



HEINZGLAS
family-owned since 1622



SUSTAINABILITY REPORT

2024/2025

ADDICTED TO GLASS

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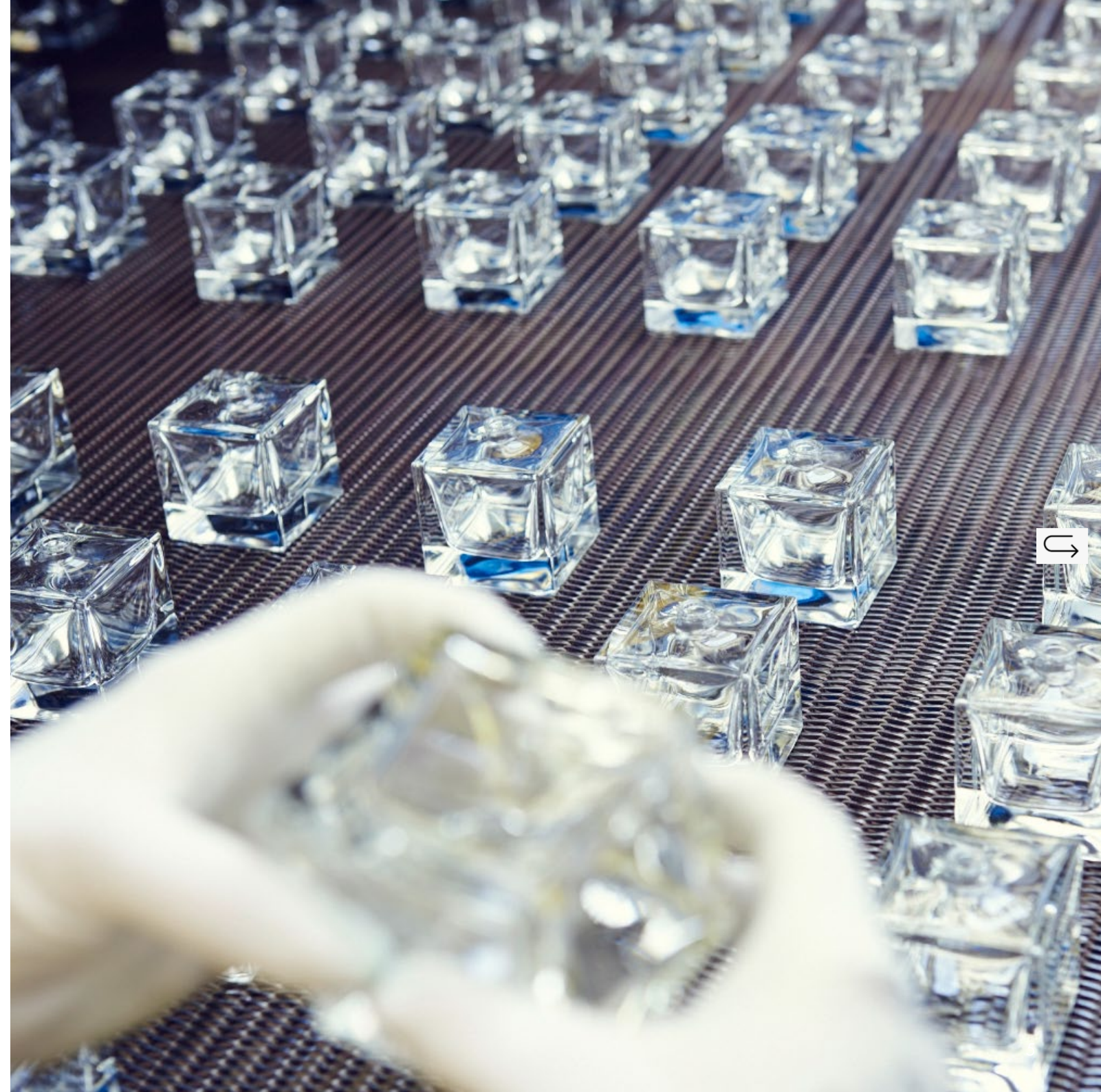
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FOREWORD BY MANAGEMENT

The future holds many possibilities and opportunities for those who are bold enough to shape it. As a family-owned business, we bear responsibility for our impact on society and the environment. We face global challenges that spur us to change our mindset and find sustainable solutions that are socially, environmentally, and economically responsible.

We don't want to be forced to rethink—we want to. As pioneers, we have been taking responsibility for the environment, our employees, and the regions where we operate for decades. We are convinced that we must maintain and expand this responsibility to create a sustainable future. In our sustainability report, we document our efforts and progress in the areas of economy, ecology, social issues, and culture. We want to transparently show the measures we are taking to achieve positive impacts and how we can continuously improve.

Over 400 years of Heinz-Glas represent over 400 years of challenges that we have viewed as opportunities and seized upon. On the following pages, we invite you to learn how we are addressing these challenges to shape a sustainable future for all of us, our children, and future generations.

Our reporting is conducted in accordance with the Global Reporting Initiative guidelines to ensure that we share relevant and meaningful information that enables us to measure and evaluate our progress.

Carletta Heinz
CEO & Inhaberin

Frank Martin
CFO

THE HEINZ-GLAS GROUP



HEINZGLAS
family-owned since 1622



ORGANIZATION

HEINZ-GLAS Group

The HEINZ-GLAS Group is a global leader in premium glass packaging, employing approximately 4,000 people across 17 locations in 12 countries (as of December 31, 2025). In 2022, we expanded our international manufacturing footprint with the opening of our latest glass production and finishing facility in China.

Founded in 1622 in Piesau, Germany, HEINZ-GLAS has been an owner-managed family business for more than 400 years. Since 1661, our headquarters have been located in Kleintettau, Germany, reflecting a long-standing tradition of craftsmanship, innovation, and responsible stewardship. Today, under the leadership of CEO and owner Carletta Heinz, the 13th generation of the Heinz family, we continue to build on our heritage by fostering long-term partnerships, maintaining the highest standards of quality, and creating sustainable value for future generations.

We develop, manufacture, and supply premium packaging solutions in clear and coloured glass, including products made with recycled content,

as well as high-quality plastic closures and containers. In 2025, these products generated approximately €438 million in revenue. Our portfolio includes luxury perfume bottles, cosmetic and skincare packaging, as well as innovative glass packaging solutions for home fragrances, spirits, and dietary supplements. Combining craftsmanship, innovation, and sustainability, we help brands around the world bring their products to life

HEINZ-GLAS are a trusted partner to leading international perfume and toiletries brands. Alongside our global clients, we support a diverse range of smaller businesses, startups, and independent brands, helping them bring innovative products to market through our extensive industry experience and expertise. A diverse product portfolio and a wide-ranging customer base are central to our long-term growth strategy. Backed by our global sales organization and trusted distribution partners, we serve customers across international markets with expertise and reliability.



PRODUCT PORTFOLIO

WE ARE ADDICTED TO GLASS

HEINZ-GLAS is renowned for its elaborately finished perfume bottles made from the purest cosmetic glass. We are among the global market leaders in this segment of the container glass industry. One in every four bottles worldwide containing a premium fragrance was manufactured at one of our facilities.

Our glass portfolio ranges from clear glass with and without PCR content (post-consumer recycled cullet) to colored glass. Finishing options such as frosting, color spraying, metallization, laser engraving, pad and screen printing, hot stamping, and labeling give every bottle or jar the perfect finish. Each of these finishing techniques can also be executed in a recycling-friendly and trans-

parent manner—fully in line with the Packaging and Packaging Waste Regulation (PPWR), which calls for precisely such sustainable solutions. In this way, we combine sophisticated design with a sustainable circular economy.

Our main products in the plastics sector are closures and containers primarily for the cosmetics industry, as well as for pharmaceuticals, food, and technical applications. The use of alternative materials is a key focus here.

Across all sectors, we offer both standard product lines and custom solutions and designs, from concept to finished product.



FLORAL
PASSION FRUIT AND FRANGIPANI



ORRIS

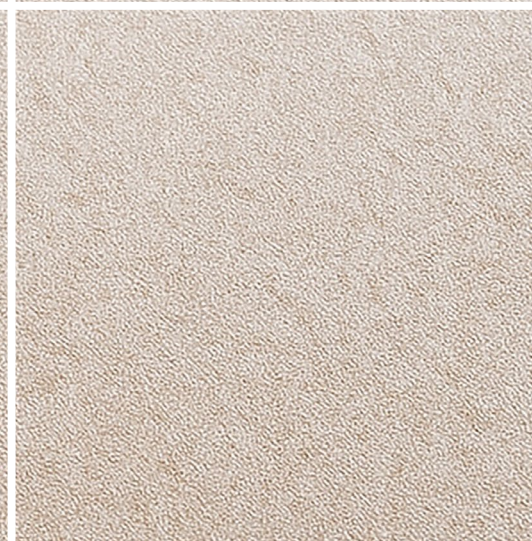
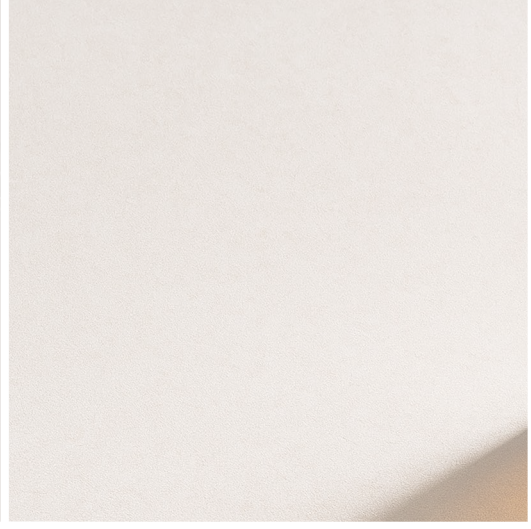
HEINZGLAS



Eriso
HEINZGLAS

FRAGRANCE







OUR FAMILY TRADITION

Those who know their roots understand the strength of their branches.

The Heinz family's glassmaking tradition dates back to 1523, while that of the HEINZ-GLAS company stretches back more than 400 years to 1622. Today, HEINZ-GLAS is one of the world's leading manufacturers and finishers of glass bottles and closures for the perfume and cosmetics industry. Our recipe for success? We are deeply rooted here and firmly grounded. Knowing where we come from shows us the way forward. And it works, thanks to the tireless dedication of 13 generations of the Heinz family and their loyal employees.

OUR VALUES AND CORPORATE CULTURE

To ensure the success of the HEINZ-GLAS Group, we believe it is important for all employees to share a common understanding of our corporate culture. Actively embodied values and a shared culture create a sense of belonging and provide a foundation for our daily work.

Our values unite us across all locations and make it possible to fully leverage the potential of our internationality and diversity within the Group worldwide. In addition to the H-E-I-N-Z values, we have compiled the principles of our culture in our Code of Conduct.

H istorie

History

We know where we come from —and that's why we stay grounded.

E xellenz

Excellence

We work hard to become better and better—for ourselves as a team and for our customers!

I nnovation

Innovation

We realize unique ideas to fulfill customer needs.

N achhaltigkeit

Sustainability

We think and act with generations in mind. And we've been doing so since 1622.

Z ukunft

Future

We preserve our heritage and shape the future.

OUR SUSTAINABILITY

Over 400 years in one place, in a region surrounded by forest, is a long time. During this time, our awareness of the environment has grown until it has literally become second nature to us.

We can say: Sustainability is in our DNA.

Because we know that we can only succeed as an environmentally conscious company. Back then, no one spoke of sustainability. Yet our awareness of it has grown. With the trees that were felled for potash and glass melting. With the time required for reforestation. With every generation that has led our company toward an ever-new future since then.

That this path remains the right one today is demonstrated not least by our renewed award of the German Sustainability Prize in 2025—a confirmation of our commitment and, at the same time, an incentive to continue taking responsibility. Nothing has changed in that regard. Today, as a family-owned business, we look back on 13 generations who serve as both an inspiration and a commitment to us:

Ecological – because only by keeping the environment in mind can we preserve the resources necessary for all production.

Economic – because only by operating sustainably can we secure the foundation upon which the future is built.

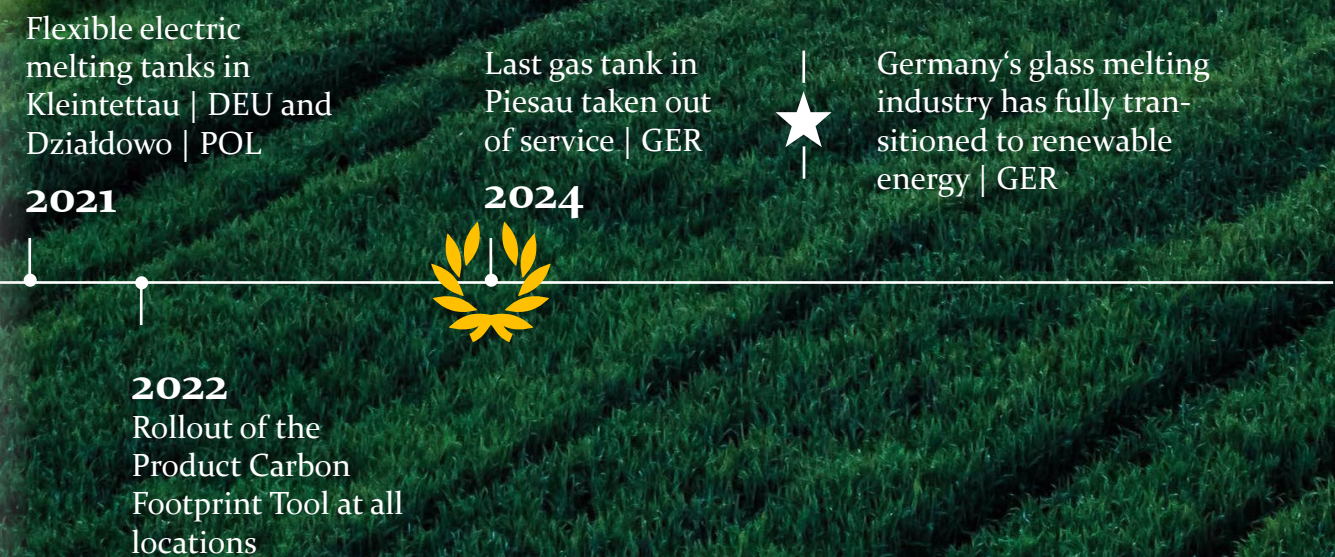
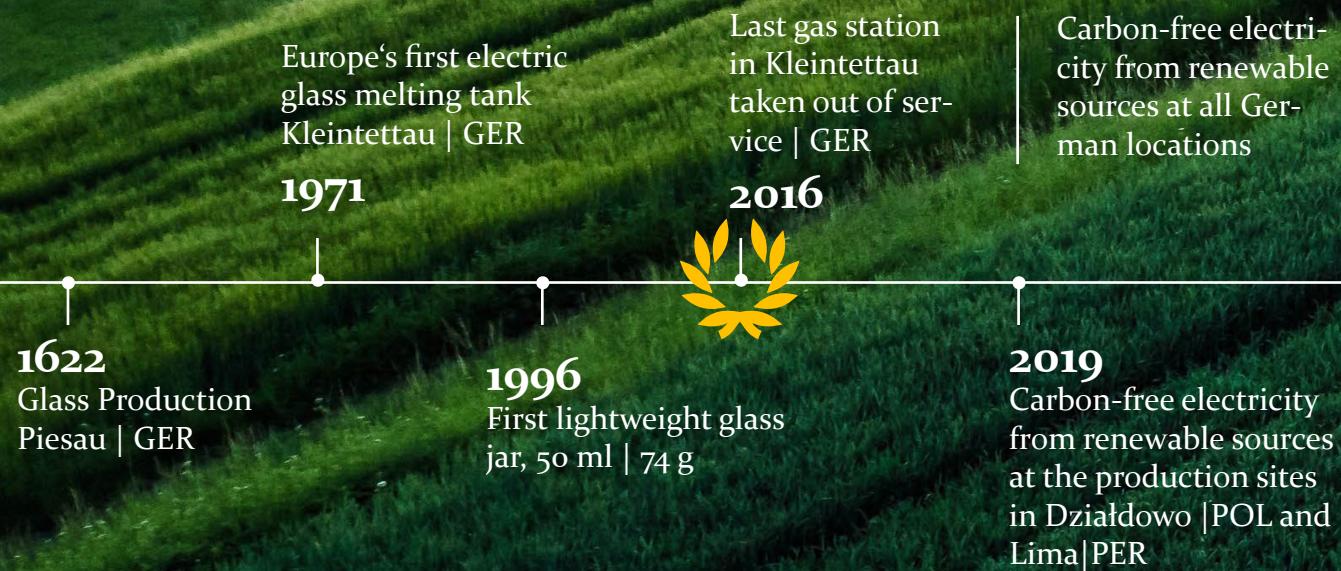
Social – because only by winning people's hearts can we attract employees who see themselves as part of the team.

Cultural – Cultural—because only those who protect and promote their region lay the foundation for international success. After all, only those who keep the environment in mind can preserve the resources necessary for any kind of production.

Cultural – because only those who operate sustainably can lay the foundation on which the future will be built.



OUR SUSTAINABILITY MILESTONES





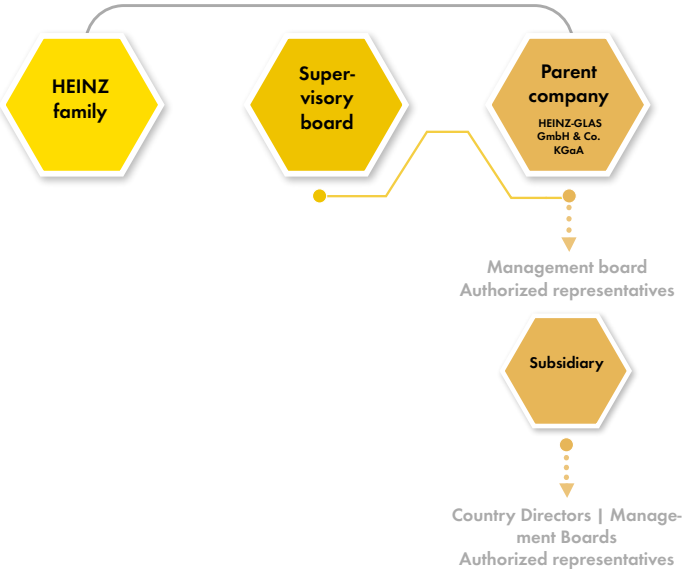
Group Management HEINZ-GLAS Group von links:
Carletta Heinz | Inhaberin & Chief Executive Officer, Frank Martin | Chief Financial Officer

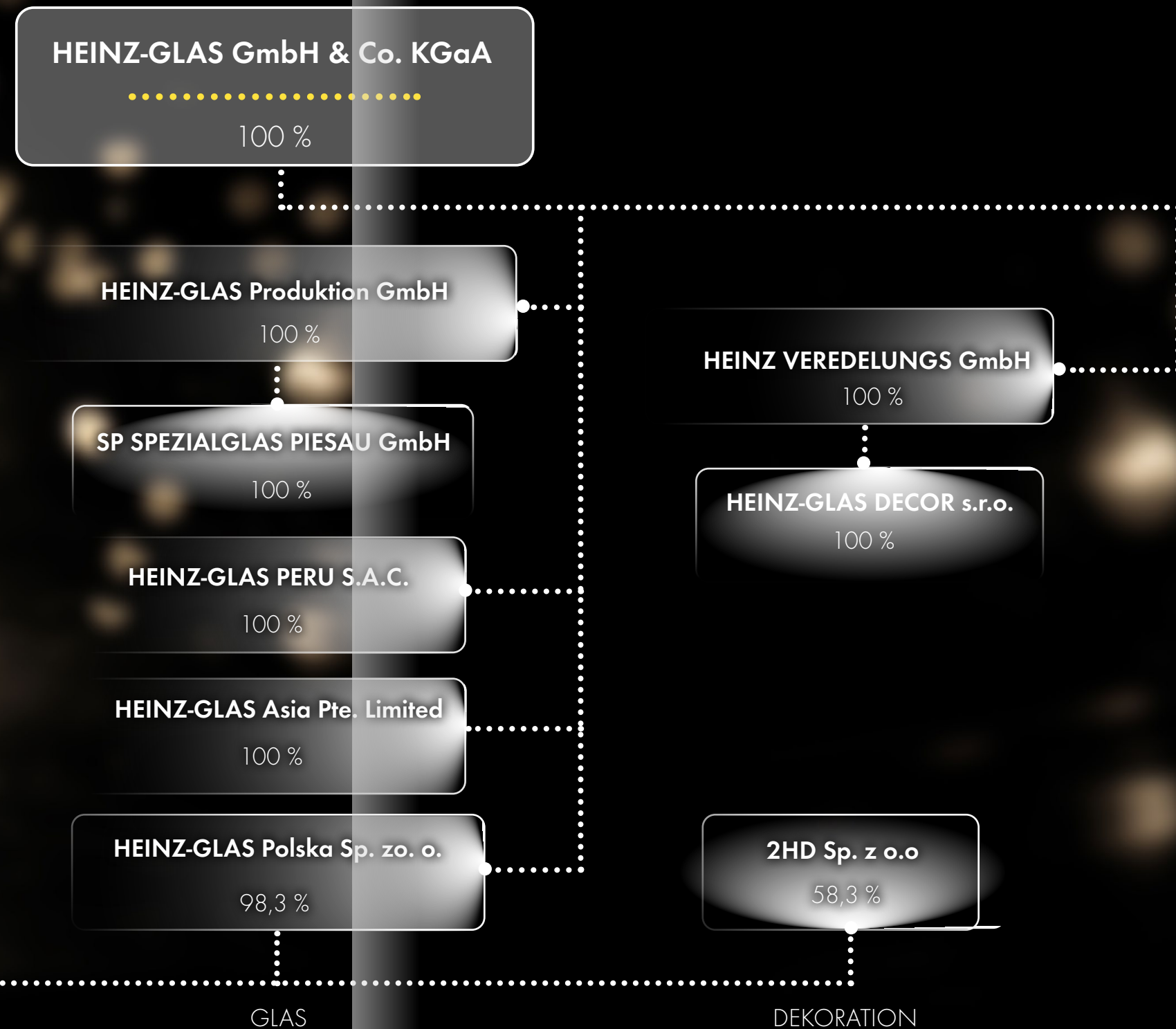
GROUP AND MANAGEMENT

Group Structure

The Group's parent company is HEINZ-GLAS GmbH & Co. KGaA, which is overseen by a Supervisory Board. The Group Management consists of the owner and CEO, Carletta Heinz, and one other managing director.

Each international branch has a Country Director or Managing Director who reports to Carletta Heinz in her capacity as CEO. In addition to production sites for glass, plastic, and finishing, the group also includes administrative and sales offices as well as foundations and holding companies. The companies included in the sustainability report are listed in the reporting statement.





RISK MANAGEMENT

Responsible, values-driven, and sustainable corporate governance is the foundation for healthy growth and long-term success. Our opportunity and risk management is designed to systematically identify and capitalize on opportunities, as well as to identify risks early on that could jeopardize the company's success. It is derived from our corporate strategy, taking into account relevant external and internal opportunities and risks that may arise from economic, environmental, and social perspectives. In addition to expert interviews and checklists, market observations and ad hoc assessments play a key role in risk identification. Taking into account geographical developments (from macroeconomic to local), opportunities and risks

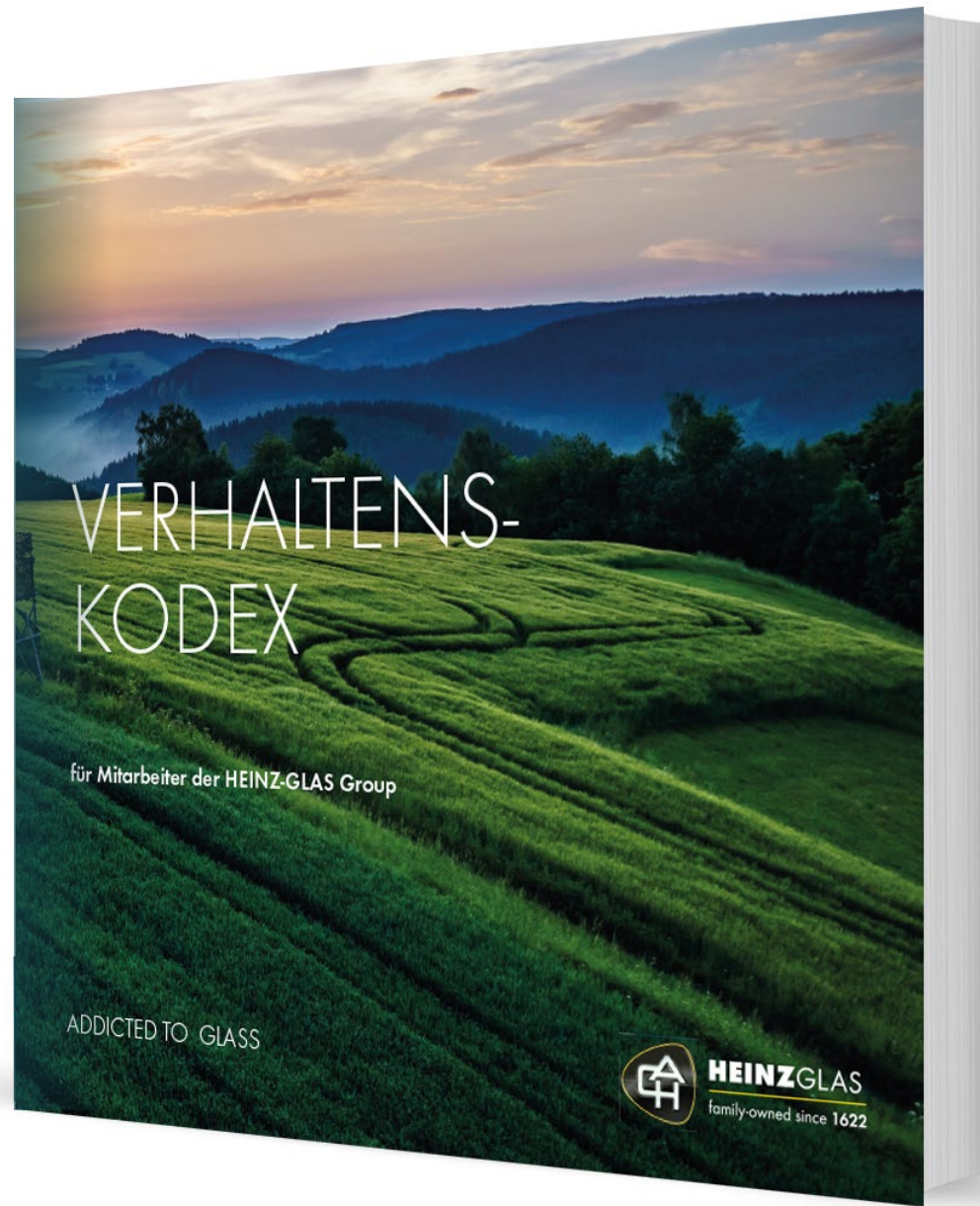
are evaluated and incorporated into the action plan.

EQUAL TREATMENT

We make a difference by not differentiating

Equal treatment is a firmly established principle in the values of the HEINZ-GLAS Group. Regardless of ethnic origin, skin color, gender, religion, nationality, sexual orientation, social background, disability, or political views—provided these are based on democratic principles and tolerance toward those with differing opinions—every employee receives equal opportunities support, and advancement. In addition to the applicable legal systems and laws of individual countries, we adhere in particular to the Universal Declaration of Human Rights (UN 1948). The fundamental principles and rights at work as set forth in the 1998 ILO Declaration (prohibition of child labor, forced labor, discrimination, and freedom of associa-

tion and the right to collective bargaining) are also considered paramount



OUR CODE OF CONDUCT

Our group-wide Code of Conduct embodies our corporate values and mission statement and sets forth binding guidelines for all our employees, managers, board members, owners, and other governing bodies of all companies, as well as for all suppliers and partners of the HEINZ-GLAS Group. Our works councils, representatives for employees with severe disabilities, youth and trainee representatives, anti-discrimination officers, and integration officers at each location advocate for the interests of employees and are available as direct points of contact on-site. In addition, a separate Code of Conduct applies

to suppliers, defining clear requirements for ethical, socially, and environmentally responsible conduct throughout the supply chain.

INTEGRATION

Respect, acceptance, and tolerance are values we live by. We expect these qualities from each of our employees—and extend them to every single one. For us, social integration is far more than just a goal: it is the foundation for a strong sense of togetherness and a deeply rooted community.

To foster this sense of togetherness, we actively support integration into local sports and recreational clubs and create opportunities for interaction and exchange through internal company events. When it comes to everyday challenges such as dealing with government agencies, finding housing, or navigating bureaucratic matters, our employee representatives and integration officers are there to help. For colleagues with limited language skills,

we offer in-house language courses—because language connects people and opens doors. Since 2019, intercultural workshops have been an integral part of our integration efforts.

They foster mutual understanding, strengthen collaboration, and create space for open exchange between people of different backgrounds and perspectives. As a global company with locations and employees in various countries and cultures, it goes without saying that we embrace and actively promote diversity. Because we are convinced that only by understanding differences can we build common ground—and succeed together.





GENDER EQUALITY

It is important to us to ensure equal career opportunities for all genders when qualifications, skills, and job responsibilities are comparable. As of December 31, 2024, women accounted for over 29.03% of our management team.

We especially want to encourage young girls and women to pursue careers in fields where they have historically been underrepresented. Several of our locations regularly participate in Girls' Day—a career exploration event for girls—to give young talent a glimpse into our working world. Through this initiative, young women gain insight into exciting apprenticeship programs and discover technical and technology-related fields with diverse career prospects. More information at: www.girls-day.de We are also committed to gender equality on an international level: WEConnect International is a global network that connects women-led businesses with



qualified buyers worldwide. We actively support this initiative—because it stands for equal opportunity, diversity, and the empowerment of women in business. For more information, visit: www.weconnectinternational.org



These values are also reflected in our own corporate structure: Heinz-Glas is led by a woman who serves as both CEO and owner; with foresight and dedication, she shapes our global orientation and actively promotes equality within the company.

COMMUNICATION & SUSTAINABILITY



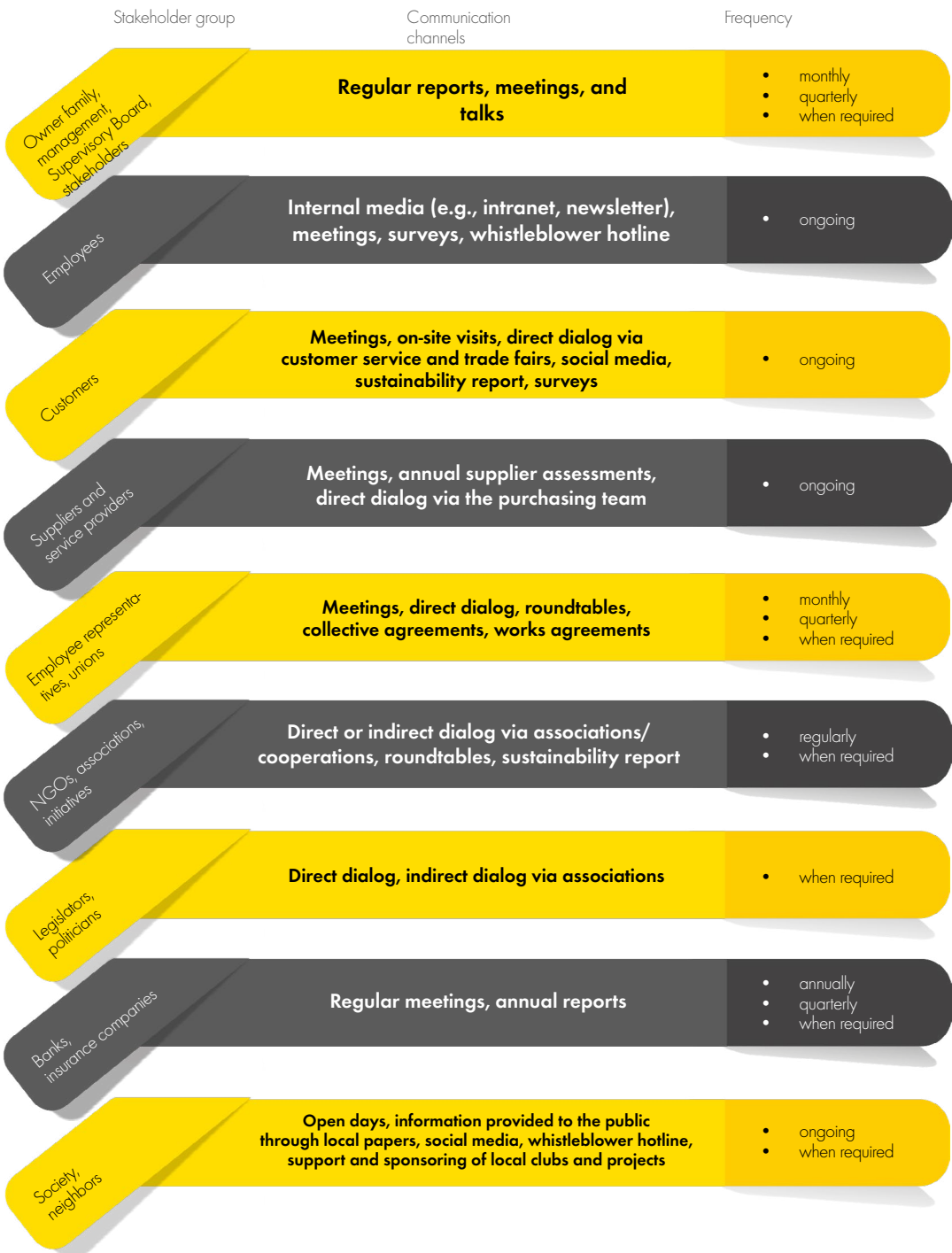
HEINZGLAS
family-owned since 1622



COMMUNICATION WITH STAKEHOLDERS

Transparency builds trust. We maintain open, honest, and transparent communication with our internal and external stakeholders. For us, a trusting dialogue is the foundation of sustainable collaboration. It is important to us to understand the expectations, perspectives, and concerns of our stakeholders. These play a key role in shaping our strategic decisions and help us build a future-ready company. The interests of different groups are naturally diverse and do not always align. This makes communication all the more crucial to mutual understanding and to strengthening our role as a responsible employer, a reliable busi-

ness partner, and an active member of society. Through an internal analysis, we have identified the stakeholders relevant to HEINZ-GLAS. Their significance stems from their geographical proximity to the company as well as their strategic relevance—and forms the basis for a targeted and respectful approach.



REPORTING SYSTEM

Integrity needs a voice. In addition to the official compliance office, a reporting system—also known as a whistleblower hotline—is available. This system is accessible via the HEINZ-GLAS website and offers both internal and external stakeholders the opportunity to report potential violations of legal requirements or internal policies completely anonymously and without providing any personal information. Through this confidential platform, issues can be identified early on, corrective measures initiated, and potential harm to customers, employees, business partners, the environment, and the company averted. In this way, we create an environment in which

responsibility and transparency are actively practiced—for the protection of all involved.



Whistleblower system

<https://heinz-glas.reporting-channel.com>



Compliance office

compliance@heinz-glas.com

MATERIALITY MATRIX

↩ The needs and expectations of our key stakeholder groups were identified through an anonymous and independent survey. The survey took various perspectives into account, including those of employees, customers, suppliers, non-governmental organizations, government agencies, banks, and insurance companies. In addition, the HEINZ-GLAS Group Management Board assessed our company's impact on the environment, the economy, and society. The results from both perspectives were consolidated into a materiality matrix. This matrix forms the basis for selecting the key topics that are the focus of this sustainability report.

SOCIAL

- 01 Occupational safety
- 02 Protection and promotion of health
- 03 Equal treatment, diversity, and equal opportunities
- 04 Freedom of association
- 05 Working conditions
- 06 Promotion of employee awareness
- 07 External support in relation to social matters



ENVIRONMENT

- 08 Waste
- 09 Water
- 10 Emissions
- 11 Energy
- 12 Raw materials
- 13 Ecodesign
- 14 Value chain
- 15 External support in relation to environmental matters

ECONOMY

- 16 Employer attractiveness
- 17 Employer/employee relationship
- 18 Vocational and advanced training
- 19 Compliance with business ethics
- 20 Customer-oriented approach
- 21 Communication
- 22 Risk management
- 23 Strategic collaborations

GLOBAL SUSTAINABLE DEVELOPMENT GOALS (SDG)

With the 2030 Agenda for Sustainable Development, the international community has adopted 17 goals with a total of 169 targets—the so-called Sustainable Development Goals (SDGs).

They apply universally to all countries and address key challenges of our time: from combating poverty and hunger to sustainable consumption and production, and concrete measures for climate protection. We at HEINZ-GLAS have also thoroughly analyzed the SDGs and identified those goals that are particularly relevant to our company. They form the foundation for our sustainable actions and are reflected in our strategic decisions and projects.



Good health and well-being

At HEINZ-GLAS, we believe that the occupational safety and health of employees should have the highest priority in every company and be expanded and promoted on a continual basis. After all, only employees who are mentally and physically fit and work in a safe environment can perform well.



Decent work and economic growth

With 18 locations in 14 countries, we bear responsibility for 18 completely different regions, cultures, and habitats. As a family-run company, we invest annually in our global locations to keep on safeguarding jobs and encourage healthy corporate growth.



Climate action

We take responsibility and are doing our part to limit global warming to below 1.5°C. By implementing annual energy efficiency measures at all locations, we are reducing energy consumption and replacing fossil fuels with renewable energies. We know what our carbon footprint is and are always striving to reduce emissions through measures.



Clean energy

Electricity is one of the most important sources of energy at HEINZ-GLAS and is vital for operating all equipment and machinery. At almost all our production sites, we already draw our electricity from renewable sources and are committed to expanding the use of clean energy in different countries.



Responsible consumption

Sustainable business practices and the careful management of all types of resources are matters dear to our heart. That's why we make sure that the economical, ecological, and social aspects are in balance when selecting suppliers.



Peace and justice

Compliance with internationally recognized human rights is also at the heart of our business relationships. In addition to the applicable jurisdiction and laws of each country, we also strongly adhere to the Universal Declaration of Human Rights (UNO 1948). The fundamental principles and rights at the workplace laid out in the ILO Declaration of 1998 are considered paramount.

PUTTING PEOPLE
FIRST



HEINZGLAS

family-owned since 1622

PUTTING PEOPLE FIRST

People make the difference. Our greatest asset is our workforce. After all, it is people who develop ideas, pass on knowledge, share experiences, and shape our future with skill and passion. It doesn't matter to us where someone comes from— what matters is where they want to go.

We are convinced that our employees can achieve anything—if we provide them with training, give them the right tools, and above all, if we trust them.

Sustainability is often described as the interplay of ecology, economy, and social factors. Since people are at the heart of HEINZ-GLAS, we have deliberately differentiated the social aspect into two components: a societal-social component and a regional-cultural component. In this way, we create space for individual development while simultaneously strengthening our local ties.



Community and society

HEINZ-GLAS creates and protects jobs.



Culture and life

HEINZ-GLAS actively supports regions and helps make them more livable.



Environment

HEINZ-GLAS avoids wasting resources—to protect and preserve the environment.



Economy

Handling the resource of money responsibly is the foundation for maintaining the independence of the HEINZ-GLAS Group.

WORKING AT HEINZ-GLAS

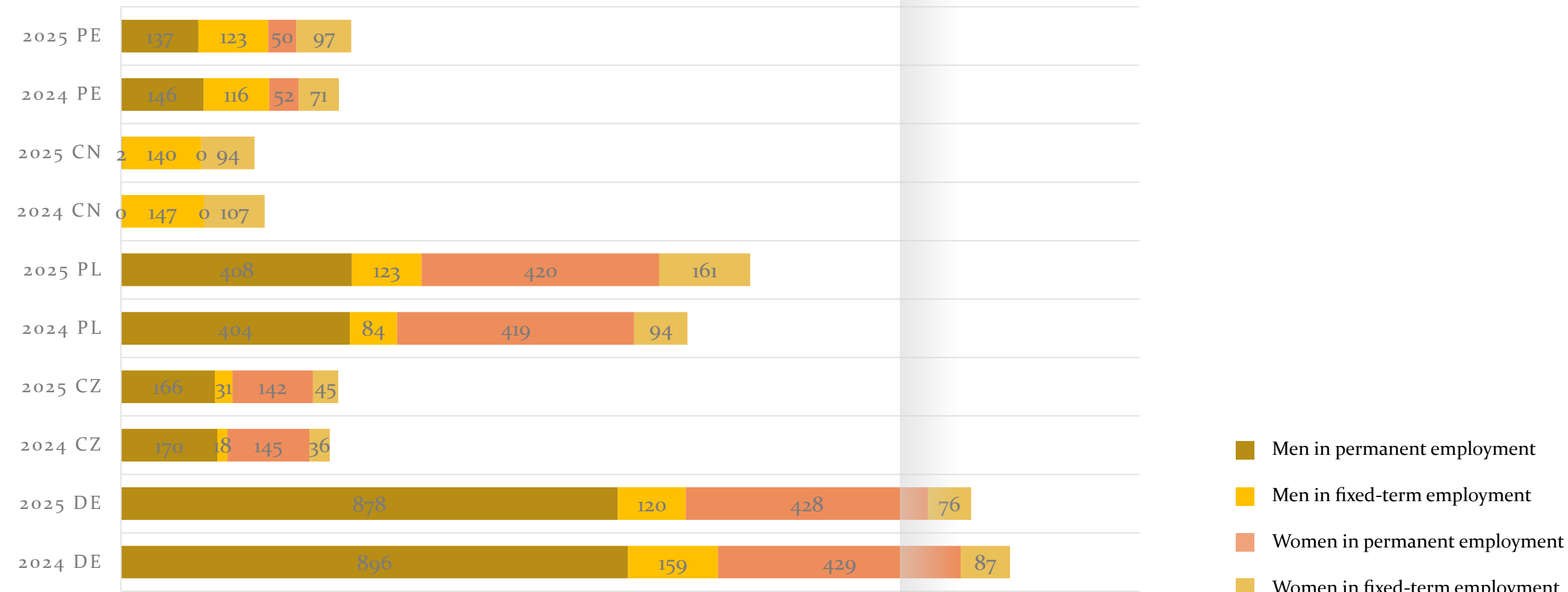
The HEINZ-GLAS Group is committed to a fair employer-employee relationship. Collective bargaining agreements at 90% of our locations, as well as company agreements at all locations, govern salaries, wages, vacation entitlements, and voluntary benefits that go beyond legal requirements. The works councils monitor compliance with these regulations and, together with management, keep employees informed at regular company-wide meetings. All employees are free to join a union.

Worldwide, the HEINZ-GLAS Group employs approximately 4,000 people, about 75% of whom are on permanent contracts. Fixed-term contracts are usually the result of ongoing probationary periods or country- or market-specific circumstances. The goal is to offer all employees permanent employment contracts in the long term.

Depending on demand, an additional 5–10% of temporary agency workers are employed. Here, too, the goal is to permanently hire reliable workers. Since 2016, over 270 temporary agency workers have been permanently hired at German locations, which corresponds to approximately 15% of the workforce there.

In 2025, approximately 7% of women and 2% of men worked part-time. The definition of part-time work varies by location and country. At German locations, employment is considered part-time if the weekly working hours are at least one hour less than the standard 37.5 hours.

Employees at our production sites
in permanent and fixed-term employment

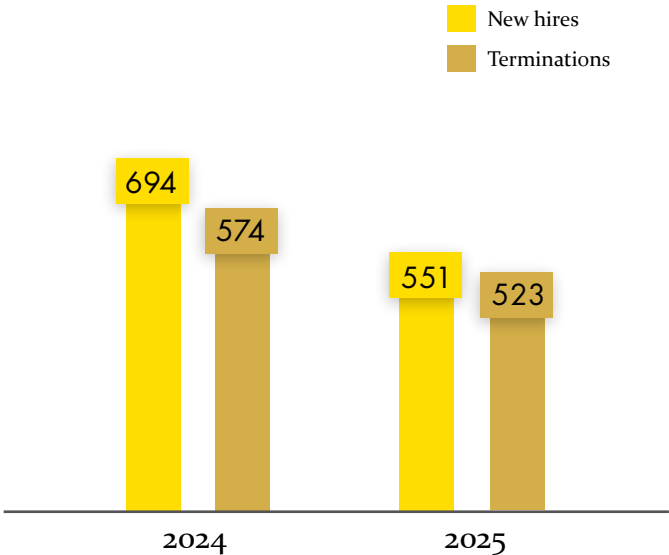


NEW HIRES AND TURNOVER

In fiscal year 2024, the HEINZ-GLAS Group more than offset global staff departures: the number of new hires was approximately 19% higher than the number of departures.

This trend continued in 2025 as well. With new hires outnumbering departures by about 11%, the Group once again recorded positive workforce growth.

Workforce gains and losses at HEINZ-GLAS Group



2024	< 30 years		30-50 years		> 50 years	
	Men	Women	Men	Women	Men	Women
DE	47	26	50	34	17	11
CZ	13	17	6	27	0	2
PL	51	43	45	44	8	8
CN	22	13	46	50	0	0
PE	36	22	31	24	1	0
Total	169	121	178	179	26	21

New hires* HEINZ-GLAS Group as of Dec. 31, 2024

2025	< 30 years		30-50 years		> 50 years	
	Men	Women	Men	Women	Men	Women
DE	18	12	16	15	14	8
CZ	21	16	18	21	9	9
PL	48	35	39	31	5	6
CN	6	4	19	11	0	0
PE	53	44	44	29	0	0
Total	146	111	136	107	28	23

New hires HEINZ-GLAS Group as of Dec. 31, 2025

2024	< 30 years		30-50 years		> 50 years	
	Men	Women	Men	Women	Men	Women
DE	22	15	20	22	21	14
CZ	16	11	9	12	10	10
PL	47	46	50	45	18	12
CN	5	0	21	11	1	0
PE	40	26	44	24	1	1
Total	130	98	144	114	51	37

Employee turnover* HEINZ-GLAS Group as of Dec. 31, 2024

2025	< 30 years		30-50 years		> 50 years	
	Men	Women	Men	Women	Men	Women
DE	29	10	38	21	36	13
CZ	17	12	13	20	10	7
PL	27	12	18	24	11	11
CN	6	6	20	21	4	1
PE	39	26	47	23	1	0
Total	118	66	136	109	62	32

Employee turnover* HEINZ-GLAS Group as of Dec. 31, 2025

* Employee turnover: employees who leave the organization voluntarily or are no longer available due to resignation or retirement.

LIVING WAGE

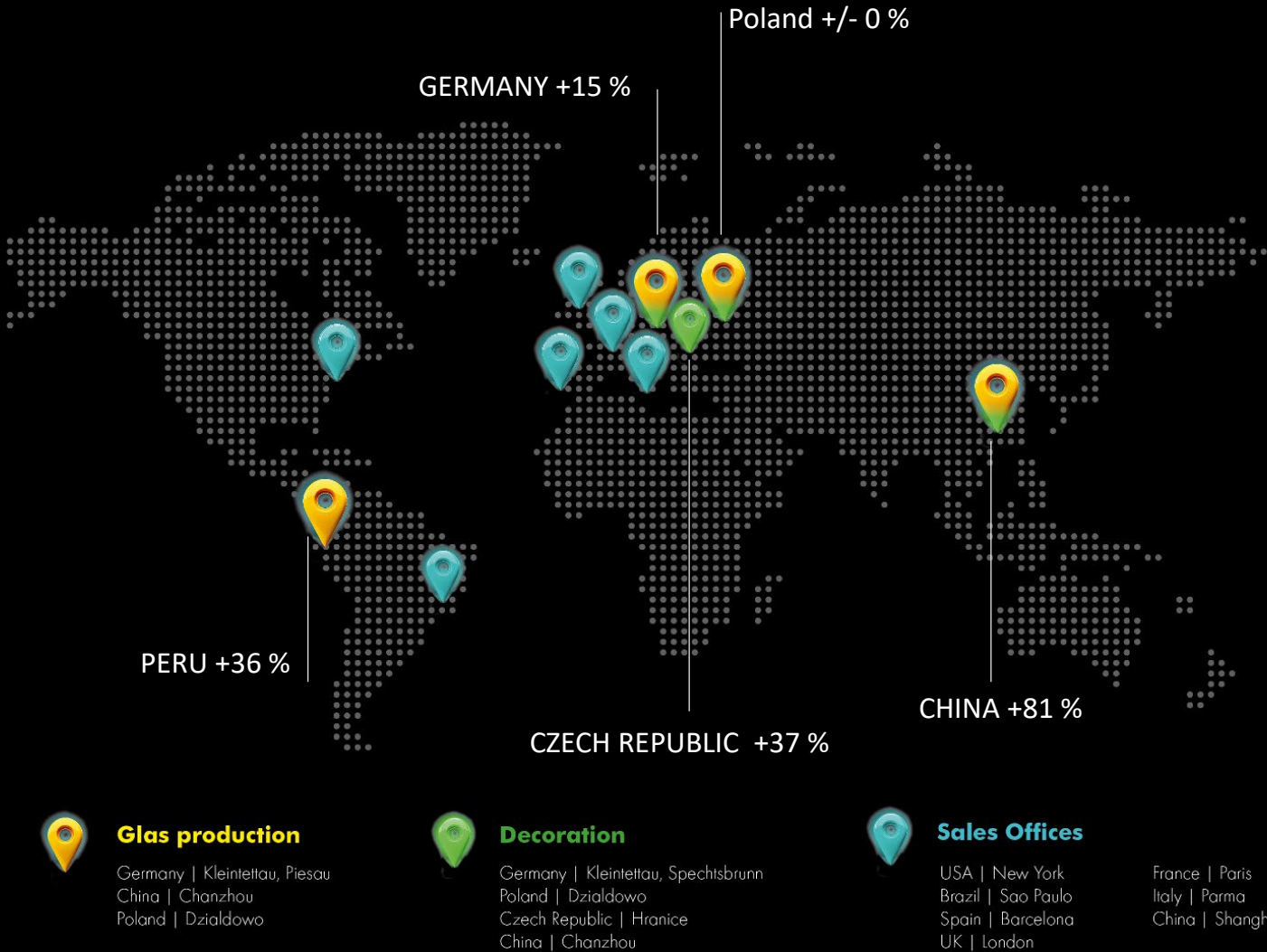
A key element of our social responsibility is ensuring that all employees receive fair and living wages. In the 2024 reporting year, the HEINZ-GLAS Group decided to participate in the Living Wage Program of our long-standing client, L'Oréal.

Through this voluntary initiative, L'Oréal commits to ensuring that by 2030, 100% of employees at its strategic suppliers receive at least a living wage—that is, an income that covers the basic needs of employees and their families and is based on internationally recognized best practices.

As part of our participation, we compared the lowest pay grades at our production sites in Germany, the Czech Republic, Poland, Peru, and China with the local and regional living wages determined by the Wage Indicator Foundation.

The analysis revealed that the lowest pay grades at our manufacturing sites are, on average, approximately 34% above the respective living wage.

This result demonstrates that the HEINZ-GLAS Group significantly exceeds the program's requirements. We view this as confirmation of our long-standing commitment to fair working conditions, social justice, and responsible conduct toward our employees and partners worldwide.



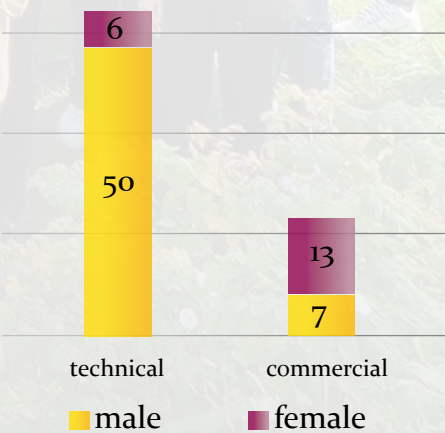
First-year apprentices from the 2025 intake at the German sites in Kleintettau, Piesau, Spechtsbrunn, and Langenau, along with mentor apprentices from previous years, trainers, works council members, and the general management of the HEINZ-GLAS Group.



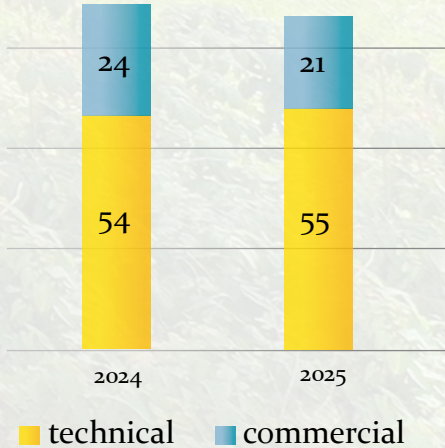
TRAINING

Shaping the future – with our next generation. We not only invest in innovative and efficient technologies, but also place great emphasis on providing our young talent with a solid education and ongoing training. Through numerous technical and business apprenticeships, as well as several dual degree programs, we train the skilled professionals of tomorrow—with a practical, forward-looking approach and promising career prospects. We recognize good performance: with bonuses for academic success and the prospect of a permanent position for those who demonstrate strong commitment. Our goal is to train young talent in line with our needs and retain them in the company long-term. Our trainers and experienced specialists enthusiastically pass on their knowledge—from generation to generation. Whether industrial and IT clerks, mechatronics engineers, or technical product designers: We are proud of the motivation and talent of our young colleagues.

Trainees by gender
2025 HEINZ-GLAS Group



Trainees by occupational group
HEINZ-GLAS Group



BENEFITS FOR OUR TRAINEES

Nobody gets left behind at HEINZ-GLAS

At HEINZ-GLAS, mobility means more than just the daily commute to work—it stands for equal opportunity, community, and sustainability in action. Our Trainee Shuttle transports trainees without driver's licenses from home to our training centers at our German locations in Kleintettau, Langenau, Spechtsbrunn, or Piesau every day—and safely back home again at the end of the day.

Alternatively, we cover the cost of public transportation tickets and actively encourage carpooling. The success story of the Trainee Shuttle continues as the training program begins: The service can be used as early as the trial internship, making the transition into the training program easier. In the 2025 training year, 15 of the 21 new trainees used the Trainee Shuttle regularly—a total of 38 trainees benefited from this special

offer in 2025. Our 14 dedicated employees in the transportation service are on the road daily with a total of 8 vehicles. On 12 different routes, they are on the road for a combined total of around 28 hours a day, covering an average of nearly 1,200 kilometers.

Through their tremendous dedication, they ensure that our young employees can get to work reliably, safely, and in an environmentally conscious manner. The Trainee Shuttle thus exemplifies our understanding of social responsibility and sustainability—because at HEINZ-GLAS, no one should be left behind, whether in their career or on their commute.



JOINING FORCES FOR MORE EDUCATION

In order to expand and promote the training program on an international scale at all locations, we support and collaborate with many local and national institutions and associations.

- AHK Poland – German-Polish Chamber of Industry and Commerce
- AHK France – German-French Chamber of Industry and Commerce
- AHK Czech Republic – German-Czech Chamber of Industry and Commerce
- AHK India - German-Indian Chamber of Commerce
- Stanisław Staszic University of Science and Technology in Kraków (Akademia Górniczo-Hutnicza im. Stanisława Staszica w Krakowie)
- Friends of the Arnstadt-Illmenau State Vocational Training Center Association
- Chamber of Industry and Commerce for Upper Franconia, Bayreuth
- Chamber of Industry and Commerce of Southern Thuringia
- Alexander von Humboldt Vocational Training Center (BBZ), Peru
- wi-career Career Network
- East Thuringian Training Association
- Regional Chamber of Commerce of the Karlovy Vary Region
- SENATI National Vocational Training Service for Industrial Work, Peru

COMPANY BENEFITS

For us, it goes without saying that we not only provide our employees with a secure job, but also offer attractive location-based benefits that go beyond legal requirements.

For example, water dispensers at our locations give all employees access to fresh, clean drinking water at any time.



DONATIONS FOR THE REGIONS

← In 2025, we at HEINZ-GLAS Germany once again wanted to give back to the people and organizations that make our region such a great place to live. In total, we were able to donate 107,442 euros to 44 different recipients—a contribution we are truly proud of.

Support was primarily directed toward kindergartens, schools, and sports clubs, but also fire departments and social service organizations in our area. Behind all these organizations are people who dedicate themselves to our community every day with passion and heart.

The largest donations (500 euros and up) went to the European Flakon Glass Museum in Kleintettau and its supporting association, Glasbewahrer am Rennsteig e.V., to Landvolkbildung Thüringen e.V. —a non-profit educational or-

ganization with five branches in Thuringia—to the Arnika Academy in Teuschnitz, and to the Evangelical Church Congregation in Ludwigsstadt on the occasion of its 500th anniversary.

In addition to monetary donations, we also made in-kind donations—primarily prizes for raffles and contests that bring joy to local events and support the dedication of volunteers. For us, this commitment is more than a duty: it is an expression of our connection to the region where we live and work. Together, we want to help ensure that our home remains a place where people feel at ease and stick together.



ACHIEVING MORE TOGETHER



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MEMBERSHIPS AND COLLABORATIONS

Our partnerships and memberships within and outside the glass and plastics industry strengthen our position as a sustainable and forward-looking partner for customers, suppliers, and other business partners. Together with our partners, we are committed to designing processes and guidelines in a way that ensures the goal of limiting global warming to 1.5°C is met. Working together for a healthy environment and a sustainable economy.

Bundesarbeitgeberverband Glas und Solar e.V.	Member
Bundesverband der Energie-Abnehmer e.V.	Member
Bundesverband Glasindustrie e. V. (BV Glas)	Member
Close The Glass Loop	Industry Initiative
Deutsche Glastechnische Gesellschaft e.V.	Member
DVI Deutsches Verpackungsinstitut e.V.	Member
FEVE The European Container Glass Federation	Member
Friends of Glass	Member FEVE initiative
IK Industrievereinigung Kunststoffverpackungen e.V.	Member
Initiative Energieeffizienz-Netzwerke: Rennsteigenergie 3.0	Member BV GLAS network supporter
Klimaschutz-Unternehmen - Die Klimaschutz- und Energieeffizienzgruppe der Deutschen Wirtschaft e.V.	Member
KNF Kunststoff-Netzwerk Franken e.V.	Member
STOWARZYSZENIE Polski Ruch Czystszej Produkcji - POLISH CLEAN PRODUCTION MOVEMENT	Sponsor
POLSKI ZWIĄZEK PRZEMYSŁU KOSMETYCZNEGO – Der Polnische Verband der Kosmetikindustrie	Member
Reciclame Perú	Member
Risk Management Association e.V.	Member
Umwelt- und Klimapakt Bayern	Member
Verband der Wirtschaft für Emissionshandel und Klimaschutz e. V.	Member
CETIE (International Technical Centre for Bottling and Associated Packaging)	Member

CERTIFICATIONS, VERIFICATIONS, AND ASSESSMENTS

HEINZ-GLAS ensures the quality of all processes and products through ongoing audits and certifications. The findings are communicated to stakeholders, and the assessment results are made available.

ISO-ZERTIFIZIERUNGEN

DIN EN ISO 9001:2015

Quality Management

Heinz-Glas Polska Sp. Z o.o.
Heinz-Plastics Polska Sp. Z o.o.
Heinz-Glas Decor s.r.o.
2HD Sp. Z o.o.
Heinz-Glas Deutschland (Kleintettau, Piesau, Spechtsbrunn)
Heinz-Glas Peru S.A.C.
Heinz-Glas China Co., Ltd.

DIN EN ISO 14001:2015

Environmental Management

Heinz Veredelungs GmbH (Spechtsbrunn)
Heinz-Plastics Polska Sp. Z o.o.
Heinz-Glas Decor s.r.o.

DIN EN ISO 27001:2025

IT Security

Heinz-Glas Deutschland (Kleintettau, Piesau, Spechtsbrunn)

DIN EN ISO 50001:2018

Energy Management

Heinz-Glas Deutschland (Kleintettau, Piesau, Spechtsbrunn)
Heinz-Glas Polska Sp. Z o.o.

DIN EN ISO 14064-03:2025

Corporate Carbon Footprint

Heinz-Glas Deutschland (Kleintettau, Piesau, Spechtsbrunn)
Heinz-Glas Polska Sp. Z o.o.
Heinz-Plastics Polska Sp. Z o.o.
Heinz-Glas Decor s.r.o.
2HD Sp. Z o.o.

GMP Certificate (Good Manufacturing Practice) ISO 15378 and HACCP codes Pharmaceutical standards and HACCP compliance

Heinz-Glas Deutschland (Kleintettau, Piesau, Spechtsbrunn)

GMP-Zertifikat (Cosmetics- Guidelines on Good Manufacturing Practices) ISO22716:2007

Heinz-Glas China Co. Ltd.



CDP SCORE REPORT

CDP is a nonprofit organization that operates a global disclosure system for investors, companies, cities, states, and regions to manage their environmental impact. The score ranges from A (best) to D- (worst). The HEINZ-GLAS Group scored as follows:

2024 Climate Change = B
Water Security = B

2025 Climate Change = B
Water Security = A-



SEDEX

Sedex is a global leader in sustainable procurement and empowers companies to build responsible supply chains. To this end, Sedex provides tools, technologies, and insights that help companies act ethically, source responsibly, and work with their suppliers to create fair working conditions. Within the HEINZ-GLAS Group, the sites in Kleintettau (Germany), Działdowo (Poland – HEINZ-GLAS and HEINZ-PLASTICS), and Lima (Peru) are certified.



BASC Business Alliance for Secure Commerce

BASC is an international business alliance that promotes safe international trade through voluntary cooperation with governments, border control authorities, inspection bodies, and international organizations. Heinz-Glas Peru S.A.C. was audited and certified in 2021 in accordance with the BASC International Code of Conduct Version 5-207 for the export of empty glass containers for the cosmetics industry.



Validation of our environmental claims by SCS Global Services

When manufacturing glass packaging that contains PCR (post-consumer recycled) glass, it is important to accurately calculate the PCR content. When defining the origin of recycled raw materials, a distinction is made between PIR (post-industrial recycled) and PCR (post-consumer recycled) recyclates. This distinction and the calculation of the PCR cullet content are described in DIN EN ISO 14021.

SCS Global Services has confirmed for our German sites in Kleintettau and Piesau that the method we use to calculate and report the respective PCR content achieved complies with ISO 14021 “Environmental Labels and Declarations” and the SCS Recycled Content Standard V7-01.



NEPSI – THE EUROPEAN NETWORK ON SILICA

NEPSI stands for “European Network on Quartz,” founded by cross-sector European employer and employee organizations that signed the “Agreement on Social Dialogue Concerning the Protection of Workers’ Health through the Proper Handling and Use of Crystalline Silicon Dioxide” in 2006. Since 2008, our glass manufacturing sites in Germany and Poland have been reporting to NEPSI and receiving an annual assessment.



PRS GREEN LABEL

For nearly 30 years, PRS has been organizing the controlled reuse and sharing of chemical pallets for the European polymer industry.

The PRS Green Label recognizes the efforts of all active partners in a network of polymer manufacturers, processors, distributors, suppliers, depots, and freight forwarders who are actively contributing to a better environment.



DISTINCTIONS AND AWARDS

Certifications and ratings attest to the quality of our processes and services. Awards recognize a company's commitment that goes above and beyond. That is why we take particular pride in our awards in the social, environmental, and economic spheres.

LUXE PACK in green award

At LUXE PACK New York 2024, we were honored with the LUXE PACK in Green Award in the Best CSR Initiative category. This recognition celebrates our proprietary tool for calculating the Product Carbon Footprint (PCF). The PCF tool is a central component of our sustainability strategy: It enables us to transparently track the CO₂ emissions of in-



dividual products throughout the entire value chain and optimize them in a targeted manner. This allows us to implement emission-reduction measures as early as the design and development phase and to work with our customers to create environmentally conscious packaging solutions.



Hall of Fame for Family-Owned Businesses

Carletta Heinz, managing partner of the HEINZ-GLAS Group, and Carl-August Heinz were inducted into the Family Business Hall of Fame in 2024. The award honors business leaders who combine long-term economic success with environmental and social responsibility.

The jury particularly highlighted the HEINZ-GLAS Group's sustainable business model, its

resource-efficient use of materials, and its social commitment. This recognition underscores the company's ongoing commitment to integrating environmental awareness and innovation with entrepreneurial activity.

Bayerns Best 50

In July 2024, we were honored with the BAY-ERNS BEST 50 award. This ranks us among the 50 fastest-growing small and medium-sized enterprises in Bavaria. The award is presented annually by the Bavarian Ministry of Economic Affairs and is based on above-average revenue and employee growth over a five-year period.



Erfolgreich.Familienfreundlich

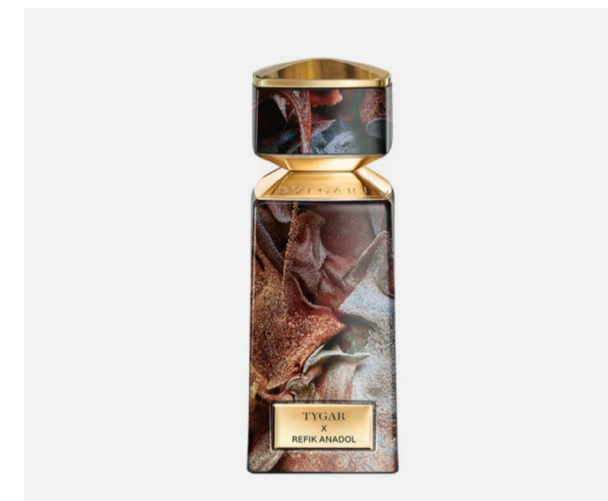
In 2025, we were recognized as one of the 20 most family-friendly companies in Bavaria in the “Erfolgreich.Familienfreundlich” competition. The award is presented by the Bavarian State Ministries of Family, Labor, and Social Affairs, and of Economic Affairs, Regional Development, and Energy.

The award confirms our long-term commitment to promoting family-friendly structures in the workplace. Flexible work schedules, support services for employees with caregiving responsibilities, and a culture of mutual respect are integral parts of our HR strategy. In this way, we contribute to social sustainability while simultaneously enhancing our appeal as an employer.



Formes de Luxe Award

Together with Bvlgari and ATIU, we were honored with the 2025 Formes de Luxe Award in the Deco & Finishing category. The award recognized the fragrance Bvlgari Le Gemme Tygar x Refik Anadol, whose packaging features a continuous 360° design that wraps around the bottle and cap. In addition to the design and technical execution, the sustainable approach was also recognized: The bottle is made of 30% post-consumer recycled glass and is equipped with a fully recyclable screw cap. It is produced at our headquarters in Kleintettau. Since 2024, we have been operating all glass melting furnaces there and at other German locations fully electrically with CO₂-free electricity.



Deutscher Nachhaltigkeitspreis

We were honored with the 2025 German Sustainability Award for Companies as the industry winner in the glass and ceramics category. The jury recognized our holistic sustainability concept, which combines the circular economy, resource efficiency, and circular design.

Particular emphasis was placed on our solutions using post-consumer recycled glass (PCR), the development of fully recyclable products, and technological innovations that combine product protection with recyclability.

With this approach, the jury recognized us as a beacon of sustainable corporate management within our industry—and as a role model for the transformation toward a circular glass industry.



SAFETY AND HEALTH



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OCCUPATIONAL SAFETY AND HEALTH

Our employees are an essential asset to our company and ensure the continued operation of our global locations. At HEINZ-GLAS, we believe that workplace safety and employee health should be top priorities in every company and should always be expanded and promoted. After all, only mentally and physically healthy employees can perform well in a safe work environment.

In the glass and plastics manufacturing industry, as well as in the finishing sector, production-related employees may be exposed to increased health risks due to heat, noise, dust, and other emissions. Work here often involves heavy machinery, tools, or chemicals, which is why workplace safety plays a paramount role. It is not only production-related employees who

may be exposed to higher levels of stress that must be prevented. Mental stress and occupation-specific illnesses can affect administrative staff just as much. Therefore, it is particularly important to prevent mental stress in addition to potential physical hazards.

OCCUPATIONAL SAFETY

The applicable national occupational safety and health requirements are implemented at all HEINZ-GLAS Group locations and apply to all employees. We take measures to prevent accidents and work-related health hazards in the interest of occupational safety and health, as well as measures to ensure that work is organized in a humane manner. Legal requirements include, for example, conducting risk assessments and providing training.

At our German sites, legal requirements are mapped and continuously updated via the occupational safety and health legal database on the Quentic platform. Our production site in Peru uses an internally developed system for this purpose, which systematically tracks safety-related metrics and action plans.

At our Chinese site (HGCN), the local CIP team accepts suggestions for improvements regarding occupational safety and health, while EHS coordinators communicate findings directly via a WeChat platform. In addition, HGCN uses a government app to digitally record deficiencies by scanning risk maps and track their resolution through photo documentation. To raise daily awareness among the workforce, safety videos are also shown in the cafeteria.

Cross-functional reporting channels

Regardless of location, all employees have the option at any time to report concerns through channels such as supervisors, safety representatives, the works council, or the anonymous whistleblower system. Additionally, unsafe situations can be addressed via accident prevention cards.

PERSONAL PROTECTIVE EQUIPMENT

The personal protective equipment (PPE) required for carrying out specific tasks is provided to all relevant personnel before they commence work. It is also replaced and updated when necessary or after being used for a reasonable period in order to ensure functionality at all times.

SAFETY INSTRUCTIONS

↩ Targeted measures such as instructions, training sessions, and further education can prevent accidents and minimize risks. At the start of their employment with the HEINZ-GLAS Group, and then annually, every employee receives training on fire protection and safety. Depending on their field of activity and department, they also receive additional safety-relevant, job-specific training and instructions. In addition, safety notices, data sheets, instructions, and training materials are made available to all employees in several languages via the intranet, supervisors, company officers, the works council, and posted information.

Our e-learning platform, introduced in 2021, offers all employees at the German sites a simple

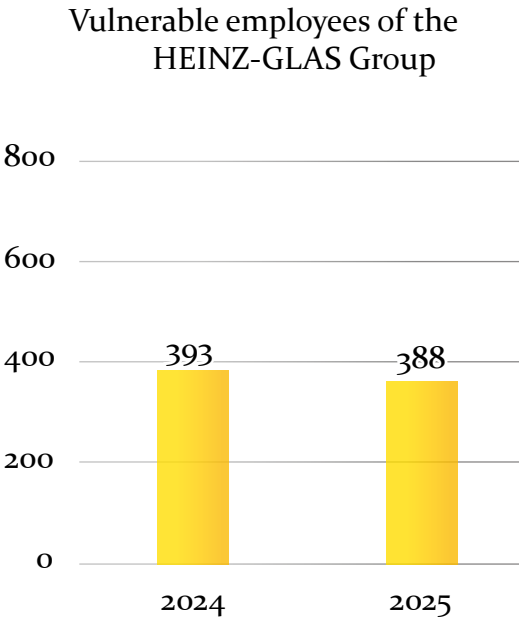
and flexible way to complete general safety training at any time, as well as additional courses on topics such as data protection, information security, health protection, and compliance.

We are responsible not only for our own employees. External contractors, temporary workers, and visitors also receive safety instructions, behavioral guidelines for the premises, and the necessary protective equipment upon entering our facilities. Temporary workers and external companies are additionally informed about internal safety regulations and trained accordingly.

RISK ASSESSMENT

Based on regular risk assessments of all areas and workplaces, the responsible department managers, safety officers, and occupational health services examine whether the work environment or specific activities pose an increased hazard potential. Employees requiring special protection are explicitly included in this process. This group includes, among others, employees with disabilities, pregnant employees, and employees younger than 18 or older than 55.*

*Exact figures concerning pregnant employees weren't accessible to us during this reporting period due to data privacy reasons.



COMPANY OFFICERS AND OCCUPATIONAL HEALTH SERVICES

At all locations, regularly trained safety officers work together with employees to ensure safe and smooth workflows. They regularly inspect processes, machinery, and equipment, and report their findings to all relevant employees, supervisors, and senior management.

During daily operations, trained first responders are available to handle emergencies at all locations. Furthermore, preventive health screenings are regularly organized by our Health Management team, while occupational health services conduct quarterly site inspections. At our locations in Germany and Poland, Health

and Safety Committee meetings are held four times a year to discuss occupational safety topics, develop appropriate measures, and define their implementation. The Health and Safety Committee consists of safety specialists and officers, site management, the Works Council, and the HEINZ-GLAS Health Management team.

At our facility in Lima, Peru, there is an internal Safety Committee elected by—and composed exclusively of—employees. This body meets monthly to evaluate the effectiveness of implemented measures and to establish new goals

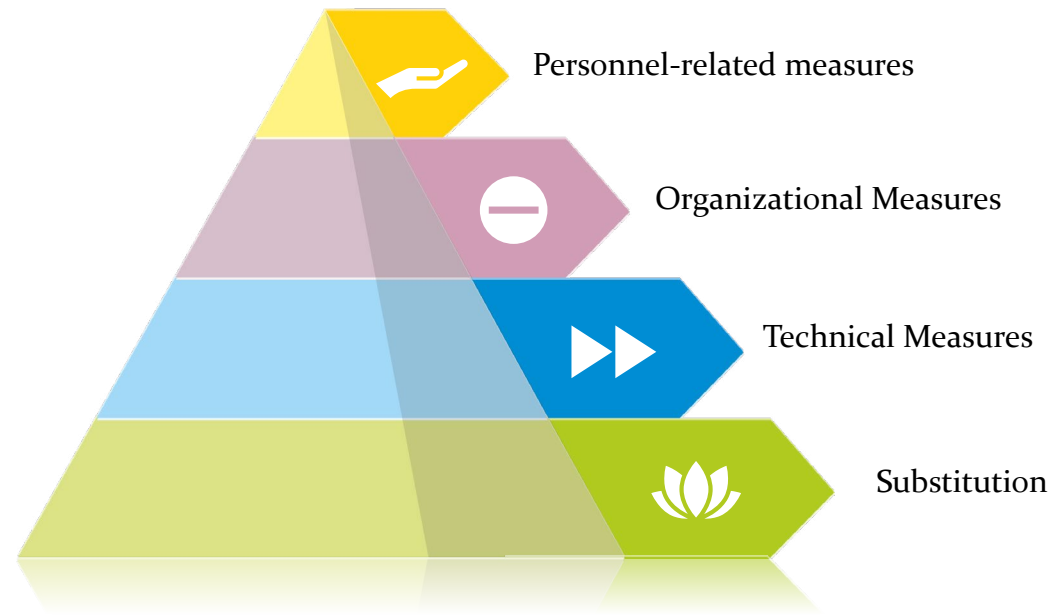
and activities in the field of occupational safety. In addition, the facility employs a dedicated Health & Safety Manager, supported by a team comprising of two Safety and Environmental Supervisors and an occupational physician. Together, they ensure that all statutory, group-wide, and technical requirements are met. In Peru—just as it is for our customers—safety is accorded a particularly high priority.

At our Hranice location in the Czech Republic, health and safety matters are managed by local leadership with the support of external specialists. Here, too, we ensure that all statut-

ory, group-wide, and technical regulations are strictly observed.

ACCIDENT REPORTS

Hierarchy of measures



The safety and health of our employees are our highest priority. Through the annual analysis of accident reports, relevant key performance indicators are collected to evaluate the effectiveness of existing occupational safety measures and to identify targeted areas for improvement. Throughout this process, the responsible handling of personal data remains a primary focus.

Measures for accident prevention and for ensuring occupational safety are implemented in accordance with the applicable hierarchy of controls. The primary objective is to completely eliminate sources of hazard. If this is not possible, technical measures are implemented.

Should these also fail to achieve a sufficient effect, organizational measures follow. Personal measures constitute the final step; while they may have a more limited scope, they contribute significantly to strengthening our safety culture through training and awareness-raising initiatives.

In 2024 and 2025, the sites in Kleintettau and Piesau predominantly documented contusions and bruises resulting from tripping accidents, whereas the Spechtsbrunn site primarily recorded cuts and puncture wounds.

	Company employees (employment contract with HEINZ-GLAS)		External employees (no employment con- tract with HEINZ-GLAS)	
	2024	2025	2024	2025
Work-related deaths at work	0	0	0	0
Work-related, severe injuries	1	1	0	0
Work-related, less severe injuries	47	54	0	1
Hours worked by all employees	4.730.456	5.522.327	827.342	522.040
Work-related deaths at work	0	0	0	0
Work-related, severe injuries	0,21	0	0	0
Work-related, less severe injuries	10,15	9,78	0	0

based on 1 million working hours





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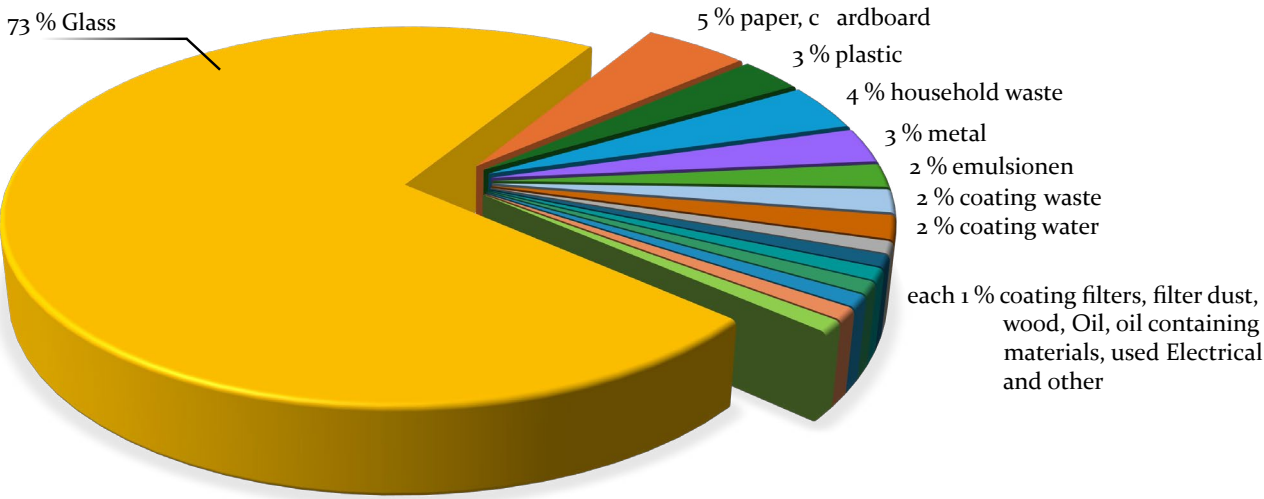
WASTE MANAGEMENT AND THE CIRCULAR ECONOMY

WASTE MANAGEMENT

In the manufacturing sector, the generation of waste can rarely be avoided entirely. However, waste volumes can be reduced—and recycling rates increased—through targeted measures. In 2025, the HEINZ-GLAS Group was able to send approximately 85 % of its waste for recycling, while 12 % was utilized for energy recovery; the remaining 3 % was sent to landfill. The types of waste generated include, among others, packaging waste—such as films and cardboard—and production waste, such as glass cullet and paint residues. Current—and in some cases unpredictable—events can have a massive impact on waste volumes. Here is an example: In 2024, at the Piesau site, not only was a new melting furnace

constructed, but extensive renovation work was also carried out on the existing buildings. These construction measures had a direct impact on waste volumes—affecting both process-related and non-process-related waste. These changes are reflected in our waste statistics and are systematically recorded and evaluated as part of our environmental management system.

TYPES OF WASTE 2025

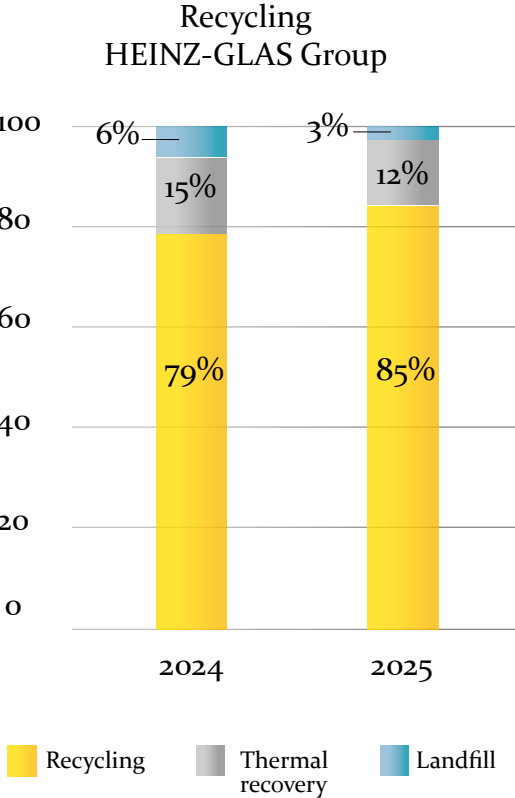


WASTE TREATMENT

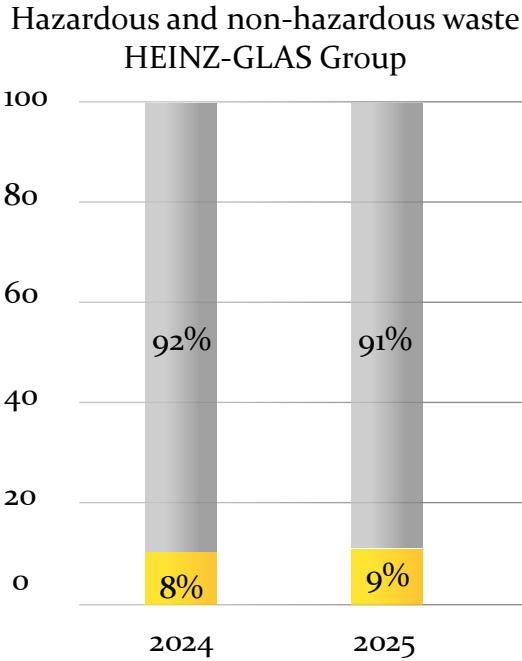
In 2025, just under 15.792 tons of our waste within the HEINZ-GLAS Group underwent material recovery—that is, it was recycled. Due to the nature of the waste materials or the lack of available recycling streams in various countries, it is not always possible to ensure material recovery. In such cases, waste must be directed to thermal recovery.

There are certain types of waste that can be recovered neither materially nor thermally. Such waste must be sent to landfills; this applies to approximately 3 % of all waste generated by the HEINZ-GLAS Group.

In Peru, recycling streams are currently scarce. For this reason, HEINZ-GLAS is a participant in the RECICLAME initiative, which promotes the expansion of national and local recycling streams with the aim of gradually transitioning from a linear economy to a circular economy.



Based on the European Waste Catalogue, waste is classified as either hazardous or non-hazardous. Approximately 91 % of the waste generated at HEINZ-GLAS is classified as non-hazardous. This includes, for example, glass shards from production, packaging waste, and waste similar to household refuse. Hazardous waste includes, for instance, waste oil, grinding sludge, and oil-contaminated operational materials from the workshops and production areas.



To prevent accidental environmental pollution during the storage, transport, and processing or recovery of waste, HEINZ-GLAS and all relevant partners implement preventive safety measures. Compliance with these measures is a statutory requirement; it is monitored through regular visits by our waste officers to disposal facilities and verified through third-party audits.

← All transporters, recycling companies, and recovery facilities that transport, process, recover, dispose of, or landfill waste on our behalf are certified specialist waste management companies holding the appropriate permits—including those for the processing and storage of hazardous waste.

To minimize potential waste-related risks—such as accidental water and environmental contamination caused by leaks—preventive, multi-layered safety measures have been implemented at each stage of the waste management process:

1) For the collection and storage of hazardous waste, we utilize closed vessels, containers, or double-walled tanks. These are situated exclusively on approved, specially prepared sites

designed to prevent the seepage of hazardous substances in the event of a leak.

2) For the collection and transport of hazardous waste, we employ only transport vehicles and tankers specifically approved for this purpose, which are equipped with the requisite safety features.

3) Subsequently, the waste is treated and recovered at specialized processing and recovery facilities. Here, for instance, waste oil is transformed into recycled fresh oil, which is then reintroduced into the supply chain. Other hazardous wastes—such as the scraper sludge generated during operations—must be sent to landfills for disposal.



FROM THE LINEAR ECONOMY TO THE CIRCULAR ECONOMY

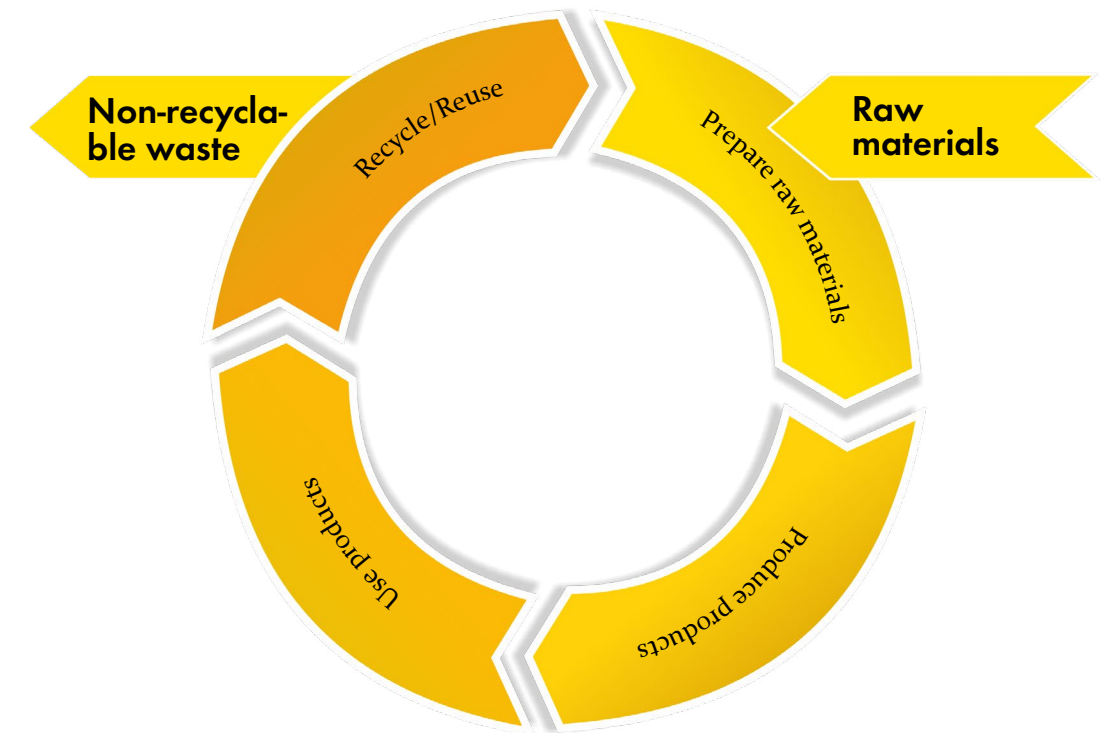
What constitutes waste for one person is a premium raw material for another. The HEINZ-GLAS Group deliberately utilizes recycled raw materials—such as recycled glass cullet and plastic granules—to manufacture high-quality products.

The use of recyclates and by-products from other industries or end consumers is an integral part of our processes and is being continuously expanded. In this way, valuable resources are conserved, and the circular economy is actively supported.

Linear economy



Circular economy





GLASS—THE PERFECT EXAMPLE OF THE CIRCULAR ECONOMY

Glass is 100% recyclable and, at the end of its product life, can be remelted again and again without losing its beneficial properties. And glass recycling offers many more advantages: For every ton of recycled glass, more than a ton of new raw materials is saved.

Every time a ton of glass is recycled, approximately 580 kg of CO₂e is saved across the entire supply chain, while air pollution is reduced by 20% and water pollution by 50%. (Source: www.feve.org)

Using 10% recycled glass saves approximately 3% in energy and 3.6% in CO₂e during the melting process. (Source: www.bvglas.de)

For this reason, we largely recycle the glass cullet generated during our own production pro-

cess ourselves by mixing it into the raw material batch for new glass. 

Additionally, for glass manufacturing, we utilize up to 30% PCR (Post-Consumer Recycled) glass cullet, which reaches us from end consumers via recycling streams.

We are also breaking new ground in our selection of raw materials: Glass production requires lime, which—at our German sites—we source as a waste product from regional water treatment facilities. This approach avoids the extraction of new raw materials, conserves energy and water, and eliminates the need for long-distance transport.

WATER

Water is a vital resource in glass and plastics manufacturing: it ensures stable production processes, cools machinery, and supports cleaning operations. Consequently, the responsible and efficient management of water constitutes an integral part of our environmental management system.

Our measures include sourcing water from official and verified sources, implementing closed-loop systems—such as in cooling processes—and utilizing innovative solutions like the operation of our own on-site constructed wetland wastewater treatment plant at our Kleintettau facility. Furthermore, we ensure reliable and effective wastewater treatment at all our locations.

Between 2022 and 2024, we successfully reduced our total water intake—relative to the volume of glass produced in gross tons—by approximately 28%. Our specific water consumption now stands at 0.7 m³ per gross ton of glass. At Heinz-Plastics Poland, this figure is 0.01 liters per gross unit. This trend demonstrates that our investments in closed-loop systems and modern water and wastewater technologies are yielding measurable results, thereby reinforcing our global commitment to protecting natural resources.





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ECODESIGN BY HEINZ-GLAS

PACKAGING AND PACKAGING WASTE REGULATION

← The goal of our ecodesign approach is to develop products that require fewer raw materials—including recycled ones—and that can be reused and/or recycled at the end of their lifecycle. To meet this standard, we offer our customers products featuring the following characteristics:

- Glass produced in electric melting furnaces powered by CO₂-free electricity
- Glass containing a recycled content of between 15% and 30%
- Lightweight bottles
- Various refill options
- Sustainable decoration methods, such as UV printing and water-based coatings

The importance of ecodesign solutions is growing significantly, particularly in light of the EU

Regulation on Packaging and Packaging Waste (PPWR), which entered into force on February 11, 2025.

The Regulation essentially pursues the following objectives::

Reduction and Reuse

The PPWR calls for a systematic reduction of packaging waste, as well as the promotion of reuse and refill systems, in order to minimize resource consumption.

Recyclability

By 2030, all packaging on the EU market must be recyclable in an economically viable manner.

Recycled Content

The regulation defines minimum targets for the share of recycled content in packaging, to be achieved by 2030 and 2040.

Substances of Concern

Restrictions apply in particular to certain problematic substances, such as per- and polyfluoroalkyl substances (PFAS), in order to reduce health and environmental risks.

Harmonization

A key objective of the PPWR is the harmonization of national measures within the EU, aiming to strengthen the single market for secondary raw materials and ensure consistent implementation.

While these regulatory requirements present companies with new challenges, they simultaneously offer opportunities to further develop ecodesign concepts and enhance sustainability in packaging production. By proactively developing sustainable packaging solutions, we have

gained a competitive edge. To assist our customers in selecting the most sustainable product design possible, we have developed a proprietary calculation tool for determining a product's carbon footprint. This tool enables us to calculate the environmental impact of our products with a precision of one gram of CO₂e. Verified by TÜV SÜD in accordance with DIN EN ISO 14067:2019, it provides our customers with a reliable decision-making aid for their specific, sustainable products. We are the first glass manufacturer to utilize in-house developed software for this purpose.



GLASS CAP

For centuries, glass has stood for elegance, durability, and intrinsic value. In our design approach, we combine these qualities with the principles of ecodesign—creating products that are not only beautiful but also future-proof. To us, glass is not a transient material, but a sustainable legacy: fully recyclable, long-lasting, and resource-efficient.

Our development teams and glass specialists work continuously to push the boundaries of what is possible. Our goal is to harmonize aesthetics with environmental consciousness—for instance, through innovative manufacturing processes that reduce material usage and energy consumption, or through modular designs that facilitate reuse and the easy separation of

components.

A prime example of this is the application of luxurious glass finishes to our closures. This innovation allows us to realize high-end design elements with reduced material input—without compromising on quality or design. The result is a product that not only redefines luxury but also demonstrates a commitment to responsibility.

With every new design, we write the next chapter of our sustainability story: timeless elegance united with ecological mindfulness.





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ENERGY AND EMISSIONS



ENERGY AND EMISSIONS

Energy-intensive glass manufacturing poses a major challenge for the industry. Temperatures of around 1,500°C are required to melt the crystalline raw material mixture. Only under this extreme heat does the material liquefy, undergo refining, and subsequently cool down to the desired forming temperature. The glass melting process accounts for by far the highest energy demand within our production operations—and thus offers the greatest leverage for reducing energy consumption and CO₂

emissions. As early as 1972, Heinz-Glas set a pioneering precedent for a low-emission future at its Kleintettau site: with the commissioning of Europe's first electric melting furnace, the foundation for sustainable glass production was laid. Nevertheless, natural gas-fired melting furnaces remain widespread throughout the industry to this day and are considered the state of the art. A significant milestone was reached in early 2024. With the decommissioning of the last na-

tural gas-fired melting furnace at its Piesau site, Heinz-Glas brought an end to the era of fossil fuels in glass melting in Germany. Read more on page 126.

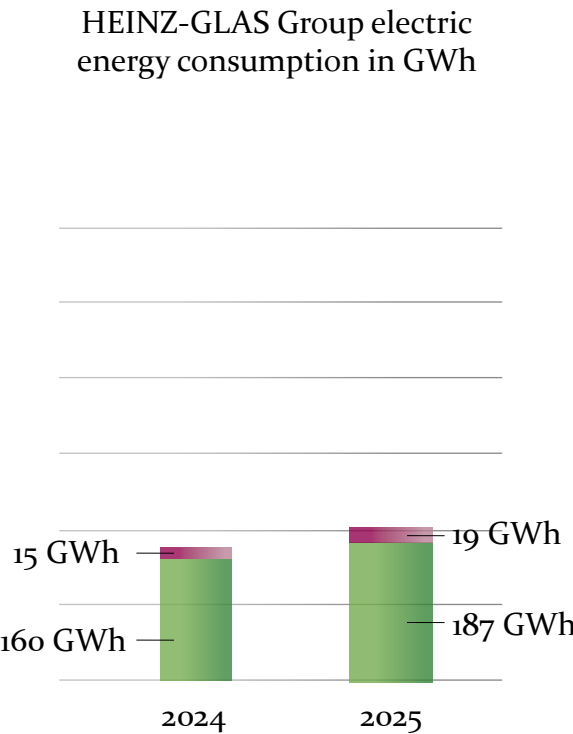
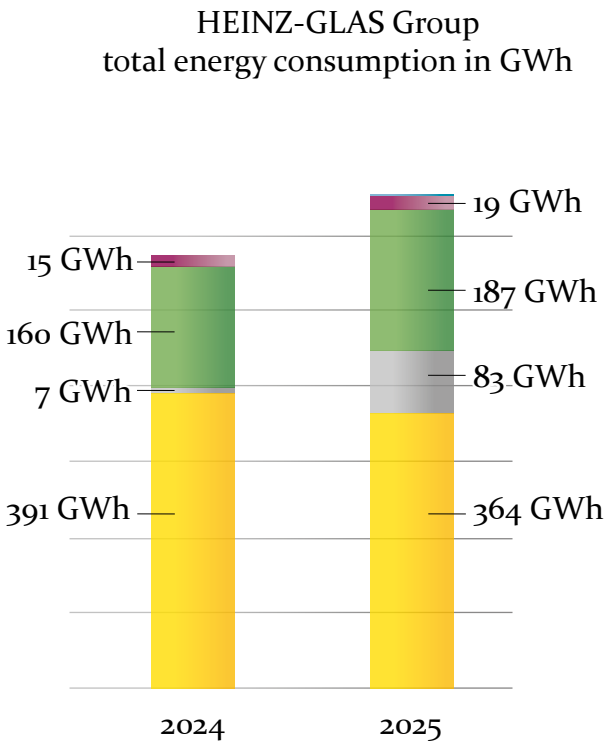
In doing so, the company continues on its consistent path of transformation—with the clear objective of avoiding emissions and sustainably reducing energy demand. This journey toward climate-neutral glass production is documented in a transparent and

comprehensible manner within Heinz-Glas's climate strategy. This strategy serves as the foundation for all future steps and makes one thing clear: at Heinz-Glas, sustainability is not a short-term project, but a long-term strategic goal.

ENERGY CONSUMPTION

↩ The most important energy sources are electricity and natural gas. In total, the HEINZ-GLAS Group consumed approximately 653 GWh of energy in 2025. Of this amount, approximately 206 GWh was electricity and 364 GWh was natural gas in the 2025 reporting year. The remaining 83 GWh consisted of hydrogen, gasoline, diesel, heating oil, propane, liquefied petroleum gas, and acetylene. Compared to the previous year, 2024, our energy consumption increased in 2025. This is primarily due to the completion of the melting tank construction at our Piesau site. By replacing the gas-fired melting tank with a significantly more efficient, fully electric melting tank, we were able to take another important step toward the electrification (and decarboni-

zation) of our production. In addition to switching from fossil natural gas to electricity as an energy source, we were also able to further increase the share of CO₂-free electricity last year compared to 2024. All German sites, the plants in the Czech Republic and Peru, as well as the Polish glass production site HEINZ-GLAS Polska Sp. z o.o., use exclusively certified CO₂-free electricity.



FOR AN ENERGY-EFFICIENT ECONOMY

We support various initiatives and associations and promote the development of energy-efficient solutions. Through these memberships and our active participation, we accept responsibility and aim to motivate other companies to be part of a sustainable economy.

AK Energie und Umwelt der IHK Oberfranken

(Energy and Environment Working Group of the Chamber of Commerce and Industry Upper Franconia)

BV Glas - Arbeitskreis Energie und Klima

(Federal Association of the German Glass Industry - Energy and Climate Working Group)

co2ncept plus – Verband der Wirtschaft für Emissionshandel und Klimaschutz e. V.

(Association of the Economy for Emissions Trading and Climate Protection)

Energieeffizienz- und Klimaschutznetzwerk Rennsteigenergie 3.0

(Energy Efficiency and Climate Protection Network Rennsteigenergie 3.0)

Klimaschutz-Unternehmen e. V.

(Climate Protection Companies Association)

Umwelt- und Klimapakt Bayern

(Environmental and Climate Pact of Bavaria)

VEA - Bundesverband der Energie-Abnehmer e.V.

(Federal Association of Energy Consumers)

VIK Verband der Industriellen Energie- und Kraftwirtschaft e. V.

(Association of the Industrial Energy and Power Industry)

EMISSIONS

During the manufacturing of our products, direct and indirect greenhouse gas emissions are generated, which are determined according to the DIN EN ISO 14064-03:2019 standard in accordance with DIN EN ISO 14064-01:2019 and the WRI/WBCSD GHG Protocol:

- Scope 1 are direct emissions generated within our own facilities or processes. These include, for example, emissions from natural gas consumption.
- Indirect emissions include, for example, emissions resulting from the purchase of electricity

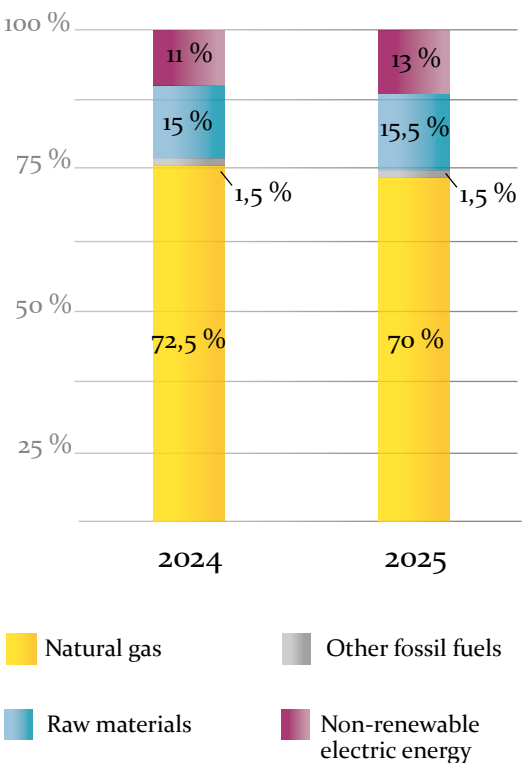
from the grid. These are factored into Scope 2 of a company's emissions calculation.

- Scope 3 encompasses all other indirect emissions that occur along a company's value chain, such as through the procurement and transport of raw materials and products, upstream and downstream activities, as well as waste generation and business travel.

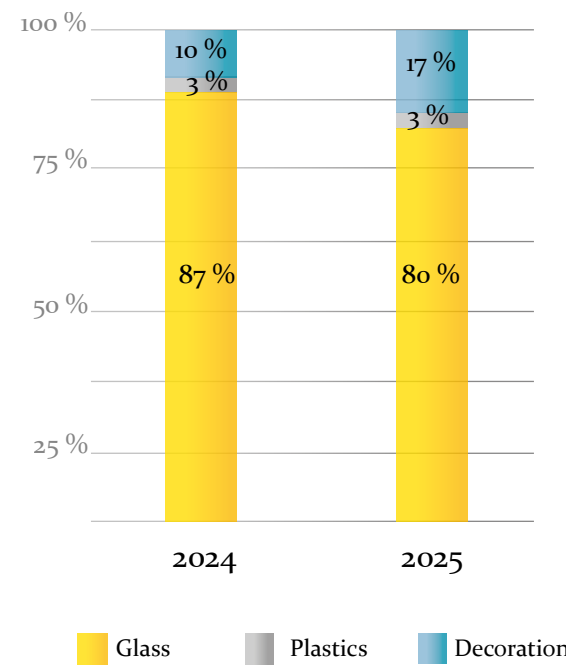
In 2021, the HEINZ-GLAS Group recorded Scope 1 emissions amounting to 79,926 tCO₂e; in 2025, these amounted to 94.009 tCO₂e.

By sourcing CO₂-free electrical energy at almost all locations worldwide, indirect Scope 2 emissions were kept at a low level. They stood at 6,367 tCO₂e in 2021 and 13.633 tCO₂e in 2025.

Scope 1 and 2 emissions per polluter
HEINZ-GLAS Group



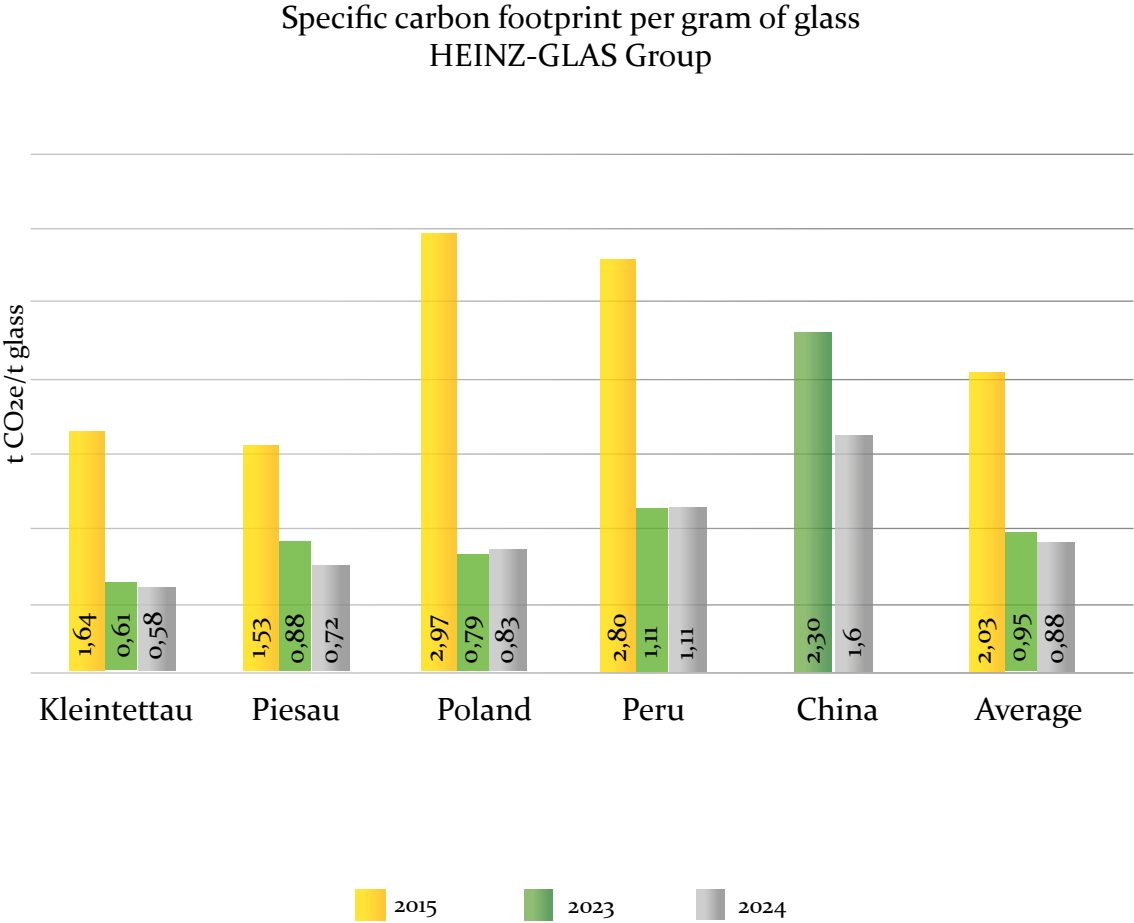
Scope 1 and 2 emissions according to sector
HEINZ-GLAS Group



SPECIFIC CARBON FOOTPRINT

On average, approximately 0.88 grams of CO₂e per gram of glass (net) were emitted in 2025. We were able to further reduce this average specific CO₂ footprint per gram of glass* (across all glass-producing sites) compared to the previous year thanks to the energy efficiency measures implemented, the use of CO₂-free electricity, and the conversion of the furnace at the Piesau site from a hybrid furnace to an electric furnace.

*Specific carbon footprint: Emissions from the glass melting process alone, relative to the net tonnage (Scope 1 and 2, excluding Scope 3).





„With the commissioning of the new all-electric glass-melting furnace, we have taken another major step toward electrification and fossil-free production. We remain firmly committed to our goal of establishing the world's first fossil-free melting glassplant in Piesau. Our thanks go to all colleagues for their dedication and patience during this intensive phase.“

Carletta Heinz (CEO & Owner) and Head of Operations Glass Reiner Bock



NEW ALL-ELECTRIC GLASS-MELTING FURNACE INAUGURATED AT THE PIESAU SITE

For several months, the Piesau site presented an unfamiliar sight: glass production had been at a standstill since March 2024. The reason for this was a major step in the company's sustainable transformation. After decades of service, the previously gas-fired glass-melting furnace was drained, dismantled, and replaced with a modern, all-electric, and climate-friendly facility during a conversion phase lasting several months.

On September 16, 2024, the new all-electric glass-melting furnace was officially commissioned. It enables a daily melting capacity of

up to 70 tons of glass—operated entirely on CO₂-free electricity. With an investment volume of around 17 million euros, this project marks a significant milestone on the path toward the decarbonization of glass production. At the headquarters in Kleintettau, both melting furnaces are already operated electrically.

In the coming years, we also plan to gradually transition further production processes to sustainable energy sources such as green electricity and green hydrogen. In doing so, we are consistently pursuing our

goal of establishing the world's first fossil-free melting glassworks at the Piesau site.

Following the completion of the heating-up phase in mid-September 2024, regular glass production restarted in October.

Numerous employees as well as representatives of the participating partner companies gathered for the festive inauguration of the new furnace, named „Edith,“ on September 16. The facility was officially put into operation with a traditional roofing speech (Richtspruch), a blessing, and

the symbolic final brick set by CEO and Owner Carletta Heinz. The subsequent topping-out tree (Richtbaum) marked the completion of an intensive and successful construction phase.

We would like to thank everyone involved—especially the workforce in Piesau—for their commitment and patience during the conversion period.

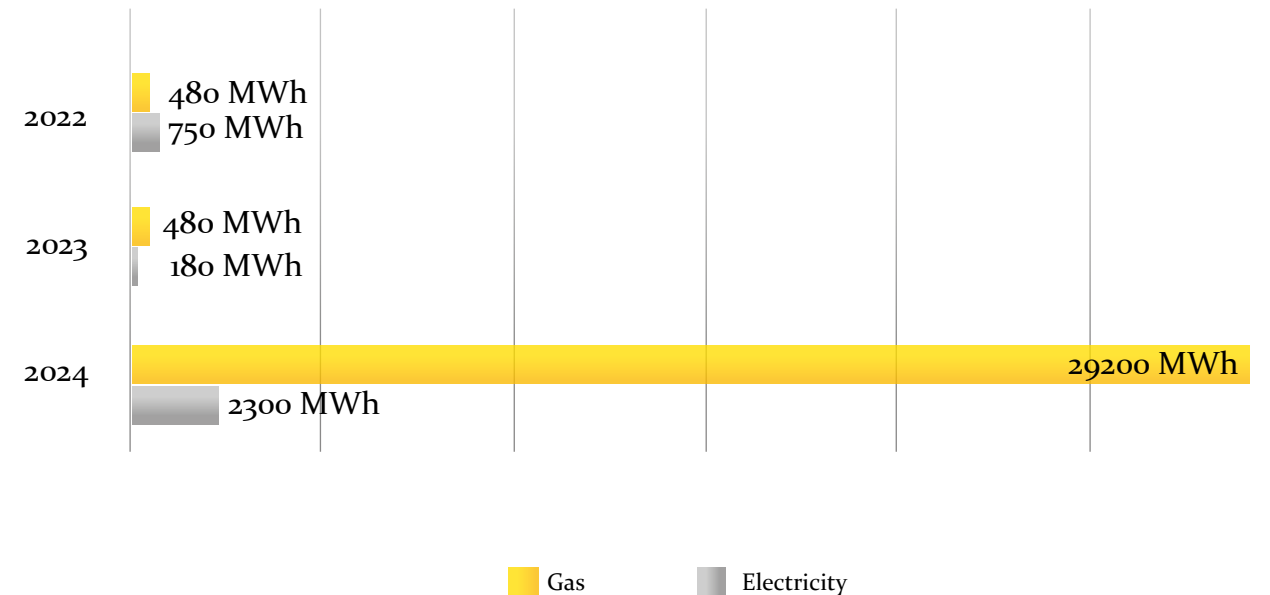


MEASURES TO REDUCE ENERGY DEMAND AND CO2 EMISSIONS

We continuously reduce our CO₂ footprint by investing in innovative, efficient, and sustainable technologies and by constantly expanding our expertise. Through the consistent implementation of annual energy efficiency measures, around 33,000 MWh of energy were saved at the German sites in Kleintettau, Piesau, and Spechtsbrunn alone between 2022 and 2024. It is particularly worth noting that the high savings in natural gas in 2024 resulted primarily from the electrification of the melting furnace at the Piesau site—a project that involved substantial investment.

The energy savings achieved correspond to the annual electricity consumption of more than 11,000 two-person households in Germany, based on an average electricity consumption of 3,000 kWh per year per household.

Energy conservation
at German locations



CERTIFIED CO₂-FREE ELECTRICITY

Since 2016, we have sourced exclusively certified CO₂-free electricity at our German sites. The glass-producing locations in Poland and Peru (since 2019), as well as our decoration site in the Czech Republic (since 2024), also rely on CO₂-free electricity, thereby making a major contribution to the Group's emissions reduction.

PHOTOVOLTAICS

At our site in China, a photovoltaic system with approx. 400 kWp went into operation at the beginning of 2023. Together with our PV systems in Kleintettau (373 kWp) and Dzialdowo (32 kWp), we generate a total of approx. 750,000 kWh of renewable electricity per year with our photovoltaic systems.

EFFICIENT COMPRESSED AIR GENERATION AND WASTE HEAT UTILIZATION

To ensure the efficient supply of our compressed air requirements, investments were made at our German sites between 2022 and 2024 in, among other things, five new, more efficient compressors combined with more efficient refrigeration dryers, and pressure levels were reduced. In addition, the utilization of waste heat from the compressors was expanded, allowing us to significantly reduce our natural gas demand for heating purposes and the associated emissions.





CERTIFIED GREEN OXYGEN AND HYDROGEN

Emissions are already generated during the manufacturing of purchased products and raw materials. Therefore, we pay close attention to how and where they are produced. Since 2021, we have been using green oxygen—produced 100% from renewable energy sources—at our sites in Działdowo (Poland), Piesau, and Kleintettau (Germany). At our Polish site, we purchase green hydrogen. This avoids up to 99% of the CO₂ emissions generated during production.

FLUE GAS PURIFICATION SYSTEM

To minimize the impact on the environment and local residents at the glass production site in Działdowo, Poland, a highly modern flue gas purification system was commissioned in 2019. At that time, it was the first candle filter system of its kind in Poland and only the third such system installed worldwide. This filtration system filters out dust as well as nitrogen oxides (NO_x), sulfur oxides (SO_x), hydrogen chloride (HCl), and hydrogen fluoride (HF). The system reduces emissions to a level significantly below the required European limit values, thereby making a substantial contribution to the implementation of our sustainability concept.

FIRE POLISHING LINE

A fire polishing line ensures smooth surfaces and eliminates glass seams by applying a direct flame to the manufactured glass products. At the Kleintettau site, we have been operating a modern, efficient system since 2021 that requires 60% less gas, resulting in a considerable CO₂ saving of around 400 tons of CO₂e per year.



WATER-BASED COATINGS

We specifically focus on the use of water-based paints and coatings—and have been doing so for more than two decades. These are specially tailored and developed to meet our requirements.

As part of a fundamental redevelopment, the VOC content of our standard water-based coating was further reduced by more than 70%. As a result, the new system contains only 2% VOCs (Volatile Organic Compounds) in the coating.

Consequently, we far exceeded our goal of reducing the VOC content of standard coatings by 50%. The transition of existing products to the new VOC-reduced coating is taking place successively in coordination with our customers.

In addition, lower curing temperatures for the coatings ensure energy savings: thanks to the further development and transition of the base coat for metallization in 2021, the curing process can take place at temperatures 15 °C cooler, consuming about 10% less gas. This corresponds to an energy saving of around 188 MWh per year.

UV-CURING COATINGS

UV-curing paints are used to completely eliminate the conventional, natural gas-fired curing process. These are cured using UV light, meaning without the use of fossil energy sources.

At both of our decoration sites in Poland and the Czech Republic, more than 50% of all decorations are already carried out using UV-curing paints. Our bonding systems for attaching other decorative elements, such as metal parts, also rely on UV-curing solutions

PROCESS OPTIMIZATION

In the pad printing department at the Kleintettau site, specific paint consumption per item was reduced by around 10%: thanks to alternative clichés, the print image can be picked up more efficiently by the printing pads and transferred onto the glass surface.

Process optimizations can also contribute to the efficient reduction of energy consumption per bottle produced: by automating product handling, the decoration site in Spechtsbrunn ensures more constant processes and less downtime. The paint spraying department uses the latest technology for efficient, fast item changeovers with minimal idle times.

FROSTING

At the Kleintettau site, we operate an energy-efficient frosting line that functions without a separate washing and drying oven. This additional step is now handled directly online by the new system.

The innovative frosting line not only ensures a reduction in energy consumption of around 20% compared to conventional systems, but also provides even greater workplace safety. The extraction system efficiently removes acid vapors and minimizes potential health hazards. Furthermore, our employees work exclusively in protected work areas without any contact with wet areas within the frosting process.



MOBILITY AT HEINZ-GLAS

ELECTRIC MOBILITY

Electric company cars and forklifts have already been well-established at many HEINZ-GLAS Group sites for several years, replacing vehicles with internal combustion engines.

To ensure a reliable and climate-friendly energy supply for these vehicles, eight additional e-charging stations with a total of 16 charging points have been installed over the past three years. This means that a total of 34 charging points are now available at our German sites.

An additional contribution to promoting sustainable mobility within the company is the opportunity for all employees to charge their electric vehicles at these stations free of charge. In this way, the HEINZ-GLAS Group actively supports the transition to lower-emission mobility solutions—both for business and private use.

At our German locations, all CO₂ emissions emitted by company cars with internal combustion engines have been offset since December 2021 through a CO₂ compensation scheme per liter of fuel refueled. Based on 2024 consumption levels, this allows around 434 tons of CO₂ to be compensated per year.

In addition, company cars with internal combustion engines must not exceed emissions of 135 g CO₂/km. For every newly registered company vehicle with even lower CO₂ emissions of up to 130 g/km, we donate EUR 1,622 to a non-profit organization to promote sustainability, particularly in ecological and social areas.

THE CARPOOLING PORTAL PENDLA

With the Pendla platform, we support our employees and apprentices in easily organizing car-pools, thereby collectively contributing to the reduction of emissions and traffic volume.

COMPANY BUS FOR HEINZ-GLAS EMPLOYEES

For shift workers at our Polish site in Działdowo, we operate a company bus that picks up employees and brings them safely to the workplace and back. Thanks to this shared bus transport, fewer CO₂ emissions are generated than if all employees were to drive to work individually in their own cars.

SUPPLY & VALUE CHAIN



HEINZGLAS
family-owned since 1622



SUPPLY & VALUE CHAIN

Sustainable action does not stop at the factory gate—it accompanies the entire supply chain. Every decision made within this chain impacts the final product, the end consumer, and our environment. That is why it is not enough to focus solely on our own processes and structures. Sustainability requires a holistic perspective.

At Heinz-Glas, when selecting our suppliers, we consider not only quality, quantity, and economic criteria, but also ecological and social aspects.

We place particular emphasis on:

- Environmental and social certifications and

audits

- Geographical location to minimize transport distances and emissions
- Transparent and responsible business practices

In doing so, we also align ourselves with the requirements of the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG), which has applied to companies with more than 1,000 employees since January 1, 2024. The law requires companies to identify and assess human rights and environmental

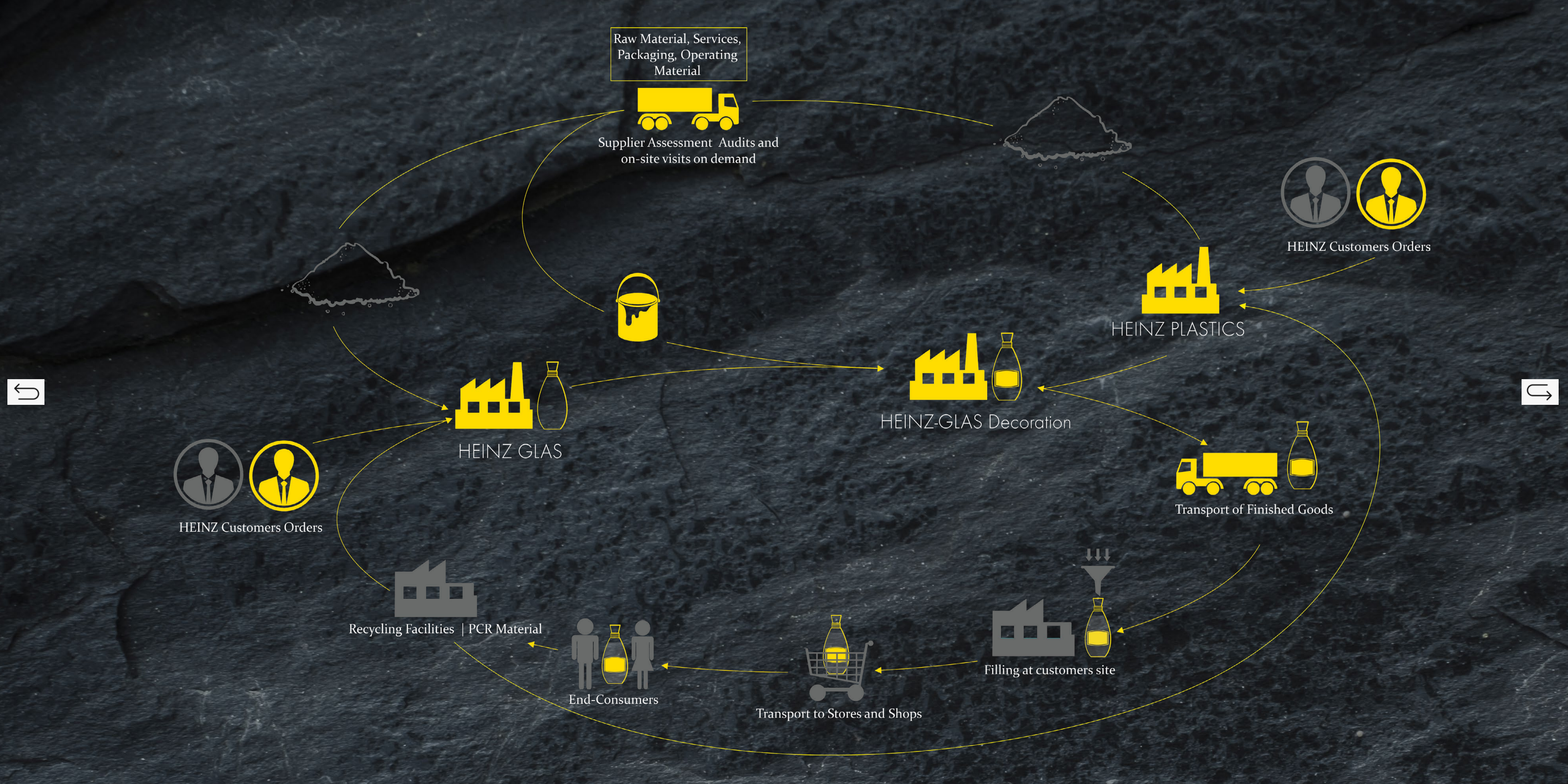


risks in their supply chains and to take appropriate measures.

These include, among others:

- Establishing a risk management system
- Conducting regular risk analyses
- Issuing a policy statement
- Implementing preventive and remedial measures
- Establishing a grievance mechanism
- Documenting and reporting to the Federal Office for Economic Affairs and Export Control (BAFA)

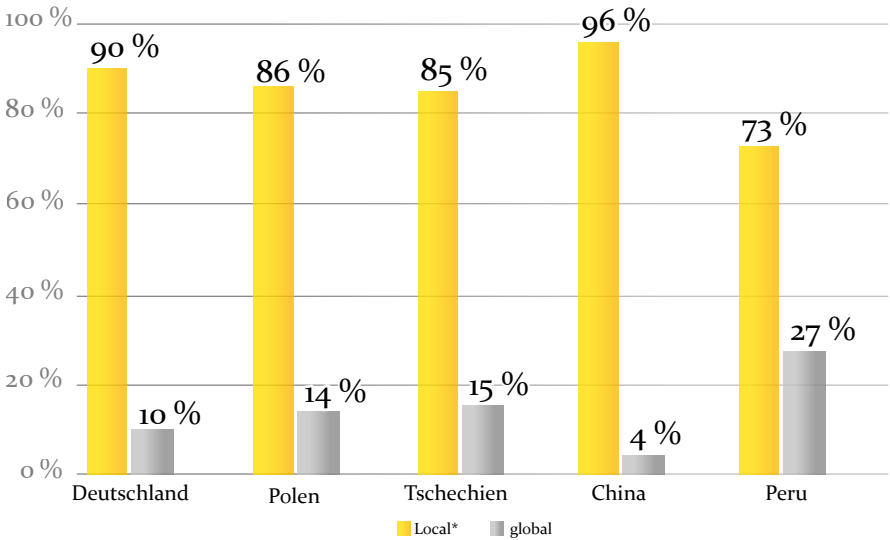
This is how we ensure that our responsibility for people and the environment does not end with our own company, but is actively lived throughout the entire value chain.



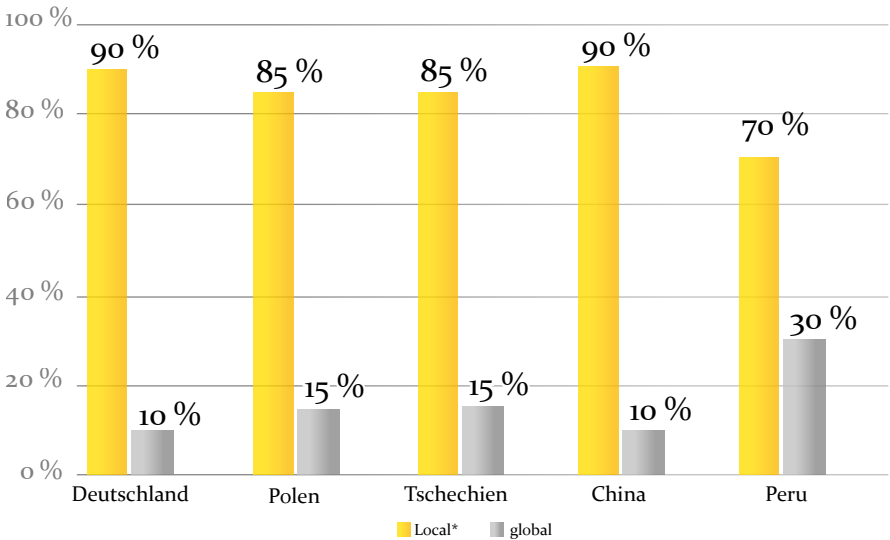
GEOGRAPHICAL LOCATION OF OUR SUPPLIERS

The choice of suppliers alone can influence the volume of upstream emissions generated in pre-chain processes. Short transport distances and the procurement of regional raw materials and products contribute to lower emissions within the supply chain. For this reason, we also select our suppliers based on their geographical location.

HEINZ-GLAS Group suppliers based on geographic location 2024



HEINZ-GLAS Group suppliers based on geographic location 2025



*In each case based on the country perspective (Germany, Czech Republic, Poland, Peru)

THE SUPPLY CHAIN DUE DILIGENCE ACT

Basic Requirements of the Supply Chain Act Along the Supply Chain:

- Environmental obligations for the protection of human health
- Freedom from slavery and forced labor throughout the entire supply chain
- Protection against torture in the workplace
- Fair remuneration in accordance with the ILO (International Labour Organization)
- Just working conditions (occupational health and safety, rest breaks, working hours)
- Freedom of association and the right to collective bargaining

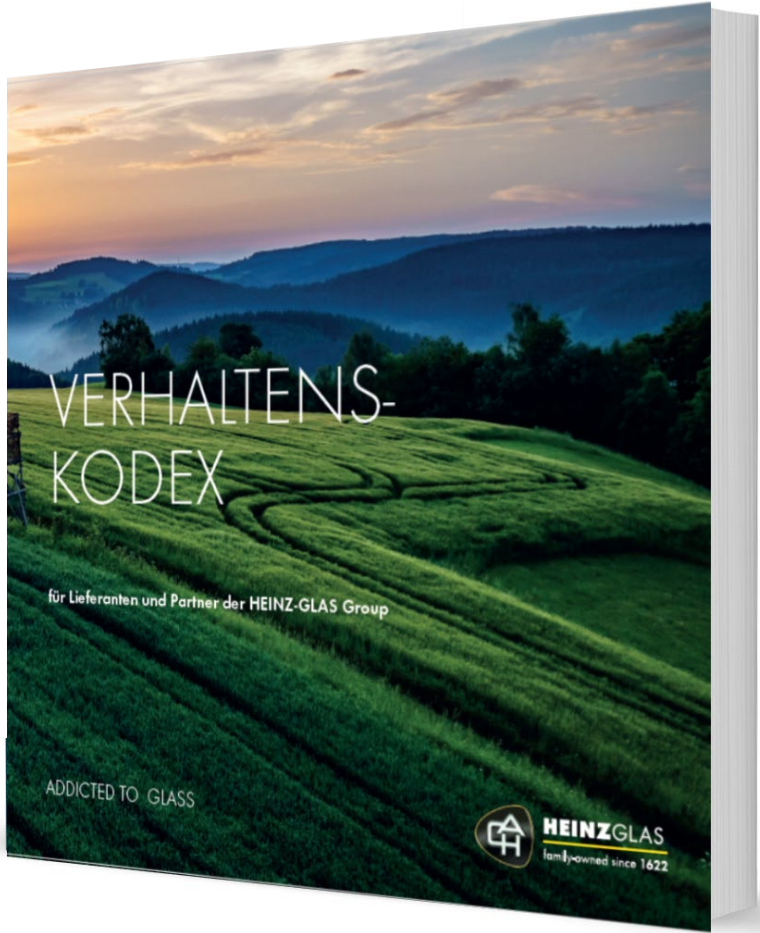
- Integrity of life and health
- Protection of children and freedom from child labor



CODE OF CONDUCT FOR SUPPLIERS AND PARTNERS

Our Group-wide Code of Conduct for suppliers and partners is based on our corporate values and our mission statement, and it establishes binding behavioral guidelines for daily business practices. The acceptance of this code by our suppliers and business partners forms the baseline for our cooperation. By 2025, 84% of our main suppliers* had signed our Code of Conduct

*Main suppliers: High relevance due to sales volume and/or high strategic relevance for HEINZ-GLAS.



-  **confidentiality**
Whistleblower hotline
-  **Human rights and labor law**
Child labor and forced labor
Discrimination
Working times and remuneration
Health protection
Occupational safety
Employee representatives
-  **Economy**
Fair relationships with partners
Competition and antitrust law
Corruption and conflicts of interest
-  **Environment**
Use of resources
Recycling
Certifications
Conflict materials



INVESTING IN THE FUTURE

SUSTAINABLE FINANCING

We continuously invest in our global locations to secure jobs sustainably, further expand our competitiveness, and offer our customers modern technologies and the highest quality.

In 2025, the HEINZ-GLAS Group reinvested around 12.4% of its generated revenue into its sites. In 2025, investments focused in particular on the introduction of a new ERP system, extensive digitalization measures, and the furnace construction at the Kleintettau site, with a total volume of EUR 13 million.

Under an existing syndicated loan agreement, the company's financing terms are linked to the achievement of defined ESG performance metrics. The relevant KPIs relate in particular to reducing emissions intensity and improving energy efficiency.

Achievement of these targets is measured annually and results in an adjustment to the loan margin via a bonus/penalty mechanism.

GOALS AND MEASURES

For many decades, we have taken responsibility for the environment, our employees, and the regions in which we operate. We want to further expand this responsibility to secure a sustainable future.

Our sustainability objectives are derived from a double materiality analysis. In this chapter, we outline our concrete targets in the economic, environmental, and social dimensions. We report transparently on our measures and progress, aligning ourselves with the Global Reporting Initiative (GRI) guidelines to provide relevant and measurable information. Our sustainability objectives are based on a double materiality analysis that considers both the impacts of our business activities on the environment and society, as well as financial risks and opportunities.



We proceed in three steps:

- Identification of relevant topics through internal analyses, external frameworks, and stakeholder dialogues.
- Assessment of risks and opportunities across environmental, economic, and social dimensions.
- Prioritization and formulation of concrete targets with measurable indicators according to GRI standards. This ensures that our objectives are well-founded, relevant, and transparent.



Pillar	Topic	Target	Base Year	Target Year	GRI-Indicator	SDG-Target Year	Target Performance
Ecology	Emissions	-50% specific emissions in grams per gram of glass across all glass-producing sites	2015	2023	GRI 305	SDG 13	100 %
Ecology	Emissions	Climate neutrality at German facilities	2015	2045	GRI 305	SDG 13	60 %
Ecology	Emissions	Climate neutrality in Poland, the Czech Republic, Peru, and China	2015	2050	GRI 305	SDG 13	30 %
Ecology	Energy	Increase in energy efficiency: specific energy consumption -1% per year	2015	2030	GRI 302	SDG 7	100 %
Social	Working conditions	Living wages at all sites	2024	2030	GRI 404, 401, 405	SDG 1, 8, 10	100 %
Social	Education / Qualification	Ensure annually that all offered apprenticeship positions are fully filled and that at least 90% of apprentices successfully complete their training	2024	2025	GRI 404, 401, 405	SDG 4, 8	100 %
Social	Working conditions	By 2027, we will establish a company daycare center to promote work-life balance and increase our attractiveness as an employer	2023	2027	GRI 401, 403, 405	SDG 3, 4, 5, 8	100 %





Pillar	Topic	Target
Social	Occupational safety	Minimize accident rate
Economy	Green Deal compliant	By 2025, we will align our syndicated loan with clearly defined sustainability key performance indicators (KPIs). The loan terms will be linked to the achievement of environmental and social targets in order to integrate our financing strategy with our sustainability strategy.

Base Year	Target Year	GRI-Indicator	SDG-Target Year	Target Performance
2015	2023	GRI 305	SDG 13	100 %
2024	2025	GRI 201, 102, 305	SDG 8, 9, 12, 13	100 %



REPORTING STATEMENT

METHODOLOGY AND CONTENT

This report presents the sustainability performance of the HEINZ-GLAS Group for the 2024 and 2025 fiscal years. It has been prepared in accordance with the GRI Standards („Core“ option); in the future, reporting will be conducted in line with the Corporate Sustainability Reporting Directive (CSRD). Reports are scheduled to be published on an annual basis. The objective of the HEINZ-GLAS Group is to provide transparent and comparable information for stakeholders. A materiality analysis was conducted during the preparation of this report to define the material topics for sustainability reporting. The key performance indicators (KPIs) presented herein refer to the 2021, 2023, 2024, and 2025

fiscal years, covering the period from January 1 to December 31 of each year. The greenhouse gas balance was prepared in application of the Greenhouse Gas Protocol (GHG Protocol) guidelines. To determine greenhouse gas emissions in tCO_2e , emission factors from the German Emissions Trading Authority (DEHSt), the current version of the Ecoinvent database, and primary data from suppliers were utilized. The conversion of kilowatt-hours (kWh) into gigajoules (GJ) was carried out using a conversion factor of 0.0036 GJ/kWh . The 2024 Corporate Carbon Footprint for the following sites was verified by TÜV Süd Industrie Service GmbH: HEINZ-Glas GmbH & Co. KGaA, Heinz-Glas Produktion GmbH & Co.

KGaA, SP Spezialglas Piesau GmbH, Heinz Veredelungs GmbH & Co. KGaA, HEINZ-GLAS Polska Sp. z o.o. / Poland, HEINZ-PLASTICS Polska Sp. z o.o. / Poland, zHD Sp. z o.o. / Poland, and HEINZ-GLAS Decor s.r.o. / Czech Republic. This report has not been subjected to an external audit. All information, data, and key figures contained in the report were carefully recorded and provided by the sites of the HEINZ-GLAS Group. Key figures have been rounded. Despite the utmost care, rounding, typographical, or printing errors cannot be completely ruled out.

SCOPE OF THE REPORT

The report refers to the HEINZ-GLAS Group (abbreviated as HEINZ-GLAS in the text) and comprises data and key figures from the following companies:

- HEINZ-GLAS GmbH & Co. KGaA / Germany
- HEINZ-GLAS Produktion GmbH & Co. KGaA / Germany
- SP Spezialglas Piesau GmbH / Germany
- Heinz Veredelungs GmbH & Co. KGaA / Germany
- HEINZ-GLAS Polska Sp. z o.o. / Poland
- HEINZ-PLASTICS Polska Sp. z o.o. / Poland
- zHD Sp. z o.o. / Poland
- HEINZ-GLAS Decor s.r.o. / Czech Republic
- HEINZ-GLAS Peru S.A.C. / Peru
- HEINZ-GLAS China Co. Ltd

The following companies of the HEINZ-GLAS Group are also included in the consolidated financial statements in accordance with the German Commercial Code (HGB) but are not covered in this report:

- HEINZ-GLAS International GmbH & Co. KGaA
- HEINZ GLAS USA Inc.
- HEINZ-GLAS Peru Holding S.A.C.
- HEINZ GLAS Iberica s.l.
- HEINZ GLAS France s.a.r.l.
- HEINZ-GLAS Guangzhou Trading Company Ltd.
- HEINZ-GLAS do Brasil Industrial Comércio de Embalagens Ltda.
- GTP / Glastechnik Piesau GmbH & Co. KG
- GLASMEISTER Sales GmbH
- HEINZ GLAS Italia s.r.l.
- HEINZ-GLAS UK Ltd.
- HEINZ-GLAS Asia Pte. Limited
- HEINZ-GLAS do Brasil Participações Ltda.
- HEINZ-GLAS Formenbau GmbH
- HEINZ-GLAS Imobiliaria S.A.C.
- FF Fränkische Flaconglas GmbH
- TF Thüringische Flaconglas GmbH
- Included via equity accounting (at-equity consolidation):
- Haldyn Heinz Fine Glass Pvt. Ltd.
- HGPL GmbH

PARTICIPANTS AND CONTACT PERSONS

This report was prepared with the involvement of the Executive Management of the HEINZ-GLAS Group as well as the following departments and operational officers across all sites:

- Compliance Management
- Finance & Controlling
- Health & Safety Management
- Energy Management
- Quality Management
- Management Board
- Human Resources
- Purchasing
- Sales
- CSR Management

GENDER NOTE

For reasons of better readability, the masculine form may be used in some language contexts when referring to persons; this implies no judgment or bias. All personal expressions apply equally to all genders in the spirit of equal treatment.

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ABBREVIATIONS

PCR

Post-Consumer Recycled: Packaging waste that has been used by the end consumer and subsequently enters the recycling loop.

PIR

Post-Industrial Recycled: Packaging waste generated during industrial processing that enters the recycling loop.

CO₂-Equivalent / CO₂e

Also carbon dioxide equivalent: A unit of measurement used to compare emissions from various types of greenhouse gases (GHGs) based on their global warming potential (GWP).

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