



Hueck Folien

ReDefining
Responsibility

Sustainability Report
2025



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Dear Readers

For Hueck Folien, 2025 was a year of looking closely – at our products, our processes and at the question of where we actually need to get better. Not every development can be written up as a success story, and that is not what we are aiming for. What we are aiming for is to substantiate our progress and to name clearly where work remains.

We develop and produce functional and decorative films for applications in which quality is not an added benefit but a precondition: protecting banknotes and documents, high-quality labels, premium surfaces. Our customers expect security, precision and reliability – first time round, not on the fourth attempt. That same standard applies to how we deal with our environmental impact.

In 2025 we raised the share of renewable energy in our total energy consumption from 49.7% to 52.2% and reduced energy consumption per operating hour again, not least because we invested deliberately in efficiency rather than volume. At the same time, our Corporate Carbon Footprint leaves no doubt as to where the real task lies: around 85% of our reported emissions sit in Scope 3, above all in upstream stages of the value chain and in purchased materials. The fact that the 2025 total includes process emissions from solvent evaporation for the first time is not a deterioration. It is a gain in measurement accuracy – and that accuracy matters more to us than a tidy figure.

For the same reason, we have dropped the term "ecologically neutral production" from our vocabulary and replaced it with an account that also states where our limits are. And we have narrowed the UN-Sustainable Development Goals we consider material to eight. Not less ambition; more concentration on where we actually have leverage.

In practice: more recycled material in use, an R-PET share of 10.2%, recycled waste up from 968 to 1,509 tonnes, and in "Ocean Dollar" an award-winning product for better circularity. It also means almost 3,000 training hours and 20 apprentices, because competence does not build itself.

For 2026 we have set the next step in motion with the HORIZON realignment and the integration of WaveFront Technology. Neither falls within this reporting year, but both shape how we look ahead – and both call for a culture that puts commitment before self-congratulation. We protect what matters – and make it shine. The test is whether what we do lives up to that.

Christoph Steger
CEO

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Innovative

Curious. With an enthusiasm for novelty. Actively shaping. Market-oriented. Solution-oriented. Holistic thinking.

Reliable

Committed to top quality. Responsible. Consistent. Mindful of tidiness and cleanliness. Long-term thinking. Of handshake quality. With integrity.

Benefit-oriented

Customer-oriented. Cooperative. Accepting responsibility for society, the environment and ourselves. Goal-oriented and conscientious. Profit-oriented.

Shaping the future today

We at Hueck Folien take a holistic approach to sustainability along the dimensions of people, the environment and the economy. This is because we are convinced that we can only contribute to a liveable future if we consider all three aspects as part of a network.

Our promise

As experts in our market, we understand the needs of our customers. We provide them with outstanding benefits on the basis of market-driven developments, stable quality and convincing service.

We offer our employees secure and challenging jobs as well as flexible conditions. This provides for a healthy balance between work, family and leisure time. As a family business, we live a corporate culture based on mutual respect and openness.

We are a reliable and dynamic partner for our community, and live up to our responsibility with openness, trust and absolute integrity. This is how we shape our common future – with a sense of purpose and joy.

Sustainability at Hueck Folien

A natural commitment and the basis of our business policy

We understand sustainability as an integral part of our corporate strategy. Our goal is to combine economic success with environmental and social responsibility as well as good corporate governance. In doing so, we align our actions with an ESG approach (Environmental, Social, Governance) and integrate sustainability into decisions, processes, and our value chain.

In the area of environment, we focus on the responsible use of resources, the continuous improvement of our environmental performance, and the reduction of greenhouse gas emissions. In this context, we consider not only our own sites and processes, but also the upstream value chain.

Our employees are a key success factor for our company. We create safe and fair working conditions and promote a corporate culture characterised by appreciation, equal treatment, and long-term collaboration.

Responsible and integrity-based corporate governance forms the foundation for implementing our sustainability strategy. To further develop sustainability within the organisation and its culture, we promote clear responsibilities, transparent processes, and appropriate structures.

Our procurement is guided by the objectives of our sustainability strategy. We therefore take ecological, social, and company-related criteria into account in the risk-based selection and evaluation of our suppliers. In the event of deviations or potential for improvement, we agree – where appropriate – on concrete measures and support their implementation. Sustainability criteria are incorporated into supplier evaluation and the further development of our business relationships.

We implement our sustainability strategy through concrete targets and key performance indicators. We continuously improve the quality of our data, processes, and IT support, and strengthen the sustainability competence of our employees through information and training. We keep our stakeholders transparently informed about progress and significant developments. The strategy is reviewed on a regular basis and adapted in response to new findings or changed framework conditions.

The implementation of our sustainability strategy is based on specific targets and appropriate performance indicators. We continuously improve the quality of our data and further develop our processes and IT support in order to capture sustainability information as completely, consistently and transparently as possible. At the same time, we strengthen our employees' sustainability expertise through information and training.

Our sustainability strategy is aligned with the United Nations Sustainable Development Goals and contributes to their implementation. Of the 17 Sustainable Development Goals adopted by the United Nations in 2015 as part of the 2030 Agenda, we contribute to at least eight goals in various areas of impact. Our double materiality assessment identified eight SDGs to which we make a particularly direct contribution. Our focus is on resource-efficient production, climate action, safe and fair working conditions, innovation and responsible corporate governance.

Our Planet

Use energy and materials efficiently. Reduce emissions and waste. Close material loops. Protect the natural foundations of life.



Our People

Strengthen safety, health, development and equal opportunities for our employees and users.



Our economy

Shape the future through research, quality, integrity and reliable partnerships.



301	employees
66	m € turnover
72%	of sales outside D/A/CH*
99%	export quota
6.5%	R&D quota
> 75	active patent families
18,000	m ² production area
100%	of production in the heart of Europe

* The lower share of revenue generated outside the D/A/CH region in 2025 resulted from stronger growth within the region, particularly in Germany, while international business also increased.

Our Planet
Our People
Our Economy

Our journey to becoming a coating specialist

1970	1979	1987	2000	2007	2012	2013	2018	2021	2022	2023
Company founda- tion	Start of metallisa- tion of polymer films	Start of high-se- curity threads for banknotes	Certified supplier of the EURO sys- tem	Headquarters in Baumgartenberg and focus on three core mar- kets	Opening of the Clean Room Coating Centre	Expansion of the Innovation Centre in Baumgarten- berg	Introduction of a contactless coat- ing technology	Opening of the Future Point for apprenticeship training	Commissioning of the photovol- taic system	Change of production to R-Alu

Company management

Dr. Christoph Steger
(CEO)

Mag. Hartmuth Pelger
(CFO)



Specialist for film coatings

Markets and products (security, labelling and design)

Customers and partners can expect more from Hueck Folien and its customised product advantages in the three areas security, labelling and design – more in terms of product quality, process safety and our services.

High-security features

In the exclusive market of high security, Hueck Folien is a recognised partner of central banks and authorities. As an independent manufacturer of security threads, strips and laminates, we offer a variety of options for the tamper-evident protection of banknotes, securities and documents. Through the targeted combination of production technologies and selected security components, our products enjoy the highest level of tamper-evident protection, a brilliant appearance and process-safe machine readability with optimum chemical and physical resistance over a long service life.

Base materials for high-quality labels

High-quality self-adhesive labels require an appealing visual design and perfect printability. Our printing primers provide the ideal basis for this. The materials used for our security labels meet the growing need for product and tamper protection. To this end, we offer companies a wide

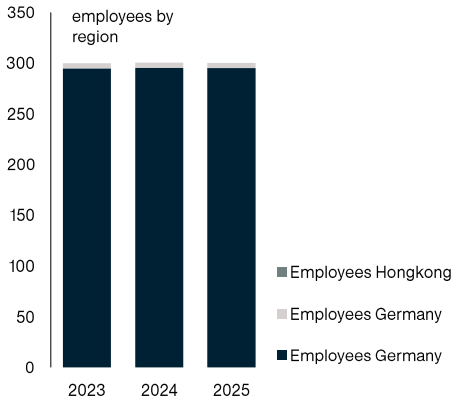
variety of VOID effects, designs, hidden security features and many other solutions in metallised or colour-coated finishes.

Premium surface films

In addition to a perfect surface, our design films offer superior functionality such as extreme scratch resistance. At the customer's request, we can equip them with additional functional properties. These include a wide range of chemical and physical resistance characteristics as well as special features such as easy-to-clean or touch-sensitive buttons. We also offer malleable versions of these high-quality films.

At home all over the world

The headquarters of Hueck Folien GmbH, including our production and research & development facilities, are located in Baumgartenberg in Upper Austria. 100% of our production is thus based in the heart of Europe. We operate sales branches in Weiden (Germany) and Hong Kong. We deliver our products to more than 70 countries around the world.



Hueck Folien Holding GmbH & Co KG
Weiden, Germany

Hueck Folien Ges.m.b.H.
Baumgartenberg, Austria

Hueck Folien
Vertrieb & Service GmbH
Weiden, Germany

Hueck Folien Ltd.
Hongkong

Value chain

As a coating specialist, Hueck Folien believes that the entire supply chain plays a crucial role in terms of environmental, social and economic sustainability.

The value chain begins with the procurement of raw materials, in particular plastics, lacquers, solvents and aluminium. Crude oil as a basic raw material for plastics and coatings is a major contributor to the carbon footprint generated by our products. By using ISCC- and FSC®-certified films and paper, recycled films, materials with defined environmental attributes, and 100% recycled aluminium, we take environmental and resource

considerations into account when selecting our materials. Furthermore, our CSR guidelines are valid for all our suppliers. Regular discussions are held with suppliers on energy consumption, environmental standards and human rights as we believe these are essential for ensuring a reliable supply of materials and reducing the risk of social and environmental problems in the supply chain.

Production takes place exclusively at our site in Baumgartenberg, Austria. In this step, energy and resource efficiency, emissions, water consumption and waste management are continuously monitored and

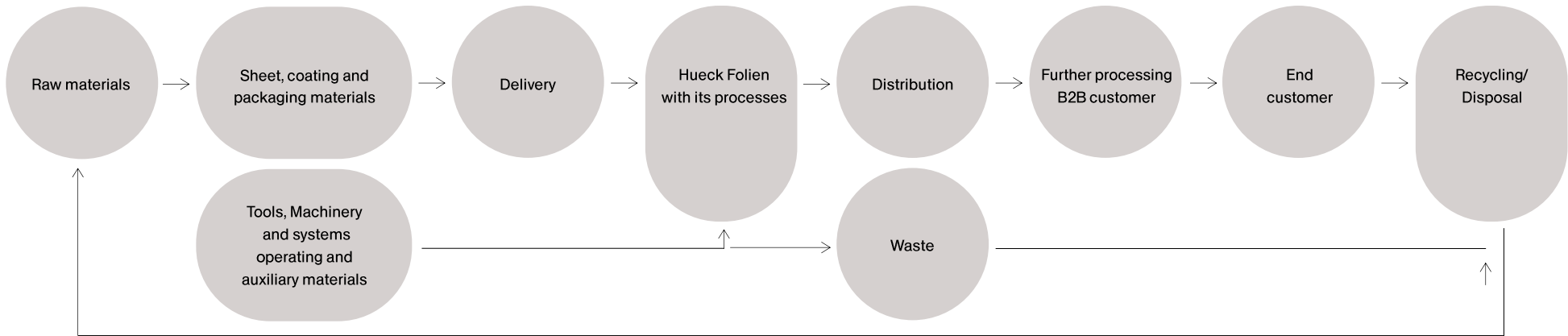
improved. Measures to protect employees and reduce CO₂ emissions (e.g. by using renewable energy and optimising processes) are particularly relevant.

When shipping to our customers, we opt for optimum transportation and, wherever possible, recyclable packaging.

Our products have a wide range of uses. Therefore, product design focuses on using recycled films and ensuring good recyclability, as exemplified by Silskin®. In the design sector, we develop and manufacture products that are characterised by exceptional durability and longevity.

Our security features are used in documents and banknotes to protect them against counterfeiting. In this way, we contribute to a supply chain that supports the provision of banknotes as an accessible and reliable means of payment, including in times of crisis.

Focusing on recyclability at the beginning of the product life cycle, combined with comprehensive and professional collection, sorting and recovery at the end of the product life cycle, is essential for keeping plastic, a versatile material, in circulation.



Double Materiality Analysis

Our double materiality analysis examines not only the company's impact on the environment and society (impact materiality) but also the impact of sustainability factors on the company (financial materiality). As the Baumgartenberg site, which is home to the entire production facility, reflects the company's core activities, a top-down approach was chosen, i.e. an assessment based on the Group as a whole.

For an initial system and context analysis, the value chain was examined in detail, stakeholders identified and the corporate context analysed.

A core team identified the impacts, taking into account various types of effects:

- Actual and potential impacts
- Positive and negative impacts
- Direct and indirect influences due to company activities or the business model along the entire value chain
- Impacts on people, society and the environment

After collecting this internal data and conducting some external research, external consultants conducted a preliminary assessment of the impacts. A broad group of experts defined an evaluation scale for the internal evaluation of the impacts.

In the overall assessment, a mean value was calculated from immutability, scope and extent. This value was then multiplied by the probability of occurrence. The assessment was performed for a short, medium and long-term timescale.

Both internal and external stakeholder groups were taken into account along the value chain and their feedback gathered for the impact assessment. Those stakeholder groups identified in the course of an impact analysis as being the most affected were included.

The stakeholder groups identified for inclusion were as follows:

- Employees (workshop)
- Suppliers, customers (online questionnaire)
- Sales division, banks (online questionnaire and interview)
- Baumgartenberg local authority (interview)
- Technical experts (interview)

Furthermore, the stakeholders also identified and evaluated opportunities and risks.

The value chain was also the starting point for identifying opportunities and risks. The opportunities and risks identified by the core team were classified by the management board according to a defined evaluation scale and then supplemented by the stakeholders. A short, medium- and long-term assessment was carried out for all opportunities and risks.

The progress and results of the materiality analysis were regularly checked for their plausibility by the steering committee.

The topics identified as material were climate change, pollution, biodiversity and ecosystems, the use of resources and the circular economy, the company's own workforce, consumers and end users, and business conduct.

The issue of water and marine resources was classified as immaterial. Large quantities of water are extracted from the groundwater but returned unpolluted.

Violations of human rights have a serious impact on workers in the value chain. It was not possible to identify any specific allegations among suppliers from high-risk countries. As the industry generally tends to be more plant-intensive, the probability of human rights violations in the supply chain is significantly lower. For these reasons, the issue of workers in the value chain ultimately failed to achieve a score for the material topics. However, this does not conflict with the monitoring of our suppliers with regard to various CSR criteria and our cooperation with suppliers who are committed to safeguarding and respecting humane working conditions.

The issue of affected communities was also identified as immaterial. Given that the company operates internationally, deliveries are also made to countries in which the legal and/or political framework conditions may be classified as critical, which is why the extent is to be assessed as tendentially high. However, no specific data or information exists about any incidents, hence all other criteria were deemed to be limited. Hueck Folien also supports the populations of high-risk countries with security features for banknotes – and therefore access to cash money – as well as hygienic packaging and labels for pharmaceutical products and food. Special care is taken when sourcing critical raw materials. Moreover, we strive to minimise the risks involved in the paper we process.

Issues Vital to Us

Topic	Impact-Materiality		Financial Materiality	
	short-term	long-term	short-term	long-term
Climate change	4,3	4,0	1,0	2,4
Pollution	3,2	3,2	0,0	2,4
Biodiversity and ecosystems	3,3	3,3	0,0	0,0
Resource use and circular economy	3,7	3,5	1,6	2,4
Own workforce	5,0	5,0	1,6	3,2
Consumers and end-users	4,0	4,0	1,0	3,2
Business conduct	4,0	4,0	3,2	3,2

Climate Change

In the course of our operations, we strive to keep the negative impact on people and the environment as low as possible. Our actions are aimed at minimising our contribution to climate change. This means that we continuously address CO2 emissions and

energy consumption, working with our partners and customers to develop solutions that support these goals in the long term. By way of example, we develop products, such as shading films that can help mitigate the effects of climate change.

The company

Environmental Pollution

The production, use and disposal of plastics can contribute to environmental pollution. In the production process at Hueck Folien, lacquers and solvents are used that are harmless if handled and disposed of correctly. Volatile organic compounds (VOCs) derived from these are treated accordingly. There are no significant sources of noise or light which have an impact on the environment. Microplastics are not intentionally used in Hueck Folien's processes. Potential unintended releases throughout the product life cycle are minimised through process controls and waste management. Stringent legal and voluntary technical standards at our production site ensure a low level of environmental pollution. We are convinced that investing in climate protection will yield innovations that will prove profitable both economically and socially in the long term.

Biodiversity and Ecosystems

Our impact on biodiversity is mainly attributable to CO2 emissions and their influence on climate change. Consequently, our strategy with regard to CO2 emissions also has an impact on biodiversity.

Resource Utilisation and the Circular Economy

The plastics processed by Hueck Folien belong to the easily recyclable thermoplastics (especially PET and HDPE). By using recycled films and developing recyclable products, Hueck Folien is making a major contribution towards a circular economy. Efficient waste separation and disposal facili-

tate the recycling cycle. In the downstream value chain, collecting, sorting and recycling plastic waste is crucial to reducing the volume of such waste and retaining recyclable materials in the cycle. Whether or not our products release microplastics is above all a question of correct disposal by the end consumer, and therefore primarily an issue of social awareness of sustainable behaviour. Cooperation between all stakeholders (including industry, politics, research, associations and consumers) is crucial if we are to overcome the challenges of the circular economy, resource conservation and pollution caused by plastics.

Our Company Workforce

As an employer, we offer our employees a secure job accompanied by fair working conditions and the opportunity to develop their professional and personal skills as effectively as possible.

Consumers & End Users

Cash money and thus our upstream business operations ensure people without a bank account or digital devices access to markets. In order to guarantee the equal participation of socially disadvantaged groups as well, we continue to advocate for the acceptance of cash money. We are committed to keeping our stakeholders up to date with product-specific information, particularly with regard to health and safety. We make it possible for our stakeholders to get in touch with us easily and without any fuss. Moreover, we strengthen our long-term customer relationships by offering

premium-quality products, and by developing new products and innovations with a focus on sustainability.

Business Conduct

The rejection of any form of bribery, corruption or other unfair business practices is firmly anchored in our corporate policy. This also includes protecting whistleblowers by allowing them to report cases anonymously. We are committed to long-term and stable business relationships with both suppliers and customers, and compliance with agreed payment terms is an important part of this. We believe that collaborating with suppliers and customers to develop products and solutions and working together in partnerships and sharing ideas are key to reducing greenhouse gas emissions along the supply chain and mitigating the effects of climate change. Hueck Folien is an important employer in the region and contributes to creating value locally.



01

Our
Planet

Our Planet



Our Planet

As a production company, we bear special responsibility – the areas of energy efficiency and resource preservation therefore have high relevance and priority for us. Committed to sustainability, we strive to use finite resources sparingly. We have been ISO 14001-certified since 2009. Complying with legal requirements and the continuous improvement of processes from the standpoint of environmental protection is an obligation of the entire company. This includes:

- reducing emissions (through minimisation and avoidance)
- reducing the consumption of resources (energy, raw materials) *
- reducing the amount of waste
- optimising production plants
- producing samples in the technology centre where possible (less material input and waste)
- eco-friendly selection of raw materials and processes
- complying with all regulatory requirements and specifications of environmental relevance
- specifying and monitoring environmentally relevant goals

Committing our suppliers and subcontractors to environmental protection is important and necessary to meet these requirements. We therefore expect the following from our suppliers:

- compliance with all relevant statutory requirements
- minimising emissions and waste as well as the consumption of energy and materials
- paying attention to environmental impacts when selecting raw materials and processes

The environmental impacts caused by manufacturers and suppliers are largely beyond our direct area of influence. Nevertheless, we are working with our partners to drive improvements and gradually reduce environmental impacts along the supply chain. To this end, we record and consider relevant environmental aspects as part of our supplier evaluation and address them regularly during supplier audits, as well as during on-site visits and discussions.

* Insofar as is technically and economically possible, and without prejudice to the principle of customer and market orientation.

FSC® strategy en- suring a future for our paper

In order to preserve forests with all their vital functions for our global system in the long term, responsible exploitation is crucial. FSC® calls for socially, economically and ecologically sound raw material generation through defined forest management criteria. A closed chain of custody in the manufacturing sector ensures the traceability of certified wood products all the way to the retailer, where the products are recognisable by their FSC® seal.

As a finisher of paper products, we are right in the middle of the product chain. We have been certified according to FSC® C118736 since 2013, and are able to supply our partners with paper in FSC Mix quality.

ISCC for sustainably produced plastics

ISCC (International Sustainability and Carbon Certification) is a system that offers solutions for the implementation and certification of sustainable, deforestation-free and traceable supply chains. The management of Hueck Folien is committed to implementing and maintaining traceability requirements in accordance with the ISCC PLUS standard, and to defining and documenting them accordingly. Independent third-party certification ensures compliance with stringent environmental and social sustainability requirements as well as traceability along the entire supply chain. The certification system also covers industrial applications such as renewable materials of non-biological origin and recycled carbon materials.

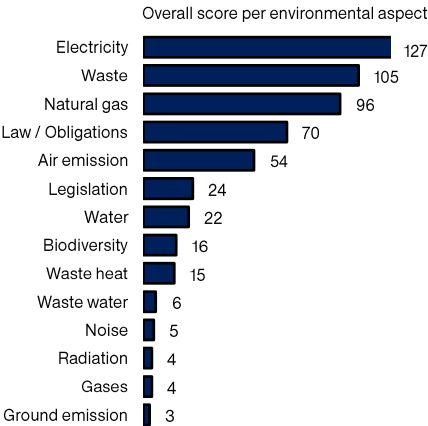
Hueck Folien was certified according to the ISCC PLUS standard for the first time in 2021. The “ISCC PLUS” designation allows the proportion of materials with ISCC-relevant sustainability attributes used in a product to be declared. This gives our customers, and consequently consumers, the opportunity to choose products with these attributes.



Environmental impacts

As part of our environmental management system, we regularly identify and assess the relevant environmental aspects of our activities. In doing so, we focus in particular on the impacts of our production at the Baumgartenberg site and on the environmental impacts that are material to our value chain.

The analysis shows that our environmental impacts are primarily determined by our use of energy and materials. Other relevant aspects include air emissions, the use of coatings and solvents, water management, and the prevention, separation and recovery of waste. The following section provides an overview of the key environmental impacts associated with our production.



We have reviewed the objective of achieving “environmentally neutral production by 2035”, which was used in previous years, and have replaced it with a more differentiated and evidence-based presentation of our environmental impacts. We are convinced that a precise and verifiable presentation of our progress is more credible than a blanket claim of neutrality.

Our underlying commitment remains unchanged: we aim to avoid or reduce environmental impacts, use resources efficiently and continuously improve our processes based on measurable indicators, legal requirements and our environmental management system.

We continuously work to improve energy efficiency, reduce energy consumption and expand the use of renewable energy. Electricity is taken into account in the assessment of environmental impacts irrespective of its source. In our carbon inventory, however, electricity consumption does not result in corresponding emissions because we purchase 100% green electricity. Natural gas and other relevant energy uses and process emissions remain particularly significant contributors to our greenhouse gas emissions.

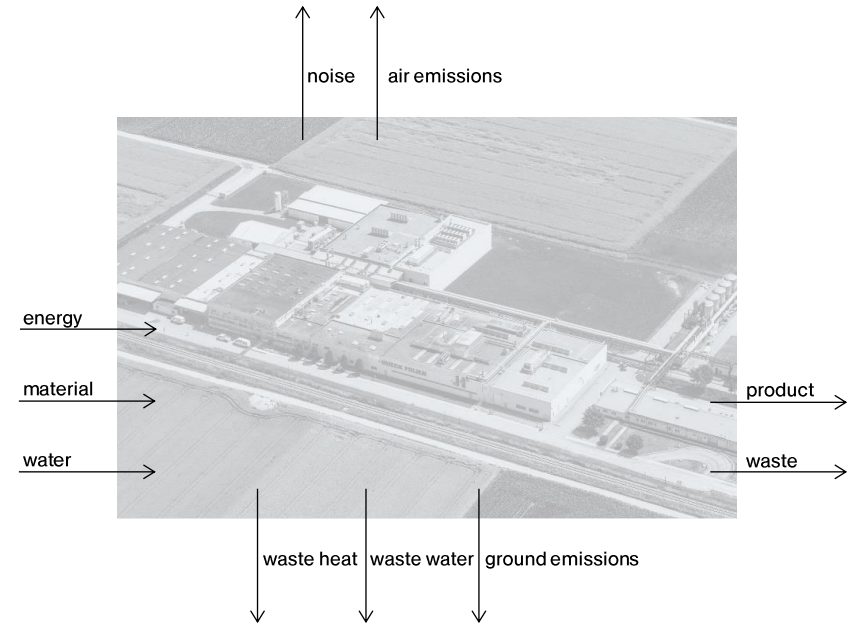
A key area of focus is the efficient use of the raw materials and coating materials employed in our production processes. Among other measures, we use recycled and certified materials, improve process capability and develop recyclable products in order to reduce resource consumption and the associated environmental impacts. Waste that cannot be avoided is collected separately and, wherever technically and economically feasible, sent for material or thermal recovery. Hazardous waste is transferred exclusively to authorised waste management companies.

Emissions from production processes, particularly those resulting from the use of coatings and solvents, are monitored and treated in accordance with legal requirements. We implement technical and organisational measures to prevent or minimise emissions.

Our impacts on biodiversity and ecosystems are linked primarily to greenhouse gas emissions and their influence on climate change. Measures to reduce energy consumption and emissions therefore also help to reduce impacts in this area.

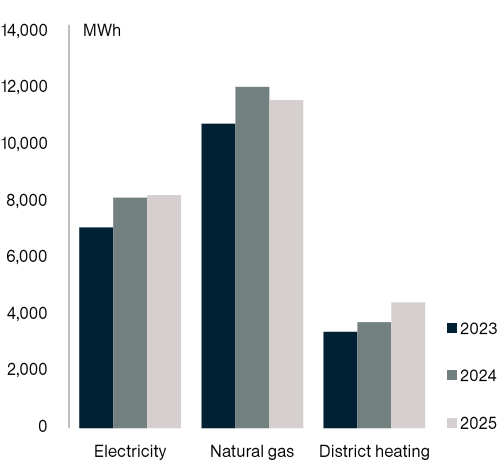
Water is monitored as a relevant operational aspect. Larger quantities of water are withdrawn from ground-water but returned without contamination. Water and marine resources were not identified as a material topic in our double materiality assessment.

Compliance with all relevant legal and regulatory requirements forms the basis of our activities. On this basis, we define environmental objectives, monitor their implementation and, where necessary, initiate further improvement measures.



Energy consumption

Our energy sources are electricity, gas and district heating, with gas accounting for the largest share of consumption. Total energy consumption amounted to 23,849 MWh in 2025. For the first time, more than half of total energy consumption was covered by renewable energy, with a share of 52.2%. This represented an increase of 2.5 percentage points compared with 2024 and an overall increase of 2.8 percentage points compared with 2023.



Natural gas

Our main energy source is natural gas. Back in 1996, our combustion system in the boiler house was converted from heavy fuel oil to natural gas. As a result, Sulphur emissions were reduced from 11,000 kg to 10 kg per year.

In the hot water boiler plant, process heat is generated from natural gas, primarily for powering the drying systems on the coating machines. Our exhaust air cleaning plant is also operated with natural gas. While room heating was produced with natural gas until 2010, it has been supplied by the Baumgartenberg bioenergy cogeneration plant since 2011. In return, Hueck Folien has installed a heat recovery system in the area of the hot water boiler plant. The energy thus generated is fed back to the Baumgartenberg cogeneration plant.

Following an increase in gas consumption from 2023 to 2024 driven by production volume, the figure decreased again in 2025, mainly as a result of energy efficiency measures.

	2023	2024	2025
Share of renewable energy in total energy consumption	49.4%	49.7%	52.2%

Electricity

The main energy consumption results from operating the production facilities. Electricity consumption also increased from 2023 to 2024 due to the higher production volume, a trend that continued in 2025, albeit to a lesser extent.

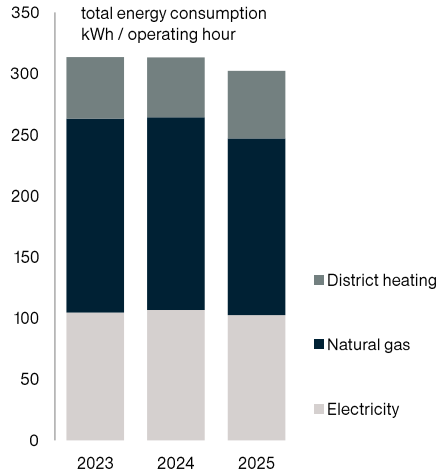


Our own photovoltaic plant was connected to the grid in 2022. The modules have an output of 413 kWp, which means that the system will be able to supply approx. 411,000 kWh per year. This corresponds to just under 5% of our annual electricity consumption. In 2023, 6.24% of electricity consumption was covered by this new

installation. In 2024, the figure was 5.54%, while in 2025, 5.87% of electricity consumption was covered by our own generation.

In the course of construction of the plant, 10 charging points for electric vehicles with a capacity of 11 kW each were installed, which have since been expanded to 14 charging points.

Total energy consumption amounted to 313.4 kWh per operating hour in 2023. In 2024, this indicator changed only marginally to 313.3 kWh per operating hour. In 2025, energy consumption was reduced to 302.3 kWh per operating hour.



Material consumption and waste

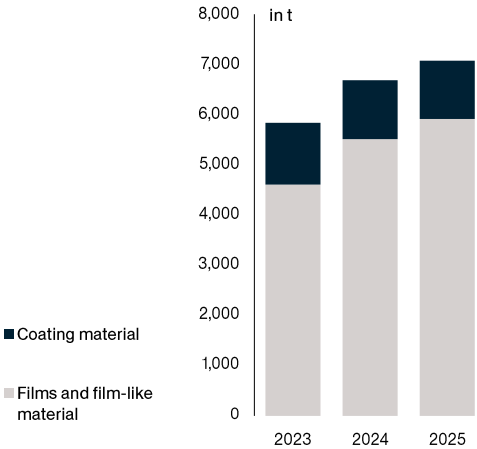


We process nearly 6,000 t of web-type materials and approximately 1,500 t of coating materials on our production machinery.

Packaging material represents another significant source of material consumption, with a total of around 270 tonnes of wood, chipboard, cardboard and films used in 2025. All other consumables in production and in the offices are insignificant in comparison.

In product design, the use of sustainable raw materials and recycled raw materials is becoming increasingly important. Legal framework conditions are naturally complied with, and customers are offered alternatives with a lower environmental impact. In 2025, recycled PET films accounted for 10.2% of total PET film consumption.

It is essential to make as effective use as possible of the quantities consumed, thereby minimising waste. We are continuously working on improving the process capability of our products in order to avoid waste caused by process disturbances.



Waste management

Our contribution to effective and ecological waste processing focuses, on the one hand, on waste avoidance and, on the other, on largely separating waste by type to ensure the comprehensive recycling of valuable materials. Efficient use of waste is ensured by a system for collecting residual materials. Our waste is entrusted exclusively to licensed waste disposal companies.

In the 2025 reporting year, total waste generated amounted to 1,571.1 tonnes. Non-hazardous waste accounted for the majority of total waste, at around 76%. The largest share consisted of plastic waste (834.6 tonnes), which was sent for various recycling processes. Paper and cardboard packaging, wood, as well as iron and steel, were also fully recovered through material recycling.

Hazardous waste amounted to a total of 377.2 tonnes, of which 325.2 tonnes were recovered through recycling processes and 52.1 tonnes were disposed of. The largest fraction by weight was lacquer and coating waste, which was almost entirely sent for recovery. Aqueous liquid waste containing hazardous substances is also recovered.

The three-year comparison shows a significant improvement in waste treatment. While the amount of waste disposed of was still considerably higher in 2023 and 2024, at 372.1 tonnes and 338.7 tonnes respectively, it was reduced to 62.2 tonnes in 2025. At the same time, the amount of recovered or recycled waste increased from 889.8 tonnes in 2023, via 968.1 tonnes in 2024, to 1,509.0 tonnes in 2025.

The amount of waste varies from year to year with production volumes. In 2025, significant progress was made towards resource conservation and a circular economy.

Waste generated (tonnes)	2023	2024	2025
Total hazardous waste	369.0	356.8	377.3
of which disposed of	329.5	329.0	52.1
of which recovered/recycled	39.5	46230.0	325.2
Total non-hazardous waste	892.8	950.0	1,193.9
of which disposed of	42.6	46182.0	46032.0
of which recovered/recycled	850.3	940.3	1,183.80
Total waste	1,261.9	1,306.8	1,571.1
of which disposed of	372.1	338.7	62.2
of which recovered/recycled	889.8	968.1	1,509.0

From First Life to Next Life

Hueck Folien implements measures along the value chain aimed at reuse, resource efficiency and recyclability. These include, in particular:

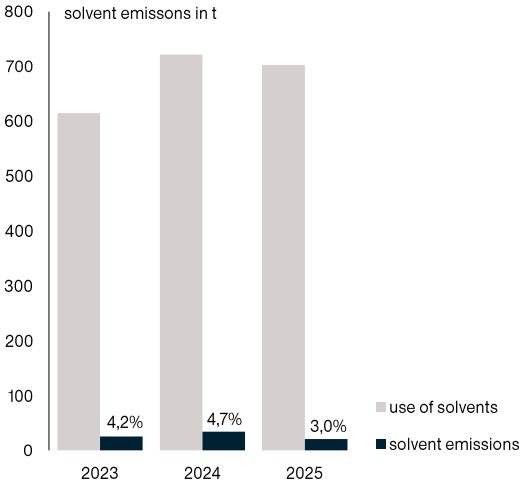
- Reuse of transport packaging, wherever technically and logistically feasible
- Separate waste collection by material type at the site and the transfer of waste to licensed waste management companies; this supports the highest-quality recovery possible
- Use of recycled aluminium (R-Alu) to reduce the use of virgin raw materials (material substitution)
- Product design with a focus on recyclability: The plastics we process are predominantly thermoplastics, including PET and HDPE, which are generally readily recyclable. In addition, products and variants are being developed that support circularity
- Use of recycled-content films in our products: our R&D department ensures through material and process testing that the required product and process quality is reliably achieved when using recycled plastics.

The measures primarily relate to our production site and our own waste and material management. The extent to which materials are actually kept in circulation further down the value chain – for example through collection, sorting and recycling – is also influenced by the waste management and recycling systems available in the respective markets.

Regulatory requirements and laws

The obligation to comply with all applicable legal regulations and official limit values is an essential pillar of our environmental management. Legal conformity is ensured by appropriate organisational measures and processes.

A particularly large number of regulations apply to processes involving the handling of lacquers, which are flammable or explosive substances, as these processes result in hazardous waste and solvent emissions.

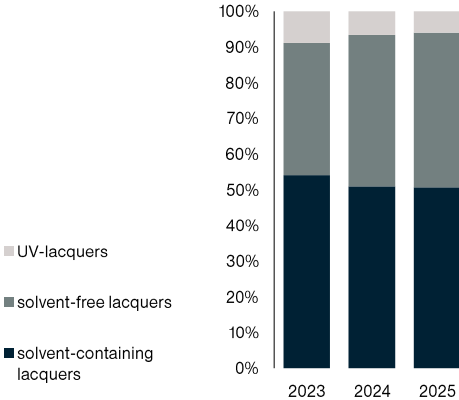


Emissions exhaust air cleaning system	Limit value according to regulation	Measuring point 1	Measuring point 2
2024	mg/m3	mg/m3	mg/m3
Carbon monoxide (CO)	100	6	1
Nitrogen Oxides (NOx calculated as NO2)	100	7	6
Gaseous organic carbon compounds (C)	30	not detectable	not detectable

Other environmental impacts

The sources of our **air emissions** are coating and cleaning products in our coating and gravure printing lines. The exhaust gas streams from the lines are led through our exhaust air cleaning system. This system aspirates the solvent-containing exhaust air centrally from the machines and directs it through five heated ceramic beds. At a solvent concentration of approximately 2.5 g/m³ of exhaust air, the combustion process runs auto thermally, i.e. no additional natural gas is required. The remaining solvent emissions are thus minimised.

A total of 20,786 kg of solvents were emitted in 2025 according to solvent balance. These emissions comprise those arising from plant malfunctions, diffuse emissions and a very small proportion of emissions that are still present in the exhaust air after cleaning. The official inspection of the plant in 2024 revealed measurements that were significantly below the prescribed limits.



We are working to replace solvent-based coatings with water-based and UV coatings in order to further reduce solvent emissions. Following the decline in the share of solvent-free coatings in 2023 due to the discontinuation of a major product, this share increased again in 2024. In 2025, solvent-free and UV coatings accounted for around 50% of the coatings used.



According to the annual analysis of our environmental impact, **water consumption and wastewater** are in the middle range. Our water consumption comprises mains water (drinking water) and water from the municipality's own well (industrial water), with industrial water accounting for more than 80% of our consumption. The industrial water is used for cooling; before seepage, the heated water is cooled down to 20°C and then fed back into the groundwater.



The volume of industrial water withdrawn and the seepage of the heated cooling water are regularly recorded. All of the extracted industrial water is fed back unpolluted during seepage. Systems in selected areas are currently being converted to air cooling.

All wastewater is discharged into the municipal sewage system of Baumgartenberg. In addition to wastewater, which is also produced by households, we also generate wastewater from our emulsion separation facility. The purified water is discharged via the municipal sewage system, while solid materials are filtered beforehand and disposed of separately.

Water in m³	2023	2024	2025
Total water withdrawal from all sites	363,423	436,487	433,865
Volume of water withdrawn at sites located in areas of high water stress	0	0	0
Water discharge from the company's production processes	349,083	430,817	427,077
Total water consumption	14,340	5,670	6,788

Ground emissions only occur in the event of accidents. The existing emergency organisation (disaster plan) ensures that action is taken quickly, thus minimising negative impacts.

According to the expert opinion of 2002, the impacts of the site due to noise emissions were classified as very low. Workplaces exposed to noise are systematically recorded and the affected employees are protected accordingly.

The contaminated **solvent mixture** from cylinder cleaning is collected and disposed of by a licensed disposal company.

UV radiation is generated in the lacquering process and, to a lesser extent, during welding. The respective systems are therefore encapsulated, and the employees concerned receive relevant training.



Logistics



Due to our customer and demand structure, road transport is the only option. The company does not operate its own fleet of vehicles for transporting goods. The goods are either collected from the customer or delivered by forwarding agents commissioned by us.

The use of packaging material is largely kept to a minimum,

although a certain amount is necessary to ensure damage-free transport and protection against contamination. Subject to the agreement of our customers, we strive to use reusable packaging in accordance with economic and ecological considerations. For in-house transport, only electric forklifts with energy-saving chargers of the latest generation are in use.



Operational Disaster Response Organisation (BKO*)

The activities of the BKO involve the cooperation of representatives of the company management, in-house building services, the in-house fire protection unit, medical services and external emergency forces such as the fire brigade, ambulance and police. Efficient and rapid damage containment is achieved through close cooperation of various specialists and decision-makers.

The emergency plan provides a structured framework for emergency and crisis management at the site and supports the protection of employees and operations in the event of an incident. It sets out procedures for alarm organisation, first aid in the event of accidents and injuries, evacuation and clearing of buildings, as well as the response to various emergency and disruption scenarios, such as fire, flooding, storms, IT outages, gas-related incidents, solvent releases, earthquakes, pandemics, blackouts and train accidents involving hazardous substances. The plan also defines responsibilities, the involvement of the company fire brigade, first-aiders and the crisis management team, as well as the alerting of internal and external emergency services.

The in-house fire protection unit is composed of qualified internal staff who are responsible for preventive measures (fire prevention officer, plant fire brigade) and for responding to emergencies (plant fire brigade). The plant fire brigade is able to intervene very quickly due to its close proximity to the company, thus lessening the impact on the environment (for example, leakages can be eliminated more quickly).

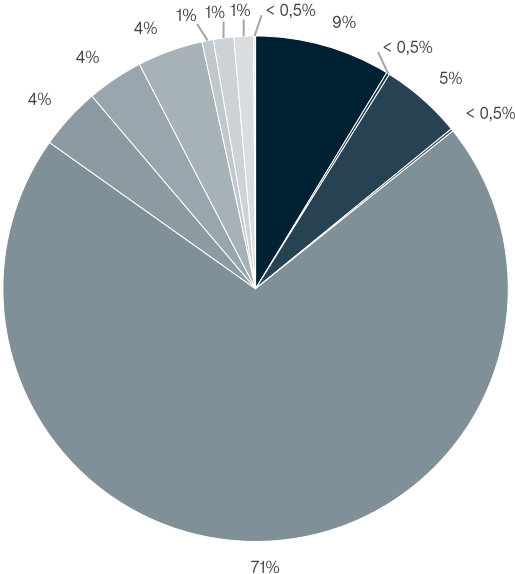


* BKO: Betriebliche Katastrophen-Abwehrorganisation

Corporate Carbon Footprint (CCF)

The company's total CO₂-e emissions amounted to 24,000 t CO₂-e in 2025. As expected, the majority of emissions were not generated by direct operational processes, but along the upstream value chain. Scope 3 emissions clearly accounted for the largest share in 2025, amounting to 20,576 t CO₂-e, or approximately 85% of total emissions. Scope 1 emissions amounted to 3,424 t CO₂-e, while virtually no Scope 2 emissions were reported due to the use of renewable energy.

- Scope 1 – Emissions from stationary combustion
- Scope 1 – Emissions from mobile combustion
- Scope 1 – Process emissions
- Scope 1 – Fugitive emissions
- Scope 3 – Category 1: Purchased goods and services
- Scope 3 – Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)
- Scope 3 – Category 4: Upstream transportation and distribution
- Scope 3 – Category 5: Waste generated in operations
- Scope 3 – Category 6: Business travel
- Scope 3 – Category 7: Employee commuting
- Scope 3 – Category 9: Downstream transportation and distribution



Our CCF covers our production site in Baumgartenberg (Austria) and our sales office in Weiden (Germany). No emissions from our sales office in Hong Kong were taken into account. Our CCF is derived from our value chain – from purchasing and production through to the delivery of our products to customers. In addition to recording emissions from our own processes, we also assessed Scope 3 emissions along our supply chain, covering upstream processes through to the delivery of our products to customers. This identifies the key sources of greenhouse gas emissions in our upstream supply chain that are outside our direct control. Given the wide range of applications and uses of our products, the boundary for downstream processes is set at the factory gate. This means that the use of our products by end customers and their disposal at the end of their useful life were not included.



Scope 1 direct emissions arose predominantly from the stationary combustion of natural gas to provide process heat and operate the exhaust air purification system. At 2,085 t CO₂-e, this was by far the largest single source of direct emissions in 2025. For the first time, process emissions from the evaporation of solvents were also included for 2025. These amounted to 1,253 t CO₂-e and therefore represent a significant additional source of emissions within Scope 1. In addition, 47 t CO₂-e arose from mobile combustion and 40 t CO₂-e from fugitive emissions, particularly from refrigerants. This confirms that natural gas remains the key lever for further reducing direct greenhouse gas emissions in 2025.

Scope 3 indirect emissions were also recorded along the value chain in 2025. Purchased goods and services again accounted for the largest share, at 16,933 t CO₂-e. Within this category, plastics accounted by far for the largest share, at 13,168 t CO₂-e. Other significant contributions came from solvents, at 1,549 t CO₂-e, and lacquers and coatings, at 1,206 t CO₂-e.

Other significant contributions came from waste generated, at 1,007 t CO₂-e, fuel- and energy-related emissions, at 951 t CO₂-e, and upstream transport and distribution, at 867 t CO₂-e. Employee commuting accounted for 306 t CO₂-e, while business travel accounted for 175 t CO₂-e. This shows that the main emission hotspots associated with purchased goods are primarily found in material-intensive upstream products. The selection of raw materials, their origin and cooperation with suppliers therefore remain key levers for reducing indirect greenhouse gas emissions. In 2025, total CO₂ emissions, including Scope 3 emissions, amounted to 401 kg CO₂-e per 1,000 m² of product sold.



The following greenhouse gases are not generated in our processes: methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), sulphur hexafluoride (SF₆), perfluorinated compounds (PFCs) and nitrogen trifluoride (NF₃).

CO₂ reduction plan

Hueck Folien is currently not making a formal commitment to the SBTi. The SBTi serves as our guiding framework for developing ambitious climate targets. Due to the specific nature of our business and the characteristics of our capital-intensive production operations, a significant share of our emissions arises in global raw material and supply chains over which we have only limited direct influence. We have already defined specific targets and measures, including those relating to energy and material efficiency. At present, we are focusing our resources on reduction measures with a direct impact, improving the quality of our Scope 3 data, and working together with suppliers and customers.

Our reduction pathway is structured into short-, medium- and long-term perspectives that build on one another and describe the gradual development of energy efficiency, the supply chain, the production system and our products.

In the short term, the reduction of our CO₂ emissions focuses on energy efficiency and the further development of our supply chain. Key areas include reducing heat demand through process optimisation, utilising waste heat and implementing further efficiency measures.

To support these steps, we use a high-performance energy monitoring system. It records and analyses energy consumption transparently, highlights areas of significant consumption and helps identify deviations and potential savings at an early stage. This provides a reliable data basis for key performance indicators, energy-efficiency measures and the further development of our reduction pathway.

When procuring essential raw materials and intermediate products – in particular plastics, chemicals, lacquers and coatings – we intend to increasingly incorporate sustainability criteria into our decision-making processes.

The medium-term reduction pathway focuses on the further decarbonisation of our production system and products. We are examining the extent to which process heat can be converted to renewable energy sources, electrified processes or alternative technologies. For our vehicle fleet and transportation, we are also considering a gradual transition to lower-emission or emission-free drive solutions.

In the further development of our key plastic products, we are increasingly taking into account the use of circular material streams, the most efficient use of materials possible and improved recyclability. Together with our customers and suppliers, we aim to explore opportunities for closed-loop or high-quality material cycles for suitable film products.

In the long term – and with a view to developing a climate-friendly production and value-creation system – we will monitor how technological developments, regulatory requirements and the expectations of customers and business partners affect value creation. The focus will be on an energy-efficient and largely low-emission heat and power supply, as well as the gradual development of lower-emission logistics.

In our dialogue with key suppliers, verifiable emissions data and potential reduction measures are to be taken into account to an increasing extent. Any remaining emissions will be disclosed transparently, assessed in their technical context and regularly reviewed for further reduction opportunities.

The specific design and scope of the corresponding measures, as well as the final assessment and further specification of the long-term reduction pathway, will be reviewed regularly, taking into account technical, economic, regulatory and operational conditions.

2025	401 kg CO ₂ -e per 1,000 m ² of product sold
2030	360 kg CO ₂ -e per 1,000 m ² of product sold
2040	280 kg CO ₂ -e per 1,000 m ² of product sold
2050	40–200 kg CO ₂ -e per 1,000 m ² of product sold; depending on technological developments and regulatory conditions



Sustainable product development



In our state-of-the-art laboratories, a team of experts is studying and researching fundamentals and solutions for individual customer requirements.

We achieve maximum safety, perfect labelling and flawless design through a targeted combination of manufacturing technologies and selected components. We guarantee a brilliant visual appearance and outstanding chemical and physical resistance over a long service life. Here, we use environmentally friendly raw materials whenever this is technically feasible. The use of so-called bioplastics is frequently the subject of discussion, but due to the required and guaranteed durability of our premium products, this is currently not an option.

Since 2019, we have been successfully employing recycled PET (rPET) for high-quality furniture surface films. We introduced the first safety threads and label base materials containing rPET to the market in 2021. Products with a high recycled content in the case of other polymers and coatings are under development for self-adhesive labels.

Prototypes are manufactured in our technology centre under standard production conditions, which translates into a lower resource input compared to production machinery. "Material-efficient research" even goes a step

further: we are currently refining manual application methods in A4 format to further cut the use of materials.

Base chemicals pose risks to our health and the environment. We therefore do not use any chemicals listed under REACH and avoid the use of toxic substances and raw materials that are hazardous to health.

Our R+D team is continuously pushing for a changeover to coating systems without organic solvents and a reduction in the amount of coating applied. Optimum conceptual design and configuration of our production facilities at the development stage ensure smooth production with reduced emissions and waste later on.

Hueck Folien has established a supply chain for high-quality, recycled aluminium for vacuum evaporation on film. From collecting and melting to drawing the wire. In other words, a recycling loop for industrial aluminium waste.

With a previously unattained purity standard of almost 100%, we have succeeded in becoming pioneers in re-introducing recycled aluminium into the product cycle. From 2024 onwards, we will only use recycled aluminium in all our products.

Recycling Aluminium. We are redefining responsibility.

The carbon footprint of 1 kg of standard evaporation wire from Europe amounts to 15 kg of CO₂ equivalents. The recycled aluminium wire we have introduced has a CO₂e of just 2.2 kg. This represents CO₂ savings of 85% compared to the primary raw material.

And that's the best part:

The physical and chemical properties of our label films made from recycled aluminium are exactly the same as those made from primary raw materials.

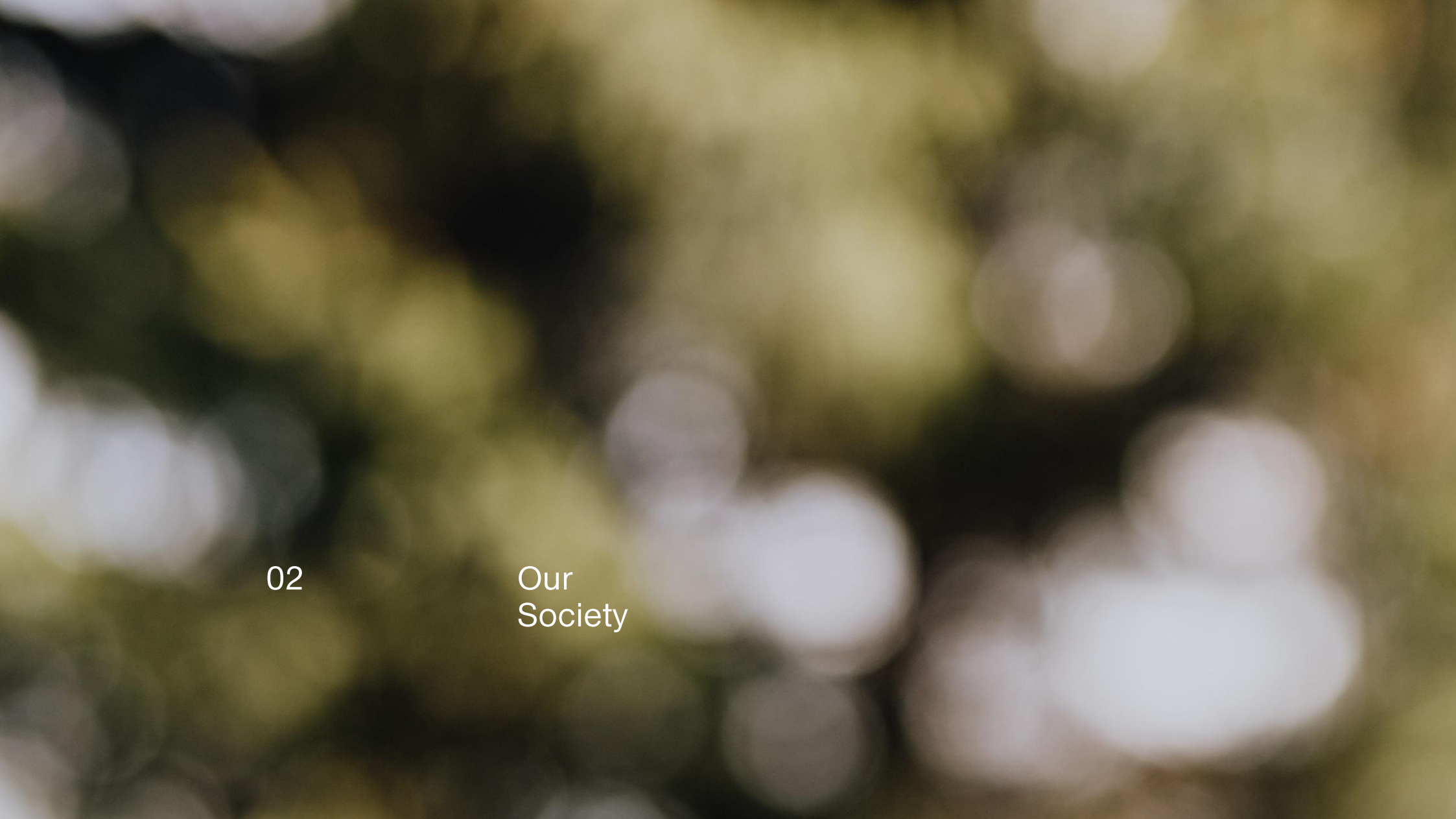
What makes recycled aluminium special:

- specially developed recycling loop for industrial aluminium waste
- products display the same properties as with the use of primary raw materials
- high quality in terms of visual appearance and functionality
- approved under food law

Feronia 2024: Award for Sustainability

From almost 200 submissions, the jury selected the best projects in four categories. In the "Sustainable Products and Services" category, Hueck Folien emerged as the winner and was awarded the Feronia for its "High-Purity Recycled Aluminium" project. FERONIA is the official sustainability award of the State of Upper Austria awarded to climate-conscious enterprises and projects by Oberbank, OÖ Nachrichten (Upper Austrian News) and the Land Oberösterreich (State of Upper Austria).





02

Our
Society

Our Society



Our responsibility to society begins with our employees. We aim to provide them with safe and healthy jobs on a long-term basis, support their individual development and thereby strengthen their skills and motivation. Comprehensive apprenticeship training and flexible working-time models support a respectful and future-oriented working culture.

In addition, our CSR guidelines provide an important framework for cooperation with suppliers and business partners and also cover aspects such as respect for human rights and fair working conditions throughout the supply chain. Through long-term, partnership-based relationships with employees, customers, suppliers and other stakeholders, as well as through our involvement in social, cultural and sporting activities, we contribute to a respectful and reliable community.



Occupational safety

The management of Hueck Folien GmbH is aware of its responsibility to take care of the health and safety of its employees at work and is committed to protecting and preserving their health and working capacity.

Management is convinced that the health and safety of our employees are essential prerequisites for the success of our company, and that accidents and health risks are generally to be avoided at all times.

Hueck Folien is committed to occupational health and safety (OHS), which includes the following:

- compliance with all legal requirements
- keeping OHS risks to a minimum
- striving for continuous improvement
- consulting and involving employees and/or their representatives
- putting OHS above productivity
- accountability of employees with regard to OHS
- the active implementation of measures to protect employees

Since 2020, our occupational health and safety management system has been certified according to ISO 45001:2018.

Our goal:
ZERO OCCUPATIONAL ACCIDENTS.

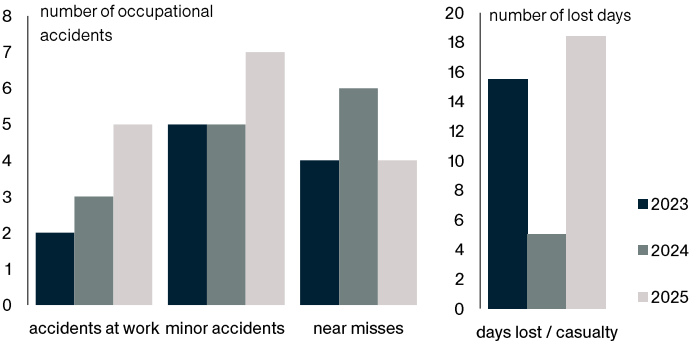
At Hueck Folien, ensuring the safety and well-being of all employees is of paramount importance and has top priority



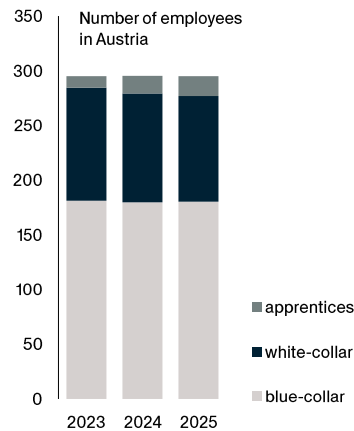
In 2023, there were two occupational accidents. In 2024, three occupational accidents occurred. In 2025, there were five occupational accidents, resulting in a total of 92 lost days (an average of 18.4 lost days per accident). The accidents mainly involved hand injuries, as well as one knee injury and one eye injury. To minimise such incidents in the future, the tools were evaluated, incident analyses were conducted, personal protective equipment was modified, and employees received training.

Due to the high priority given to occupational safety, Hueck Folien applies stricter internal rules than those prescribed by law. Work-related accidents are recorded as of one lost day (instead of three as prescribed by law). Despite the low level of accidents at work, we are continuing to work on reducing them to 0.

We also expect occupational safety to be given the same high priority by our suppliers, especially when activities are carried out on the premises of Hueck Folien, in order to prevent any harm to the employees and suppliers of Hueck Folien.



Our employees



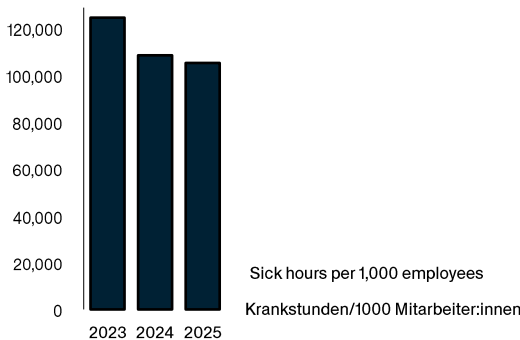
All employees at Hueck Folien have a permanent employment contract and are therefore subject to the collective agreement of the Austrian Association of Metaltechnology Industries. In 2025, all 301 employees at Hueck Folien were employed under permanent contracts.*

* Unless otherwise stated, information on our employees is provided as the number of employees (headcount) at the end of the reporting period.

Of the 296 members of staff employed on average in Austria in 2025, 172 are blue-collar workers, 103 white-collar workers and 20 apprentices.

While the proportion of women at our site in Baumgartenberg remained relatively stable at less than 15% until 2015, this figure has increased in recent years and stood at 22% at the end of 2025.

The annual number of sick hours per 1,000 employees has decreased continuously in recent years.

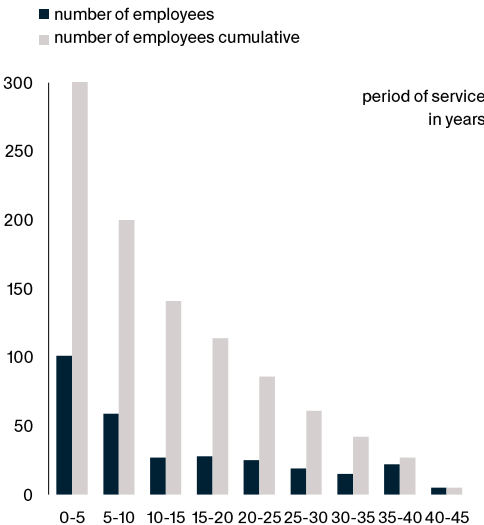


The complex tasks performed at our workplaces require long periods of training and education. We strive to create a positive environment for our employees. In this way, we are able to ensure a very low staff turnover and long periods of loyalty to the company.



The employee turnover rate initially declined during the reporting period but increased again in 2025. After standing at 4.3% in 2023, it fell to 2.3% in 2024, remaining at a low level. In 2025, the turnover rate increased to 6.6%.

At the end of 2025, the average length of service per employee was just under 14 years. Approximately 47% of employees at the Baumgartenberg site had been with the company for 10 years or more.



In our canteen, employees can enjoy a hot meal every day. The set meals are delivered deep-frozen and gently prepared in our kitchen. We cover 50% of the costs, which is approximately EUR 3.5 per meal. At the suggestion of the works council, we introduced a weekly health day. Once a week, a basket of seasonal fruit and vegetables is provided in the break rooms and kitchens for employees to take freely.

The well-being of our employees is close to our hearts, which is why we offer support in emergency situations.

We provide a financial contribution to joint activities organised by the works council, such as company outings, company skiing days and barbecues. Each year, we invite our employees to a Christmas party. We organise a family day whenever we complete major construction projects

The LeaseMyBike campaign was launched in December 2022 and was very well received by our employees right from the start, more than 20% of employees have already taken advantage of the offer. Electric bikes are leased by the employer and made available to employees for use. The leasing instalments are deducted from their salary and result in tax savings. When employees use the bicycles to travel to work, this also generates additional CO₂ savings.

Talent Dialogue



"We trust one hundred percent in the capabilities of our employees" – this declaration taken from our mission statement is supported by our Talent Dialogue. In the process, managers regularly talk to employees in order to get 360° feedback on their work, training and talent. In addition to questions concerning co-operation and leadership behaviour, our Talent Dialogue also discusses goals, strengths and potentials as well as further training measures. The Talent Dialogue is intended to make an important contribution to mutual understanding and to significantly strengthen and improve communication and leadership. In 2023, 89 talent dialogues were held. In 2024, 68 employees took advantage of this opportunity, compared with 114 employees in 2025.

Further training & education

As part of our KOMPETENZ training initiative, a new competence catalogue is published at regular intervals on the basis of our Talent Dialogues, thus responding to current training needs. With our KOMPETENZ catalogue, we have significantly expanded our staff training offering. The extensive training programme includes courses on topics such as foreign languages and broadening of IT skills to social and leadership skills. In addition to these courses, customised courses are also supported.

Ongoing training is held in the areas of occupational safety, quality & environment, and site security. New employees receive training in line with systematic training plans.

Hueck Folien has a standardised learning management system. Particularly in recent years, during which many events and further training courses were held online, digital

learning platforms have taken centre stage in the field of human resources development. The benefits of e-learning for employees are that courses can be taken from any location and at any time, and that the pace of learning is flexible. Moreover, the courses can be documented in the e-learning system.

Especially when it comes to regularly recurring training courses, these benefits can be taken full advantage of as large groups of employees receive training on occupational safety, site security and quality management. We are continuously expanding our digital training offering, with blended learning combining virtual and face-to-face training set to continue. In 2023, a total of 4,398 training hours were documented, compared with 2,830 training hours in 2024. In 2025, 2,956 training hours were recorded.

Employees 2025	Total training-hours (h)	Training hours per employee (h)
Male	2,408	10.2
Female	518	7.8
Total	2,926	9.7



Apprenticeship training

Hueck Folien is one of the largest apprenticeship training companies in the region. We are currently providing apprenticeships in the following professions: process technicians, laboratory technicians and mechatronics engineers.

We pay particular attention to the training of our future specialists. Even in the recruitment stage, we strive to provide prospective apprentices and their parents with comprehensive information about further professional opportunities, requirements and future career prospects offered by our apprenticeships.

In 2022, apprentices completed various Red Cross action modules (outdoor action and first aid, values camp). In 2023, the apprentices met at the Ars Electronica Centre in Linz to spend a day thinking about artificial intelligence and sustainability. In 2024 and 2025, the new apprentices were again welcomed by experienced apprentices in an onboarding workshop at a seminar farm.

Our apprentices have regular access to the Future Point #42morrow training room. As an eye-catching statement, the grey container was transformed with a modern and colourful design. The apprentices were involved in the project "Apprenticeship Training Centre at Hueck Folien" from the very beginning: from the choice of name and design to the organisational handling and booking of the



apprenticeship training centre, the apprentices collaborated at every stage. We also offer our apprentices the possibility to complete an apprenticeship with a school-leaving certificate (Matura) and individual support for a successful apprenticeship. In addition, we reward excellent results at vocational schools.

In 2023, Hueck Folien once again received the INEO Award from the Upper Austrian Chamber of Commerce for outstanding achievements in apprenticeship training. The seal of quality stands for innovation, sustainability, commitment and orientation of the award-winning companies.



Equal opportunities

As a production company with shift work, men account for a high proportion of the total workforce. By recruiting female apprentices in the area of production, the proportion of women will continue to increase in the future. However, we also offer highly qualified, well-paid jobs outside of production, many of which are filled by women, whether in research and development, in our laboratories, in accounting, purchasing, sales or marketing. We attach great importance to rewarding performance equally, regardless of gender.

We regularly train both male and female apprentices in our commercial and technical professions.

We participate in the Girls' Day every year to make young girls aware of their opportunities in technical professions and to increase the proportion of women in these fields in the long term. We are committed to promoting young talents and are therefore involved in the programme "Young Kepler Scientists".

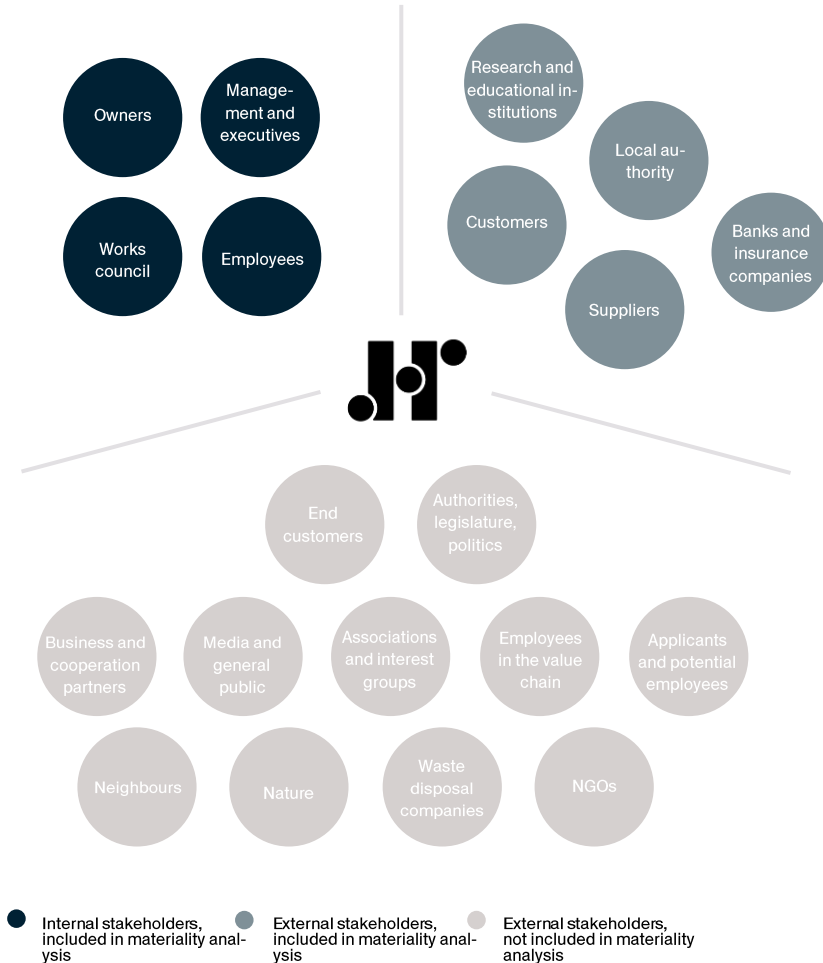
Our employees welcome the possibility to choose from several part-time parental leave options. In order to create a better balance between family and work, we additionally offer flexible working hours and part-time models. In 2025, 22 employees were employed on a part-time basis, including 5 men and 17 women. Furthermore, many of our employees can also work from home if necessary. Vacation leave can usually be taken at short notice by agreement with the respective superior. We also offer qualified jobs to people with a reduced ability to work; at present, seven members of staff have been integrated into the company as part of this scheme.

New training routes

For those who wish to further develop their qualifications in a targeted manner, Hueck Folien offers two additional educational pathways. The dual study programme "Intelligent Production Technology" offered in cooperation with the University of Applied Sciences Wels provides an excellent opportunity to gain a foothold in industry or technology with a commercial or general school-leaving certificate (Matura). The bachelor thesis is written as part of the practical work performed in the company. Hueck Folien is also listed with the Upper Austrian Chamber of Commerce as a training partner of the Dual Academy. Graduates of secondary schools (AHS) or those who are not sure which field of study to choose have the option of completing a shortened apprenticeship in mechatronics within the framework of the Dual Academy.



Stakeholder relations & communication



As part of the double materiality analysis, the stakeholder groups were re-evaluated and assessed. The material groups were included in the materiality analysis.

We communicate with various stakeholder groups and integrate them into our corporate processes in a variety of ways. Essentially, a distinction is made between information via different communication channels, active involvement by means of discussions, surveys and events, and active participation through cooperation.

Internal communication channels are used to interact with internal stakeholders such as employees, management, shareholders, the supervisory board, the advisory board and the works council. These communication channels include the quarterly employee newspaper "Drauf und Dran", the intranet, notice boards, staff meetings and in-house events.

External stakeholders are also addressed through a variety of channels. At trade fairs and conferences, for instance, we use the opportunity to establish contact with customers, partners and applicants. Hueck Folien also cooperates with development partners, interest groups and other organisations.

As part of its corporate communications, Hueck Folien has opted for targeted sponsoring measures in an effort to establish a public presence and to provide financial support to various associations and institutions. We support regional sports clubs within the framework of sports sponsoring, and we provide cultural sponsorships to selected cultural institutions and events in the region. Our social sponsoring activities focus on welfare facilities and institutions.

Furthermore, the company attaches great importance to drawing the attention of local, regional and international media to its corporate communications. For this reason, we regularly produce and distribute press releases and posts, and place notices and adverts in national and international media.

With the launch of our new website in the summer of 2022, we have laid the foundations for a modern and digital corporate identity. In the process, we significantly increased our activities in social networks such as LinkedIn, Facebook and Instagram. This means that international customers and partners as well as potential new employees and the local population can be informed directly about the latest company news. Furthermore,

social media represent an additional important communication channel for informing existing Hueck Folien employees.

Sustainability issues of stakeholders are also reported back to the company through many of the above-mentioned channels. Topics addressed include:

- occupational health and safety
- health management
- training and education
- family and work
- safe workplaces
- mobility, particularly e-mobility
- CCF, environmental data (consumption and waste), life cycle analysis, sustainable resources, sustainability reporting
- increasing interest in sustainability among students
- increasing interest in sustainability among applicants
- support from Hueck Folien is a key contribution to maintaining selected projects
- interest of the regional population



Our Commitment to the Region

SOundSO

Every other year, the Stadttheater Grein (Municipal Theater of Grein) witnesses a production by the theatre group named "SOundSO", involving actors with and without disabilities, who create the play and stage design themselves. It is thanks to the long-standing support of Hueck Folien as the main sponsor that it has been possible to implement this project.

Our Society

Consumers & End-Users

The health and safety of our customers, consumers and end-users are of great importance to Hueck Folien. We take potential impacts on users' health and safety into account as early as the development and selection stages of our products. Relevant product and safety requirements are reviewed and documented as part of our quality and risk assessment processes.

To identify potential health impacts, information on the materials and chemical substances used is researched, where required for the respective product and application area. Appropriate chemical databases and safety information are also consulted. Safety data sheets and other product-specific information are made available to our customers upon request or in accordance with legal and contractual requirements.

Procedures for emergency preparedness and hazard prevention are in place for potential incidents. These also include the assessment of deviations and safety-related complaints and, where necessary, the traceability of affected products and the implementation of appropriate corrective or recall measures. The aim is to identify, prevent and effectively limit potential risks to customers, consumers and end-users at an early stage.

Consumers & End-Users	2023	2024	2025
Product recalls	0	0	0
Incidents related to customer health and safety	0	0	0

Code of Conduct



The values of our family business have been succinctly formulated and firmly embedded in our mission statement for generations. As a globally active company and reliable partner to our customers, suppliers, employees and partners, Hueck Folien is aware of its social responsibility. In addition to its high-quality products, reliability, efficient structures and high level of motivation, Hueck Folien is committed to complying with applicable laws and regulations. For this reason, we have developed our Code of Conduct and published it on our website. It reflects our business principles and forms the basis for every thought, action and decision on behalf of Hueck Folien.

Hueck Folien is openly committed to a corporate policy based on competence, openness, trust and absolute integrity. The know-how and loyalty of our employees are key strengths of Hueck Folien. We are loyal and law-abiding, comply with applicable laws, internal guidelines and service regulations, and treat business and trade secrets confidentially. We avoid conflicts of interest, protect the company's assets and reject corruption in all forms. We observe competition law as well as international export restrictions. No cases of corruption were reported to our compliance officer in the past three years. In 2024, 54 employees received compliance training.

Whistleblower system

Since 2023, Hueck Folien has been providing all employees, business partners and interested parties with the opportunity to report violations of certain areas of EU law and of the company's internal Code of Conduct. The whistleblower system allows information to be submitted confidentially. The reports are handled by designated responsible departments, ensuring confidentiality and protection against retaliation. Unlawful conduct can be reported in the following areas:

- public procurement
- financial services: illegal payments, money laundering
- product safety and conformity
- environmental regulations
- consumer protection
- protection of personal data
- security of network and information systems
- violations of the Code of Conduct

No violations were reported in our whistleblower system in 2023 and 2024.

During the reporting year, reports submitted through the whistleblowing system were processed. The reports did not result in any substantiated cases of corruption or discrimination, nor in any convictions or fines.

Corporate Social Responsibility (CSR)



Hueck Folien is committed to the following CSR principles, and similarly expects its suppliers and business partners to comply with these principles:

- respect of human rights
- ban on child labour
- fair working conditions and remuneration
- combating forced labour
- ensuring equal treatment and anti-discrimination
- occupational health and safety
- prevention of corruption
- avoidance of cartels
- promoting transparency
- freedom of association and right to collective bargaining
- protection of intellectual property
- observance of laws/rights
- sparing use of resources (material, energy, waste, etc.)
- reducing emissions (air, water, noise, etc.)
- sustainable profitability
- consideration of CSR principles when selecting suppliers



03

Our
Economy

Our Economy

The sustainable economic development of our company has high priority for us, but also for our customers, our employees and our region.

Good and lasting relationships along the supply chain, innovative solutions and production in Europe are essential cornerstones for ensuring this development and are decisive factors for our stable liquidity. This enables us to achieve steady growth and secure attractive jobs, both today and in the future.

Investments & financing

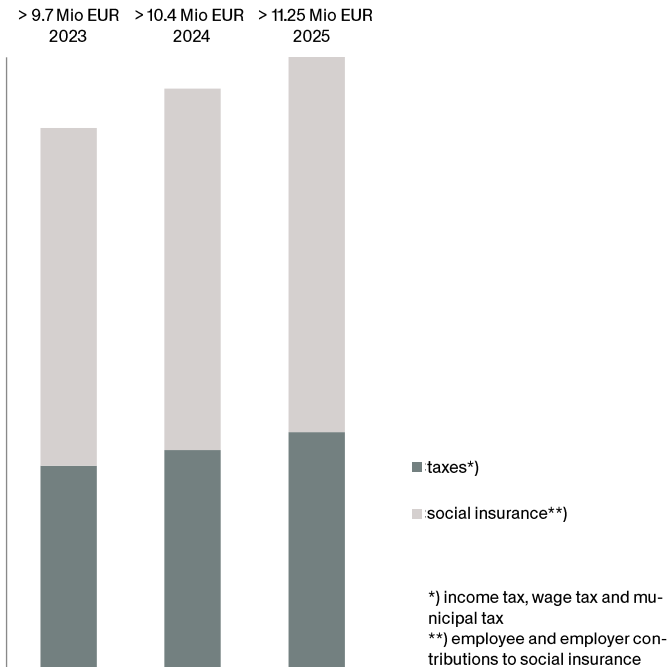


For us, sustainable management also means keeping our business up to date through regular investments, thereby securing the future of the company in a dynamic economic environment.

We pursue a strictly conservative financing policy in which organic growth always takes priority. We are a reliable partner to our customers and our suppliers. We are rated as a company with a very good credit rating by both our house banks and Creditreform Wirtschaftsauskunft.

Taxes & Duties

Our business operations oblige us, and allow us, to share our success. The taxes and duties paid in 2025 amount to approximately EUR 11.25 million.



Cooperative partnerships

Cooperation with other companies in national and international associations promotes the future-oriented development of our economy. Hueck Folien is currently an active member of the following national and international organisations:

- WKO – Austrian Chamber of Commerce
- KC – Plastics Cluster
- IV – Federation of Austrian Industries
- VNL – Austrian Logistics Network Association
- ARC – Association for Roll-to-Roll Converters
- RADTECH – European Association for the Promotion of UV and EB Curing
- IOTA – International Optical Technologies Association
- FINAT – The World-Wide Association for Self-Adhesive Labels and Related Products
- ECCA – European Coil Coating Association
- ICA – International Currency Association
- FICO – Austrian Chemical Industry Association

Supplier relationships

Procurement plays a key role in embedding integrity, compliance and transparency requirements throughout the supply chain. All contractors and suppliers are made aware of our business principles, corporate social responsibility guidelines, our Code of Conduct, the rules of conduct for suppliers and subcontractors, and our packaging regulations. In the interest of full sustainability, we require suppliers to comply with our standards.

Adherence to these specifications by our suppliers is assessed in the course of annual supplier evaluations and randomly checked during audits

We require the conflict minerals tin and tungsten in our production processes. Special procurement guidelines apply to these materials, which stipulate increased due diligence obligations along the supply chain. In 2024, 100% of our suppliers confirmed that their raw materials do not originate from conflict regions.

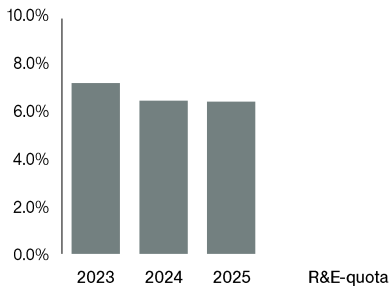
Research & development



We contribute to the strong positioning of Upper Austria as a business location. As a company in the polymer industry, we are actively involved in the Plastics Cluster, in which Upper Austrian enterprises work together and thus strengthen the innovative power of the companies in the region through cooperation and competence.

We contribute to university and non-university research through collaborative, funded research projects as well as projects directly commissioned by universities and research institutes. Hueck Folien invests an average of approximately 6.7% of its gross sales in R&D over a three-year period. The decline compared with previous years is primarily attributable to stronger sales growth. Employees in R&D account for more than 9% of the total workforce. In 2025, we participated in two nationally funded research projects with academic partners.

The competence of our R&D department sets us apart from our competitors. Our Innovation Centre represents a sustainable investment in R&D and will enable us to further expand our R&D activities in the long run. This is an important step on our growth course, enabling us to continue to develop innovative and customised products for our customers in the future. For us at Hueck Folien, building long-term customer relationships starts with the joint development of tailor-made products.



SAP S/4 HANA

The implementation of SAP S/4 in 2024 marks an important milestone in our 'Digital.100' digitalisation strategy. A functioning ERP system is of great importance in this context. It maps company-wide business processes and enables us to design them efficiently. It allows for seamless integration and automation of processes, improves data quality and facilitates informed decisions at all levels of the company. The automation and optimisation of processes simplifies and accelerates workflows, replacing time-consuming manual routines.



Secure infrastructure

With its ISO 14298 'Graphic Technology – Management of Security Printing Processes', Hueck Folien has an internationally recognised security management system that identifies us as a security printer and verifies the security aspects (physical security, IT security) and the management system by independent third parties.

Information security

Hueck Folien's information security policy aims to ensure the confidentiality, integrity and availability of information within our company in order to prevent data loss or theft, ensure business continuity and protect the company's reputation. This includes the protection of customer data, intellectual property, internal information and other confidential data.

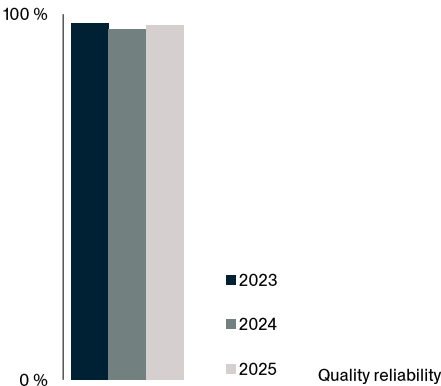
Our information security policies and procedures include access control, password policies, physical security, data backup and recovery, encryption, security assessments, risk management, security checks/restrictions on data transfer.

In order to raise awareness of information security, training and awareness measures are carried out in addition to internal communication. Compliance with the information security policy is regularly monitored and evaluated.

The management is responsible for the information security policy. Every employee, regardless of their position, is responsible for the security of information. This includes compliance with all security policies and procedures, reporting security incidents and actively participating in training and awareness measures.

Our handling of personal data, security, storage, use and deletion of the same is published on our homepage in the privacy policy.

Quality & customer satisfaction



For us, process reliability in the sense of reliable reproducibility means: **"Everyone knows what to do, we can be sure to strike home!"**

We are committed to the highest quality, ensuring high customer satisfaction and long-term customer relationships. Guaranteeing the top quality of Hueck Folien's products and services is one of the main pillars of our organisation's success. To maintain and further improve our quality standards, we act in accordance with the following principles:

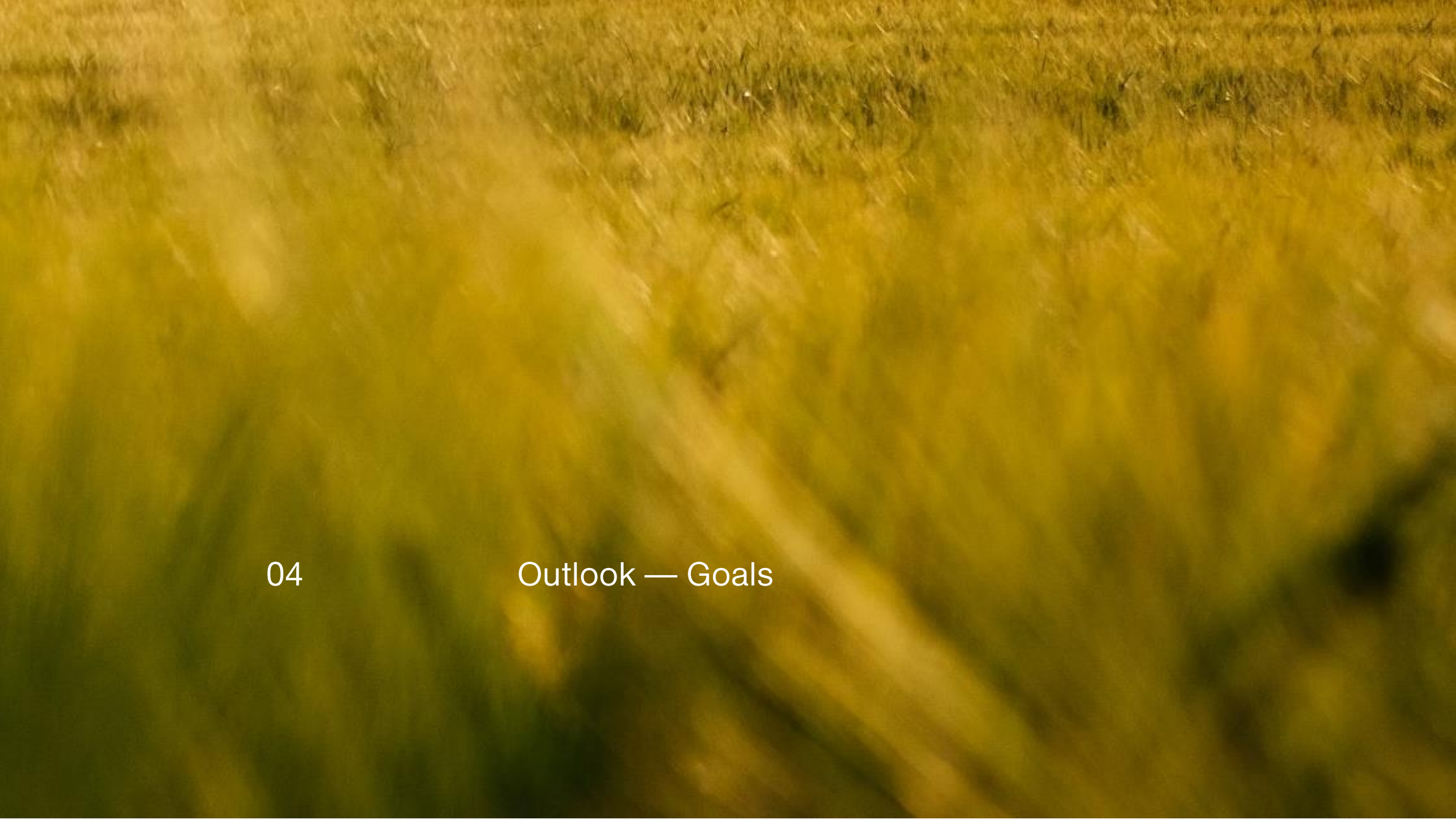
- we provide customised solutions at the highest quality level
- continuous improvement in all areas
- our products make a significant contribution to the success of our customers
- systematic market-oriented product development
- long-term partnerships with suppliers and customers
- motivated, well-informed employees who are involved in our corporate goals
- open communication about the company's activities, both internally and externally
- we are committed to the safety of our customers and consumers
- active implementation of quality measures

Our primary quality objective is to achieve absolute process reliability in the manufacture of all our products – in all steps of order processing and production. Our quality indicator "quality reliability" shows the results of our improvement process over the past years. The number of orders without complaints has thus remained constant at

around 95% for several years, and in 2023 more than 97% of all orders were delivered without complaints. In 2024 and 2025, we were also above the long-term average at 96%.

Hueck Folien produces technical films and security features for the highest technical demands. To ensure the quality of our technical films, we must observe strict cleanliness requirements. This ensures the safety of both customers and consumers.

All employees and visitors are responsible for ensuring that their workplaces and areas of activity are kept clean and tidy at all times (clean as you go). In order to meet the high demands of our customers, our hygiene guidelines and regulations also apply to visitors and contracted suppliers.



04

Outlook — Goals

Outlook — Goals

In order to encourage the development of our company in the spirit of sustainability, we regularly draw up an environmental programme and set ourselves concrete annual goals.

We have adopted the following goals for the future:

Area	Goal definition	Result 2024	Goal	Deadline
Material consumption/ waste	Quality reliability	96.2%	≥ 97.2%	31.12.2026
Air emissions	Reduction CO ₂ -emissions (CO ₂ equivalent per 1,000 m ² of product sold)	401 kg CO ₂ -e	≤ 360 kg CO ₂ -e	31.12.2030
Energy	Energy consumption per operating hour	302.3 kWh / h	max. 290 kWh / h	31.12.2026
Occupational safety	Minimising occupational accidents	5 occupational accidents	0 occupational accidents	31.12.2026

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Hueck Folien reports the information cited in this GRI Index with reference to the GRI Standards for the period 1.1.2025 to 31.12.2025.

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