplett auf Strom der zu 100 % zertifizierter Ökostrom ist.

Gemäß unserer „JUNG Environmental Charta“, einsehbar auf unserer Website, verpflichten wir uns, entlang unsere gesamte Prozesskette auf die besonderen Belange der Umwelt zu achten und diese zu schützen. Wir setzen uns dafür ein, ressourcenschonend zu produzieren und Treibhausgasemissionen zu vermeiden oder zu reduzieren. Konkret heißt das: wir reduzieren unseren Energieverbrauch kontinuierlich, ebenso die verursachten Treibhausgasemissionen und steigern dabei unsere Energieeffizienz.



The figures for 2025 will be provided in August 2026.

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 51 people in 2025, including our trainees.

We are training media technologists in printing and took on two trainees in 2025.

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.

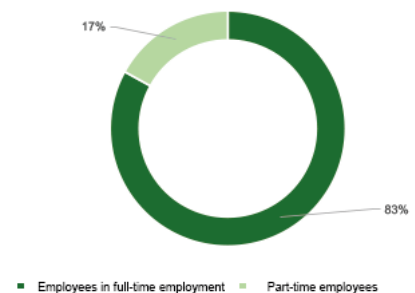
Contracts

We offer our employees different working time models.

In the reporting year 2025, the distribution of working time models used remained unchanged: 83 % of our employees worked full-time, while 17 % worked parttime.

Equal opportunities, diversity & fairness

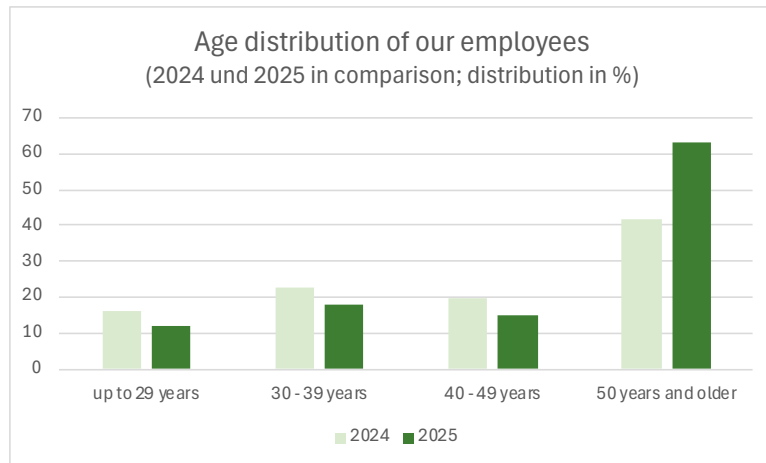
We are convinced that our success is on our diverse workforce and inclusive corporate culture. As a family-run company, we are committed to the principles of equal treatment and non-discrimination. This means that all people are treated equally and given the same opportunities, regardless of personal 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 remained largely stable in the reporting year 2025, with its distribution roughly corresponding to that of 2024.

Nevertheless, the generational transition remains a key challenge – particularly with regard to securing knowledge, experience, and best practices within the company for the long term. To manage this transition in a structured manner, we continue to rely on the JUNG Standards Handbook as our company’s own wiki. Important information on machine operations, processes, and operational standards is systematically documented and continuously updated there. This ensures that crucial know-how remains available within the company even when experienced employees leave.

In addition, we introduced an internal AI agent named Pacolino in 2025. Pacolino expands our internal knowledge base and supports sales in particular in finding relevant information more quickly and making customer communication more efficient and consistent. This further strengthens knowledge transfer within the company and creates a solid foundation for smooth workflows – today and in the future.

Inclusion

We offer inclusive workplaces and create the necessary conditions. This includes, for example, barrier-free access, specialized equipment, and flexible working hours to promote integration and participation.

In 2024, we employed one person with special needs, and this number remained unchanged in 2025. Compared to the total size of our workforce, this represents 2 % in 2025.

Training & feedback

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

During the reporting period 2025, our 51 employees completed a total of 500 hours of training, which corresponds to an average of approximately 9.8 hours per person. We also conduct regular feedback and development (R&D) discussions as well as annual performance reviews.

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.

In the reporting year 2025, we recorded two accidents.

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. For example, in 2024 we donated a truckload of wrapping paper from discontinued products to the Baden-Württemberg Food Bank.

In 2025, we supported the following organizations:

Caritas Baden-Baden, Steinmauern Football Club, Lions Club Baden-Baden, Lions Club Germany, Steinmauern Music Association, and 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 2025 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 to make our sustainability performance transparent to our stakeholders.

EcoVadis

We have been assessed by EcoVadis since 2021. After receiving a bronze medal in the first year and a silver medal in the second, we were awarded the EcoVadis silver medal for the 2025 reporting year under the new EcoVadis assessment criteria. This places us among the top 15 % of companies worldwide. For a company of our size, this is an outstanding achievement. JUNG continues to perform well overall in the areas of environment, labor and human rights, ethics, and sustainable procurement.

SEDEX

We have been a member of the SEDEX platform since 2023, thereby committing ourselves to transparency and the improvement of ethical, social, and environmental standards in the supply chain. SEDEX is a global platform where companies can share information about their working conditions, environmental practices, and business ethics. Furthermore, we have successfully completed the Sedex SMETA on-site audit.

QIMA

JUNG has been QIMA-audited since December 2023. We successfully passed the audit in November 2024. QIMA is a leading global organization specializing in quality control and compliance audits. QIMA certification is proof that we are excellently positioned with regard to quality assurance, safety, ethics, and sustainability.

Transparency-One

Since 2022, we have been using the Transparency-One digital platform, which helps us monitor, manage, and increase the transparency of our supply chains. It enables us to trace the origin and journey of products, raw materials, and ingredients from source to finished product. In 2025, additional customers were integrated into the platform.

Digitalization

Cybersecurity

Since January 1, 2024, JUNG has had its own cybersecurity policy, which establishes binding rules for dealing with digital security threats. The goal is to effectively protect our digital resources, customer data, and internal information systems, and to ensure the ongoing security of our IT-supported processes. This also safeguards the integrity of our processes and strengthens trust in our digital collaboration. The policy is available in full on our website.

In the reporting year, we also successfully implemented CYBERVADIS certification. For a company of our size, this puts us in a very strong position in the area of Cybersecurity. At the same time, cybersecurity remains a continuous improvement process: We are consistently working to further develop our protective measures because we are aware of existing and evolving risks.

Artificial Intelligence

At JUNG, artificial intelligence (AI) is currently used exclusively for support purposes – particularly for information gathering, such as research and data analysis. Operational processes are not controlled or automated by AI. We closely monitor the further development of AI to remain competitive and to identify potential opportunities as well as risks at an early stage.

Bribery & Corruption

With our binding code of ethics, we commit ourselves to complying with anti-corruption laws and adhering to 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. We value the fact that every supplier embodies our company's values and respects human rights. We demand a working environment free from illegal discrimination, child labor, human trafficking, slavery, or other forms of forced labor. We do not work with companies that do not meet these requirements.

Code of Conduct for Suppliers

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

Currently, very small suppliers are not included, as these are primarily regional suppliers from Germany and the EU, where we assess the risk of human rights or environmental protection violations as low. Furthermore, our suppliers, business partners and their employees also have access to our various complaint channels within the framework of the whistleblower system.

Supply Chain Transparency

A further 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 fiber papers we use, right back to the origin of the processed trees. We believe transparency is essential to prevent deforestation or forest damage, which is why we have been FSC® certified since 2010.

PPWR (EU Packaging and Packaging Waste Regulation)

We consistently adhere to the requirements of the EU Packaging and Packaging Waste Regulation (PPWR) and ensure that our products and processes comply with the applicable regulations. At the same time, we are working to provide our customers with all relevant information and documentation in the required quality and transparency.

Our exclusive production in Germany and the use of raw materials from German and European sources put us in a very strong position in this regard. This allows us to reliably guarantee the necessary traceability and documentation and offer our customers a high level of compliance assurance.

Outlook 2026

In 2026, we will continue on our chosen path and further advance the integration of our new digital printing presses. The goal is to integrate the systems even more closely into our existing production processes and fully exploit the technology's potential in our daily operations – both in terms of efficiency and sustainability. Digital printing enables high print quality with reduced energy consumption, as warm-up times are short or nonexistent, and processes can be streamlined overall. At the same time, the digital workflow helps optimize material usage: Eliminating printing plates, clichés, or rollers not only reduces consumables but also the effort required for their production, cleaning, and handling.

Furthermore, digital printing enhances our flexibility, particularly for very small and very small print runs. Demand-driven production allows us to avoid overproduction and consistently manufacture only the quantity actually ordered – a significant contribution to resource conservation.

Another focus for 2026 is increasing the proportion of recycled paper used. We aim to utilize recycled materials even more broadly and simultaneously shift our focus to higher-quality recycled papers to best combine sustainability and product excellence. This will allow us to further reduce our use of virgin fiber papers and gradually develop our material base towards even more responsible sourcing.

We thank all employees, partners, and customers who support this development and look forward with confidence to another year in which we expand and advance sustainable solutions together.

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

Imprint

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