RHIEM PACKAGING & PRINT GMBH

Responsible Business at RHIEM

2025

Public Summary



RHIEM Packaging & Print GmbH | Reporting year 2025

1. Foreword

We are an owner-managed group of companies headquartered in Voerde. In 2008, we celebrated our 50th anniversary. What began in 1958 with a typesetting operation in a residential building in Duisburg-Walsum developed within half a century into a global service provider with partners in North America, Asia and Europe.

Today, RHIEM comprises five companies: RHIEM Packaging & Print GmbH, RHIEM Services GmbH, RHIEM Intermedia GmbH, RHIEM Branding Solutions GmbH and CAPREO GmbH. Our site in Germany covers 40,000 m² and employs 320 people. In addition, we have eight partner locations in Asia and North America.

> Within this network, RHIEM Packaging & Print GmbH develops and produces high-quality packaging solutions made of cartonboard and laminated corrugated board. Our in-house capabilities include sheet-fed offset printing, cellophane wrapping, laminating, die-cutting, window patching and gluing.

Packaging protects products, makes brands visible and is also an expression of corporate responsibility. As a medium-sized family business, we know that sustainable action is not a short-term trend, but part of long-term corporate management.

For RHIEM Packaging & Print, this means combining quality, efficiency and customer focus with the responsible use of resources, fair working conditions and responsible business processes.

In a market that is increasingly focused on environmental compatibility, social standards and transparent supply chains, we aim to document our activities transparently and continuously develop them further. This includes resource-efficient packaging concepts as well as responsible resource use through well-trained personnel, modern production facilities and qualified supply chains.



Signed: Dirk Nondorf



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2. Global Principles as a Framework

RHIEM Packaging & Print supports external sustainability principles as a framework for transparent systems, including the following examples:

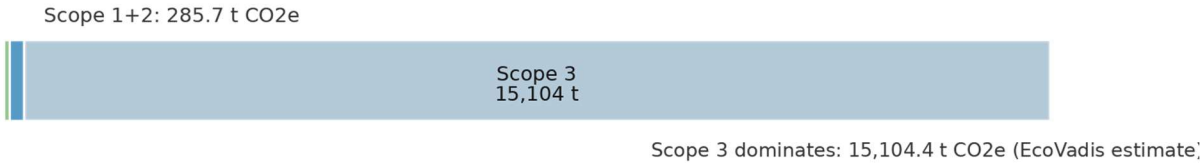
Framework / Initiative	Relevance for RHIEM Packaging & Print
UN Global Compact	Principles on human rights, labor standards, the environment and anti-corruption.
ILO Core Labor Standards	Basis for labor and human rights, in particular the prohibition of child and forced labor, non-discrimination and freedom of association.
UN Guiding Principles on Business and Human Rights	Guidance for due diligence and grievance mechanisms.
OECD Guidelines	Guidance for responsible business conduct and supply chains.
UN Sustainable Development Goals	Relevant links particularly to SDGs 7, 8, 9, 12, 13, 15 and 16.
Science Based Targets initiative	RHIEM supports the objective of science-based GHG reduction targets. No SBTi validation is currently in place.

Together, these complement our certifications according to DIN EN ISO 9001:2015, FSC®/PEFC™ and FOGRA, as well as specific audits for HACCP, safety and corporate governance, helping us build trust and continuously improve.

3. Greenhouse Gas Emissions and Climate Targets

Following our materiality analysis, we are developing our GHG accounting in line with the Greenhouse Gas Protocol. Scope 1 and Scope 2 are based on internal consumption data; Scope 3 is reported as an EcoVadis estimate and is being further developed methodologically.

Scope	GHG value 2025	Source / data status	Note
Scope 1	65.6 t CO2e	Aggregation of the values reported for vehicle fleet, transport and internal combustion	direct emissions
Scope 2	220.1 t CO2e	Location-based reporting of external energy supply	
Scope 3	15,104.4 t CO2e	EcoVadis estimate of upstream and downstream categories	largest lever: purchased goods and services
Total	15,390.1 t CO2e	Sum of values shown above	Scope 3 is an estimate



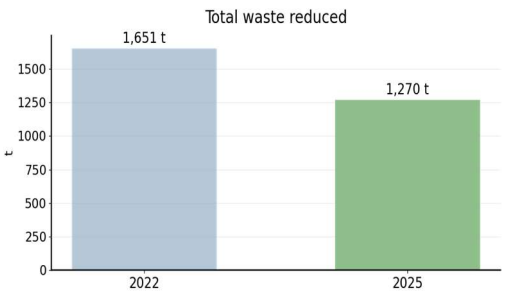
Climate Targets to 2030

Area	Target	Status / next steps
Scope 1	Absolute reduction in GHG emissions by 42% compared with 2025 by 2030	SBTi-aligned target; annual progress review in the report.
Scope 2	Absolute reduction in GHG emissions by 42% compared with 2025 by 2030	
Scope 3	Reduce significant Scope 3 categories, especially purchased materials, by at least 25% compared with 2025 by 2030	Review target once data quality has improved.

Contributions towards our Scope 1 and 2 targets include the expansion of our solar installation, an electrified vehicle fleet and modern production equipment, as well as the involvement of our suppliers, particularly for cartonboard and corrugated board.

4. Environment, Materials and Circular Economy

RHIEM's greatest environmental impacts arise from energy use, material consumption and purchased fibre-based materials. Our focus is on certified materials, material efficiency, recyclability and waste prevention. In addition, we support environmental protection projects through a financial climate contribution.



Selected Environmental KPIs 2025

KPI	Value / trend
FSC® material share	75.4%; target >90% FSC®-/PEFC™-certified materials
Hazardous substances management	100% relevant safety data sheets; external storage/labelling inspection
Total waste	Reduction from 1,651 t (2022) to 1,270 t (2025)
Waste recycling rate	93% in 2025; 96% in reference year 2022
Water consumption	Reduction from 752 m³ to 734 m³ compared with previous year
Environmental / hygiene incidents	No incidents in reporting year 2025

End of product life: RHIEM advises on design for recyclability, suitable material selection and avoiding unnecessary composite materials. EcoDesignCloud is used as a tool for life cycle analysis in product assessments.

5. Labor & Human Rights, Ethics and Procurement

Our social and ethical performance is managed through internal rules, training, grievance channels and supplier requirements. The following points summarize the information relevant to this public summary.

Theme	2025
Workforce	59 employees, 98% permanent staff 25.4% female employees, 1 apprentice.
Occupational safety	One occupational accident (commuting accident); no incidents.
Labor rights	No reported violations relating to child labor, forced labor, human trafficking, working hours, discrimination or harassment. UB certificates can be provided on request.
Business ethics / security	No critical reports to supervisors, the CA system or via whistleblowing. An IT training platform has been introduced for information security, data protection and confidentiality.
Sustainable procurement	Supplier evaluation expanded to include environment, human rights and ethics; procurement guidelines / supplier code accepted.

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