



Hueck Folien

ReDefining
Responsibility

Sustainability Report
2024



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Dear readers

The weak economy prevailing in Europe and many other regions for the past three years combined with high personnel costs and high energy costs in Austria, as well as more stringent legal requirements in the EU are presenting companies with major challenges. However, since we are keen to play an active role in shaping our future, we view these challenges as an opportunity to achieve improvements and greater efficiency.

Our sustainable corporate governance boasting sound customer and supplier relationships extending over many years, our open and appreciative corporate culture and the flexibility of our employees enable us to continue resolutely on our path and enjoy success despite the challenging environment. Drawing on the values of our family business - innovative, reliable and benefit-oriented - we offer superior solutions capable of meeting the toughest demands by combining innovative products with consistent quality and reliable service. To this end, we are committed to promoting the qualifications, equal treatment and flexibility of our employees.

Our planet, the economy and society are undergoing a twin transition, one that is both digital and sustainable. By converting our ERP system to SAP S/4 Hana in 2024, we took a significant step towards digitalization. At the same time, we switched our CWA certification to ISO 14298 in 2024.

Progress was made again last year towards our strategic goal of ecologically neutral production by 2035 in terms of energy efficiency and resource conservation in the production of our film coatings. Despite sales being up 21% compared to 2023, our CO₂ footprint rose by a mere 12%. Moreover, we succeeded in keeping total energy consumption per operating hour at the same level. In addition, major energy-saving projects and investments have been com-

pleted and are expected to reduce energy consumption further in the coming years. The largest share of our CO₂ footprint is attributable to natural gas, which is used to generate our process heat and to clean exhaust gases. Consequently, we aim to replace natural gas with a sustainable energy source by 2035.

In 2024, we were awarded the Upper Austrian sustainability prize, Feronia, which we were particularly proud to receive. Cooperation along the supply chain is becoming increasingly important in sustainable product design. One example of this is our recycled Ocean Dollar banknote which won us awards for the best house note in Europe and the most sustainable house note in South America in 2025.

The double materiality analysis in line with the Corporate Sustainability Reporting Directive (CSRD) has been completed and was included in our sustainability reporting for the first time this year. At the request of our customers, we are now disclosing the carbon footprint of our products.

Despite increasingly difficult overall conditions, management and shareholders are committed to manufacturing in Europe and take responsibility for the development of the region. Furthermore, we are making a contribution to 13 of the 17 UN Sustainable Development goals.

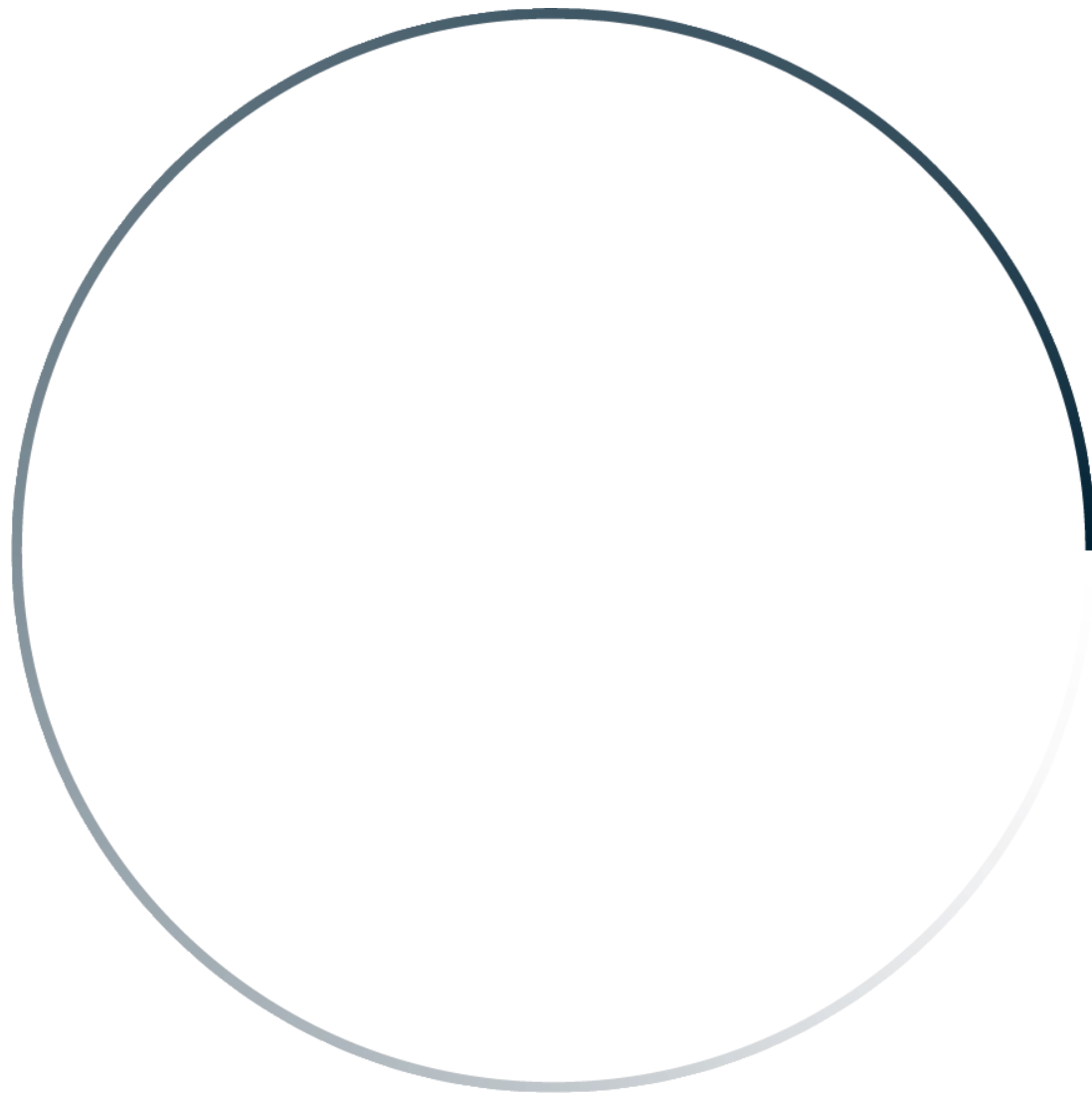
I hope you enjoy reading this report and gain some interesting insights into our sustainable corporate management. Why not become part of our network and help us shape the future together!

Yours
 DI Dr. Martin Bergsmann
 CEO



ReDefining
Responsibility

Circular
by Hueck Folien



Sustainability is the basis of our brand, the beginning and end - a circle. Or a cycle. Sustainability is our state of the art. For us, it means more than just accepting responsibility. For the environment, for all areas, all circles and cycles. It means redefining responsibility in order to shape a common future that is worth living for future generations. Creating cycles where we give back what we have taken - in the same quality, using what has already been used.

Through reprocessing and recycling.

Everything we do, we do to the best of our knowledge and in good faith to make the world a little better and more livable. To preserve it for all future generations.

Circular by Hueck Folien

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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**

Our common future is at the heart of our mission statement. In this sense, we understand sustainability to mean the natural commitment to preserving all foundations for a joint and liveable future for generations to come. We act with a long-term perspective, think holistically and take responsibility for society and the environment. We wish to make an active contribution to preserving the "systems" in which we live: our planet, our economy and our society.

Of the 17 Sustainable Development Goals (SDGs) which were adopted in 2015 as part of the 2030 Agenda of the United Nations, we actively contribute to at least 13 of them in various fields of activity.

As a production company, we bear special responsibility. For the sake of our environment, we are therefore committed to energy efficiency and the preservation of resources.

As an important employer in the region, the well-being, health and safety of our employees is at the centre of our activities, as is the sustainable development of our social environment. As a family business, we attach great importance to long-term and sustainable, economic development. High customer satisfaction through top quality, innovation and integrity are essential cornerstones of this development.

**Our planet,
our economy,
our society.**

300	employees
61	m € turnover
76 %	of sales outside D/A/CH
99 %	export quota
6.9 %	R&D quota
> 65	active patent families
18,000	m ² production area
100 %	of production in the heart of Europe

For people
For the environment
For the 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 Center	Expansion of the Innovation Center 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

Dipl.-Ing. Dr. Martin Bergsmann
(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

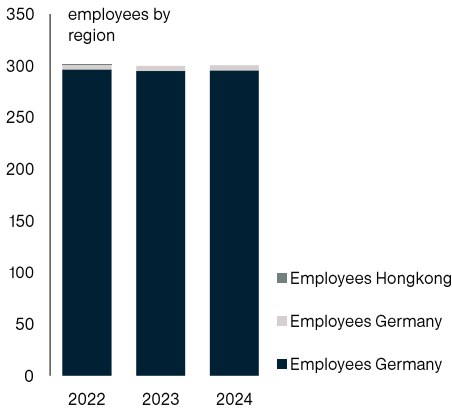
variety of VOID effects, designs, hidden security features and many other solutions in metallized or colour-coated finishes.

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, paints, solvents and aluminum. 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, and by purchasing environmentally friendly materials and 100% recycled aluminum, our commitment to sustainability is un-

The company

mistakable. 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 employ-

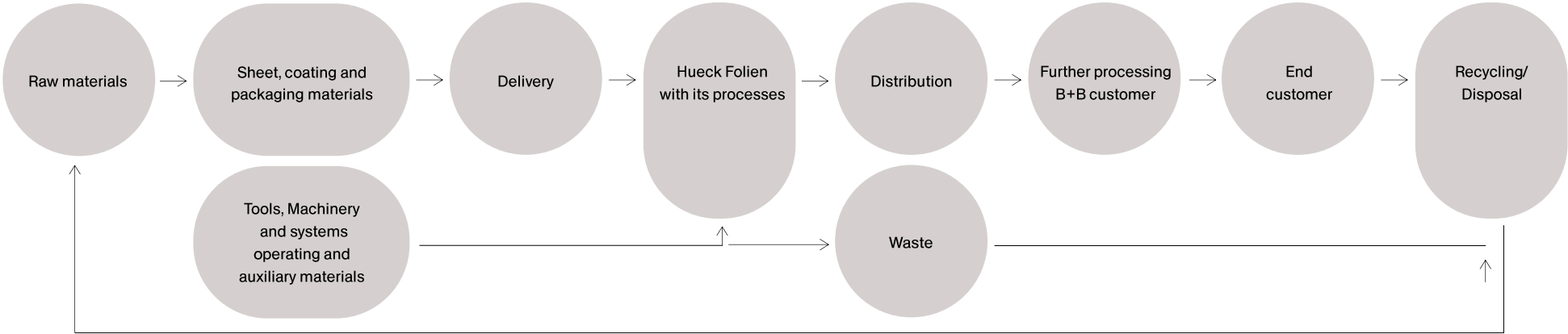
ees and reduce CO₂ emissions (e.g. by using renewable energy and optimizing processes) are particularly relevant.

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

Our products have a wide range of uses. In the label market, our products tend to have a short service life, where the product design is geared towards the use of sustainable films and good recyclability (e.g. Silskin®). In the field of design, we develop and manufacture products that boast exceptional durability and longevity. Our security features are used

in documents and banknotes to render them counterfeit-proof. In this way, we are part of a supply chain that provides banknotes as a means of payment that is readily accessible and failsafe.

The combined focus on recyclability at the beginning of the product life cycle and comprehensive and professional collection, sorting and recycling measures at the end of the product life cycle is a crucial element in maintaining the recyclability of the versatile material that is plastic.



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 analyzed.

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 minimize 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 minimizing 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, paints 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 neither used nor released at Hueck Folien. However, there is a possibility that material may be released unintentionally during the manufacture and disposal of the products, thereby creating microplastics. 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 Utilization 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 exclusively a question of correct disposal by the end consumer, and therefore primarily an issue of social awareness of sustainable behavior. 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 lacking both a bank account and digital devices have access to markets. In order to protect weaker members of society from discrimination, we continue to campaign 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

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

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 footprint of manufacturers (suppliers) cannot be significantly influenced by Hueck Folien. The supplier side is documented and taken into account in the course of supplier assessments, and discussed and evaluated during supplier audits and visits.

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 define and document 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 first received ISCC plus certification in 2021. With the ISCC plus label, we are now able to document the use of raw materials with a sustainable content and to label our products accordingly. This gives our customers, and subsequently also consumers, the opportunity to choose products proven to be sustainable.

Environmental impacts

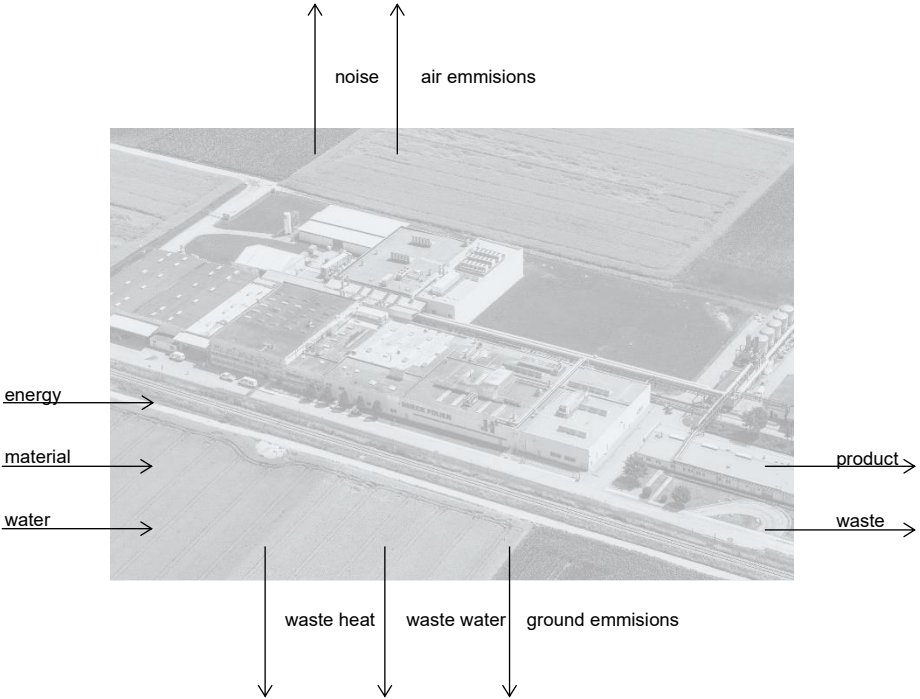
Within the scope of our environmental management system, all relevant environmental aspects are identified in detail. A number of possible environmental impacts are shown in the following graph. We have analysed the impacts of our production on the environment and have identified the main factors. These are energy consumption (electricity and gas) and material consumption (or waste).

According to our mission statement and the strategy derived therefrom, we aim to achieve ecologically neutral*) production by 2035. A company is considered ecologically neutral if its operations do not change the natural environment, i.e. the environmental impacts of its operations do not result in environmental damage exceeding an ecological impact threshold.

The main types of operational impacts that alter the natural environment are: extraction of raw materials and energy (change in the stock of resources), emission of materials and energy (change in the composition of materials), and actions affecting agricultural, geotechnical or hydro-engineering structures (change of ecosystems and landscapes).

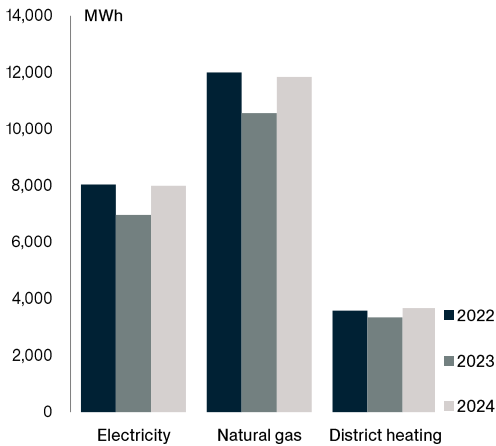
According to our environmental flow chart, Hueck Folien is considered an ecologically neutral company if the relevant environmental aspects of the company's operations do not impact the environment:

- energy consumption from renewable sources (carbon neutrality)
- the material consumed is converted as fully as possible into products
- waste is reprocessed, recycled or recovered in an ecologically neutral way
- air, water, ground and noise emissions do not exceed ecological pollution limits (official threshold values)
- used water is fed back into the groundwater without contamination



*) definition according to Heinz Karl Prammer, Integriertes Umweltkostenmanagement: Bezugsrahmen für eine ökologisch- nachhaltige Unternehmensführung [Integrated Environmental Cost Management: Reference Framework for Ecological and Sustainable Corporate Management], Springer, 2009

Energy consumption



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.

Electricity

Our main energy requirements arise from the operation of our production facilities. In 2022, energy-saving measures in combination with production volumes and the product mix led to lower electricity consumption. The lower electricity consumption in absolute terms in 2023 is primarily due to reduced production volumes.

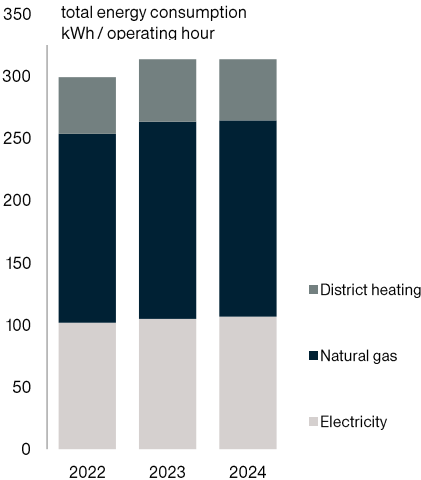
Our own photovoltaic plant was connected to the grid in 2022. The modules have an output of 413 kWp, which means that the system will be able to supply approx. 411,000 kWh per year. This corresponds to just under 5 % of our annual electricity consumption. In 2022, 4.37% of electricity consumption could already be covered by this new



plant, rising to 6.24% in 2023. In 2024, 5.54% of electricity consumption was covered by 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 hour was 298.9 kWh / operating hour in 2022, rising to 313.4 kWh / operating hour in 2023. In 2024, this figure changed only slightly to 313.3 kWh / operating hour.



Material consumption and waste



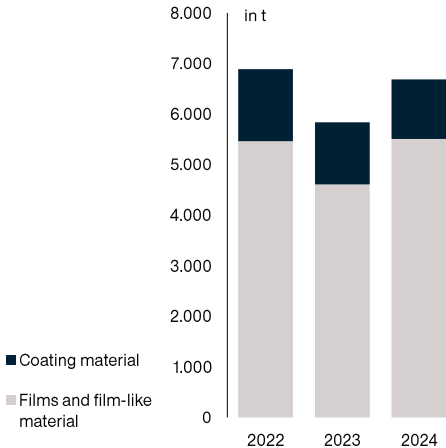
We process around 5,000 t to 6,000 t of web-type materials and approximately 1,500 t of coating materials on our production machinery.

Packaging material represents another significant source of material consumption, with a total of around 150 t of wood, chipboard and cardboard used. All other consumables in production and in the offices are insignificant in comparison.

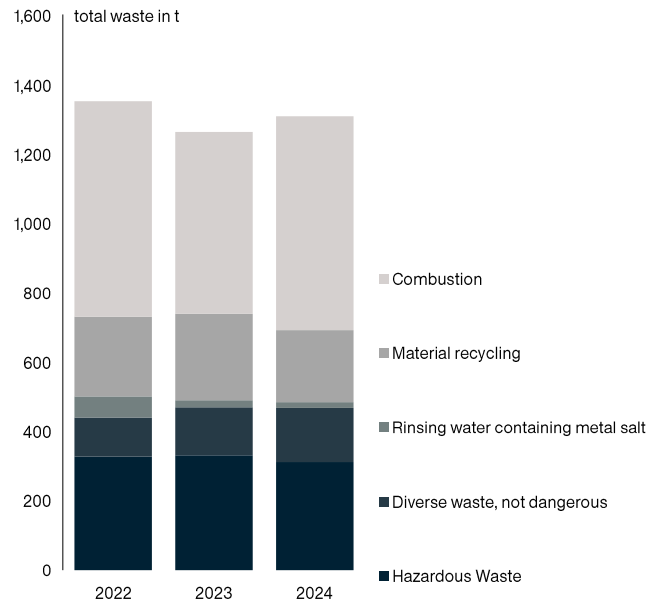
In product design, the use of sustainable raw materials and recycled raw materials is becoming increasingly important. Legal framework conditions are naturally complied with, and customers are offered alternatives with a lower environmental impact. Recycled PET films accounted for 8.2% of PET films in 2024.

It is essential to make as effective use as possible of the quantities consumed, thereby minimising waste. Improving our waste ratio by focusing on the various influencing factors is a regular feature of our environmental targets. Fluctuations also result from annual changes in the product mix.

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.

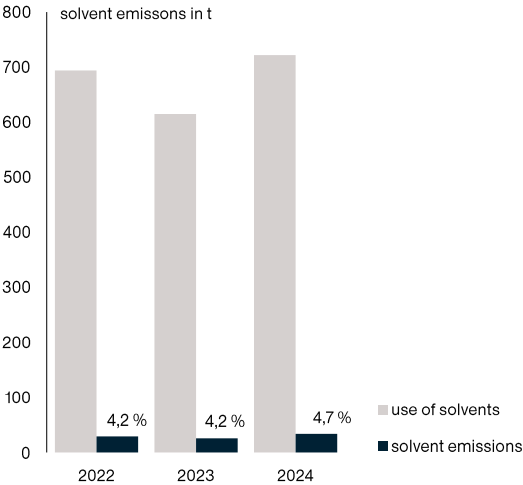
All of our film waste has been processed into substitute fuels since 2022 (with the exception of the portion that is reused as film). All waste paper and cardboard has been recycled in recent years. Hazardous waste mainly comprises ink and lacquers, ink and lacquer sludge, and waste containing solvents. The amount of waste fluctuates annually with the production volume, resulting in more film waste being sent for thermal recycling in 2024.

In 2022, 21.83 kg of total waste was generated per 1000 m² of film sold. In 2023, the figure was 22.58 kg / 1000 m² sales, and in 2024, the figure was reduced to 20.71 kg total waste / 1000 m² sales.

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.



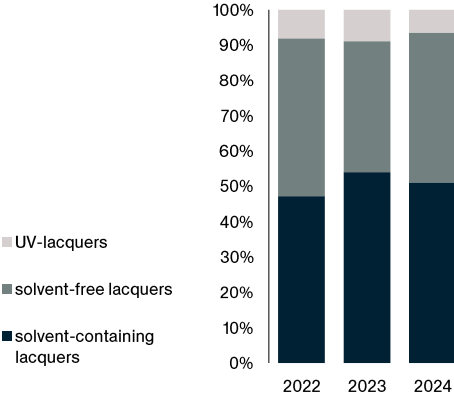
Emissions exhaust air cleaning system	Limit value according to regulation	Measuring point 1	Measuring point 2
2024	mg/m3	mg/m3	mg/m3
Carbon monoxide (CO)	100	6	1
Nitrogen oxides (NOx ber. Als NO2)	100	7	6
Gaseous organic carbon compounds (C)	30	not detectable	not detectable

Other environmental impacts



The sources of our **air emissions** are coating and cleaning products in our coating an 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 autothermally, i.e. no additional natural gas is required. The remaining solvent emissions are thus minimised.

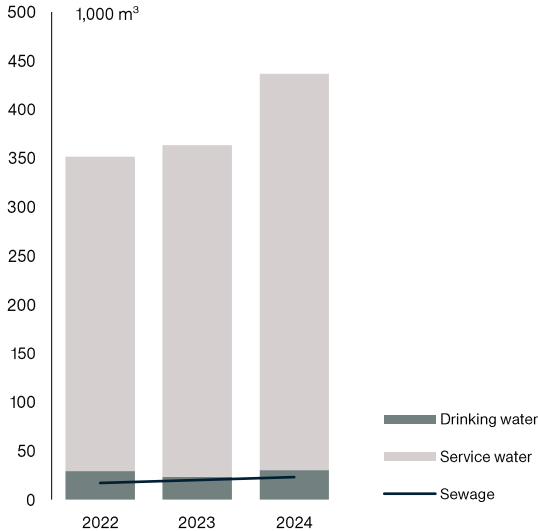
A total of 33,763 kg of solvents were emitted in 2024 according to solvent balance. These emissions comprise those arising from plant malfunctions, diffuse emissions and a very small proportion of emissions that are still present in the exhaust air after cleaning. The official inspection of the plant in 2024 revealed measurements that were significantly below the prescribed limits.



We are working on replacing solvent-based lacquers with water-based lacquers and UV lacquers in order to reduce solvent emissions even further. Over the past few years, the proportion of solvent-based lacquers has been continuously reduced to approximately 50 % of the lacquers used. Due to the discontinuation of a major product, the proportion of solvent-free coatings decreased in 2023.



According to the annual analysis of our environmental impact, **water consumption and waste water** 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 waste water 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.

Our Planet

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*)

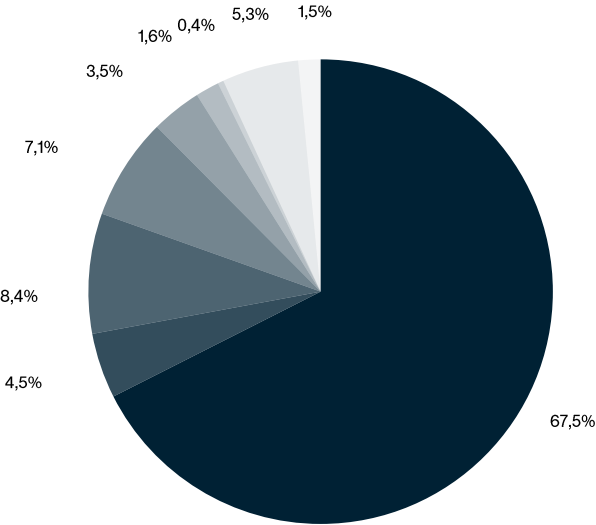
The activities of the BKO involve the cooperation of representatives of the company management, in-house building services, the in-house fire protection unit, medical services and external emergency forces such as the fire brigade, ambulance and police. Efficient and rapid damage containment is achieved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

The 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).



Corporate Carbon Footprint (CCF) – Our processes

- natural gas
- electricity
- logistics purchasing and sales
- employees travel to work
- air travel
- vehicle fleet and business trips
- cooling agents
- district heating
- other



Our Planet

Total CO₂ emissions in 2024 amounted to 4.070,81 t CO₂-e (CO₂ equivalent). The largest share of emissions (approximately 2/3) was generated by the energy sources natural gas, followed by employee travel to work and logistics. These are the key results of the current CCF*).

Our CCF mainly refers to our production site in Baumgartenberg (Austria) and our sales branch in Weiden (Germany). No emissions from our sales branch in Hong Kong were taken into account. Our CCF is derived from our value chain - from purchasing and production to distribution to our customers. CO₂ generated by our suppliers in production and transport is not taken into account, nor are downstream activities (further processing and transport by our customers, and use and recycling of products by end consumers).



Our direct greenhouse gas emissions from the combustion of fossil fuels (Scope 1) in 2024 amounted to 2,221 t CO₂-e. Through the use of green electricity, we were able to almost completely avoid Scope 2 emissions. Indirect emissions in the amount of 2.3 t CO₂-e occurred during the generation of purchased electricity and heat (Scope 2). Other indirect emissions (Scope 3) embedded in the value

chain amounted to 1,847 t CO₂-e. These indirect emissions do not include emissions from purchased goods and services and capital goods. The share of the various elements related to transport represents approximately 21% of our total CO₂ emissions.

This results in CO₂ emissions of less than 13.5 t CO₂-e per employee. Compared to 2010, CO₂ emissions per employee have thus been cut by half. This reduction is attributable, in part, to our cooperation with the Baumgartenberg district heating plant since 2011, the switch to green electricity in 2016 as well as ongoing energy-saving measures.



Other greenhouse gases, such as methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (H-CFC/HFC), sulphur hexafluoride (SF₆), perfluorinated fluorocarbons (PFC/PFC) and nitrous oxide (N₂O), are not produced in our processes.

CO₂ reduction plan



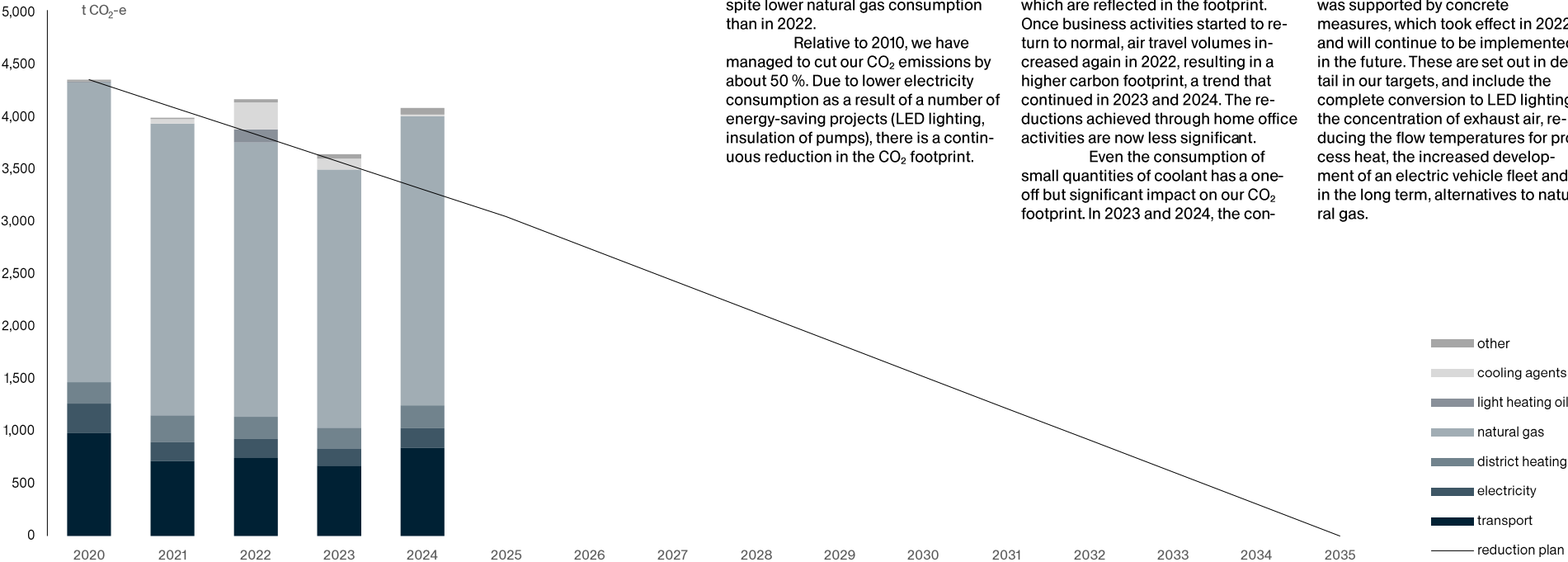
As part of our corporate strategy K.100, we have set ourselves the goal of producing in an ecologically neutral manner by 2035. This is a clear commitment to the long-term phase-out of fossil fuels. We were unable to achieve this target in 2024. The emissions resulting from higher production volumes cannot be offset by the savings measures in 2024. In addition, adjustments to the emission figures in the databases for 2024 show a higher CO₂ footprint despite lower natural gas consumption than in 2022.

Relative to 2010, we have managed to cut our CO₂ emissions by about 50 %. Due to lower electricity consumption as a result of a number of energy-saving projects (LED lighting, insulation of pumps), there is a continuous reduction in the CO₂ footprint.

In the wake of the COVID-19 pandemic, a significant shift occurred within the transport sector. While air travel and business trips decreased drastically, greater air freight volumes and thus higher emissions in this sector occurred as a result of changes in distribution channels due to bottlenecks in maritime transport. The reduction of the carbon footprint in the transport sector in following years can be attributed primarily to the recovery of logistics chains. In 2024, air freight deliveries were carried out again, which are reflected in the footprint. Once business activities started to return to normal, air travel volumes increased again in 2022, resulting in a higher carbon footprint, a trend that continued in 2023 and 2024. The reductions achieved through home office activities are now less significant.

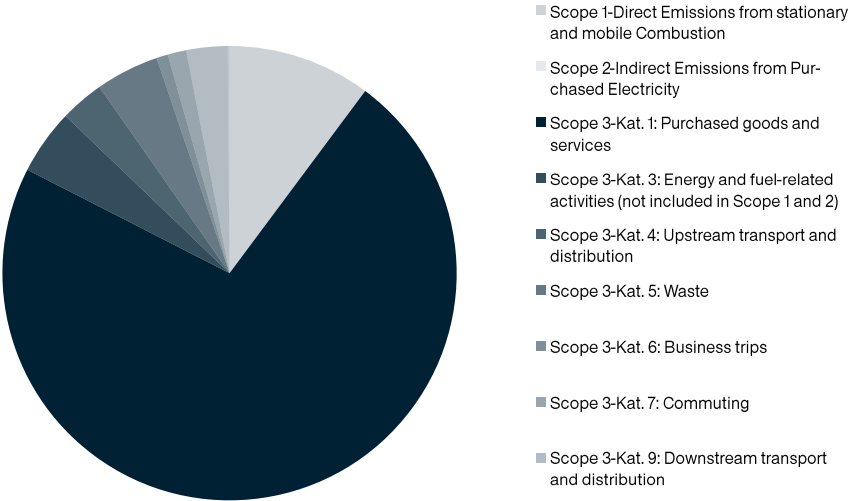
Even the consumption of small quantities of coolant has a one-off but significant impact on our CO₂ footprint. In 2023 and 2024, the consumption of coolants was kept to a minimum.

The greatest lever for reducing CO₂ emissions is our gas consumption. By concentrating the solvents in the air supply of the exhaust air purification plant and reducing the flow temperature for process heat, we aim to reduce our gas consumption over the next few years. The following graph shows the reduction path for the upcoming years. In order to achieve our CO₂ reduction target, the reduction path was supported by concrete measures, which took effect in 2022 and will continue to be implemented in the future. These are set out in detail in our targets, and include the complete conversion to LED lighting, the concentration of exhaust air, reducing the flow temperatures for process heat, the increased development of an electric vehicle fleet and, in the long term, alternatives to natural gas.



Corporate Carbon Footprint (CCF) – including Scope 3

In addition to recording the emissions from our processes, we also assessed for 2024 the Scope 3 emissions generated in upstream processes along our supply chain all the way to delivery to our customers. As a result, the largest sources of greenhouse gas emissions in our upstream supply chain that are not subject to our direct control have been disclosed for the first time. Given the diverse uses and applications our products serve, the analysis of downstream processes does not extend beyond the factory gate, i.e. use of the products by end customers, or end-of-life disposal have not been taken into account here.



The total CO₂ emissions for 2024 amounted to 21,775 t CO₂e (CO₂ equivalent). 90% of these, i.e. 19,551 t CO₂e, were identified as Scope 3 emissions. A further 10% of emissions fell under Scope 1 as direct greenhouse gas emissions from the combustion of fossil fuels, attributable to natural gas which is our most important source of energy. Scope 2 emissions were negligible at 0.01% since we only purchase green electricity.

Our CCF, including Scope 3, also relates primarily to our production site in Baumgartenberg (Austria) and our sales office in Weiden (Germany).

Among other indirect emissions (Scope 3 emissions), purchased goods and services account for the largest share, with our processed plastic films accounting for the largest share at 12,160 tonnes of CO₂e. Solvents, at 1,595 tonnes of CO₂e, and paints and varnishes, at 1,188 tonnes of CO₂e, also account for significant proportions. For fuels and energy-related emissions not included in Scope 1 and 2, 1,012 tonnes of CO₂e were determined. For upstream and downstream transport and distribution (up to our customers), a total of 1,322.5 tonnes of CO₂e were calculated. The disposal of our waste causes 983 t CO₂e. The values for employee commuting (289 t CO₂-e) and business travel (178 t CO₂-e) were also determined, while capital goods were not taken into account.

On the basis of these results, measures will be introduced along the supply chain and in product design to help reduce our CCF in the future.

When selecting new suppliers and transport companies, we evaluate their sustainability efforts and measures to reduce their carbon footprint. Overall, we are constantly working to improve the sustainability of our products (product design) and to increase the proportion of sustainable materials and recyclability in the production of raw materials and packaging.



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.

Sustainability is our state of the art. To live up to our pioneering spirit, we were the first company to establish a supply chain for high-quality, recycled aluminum for vacuum evaporation on film. From collecting and melting to drawing the wire. In other words, a recycling loop for industrial aluminum waste.

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

Recycling Aluminum. We are redefining responsibility.

That is sustainably beneficial:

The carbon footprint of 1 kg of standard evaporation wire from Europe amounts to 15 kg of CO₂ equivalents. The recycled aluminum 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 aluminum are exactly the same as those made from primary raw materials.

What makes recycled aluminum special:

- specially developed recycling loop for industrial aluminum 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 Aluminum” project. FERONIA is the official sustainability prize 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



We strive to offer our employees stable workplaces that safeguard their health and safety. We create opportunities for individual development and thus strengthen the competence and motivation of our staff. Our corporate social responsibility focuses on comprehensive apprenticeship training and flexible working time models, and on a mix of social, cultural and sports sponsorships.



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

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 occupational safety of our employees is of paramount importance 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

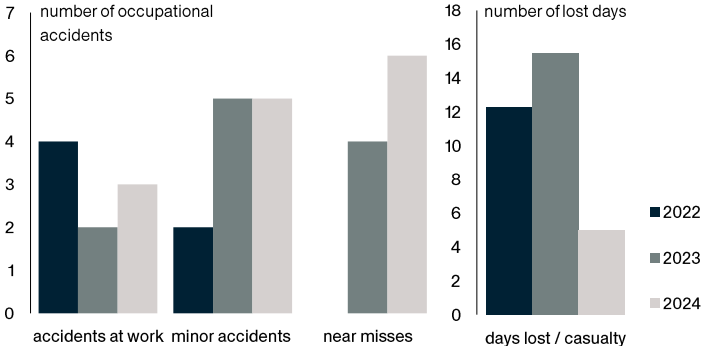
Since 2020, our occupational health and safety management system has been certified according to ISO 45001:2018.



In 2022, there were four occupational accidents, in 2023, there were two. In 2024, there were three occupational accidents. These resulted in a total of 15 days of absence (average of 5.0 days of absence per accident). The accidents involved hand and head injuries. In order to minimize such injuries in the future, an evaluation of the tools, incident analyses and employee training were carried out.

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.



Health & prevention



At the suggestion of the works council, we have introduced a weekly health day. Once a week, employees can help themselves to a basket of seasonal fruit and vegetables in the snack rooms and kitchens. Workplace health promotion has strengthened the health of our employees and improved their overall well-being. Moreover, workplace health promotion and the measures introduced as part of our "vital" project also contribute to preventing occupational illnesses. Thanks to this project, employees are made more aware of their health, with the aim of keeping health burdens to a minimum. Hueck Folien received the BGF seal of approval for workplace health promotion for a period of three years, and will continue to step up measures aimed at improving the occupational health, safety and well-being of its employees in the future.

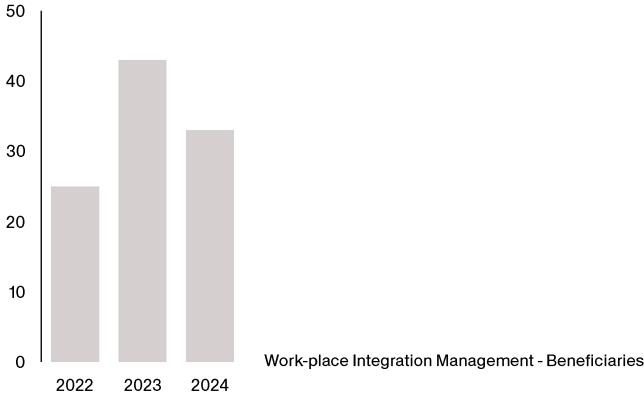


As part of our commitment to sustainability and social accountability, we at Hueck Folien attach great importance to the well-being of our staff. A key measure in this context is our Employee Assistance Program (EAP), which is available to all employees and first-degree family members living in the same household. Hueck Folien introduced the EAP in 2023.

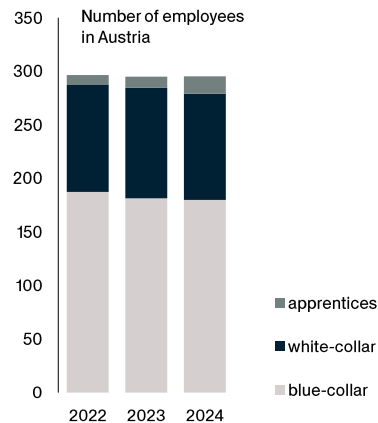
The EAP offers professional advice and support in all situations, be it personal issues or professional challenges. We provide confidential and anonymous consultations to help our employees boost their mental health and deal with difficult situations.

Our Company Integration Management (BEM) supports employees who have been on sick leave for an extended period of time when returning to work. The previous working conditions and the workplace are analyzed, opportunities for improvement are identified, and the necessary measures are implemented to ensure a successful reintegration into the company. The aim is also to minimize the risk of the employee becoming ill again.

All members of staff who have been unfit for work and thus on sick leave for a period of more than 6 weeks, either consecutively or non-consecutively, within the last 12 months are eligible for the BEM. The integration management offered is being well received, which is why, compared to 2022, the number of people eligible for BEM increased significantly in 2023, with the number levelling off in 2024.



Our employees



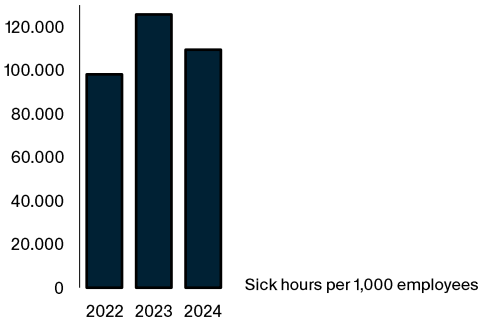
All employees at Hueck Folien have a permanent employment contract and are therefore subject to the collective agreement of the Austrian Association of Metaltechnology Industries. In 2024, an average of 300 members of staff were employed at Hueck Folien worldwide.

Of the 295 members of staff employed on average in Austria in 2024, 180 are blue-collar workers, 99 white-collar workers and 16 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 22,4 % at the end of 2024.

The number of annual sick hours / 1000 employees fell sharply in 2022. There was an increase in 2023, but sick leave hours fell again in 2024.

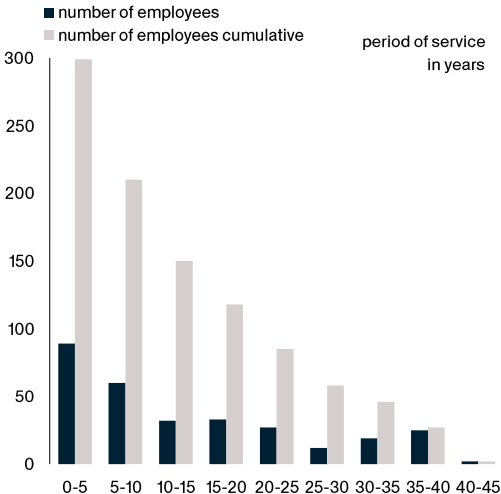


The complex tasks performed at our workplaces require long periods of training and education. We strive to create a positive environment for our employees. In this way, we are able to ensure a very low staff turnover and long periods of loyalty to the company.



The staff turnover rate (dismissal of employees) stood at 8.7 % in 2022 due to labour market conditions. In 2023, the turnover rate was 4.2%, falling to 2.3% in 2024.

The average length of service per employee was almost 14 years at the end of 2024. About 50 % of the employees at the Baumgartenberg site had been with the company for 10 years or more at the end of 2024.



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.

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 cooperation 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 2022, 61 talent dialogues were held, and in 2023, there were 89. In 2024, 68 employees took advantage of this offer. We have set ourselves the goal of increasing this number to at least 50% of employees.

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.

In 2021, we introduced a uniform learning management system at Hueck Folien. 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 to 2,830 training hours in 2024.



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, chemical 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, the new apprentices were again welcomed by experienced apprentices in an onboarding workshop at a seminar farm.

Since 2021, apprentices have access to the Future Point #42morrow. 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 organi-

sational 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.



STARTPLATZ MIT ZUKUNFT

AUSZEICHNUNG
VORBILDLICHER
LEHRBETRIEB
2023 - 2026



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".



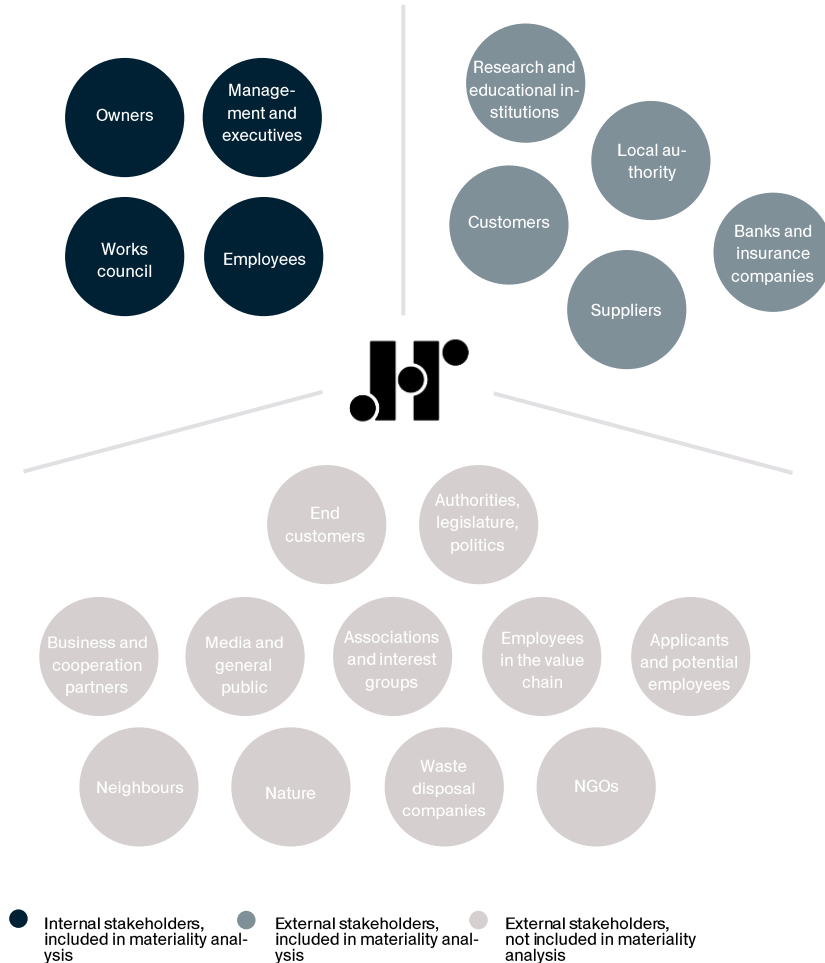
Our employees welcome the possibility to choose from several part-time parental leave options. In order

to create a better balance between family and work, we additionally offer flexible working hours and part-time models. In 2024, 32 employees were employed on a part-time basis, 10 of whom were men and 22 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

Since 2019, we at Hueck Foliien have been offering two new training options. 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 Foliien 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

Children's Day Organized by OÖ Industrie

(Upper Austrian Industry)

At the Children's Day of Upper Austrian Industry 2024, we had the pleasure of introducing a large number of curious children aged between 8 and 12 to the world of science and technology. At our workshop "Look below the surface of Hueck Folien", the pupils were able to learn and experiment at various stations. Colleagues from our laboratories, electrical workshop and Product Development, Embossing Tool Production and Marketing departments collected numerous ideas and developed a varied program allowing the children to gain an exciting insight into the world of technology. These stations included "Fascination of Light & Optics", "Renewable Energy - Really Exciting" and "Researching with Colors". Equipped with coats, safety goggles and gloves, they carried out exciting chemical experiments and learned how different substances react with each other. Among the materials used in the experiments were simple everyday substances such as beetroot powder and corn starch. These practical experiments helped the children gain a basic understanding of chemical processes.

Little Explorers' Corner

The Little Explorers' Corner helps children in kindergarten to experiment by providing a playful approach to scientific phenomena and technical processes. In 2024, we equipped the Baumgartenberg kindergarten with such a corner. The Little Explorers' Corner is designed with play in mind to encourage an investigative spirit and a thirst for knowledge on all aspects of science, technology and IT right from the start using specially trained teachers and to awaken a later interest in educational courses in chemistry, physics, IT and technology. The Little Explorers' Corner is equipped with items specially designed for children: Microscopes, compasses, magnifying glasses, a human torso, an electrical construction kit, cube robots, a world clock, thermometers, stethoscopes, measuring cylinders, sensory light tables and lots more. The aim is to give children access to scientific phenomena and technical processes through play. Together with our kindergarten teachers, we are thus laying the foundations for a later interest in technical professions. At Hueck Folien, we are delighted that we can foster children's enthusiasm for technology and their scientific talents by supporting the Little Explorers' Corner in Baumgartenberg.

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. 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.

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

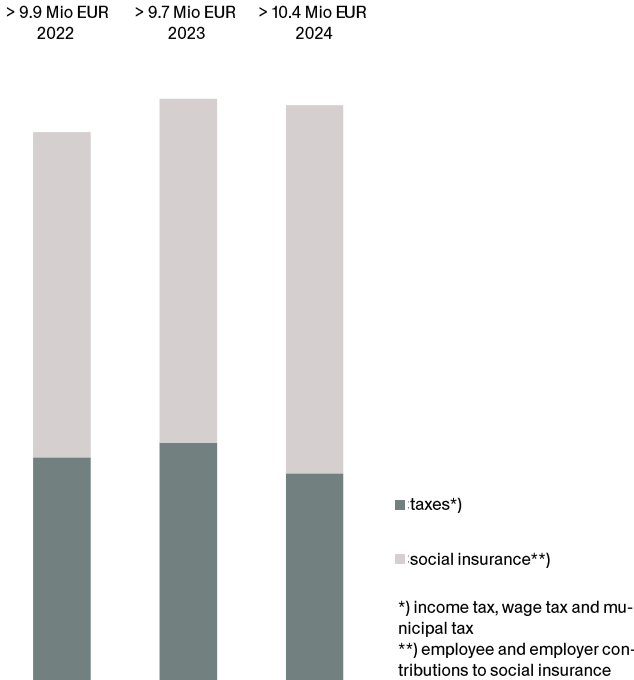


For us, sustainable management also means keeping our business up to date through regular investments, thereby securing the future of the company in a dynamic economic environment. We pursue a strictly conservative financing policy in which organic growth always takes priority. We are a reliable partner 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 2024 amount to approximately EUR 10.4 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

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.

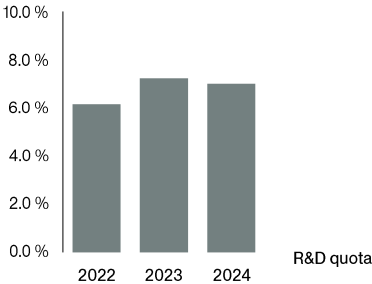
Research & development



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 spends approximately 6.7 % of its gross turnover on R&D on a three-year average. Employees in R&D account for more than 9.5 % of the total workforce. In 2024, we were involved in a nationally funded research project with scientific partners and in an EU project.

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.

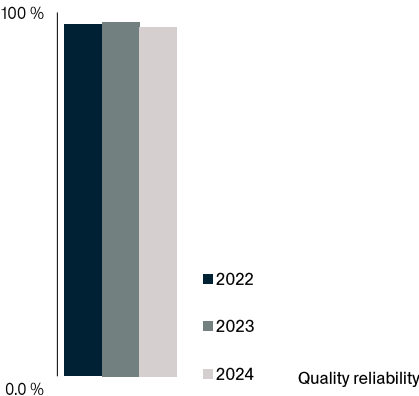
Our information security policies and procedures include: access control, password policies, physical security, data backup and recovery, encryption, security assessments, risk management, security checks/restrictions on data transfer.

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:

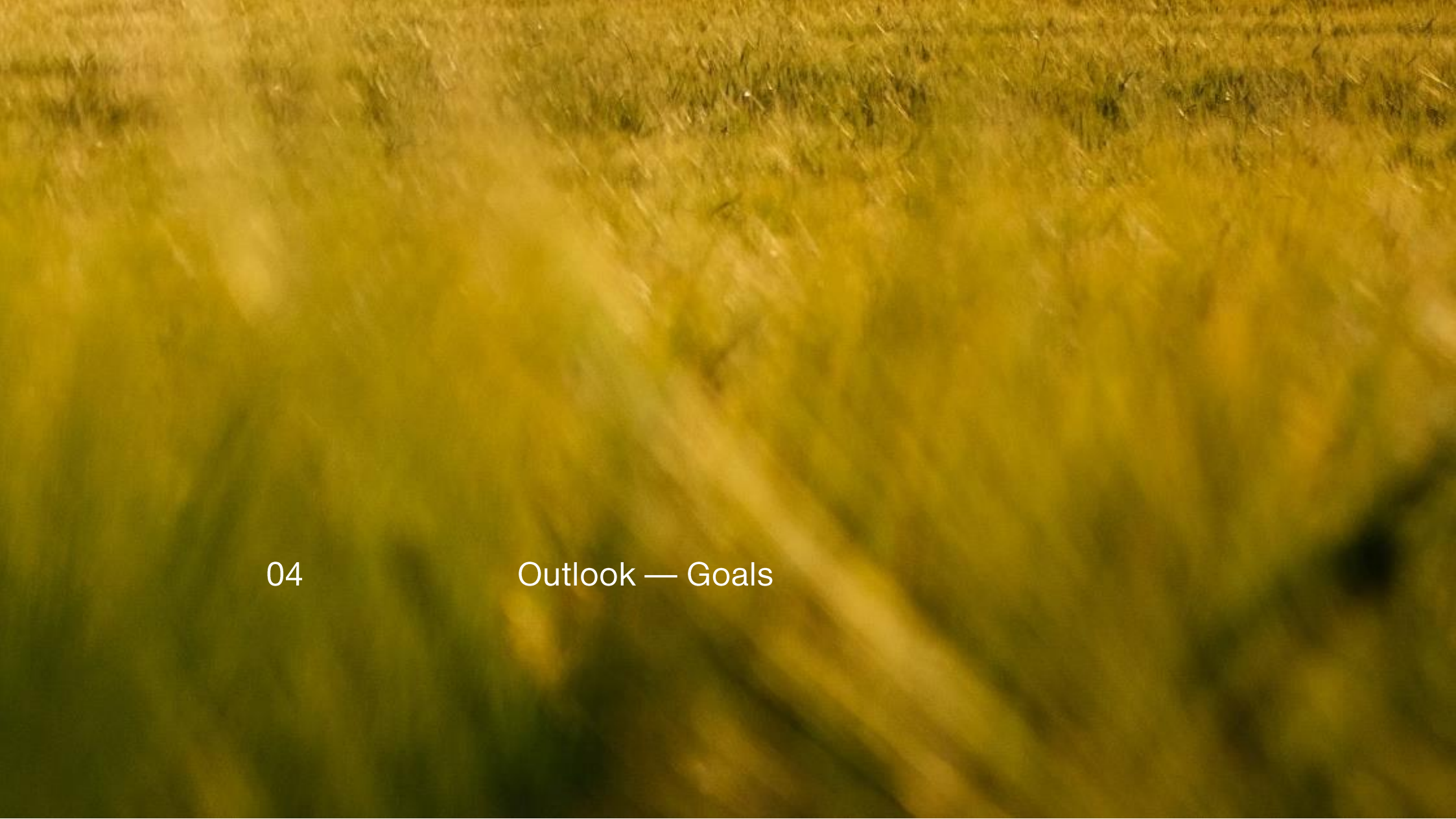
- we provide customised solutions at the highest quality level
- continuous improvement in all areas
- our products make a significant contribution to the success of our customers
- systematic market-oriented product development
- long-term partnerships with suppliers and customers
- motivated, well-informed 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, 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 definiton	Result 2024	Goal	Deadlin
Material consumption/ waste	Quality reliability	96 %	≥ 97.2 %	31.12.2025
Air emissions	Reduction CO ₂ -emissions (CO ₂ equivalent)	4,071 t CO ₂ -e	≤ 3,037 t CO ₂ -e	31.12.2025
Energy	Energy consumption per operating hour	313.2 kWh / h	max. 290 kWh / h	31.12.2025
Energy	Reduction of natural gas consumption	-6 %	-30 %	31.12.2025
Energy	Independence from natural gas	11,845 MWh	0 MWh aus Erdgas	31.12.2035
Occupational safety	Minimising occupational accidents	3 occupational accidents	0 occupational accidents	31.12.2025
Further development of employees	% of employees in talent dialogue	22.7 %	50 %	31.12.2025

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Hueck Folien reports the information cited in this GRI Index with reference to the GRI Standards for the period 1.1.2024 to 31.12.2024.

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