



400 YEARS
YOUNG

DESIGNING THE FUTURE.
SINCE 1622.
HEINZGLAS

SUSTAINABILITY REPORT

2020/2021

ADDICTED TO GLASS



HEINZGLAS

family-owned since 1622

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FOREWORD FROM THE MANAGEMENT BOARD

The future is full of opportunities and possibilities for those who dare to shape them. As a family-owned company, we hold ourselves accountable for the effects of our actions on society and the environment. In the face of global challenges, we have been motivated to change how we think and find sustainable solutions that are socially, environmentally, and economically responsible. We don't want to be forced to change our views, we willingly want to do it. As a pioneer, we have taken responsibility for the environment, our employees, and the regions in which we operate for decades now. We believe that we must uphold and expand this responsibility to create a sustainable future.

Our Sustainability Report documents the efforts and progress we have made in the areas of the economy, ecology, society, and culture. We want to be transparent and show what measures we are taking to make a positive impact and how we can keep getting better and better.

400 years of HEINZ-GLAS means we've had 400 years of challenges which we've seized as oppor-

tunities and used to our advantage. We invite you to explore the following pages and learn how we're taking on these challenges to mold a sustainable future for us, our children, and subsequent generations. We carry out our reporting in compliance with the Global Reporting Initiative Guidelines to ensure we share relevant and meaningful information that makes it possible for us to measure and evaluate our progress.

Carletta Heinz
CEO and Owner

Frank Martin
CFO

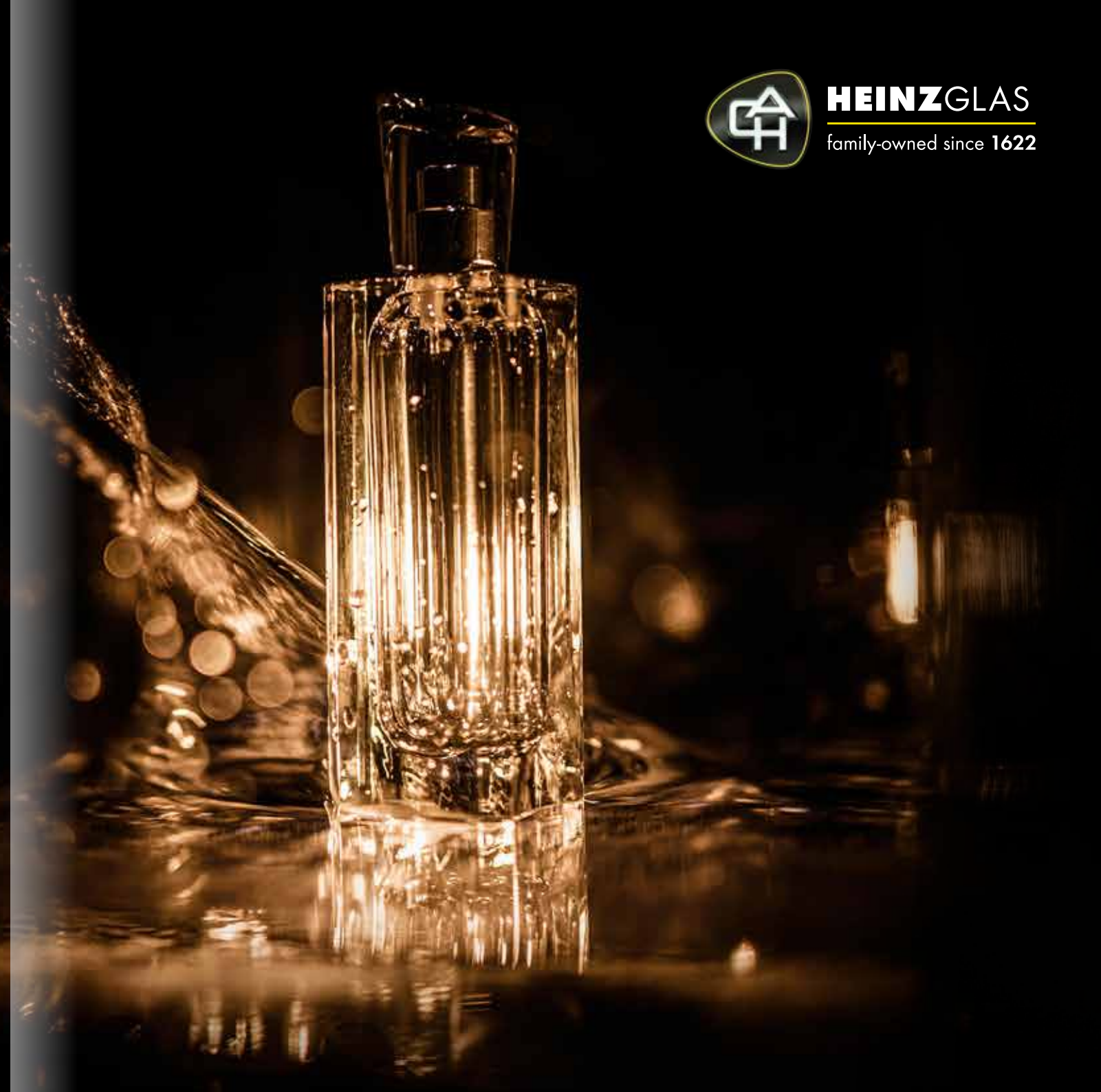
Virginia Elliott
CSO

Christian Fröba
COO

THE HEINZ-GLAS GROUP



HEINZGLAS
family-owned since 1622



THE ORGANIZATION

HEINZ-GLAS Group

The HEINZ-GLAS Group employs around 3,300 people around the world at 18 locations in 13 countries (as of Dec. 31, 2021). Our company was founded in 1622 in Piesau, Thuringia, and has had its headquarters in Kleintettau, Germany, since 1661. From its very beginnings, HEINZ-GLAS has been an owner-operated family company, and it is now in its 13th generation with Carletta Hein at the helm as CEO and owner.

We develop, produce, and sell premium-quality finished packaging made of flint, feeder, and opaque glass, as well as plastic closures and containers, and in 2021, we generated roughly EUR 331 million in revenue from these activities.

Alongside perfume bottles and jars and bottles for cosmetic products, we manufacture glass

packaging for air fresheners, alcoholic beverages, and dietary supplements. Well-known international perfume and cosmetics companies are our Group's main customers, but there are also many smaller customers as well as start-ups and indie brands that are breaking into the market and profiting from our expertise. Broadly positioning ourselves in both the product and customer portfolios was an important source of support during the Covid-19 pandemic and will continue to be extremely important for safeguarding the future. Our in-house sales organization works in collaboration with distributors to supply our customers globally.



PRODUCT PORTFOLIO

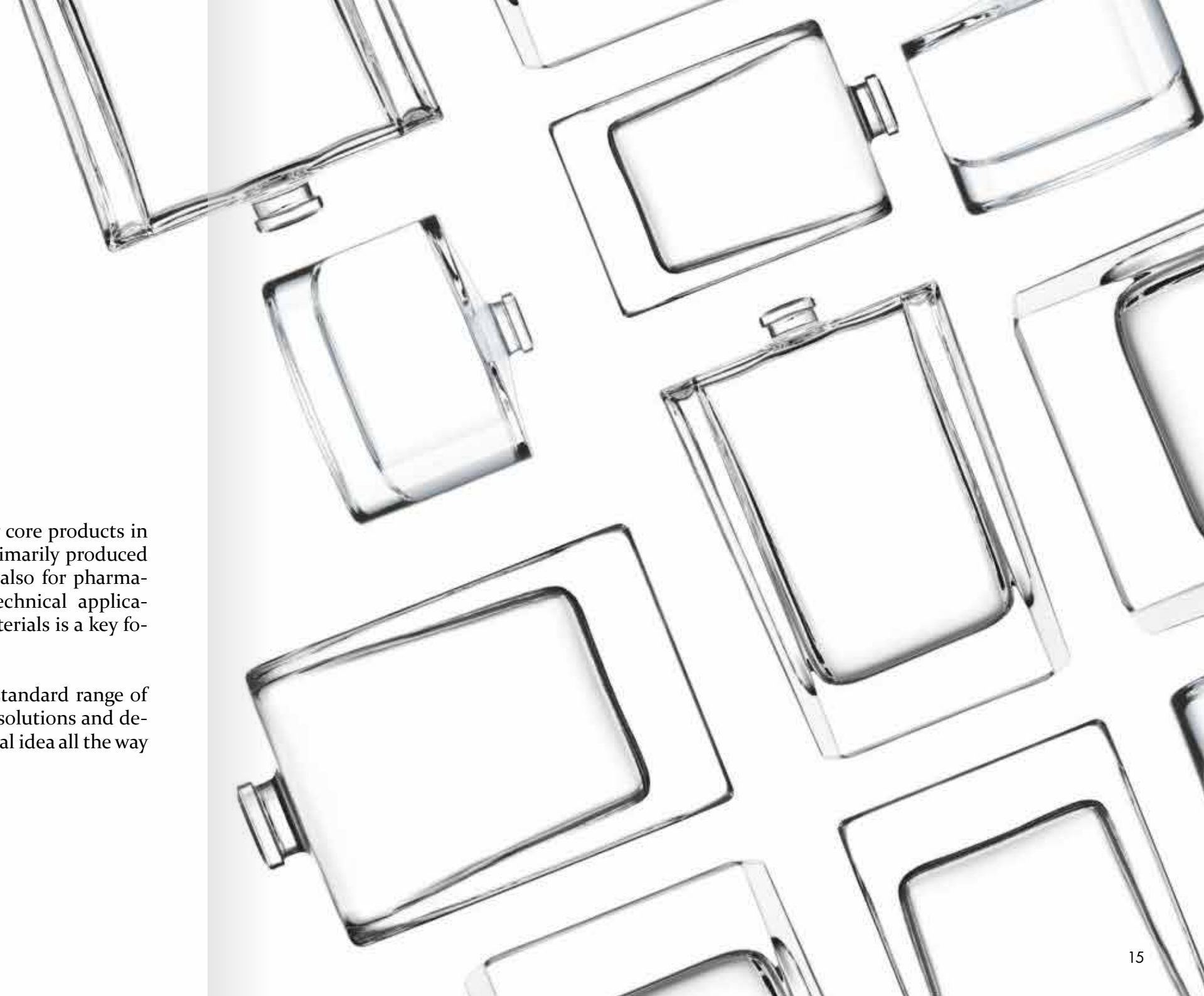
WE ARE ADDICTED TO GLASS

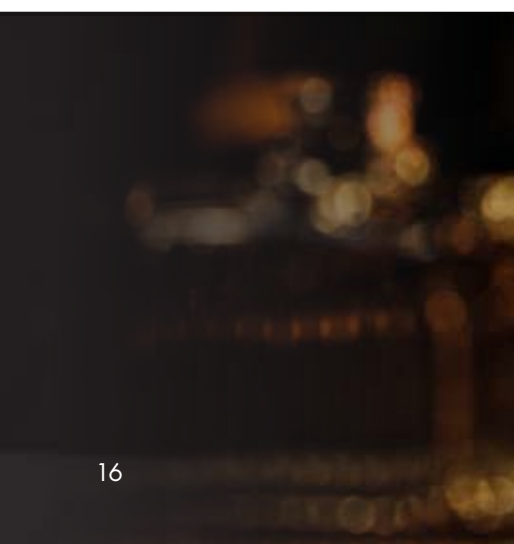
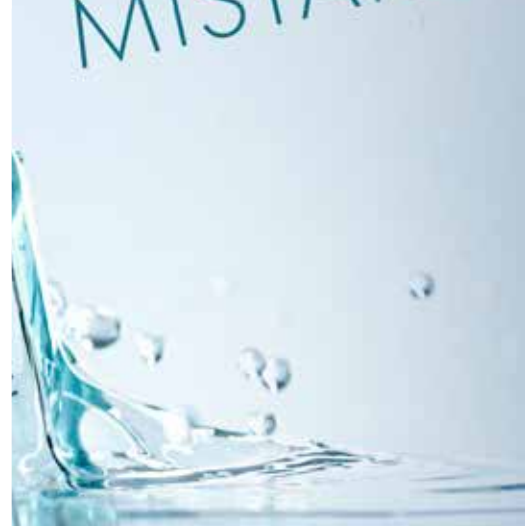
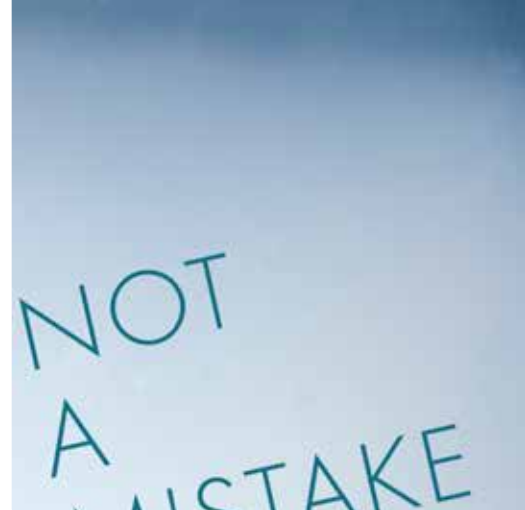
HEINZ-GLAS is known for elaborately finished perfume bottles made from the purest cosmetic glass and is counted among the world leaders in the container glass industry. Every fourth bottle around the world filled with a premium-segment fragrance was made at one of our locations.

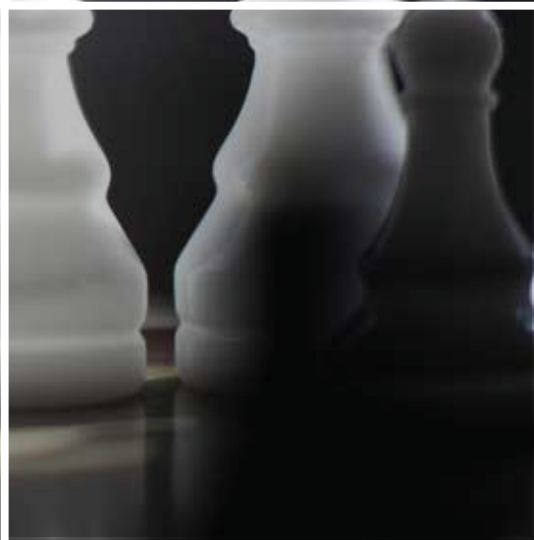
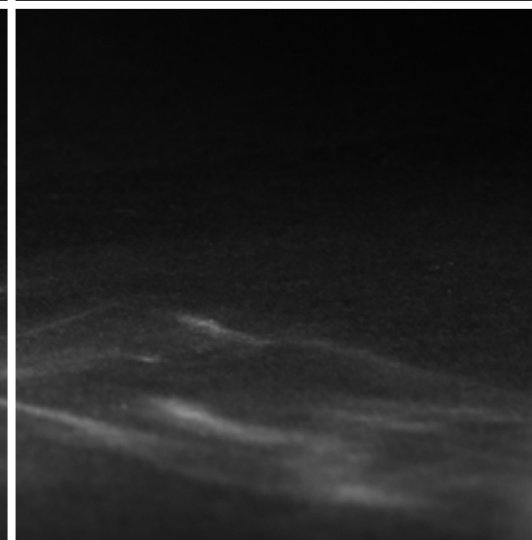
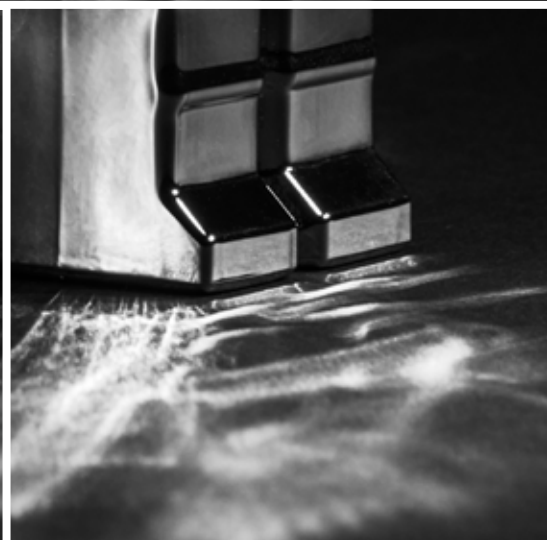
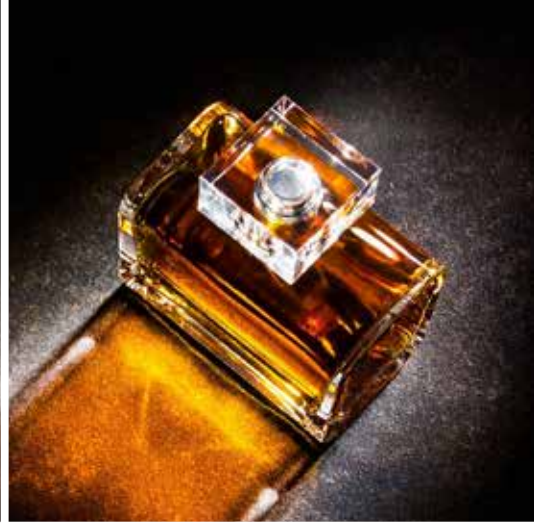
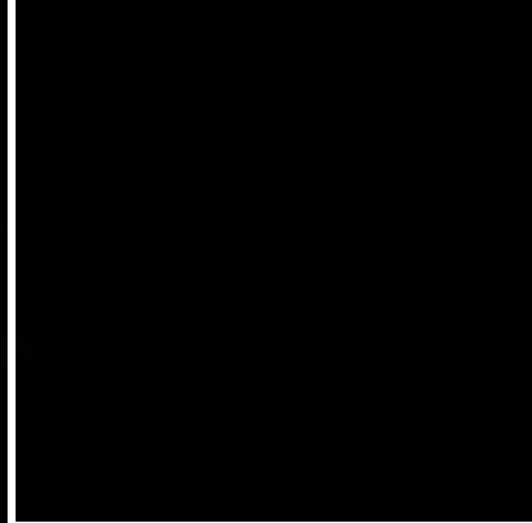
Our glass portfolio includes everything from flint glass made with and without post-consumer recycling (PCR) material to milky white opaque glass and colorful feeder glass. We give every bottle or jar of cream the perfect finish by using a wide variety of finishing options, such as acid etching, color spraying, metallization, lasering, pad printing and silk-screening, hot stamping, and adhesive wrapping.

Closures and containers are our core products in the plastics segment and are primarily produced for the cosmetics industry but also for pharmaceuticals, food products, and technical applications. The use of alternative materials is a key focus here.

In all areas, we offer both our standard range of products as well as customized solutions and designs—carried out from the initial idea all the way to the final product.









OUR FAMILY TRADITION

Only those who know their roots can know the strength that grows out of them.

The Heinz family's glassmaking tradition stretches back to 1523 and that of the HEINZ-GLAS company around 400 years back to 1622. Today, HEINZ-GLAS is one of the world leaders in manufacturing and finishing glass bottles and closures for the perfume and cosmetics industry. The key to our success? We are strongly grounded here where our roots are. The knowledge of where we come from shows us where we are going. And it works—thanks to the tireless commitment of 13 generations of the Heinz family and their loyal employees.

OUR VALUES AND CORPORATE CULTURE

As we see it, the continued success of the HEINZ-GLAS Group hinges on all employees having a common understanding of the corporate culture. Values put into practice and a common culture help generate a feeling of togetherness and establish a basis for everyday work. Our values tie us together throughout our network and pave the way to globally exploit the full potential of our internationality and diversity in the Group. In addition to the H-E-I-N-Z values, we have also included the principles of our culture in our Code of Conduct.

Historie

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

Exzellenz

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

Innovation

Innovation
We realize unique ideas to fulfill customer needs.

Nachhaltigkeit

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

Zukunft

Future
We preserve our heritage and shape the future.

SUSTAINABILITY

Our objective: to be the most sustainable company in our industry

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 become our proverbial flesh and blood. Here's what we can say:

Sustainability is in our genes. Because we are aware that we can only be successful as a company on the basis of an intact environment. Nobody talked about sustainability back then. But the awareness of it has grown. With the

trees that were felled for the potash and glass melting. With the time it took to reforest. With every generation that has led our company into a new future since then. That hasn't changed in the slightest. As a family business, today we can look back on 13 generations. This is both an incentive and an obligation for us:

Ecologically—because only those who keep an eye on the environment obtain the resources necessary for every production process.



GEMEINSAM FÜR
DEN SCHUTZ DES KLIMAS
UND NACHHALTIGES
WIRTSCHAFTEN

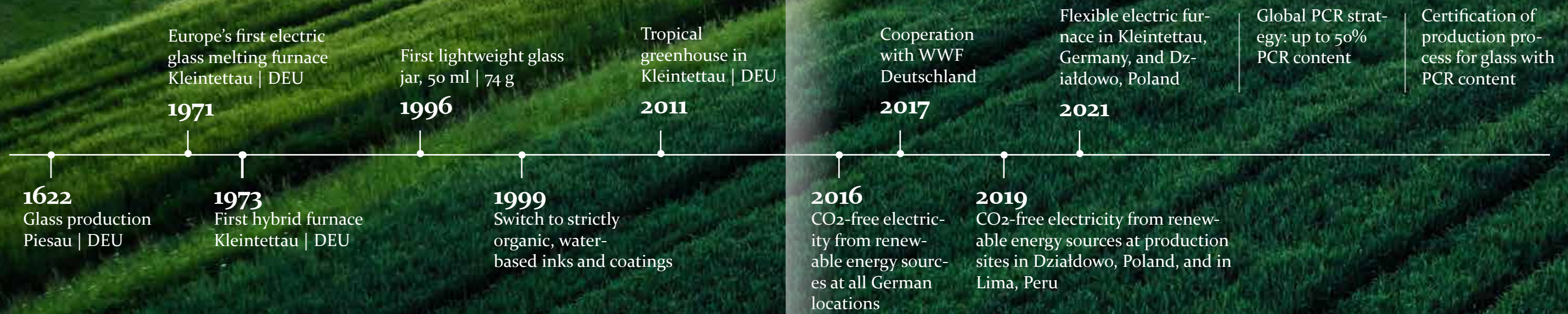


Economically—because only those who operate sustainably build the basis upon which the future develops.

Socially—because only those who win people's hearts get employees who see themselves as part of the team.

Culturally—because only those who protect and promote their region can create a basis for international success.

OUR SUSTAINABLE MILESTONES





Group Management of the HEINZ-GLAS Group, from the left: Christian Fröba | Chief Operating Officer, Carletta Heinz | Owner and Chief Executive Officer, Virginia Elliott | Chief Sales Officer, Frank Martin | Chief Financial Officer

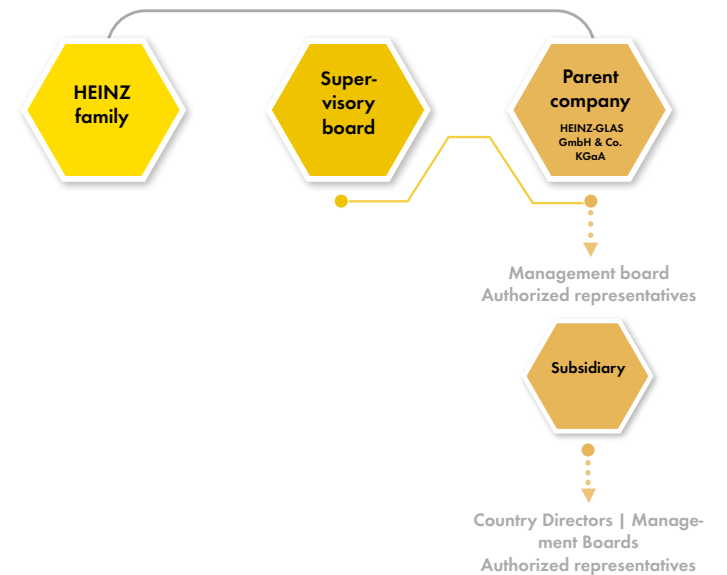
THE GROUP AND MANAGEMENT

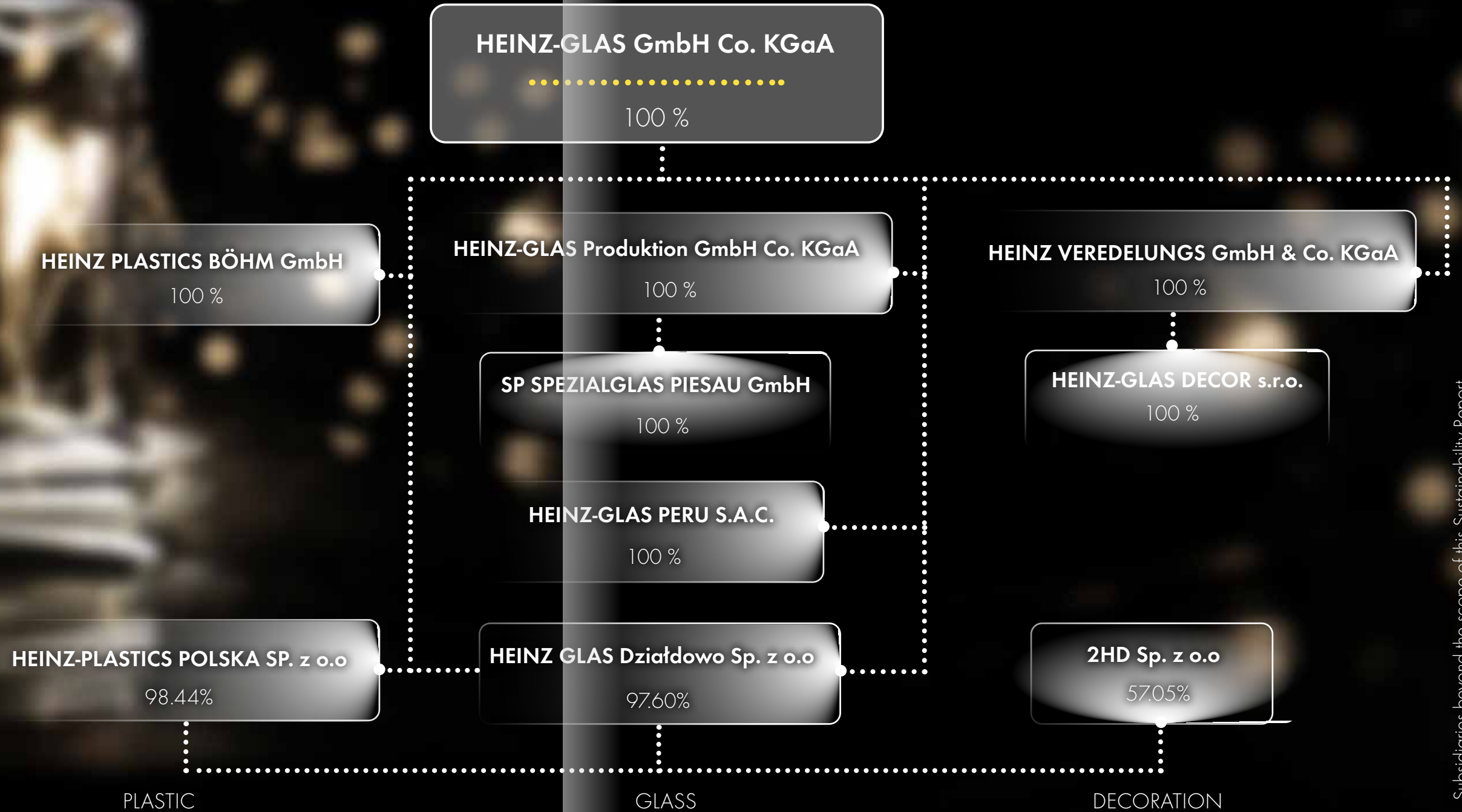
Group structure

The Group's parent company is HEINZ-GLAS GmbH & Co. KGaA and is controlled by a supervisory board. Group management is made up of the owner and CEO Carletta Heinz and three other managing directors—two of whom are male and one female, thereby ensuring a balanced gender ratio.

Every international branch has a Country Director who reports to Carletta Heinz in her role as CEO.

Aside from the production sites for glass, plastic, and finishing, the Group also includes administrative and sales offices as well as foundations and holdings. The companies included in the Sustainability Report are listed in the reporting statement.





RISK MANAGEMENT

Responsible and sustainable corporate governance based on values is the foundation for healthy growth and long-term success. Our opportunity and risk management is designed for the systematic recognition and realization of opportunities and the early identification of risks that could jeopardize the company's success. We use our corporate strategy to derive our opportunity and risk management system, taking into consideration all relevant external and internal opportunities and risks potentially arising from economic, environmental, and social aspects.

Risks are identified based on expert interviews, checklists, and trend analyses, taking into consideration the overall economic, industry-spe-

cific, regional, and local situation before further assessing the identified opportunities and risks and incorporating them into an action plan.

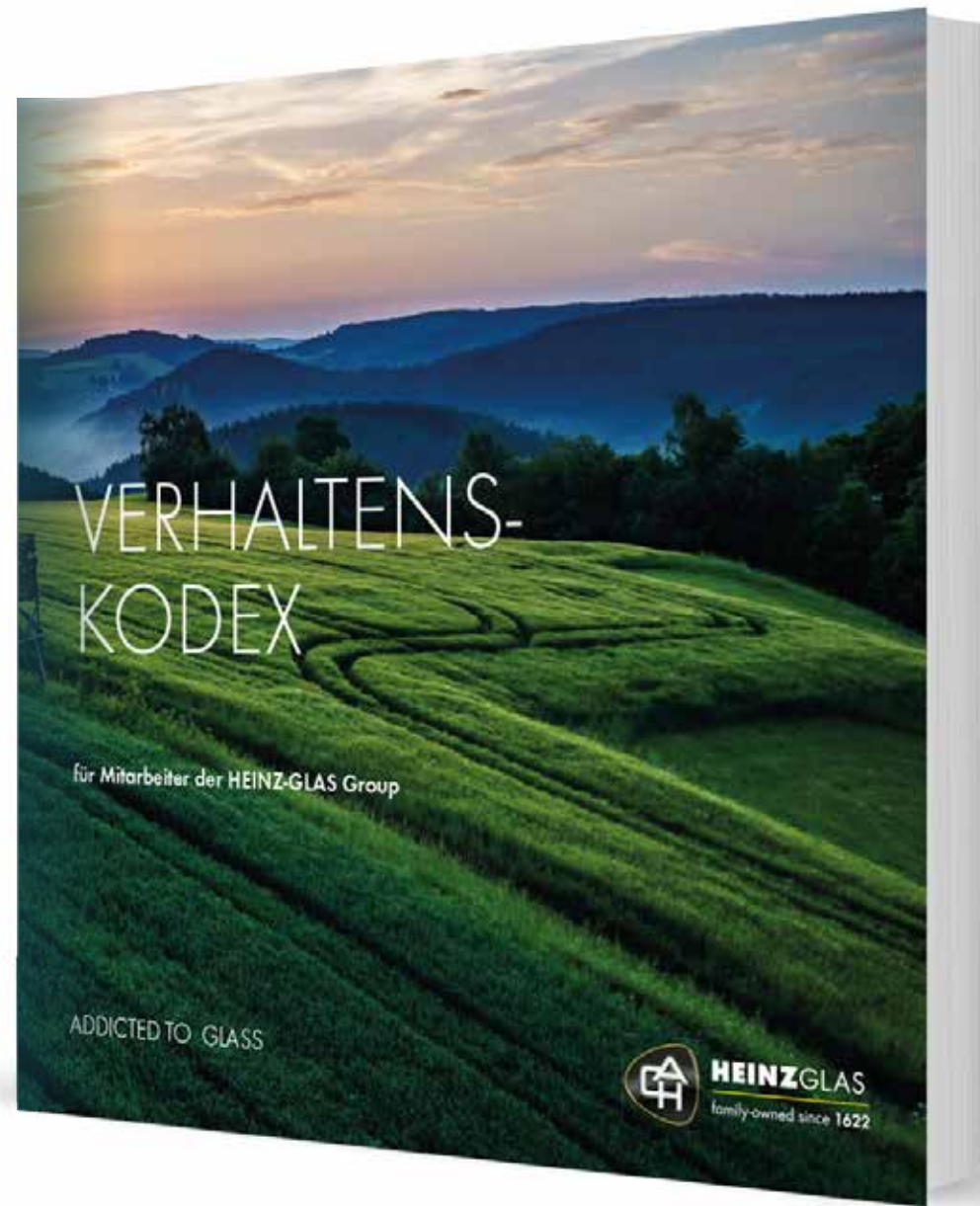
EQUAL TREATMENT

We make a difference by not differentiating

Equality is an integral principle of the HEINZ-GLAS Group's values. Regardless of ethnic origin, skin color, sex, religion, nationality, sexual orientation, social background, disability, or political affiliation, to the extent that it is based on democratic principles and tolerance towards those with different views, every employee is provided the same opportunities, support, and assistance.

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 (ban on child labor, forced labor, discrimination and freedom of association,

and right to collective bargaining) are considered paramount.



OUR CODE OF CONDUCT

Our Code of Conduct is valid for the whole Group and unites our corporate values with our guiding vision. It lays down binding rules of conduct for all our employees, managers, trustees, other institutions, and holders of all companies as well as for all suppliers and partners of the HEINZ-GLAS Group. Our works council members, representatives for employees with disabilities, youth and trainee delegations, trusted parties, and integration officers at the individual locations advocate for the interests of our employees and act as local points of contact.

INTEGRATION

Respect, acceptance, and tolerance are values that we demand of every employee for every employee. Social integration is probably the most important element for achieving a strong company attachment.

That's why we promote social integration by getting people involved in local sports clubs and recreational associations and hosting in-house company events. When required, our employee representatives and integration officers help employees deal with authorities, look for accommodation, and tackle other bureaucratic matters. Language training is offered in-house in particular for employees who don't have a strong command of the local language.

In 2019, employees from different departments,

corporate hierarchies, and nationalities were brought together for an intercultural workshop at the Kleintettau site to jointly discuss workplace matters and learn from each other. In total, 13 employees from Syria, Gambia, Afghanistan, and Germany took part. What intercultural differences exist? How can we cater to each other and unite different cultures? In keeping with the principle of "Accept, understand, and appreciate." The intercultural workshops are also slated to be carried out at other locations in the future.





GENDER EQUALITY

For us, it's important to create the same career opportunities for all genders with comparable qualifications, abilities, and roles. As of December 31, 2021, the average percentage of women working at the Group's management level was 22%.

We would especially like to motivate and inspire young girls and women to choose professions that have been previously under-represented by women. That's why some of our locations participate in Girls' Day every year and provide young women with a glimpse into exciting skilled professions to show them technical career opportunities or any career options associated with technology and to offer them a diverse range of opportunities for the future. Further information is available at www.girls-day.de.



WEConnect International is a global network that connects women-owned businesses to qualified buyers around the world. We actively support this project not only because it's run by a woman, but also because it stands for equality across all sectors. Further information is available at www.weconnectinternational.org.



COMMUNICATION AND SUSTAINABILITY



HEINZGLAS
family-owned since 1622

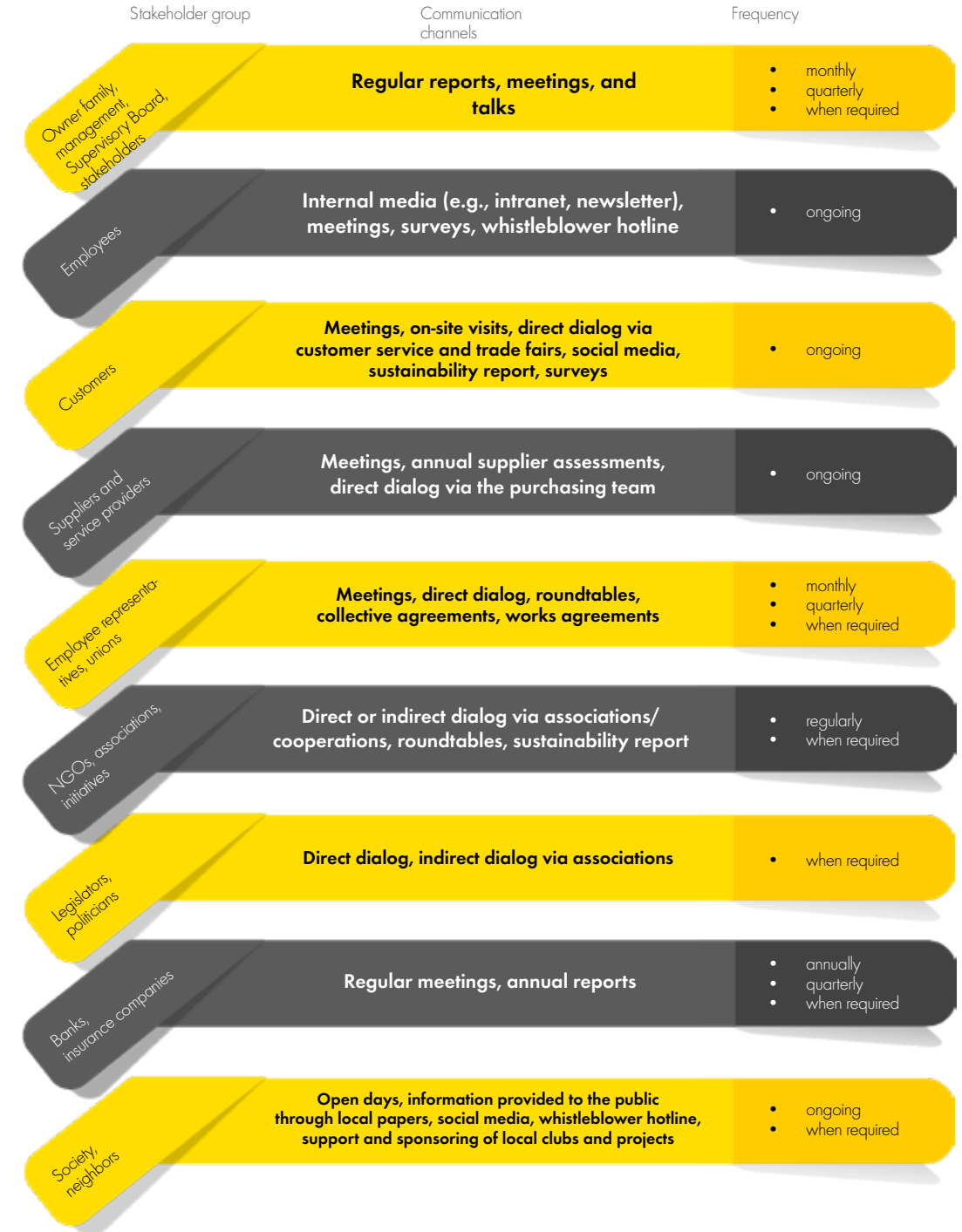


COMMUNICATION WITH STAKEHOLDERS

We continually maintain transparent and honest communication with internal and external interest groups (stakeholders) in an effort to encourage interactions and exchanges based on trust. Knowing our stakeholders' expectations, views, and demands is important to us because they have a major impact on our corporate strategy.


The interests of different interest groups inevitably vary widely. In our eyes, communication is the best means to achieve the highest degree of mutual understanding. We strongly believe that this is the way to make a positive impact as an employer, business partner, and member of society.

Fundamentally relevant stakeholders for HEINZ-GLAS have been determined using an in-house analysis. Identifying the significance of each stakeholder and classifying them accordingly is made possible by looking at their geographical proximity to the company and their strategic relevance.



WHISTLEBLOWER SYSTEM

A whistleblower system was implemented in early 2021 to support our official compliance office. The whistleblower system is accessible via the HEINZ-GLAS website. It is an external tool that can be used by both internal and external stakeholders to anonymously report potential breaches of legal standards or internal guidelines without having to provide any personal data. This makes it possible to expose abuses, initiate appropriate corrective actions, and avoid potential damage to customers, employees, the environment, business partners, and the company.

 **Whistleblower system**
<https://heinz-glas.integrityline.org/>

 **Compliance office**
compliance@heinz-glas.com



MATERIALITY MATRIX

Based on an anonymous and independent stakeholder survey, the needs and demands of all the relevant stakeholder groups of the HEINZ-GLAS Group were identified in the first quarter of 2021. In total, 59 stakeholders from among employees, customers, suppliers, NGOs, authorities, banks, and insurance companies took part in the survey. The impacts of our company on the environment, economy, and society were assessed and evaluated by the Management Board of the HEINZ-GLAS Group. The results of the analyses are summarized below in a materiality matrix and represent the key material issues specifically addressed in this Sustainability Report.

- 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 mat-



- ters
- 08 Waste**
- 09 Water
- 10 Emissions**
- 11 Energy**
- 12 Raw materials
- 13 Ecodesign
- 14 Value chain

- 15 External support in relation to environmental matters
- 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)

The 2030 Agenda for Sustainable Development was unanimously passed by 193 UN member states in September 2015. In doing so, the global community aims to achieve 17 goals with 169 subgoals (Sustainable Development Goals) for socially, economically, and ecologically sustainable development. The 17 goals are considered universal and apply to all UN countries. They range from ending world hunger and promoting sustainable consumption and sustainable production all the way to measures to protect the climate. At the beginning of 2021, we analyzed these 17 goals and identified six of them as being very relevant for our company.



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

Our employees are our greatest asset. After all, it is the people who come up with ideas, build up a body of knowledge and share it, and pass their experience and skills on to others. We don't care where a person comes from. The most important thing is where they want to go. Because employees are capable of anything as long as we provide them with training, tools, and—above all—confidence in their abilities. Rhetoric usually centers on the three pillars of sustainability: the environment, economy, and society. Since it is important to us to put people first, we divide the area of “society” up into social and community aspects and regional and cultural components.



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 stands for a fair employer/employee relationship.

Salaries and wages, holiday entitlement, and voluntary company benefits that far exceed legal requirements are governed by collective agreements at 90% of our locations as well as by company agreements at all our sites. The works councils at the individual locations act as the supervisory body, ensuring compliance with collective agreements and company agreements. During workforce meetings which take place several times a year, the works council and management board inform all employees about operational matters. Our employees are generally free to make their own decisions regarding trade unions.

The HEINZ-GLAS GROUP employs around 3,300 people around the world. 81% of these employees are engaged in permanent positions. Probationary periods which have not yet ended or country-specific and market-specific circumstances are usually the reason for fixed-term

employment. Our long-term goal is to offer all employees permanent employment contracts.

Temporary contract workers representing approximately 5% to 10% of the workforce at our locations are engaged on an as-needed basis in relation to the number of permanent employees. In this case, too, our goal is to offer permanent positions to reliable employees. Since 2016, we have offered permanent positions to more than 185 temporary contract workers at our German locations, which is equivalent to approximately 12% of the workforce in Germany.

Roughly 3% of all women and 3% of all men were employed part-time in 2021. The definition of the term “part-time work” varies based on the location and country. At the German locations, for example, part-time employment is defined as such as soon as a regular work week of 37.5 hours is reduced by one hour.

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

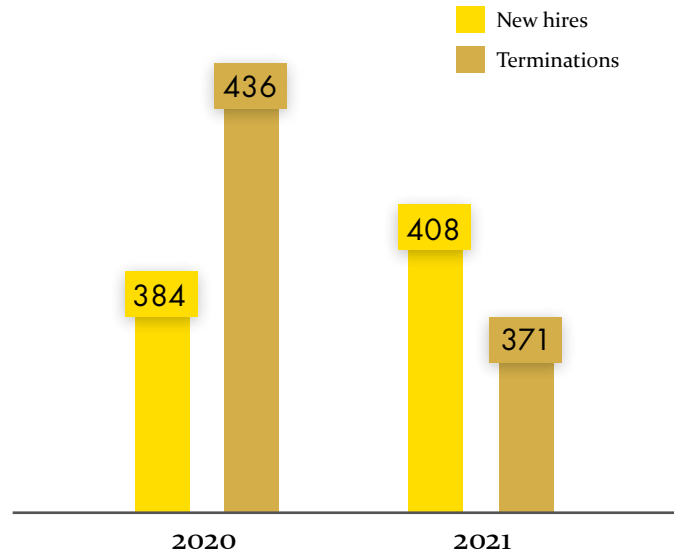


NEW HIRES AND EMPLOYEE TURNOVER

Around 88% of all global workforce losses were offset by new hires during the 2020 financial year. In 2021, 10% more employees were hired than left the HEINZ-GLAS company during this year.

Our location in Lima, Peru, had a unique experience: When the Covid-19 pandemic hit South America in February 2020, the Peruvian government ordered a country-wide shutdown that also affected our plant. In events like these, terminating employment is a common practice in Peru and results in no wages or salaries being paid if there is no work. We opted not to do this and largely maintained employment contracts.

Workforce gains and losses at HEINZ-GLAS Group



2020	< 30 years		30-50 years		> 50 years	
	Men	Women	Men	Women	Men	Women
DE	30	11	8	3	8	3
CZ	28	15	9	15	9	15
PE	14	12	3	8	3	8
PL	61	57	29	51	29	51
Total	133	95	49	77	49	77

New hires* HEINZ-GLAS Group as of Dec. 31, 2020

2021	< 30 years		30-50 years		> 50 years	
	Men	Women	Men	Women	Men	Women
DE	28	27	33	22	4	10
CZ	16	9	23	25	4	5
PE	1	2	3	5	0	0
PL	62	34	33	47	10	5
Total	107	72	92	99	18	20

New hires HEINZ-GLAS Group as of Dec. 31, 2021

2020	< 30 years		30-50 years		> 50 years	
	Men	Women	Men	Women	Men	Women
DE	27	18	35	24	25	20
CZ	15	6	21	15	2	3
PE	2	0	4	2	0	0
PL	46	37	55	59	8	12
Total	90	61	115	100	35	35

Employee turnover* HEINZ-GLAS Group as of Dec. 31, 2020

2020	< 30 years		30-50 years		> 50 years	
	Men	Women	Men	Women	Men	Women
DE	19	7	28	15	18	12
CZ	11	8	13	13	4	3
PE	2	4	4	7	0	0
PL	45	40	35	55	16	12
Total	77	59	80	90	38	27

Employee turnover* HEINZ-GLAS Group as of Dec. 31, 2021

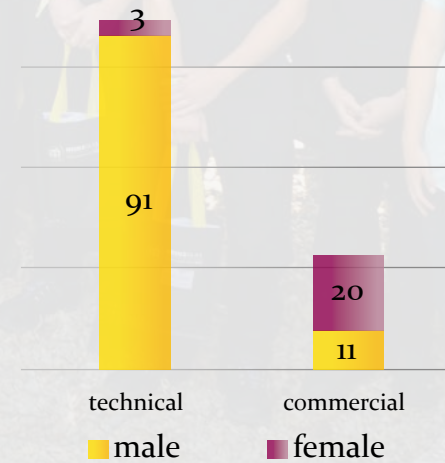
*Employee turnover: Employees who voluntarily leave the organization or who are no longer able to work due to termination, retirement, or a fatal work accident.

TRAINING

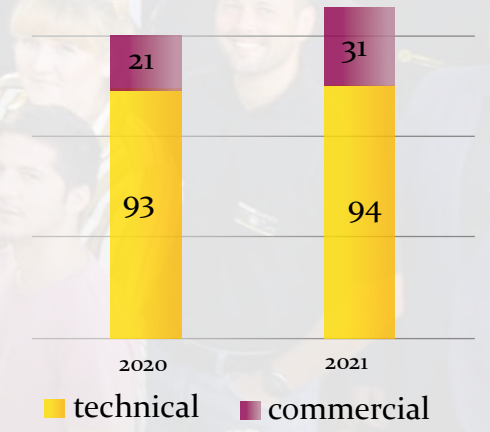
We don't only invest in innovative and efficient technologies, but we also lay great store in providing vocational and advanced training to junior employees. We're training the specialists of tomorrow in nine technical and five commercial skilled professions as well as various dual studies. Good grades are rewarded with bonuses, and good performance means a chance of being taken on in the company. The aim is to train the next generation in line with their needs and to employ them here. Our instructors and specialists gladly pass on their knowledge from generation to generation and are proud of our dedicated young talent, no matter if they're training to be industrial or informatics specialists, mechatronics engineers, or technical product designers.

Trainees in their first year of vocational training 2019 at the German locations Kleintertau, Piesau, Spechtsbrunn, and Langenau with mentors from previous years of vocational training, instructors, works councils, and the general management of the HEINZ-GLAS Group.

Trainees by gender
2021 HEINZ-GLAS Group



Trainees by professional groups
HEINZ-GLAS Group

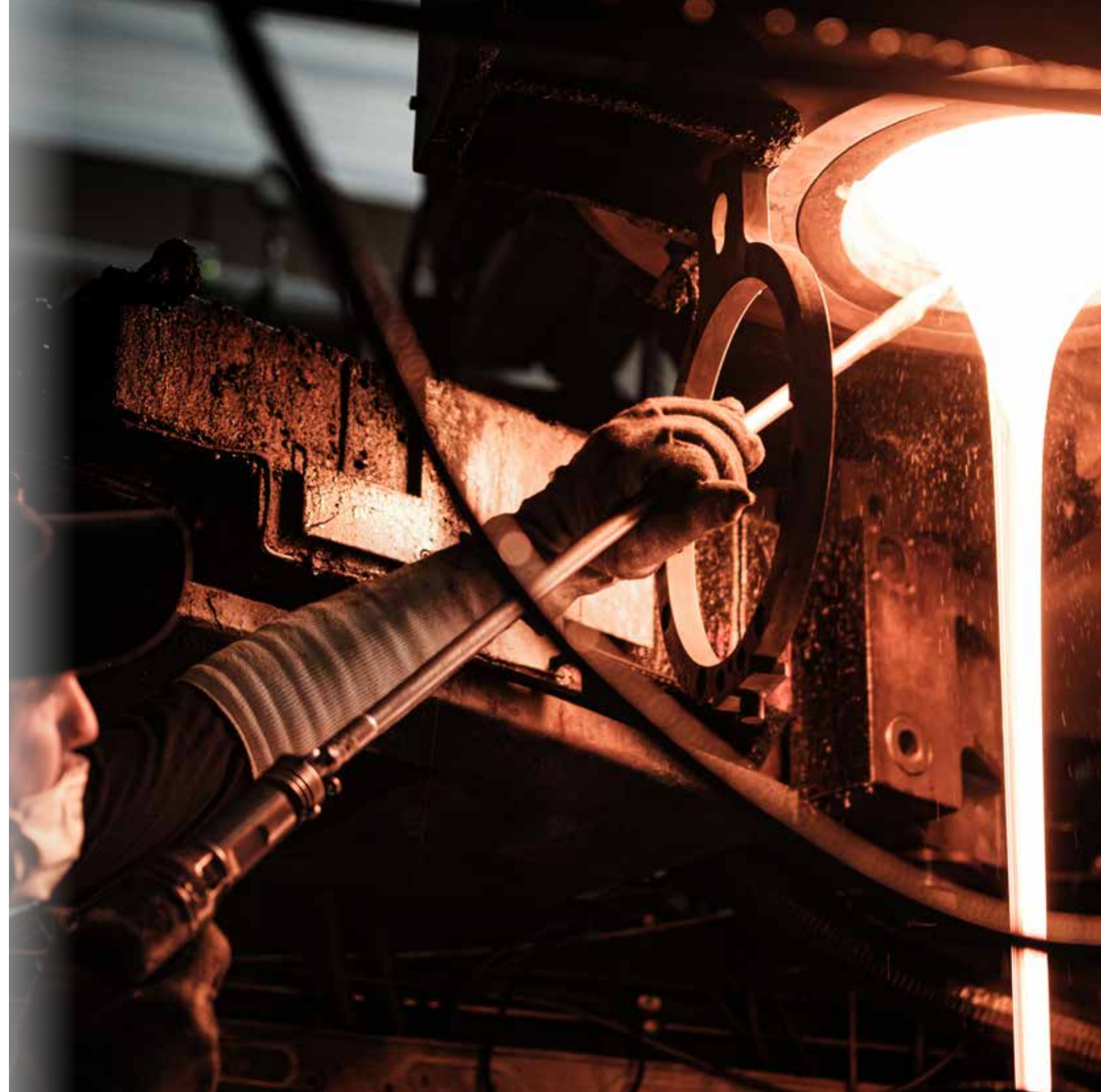


PROCESS MECHANICS FOR GLASS TECHNOLOGY

**EUR 20,000 bonus for new trainees in skilled profession of
process mechanics for glass technology**

Process mechanics for glass technology are technical experts who are required to meet the growing demands of customers. We would like to draw greater attention to this profession and create an appreciation for it thereby ensuring our own future. Trainees at the locations in Kleintettau and Piesau, Germany, thus receive a bonus of EUR 20,000 if they opt to pursue this vocational training, successfully complete it, and then put their specific glass knowledge to good use at the company.

Further information about the training program at HEINZ-GLAS is available at www.career.heinz-glas.com.



BENEFITS FOR OUR TRAINEES

Nobody gets left behind at HEINZ-GLAS

For trainees who don't have a driver's license, the "Azubi-Mobil" takes them to and from training facilities at our German locations in Kleintettau, Langenau, Spechtsbrunn, or Piesau. We also offer to cover the ticket costs for taking public transport or for arranging carpools.

AZUBIUNTERRICHT
Wir unterstützen dich in der Ausbildung und bei der Prüfungsvorbereitung.

ZUSCHUSS
Wir bezuschussen deine Fahrtkosten und Lehrmaterialien für die Schule.

AZUBIMOBIL
Wir fahren dich zur Arbeit und wieder zurück.

MITARBEITER WERBEN MITARBEITER
Wir zahlen bis zu 1.500 € Prämie für einen neuen Kollegen.

PATENSYSTEM
Dein Pate unterstützt dich und steht dir mit Rat und Tat zur Seite.

20.000 PRÄMIE
Leistungsträger? Wir belohnen gute Noten mit Prämien.

WEIHNACHTS- & URLAUBSGELD
Für die schönsten Zeiten im Jahr gibts bei uns Extra-Gehalt.

ÜBERNAHMEGARANTIE
Bei guten Leistungen ist deine Übernahme nach der Ausbildung garantiert.

BASIC AND ADVANCED TRAINING COURSES

Our people and their knowledge are the foundation of our success. That's why we offer a wide range of advanced training courses to build professional skills, management expertise, language abilities, and social skills.

Due to the Covid-19 pandemic, basic and advanced training courses could only be carried out on a very limited basis at global locations in 2020 and 2021. This ultimately resulted in lower costs for advanced training.

As part of our talent management program, we offer our employees an individual development plan within the company and support efforts to

obtain further qualifications, such as studies, career advancement training, or qualifications to change careers or second-chance qualifications. Graduates are offered the best job opportunities, for instance, by completing one to two-year internationally oriented traineeships.

Further information about the career opportunities at HEINZ-GLAS is available at www.career.heinz-glas.com.

I WANT TO GROW.

Read Manuela's story below ...



"I'm proud that I managed to prove what I can do."

MANUELA RUPPRECHT

Manu is originally from Berlin and moved to Piesau to work at HEINZ-GLAS in 2009. After three years working for a temp agency, she successfully transitioned into a permanent position. Thanks to her tireless commitment and strong will to stand out

with hard work and dedication, she is now the assistant shift manager in Piesau. This all goes to show that you can achieve anything if you keep at things and don't lose sight of your own goals.

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 Industry and Commerce
- AGH University of Science and Technology (Akademia Górniczo-Hutnicza im. Stanisława Staszica w Krakowie)
- WWF 2°Campus Student Academy
- Förderverein des staatlichen Berufsschulzentrums Arnstadt-Illmenau e. V.
- Chamber of Industry and Commerce for Upper Franconia, Bayreuth
- Chamber of Industry and Commerce South Thuringia
- Vocational Training Center (BBZ) of Alexander Von Humboldt College Peru
- wi-career career network
- Ostthüringischer Ausbildungsverbund e. V.
- Chamber of Commerce of the Region of Karlovy Vary
- National Training Service of Industrial Work (SENATI)

COMPANY BENEFITS

For us, it's a matter of course to offer our employees a safe place to work and to provide them with attractive added benefits based on location that go above and beyond legal requirements.

Access to fresh, clean water is available to all employees at all times thanks to water coolers at our locations.

In 2021, all employees at our locations in Poland were given their very own water bottle with their name printed on it. Bottles made out of Tritan are lightweight, shatterproof, and temperature-resistant, as well as free of BPA, sulfur, nitrogen, lead, and mercury.

That's how we're doing something good for our employees' health while helping to reduce waste generated by single-use bottles.





REGIONAL EMPLOYER

If the people at HEINZ-GLAS are the branches that bear the fruit, the regions in which we are located are our roots, our field, and our soil. They provide our employees and us stability and a home; they shape our culture and our lives. With 18 locations in 14 countries, we bear responsibility for 18 completely different regions, cultures, and habitats.

As a family-run company, we want to be an important and reliable employer in all regions. Being close to our employees and connected to individual locations are at the core of our company philosophy.

REGIONAL PROJECTS AND INITIATIVES

The European Glass Bottle Museum

Visitors can delve into five-thousand years of glass history at the European Glass Bottle Museum in Kleintettau, Germany. In addition to the rich world of fragrances and cosmetics from the past and present, the samples available to smell are just as fascinating to explore as the permanent exhibition “Perfume bottles—a Journey through the 20th Century,” which features exquisite bottles, advertising posters, and fragrance accessories from European luxury brands.

Highlights include the visitors’ gallery which provides insights into the cutting-edge production of bottles at HEINZ-GLAS, as well as

demonstrations using semi-automatic machines that let visitors become glassmakers themselves.

Since the European Glass Bottle Museum opened in 2008, nearly 63,000 visitors have been enchanted by the art of glass-making.

We support this private museum run by Glasbewahrervereins am Rennsteig e. V. with donations and provide the venue for it. www.flakon-glasmuseum.eu



Highland cattle breeding program in the Rennsteig

The Schottische Hochlandrinderzucht Frank- enwald GmbH (Scottish Highland cattle breeding program) was founded in the Upper Franconian Forest in 1979 in the fight against the threatening encroachment of vegetation and the desertification of the fallow fields. Its goal was to introduce resilient highland cattle to the region to graze in areas that were not farmable or were very difficult to farm.

Currently, about 140 highland cattle graze on 130 hectares of land around Kleintettau.

The Schottische Hochlandrinderzucht Frank- enwald GmbH is the oldest breed registry for German cattle and a member of the Highland Cattle Society SCIO.

A park for both humans and animals

At the Działdowo location in Poland, HEINZ- GLAS is making the town center greener: As part of a nonprofit project, we designed a park in 2021 and transformed a fallow area into a green oasis for residents and visitors. The park is now an attractive recreational spot and meeting point for all ages.

You don't have to keep off the grass here. Active use of the lawns is desired so that the park doesn't have to be mown as frequently in the future. Doing so means that less water is required for the lawn, and emissions and noise are reduced.

Two insect hotels were also built to support a healthy ecosystem.

Tropenhaus am Rennsteig (Tropical Greenhouse in the Rennsteig)

As part of a joint research project with the University of Bayreuth and the Weihenstephan-Triesdorf University of Applied Science, subtropical and tropical fruits in organic quality as well as fish for consumption are produced in Kleintettau—a region with a rather harsh climate. Under the name “Klein-Eden” (little Eden), a greenhouse complex with an area of approximately 3,500 square meters was developed here in August 2011. It served as an initial reference project for the energy-efficient utilization of industrial waste heat in the low-temperature range.

Our production site in Kleintettau, which is located approximately 500 meters away, provides the tropical greenhouse with the waste heat required to do all this. In 2020, approximately 1,618 MWh of waste heat was supplied.

www.tropenhaus-am-rennsteig.de

Das Tropenhaus



am Rennsteig

in Klein Eden



DONATIONS FOR THE REGIONS

In order to actively shape culture and life and to create the conditions for change, we intentionally promote social interaction in the regions where our facilities are located. We do this by donating to social enterprises and initiatives, kindergartens, schools, fire departments, and many more organizations to support them.

Furthermore, having lively clubs and associations in the places where our employees reside strengthens the community. We promote sports clubs, music associations, and other organizations by acting as their sponsor and advertising partner to the benefit of social and cultural interactions.

In addition, we collaborate with companies in the region to offer our personnel shopping benefits and to simultaneously support customer relations with local entities. From the candy shop and hardware store all the way to the car dealership, it's possible to save anywhere between 5% to 70%.

In 2020 and 2021, the HEINZ-GLAS Group donated roughly EUR 39,000 and EUR 81,000, respectively, to nonprofit organizations and initiatives, including:

- The Bavarian Red Cross
- The European Glass Bottle Museum
- Förderverein Deutsches Verpackungs-Museum e. V.
- Genussregion Oberfranken e. V.
- Industrie-Pensions-Verein e. V.
- Innovations-Zentrum Region Kronach e. V.
- KLEIN EDEN – Tropenhaus am Rennsteig
- KRONACH Creativ e. V.
- Lebensqualität für Generationen
- Marketing Club Oberfranken e. V.
- Obenauf-thueringen
- Oberfranken Offensiv e. V.
- Rennsteigregion am Frankenwald e. V.
- WIR – Wirtschaft – Innovation – Region zwischen Rennsteig und Main e. V.

Carbon-offsetting donation

Our company vehicle policy states that: “For each newly purchased company vehicle with CO₂ emissions up to 110 g/km, the HEINZ-GLAS Group donates EUR 1,622 a year to a nonprofit organization for the promotion of sustainability, especially in the areas of ecology and social issues.” We take this voluntary commitment very seriously.

In 2020, we donated EUR 12,000 to foster families in the districts of Kronach and Sonneberg to acknowledge the involvement of these families in civil society.



In 2021, EUR 4,000 was donated to Sonneberger Tafel to make it possible for the social services organization to purchase a new refrigerated van. As such, we were able to tackle three aspects of sustainability at the same time: the prevention of food waste, the provision of assistance to people in need, and putting a modern vehicle with lower emissions on the road.

We donated a further EUR 7,300 to the Verein zur Förderung sozialer Maßnahmen e. V. (Association for the promotion of social measures) in the district of Kronach in 2021. It helps families and young people who involuntarily find themselves in hardship and acute financial distress.

Christmas donation for social initiative in Poland

In December 2021, we surprised the SZLACHETNA PACZKA initiative and the Polish Association for Persons with Intellectual Disability PSONI in Działdowo, Poland, by donating PLN 15,000 (approximately EUR 3,200).

SZLACHETNA PACZKA advocates for the less fortunate individuals who are living in extreme poverty, who have suffered great misfortunes, and who are dependent on help.

PSONI helps people with intellectual disabilities, supports families and those affected in all areas of life, and champions equal treatment and equal opportunities. The association strives to enable those affected by intellectual disabilities to actively participate in society and to bring about appropriate legal regulations.



COVID-19 PANDEMIC

The Covid-19 pandemic was tough on us all. The fact that we can continue to look towards the future with vision and passion is ultimately thanks to the flexibility, understanding, and loyalty of our employees.

Our HEINZ-GLAS Coronavirus Emergency Response teams have worked closely with company doctors and local health authorities since the start of the pandemic to stay on top of rules and regulations and quickly and purposefully adapt measures.

We have consistently complied with all national legal provisions at all of our locations with our in-house Covid-19 regulations, which have always had the goal of protecting our employees from contracting the virus and preventing its spread as much as possible.

The regulations have been updated continually and adapted to the incidence of infection. Despite the protective measures, the HEINZ-GLAS Group recorded 701 confirmed cases of coronavirus in 2020 and 2021; 203 of which occurred in 2020 and 498 in 2021. That's equivalent to 20% of the workforce.

HYGIENE CONCEPT AND FURTHER SAFETY MEASURES

The following measures among many others

were taken:

- Provision and obligation to wear a mask
- Installation of sanitizer dispensers
- Contactless temperature measurement
- On-site vaccination services
- Provision of SARS-CoV-2 self-tests
- Remote work for all employees whose job allowed it
- Expansion of digital solutions and virtual meetings
- Signage in all buildings to remind of hygiene regulations
- Continual communication of valid in-house regulations and legal requirements and measurements

Special measurements at the Peru location in 2020:

- Free collective transport to and from work to avoid public transport
- Essential groceries and protective equipment were delivered to employees at home to avoid spreading Covid-19 while shopping
- Mental health support for employees and their families in the event of the loss of a family member due to Covid-19

ECONOMIC IMPACTS OF THE PANDEMIC

The spread of the coronavirus didn't just challenge us socially but economically too.

Group revenue in 2020 was nearly 20% below target. The duration of the pandemic and thus the economic situation in the future could not be planned. Awareness was raised among employees and management in all areas and a wide range of measures was collectively implemented to reduce costs and ensure liquidity.

To secure jobs, a request for reduced working hours was made for Group subdivisions on April 1, 2020, resulting in a significant loss of income for our employees. As a result, we supplemented

statutory short-time working allowance so that every employee affected continued to receive around 80% of the previous net salary.

A state-mandated shutdown forced our plant in Peru to stop the ongoing construction of a furnace and resulted in no production taking place from March to October 2020.

A sharp recovery occurred in the second half of 2021, with business figures gradually returning to the pre-corona level. Sales and incoming orders stabilized and provided an optimistic outlook for the future.

We used the coronavirus crisis to modify our range of products and to realign our company to the global market. Before the pandemic, we focused strongly on producing stylish and luxurious perfume bottles, whereas now skincare, lifestyle products, home fragrances, and spirits have been incorporated into our portfolio.



PROTECTING THE ENVIRONMENT THROUGH DIGITALIZATION

The positive side effect of the pandemic is digitalization whose introduction into our workflows was more expedited in 2020 and 2021 than would have been the case without the coronavirus.

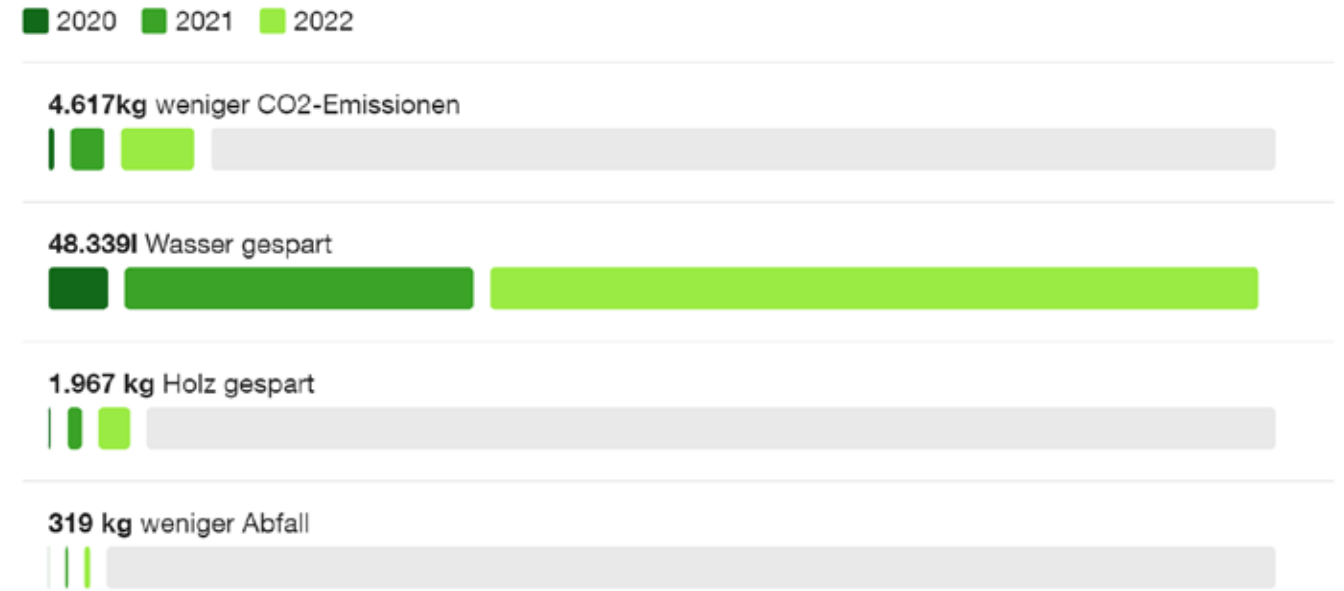
Remote working made it necessary to digitalize many activities, which enormously boosted the development, acceptance, and improvement of the usability of digital solutions. Commutes to work were eliminated, business trips were replaced with video calls, and more and more activities were completed digitally.

Many basic and advanced training courses could not take place in person. An e-learning tool provided a solution and made digital learning content available to all employees in produc-

tion and administration. All employees can now gradually complete mandatory training courses on their own time when it suits them.

In 2020, we adopted a leading platform for electronic signatures called DocuSign. It makes it possible to sign, process, and send documents such as contracts, agreements, or authorizations fully digital in a legally compliant manner from basically every device. DocuSign is used at locations in Germany, Peru, and Poland, and the rollout to the other locations is slated for 2022.

Between March 2020 and December 31, 2021, around 3,091 digital signing operations were already carried out. Using DocuSign makes short-



The DocuSign platform estimates that we've achieved these savings since we began using DocuSign in March 2020.

er processing times possible and has a positive impact on our environmental footprint because every electronic signing operation reduces the consumption of wood and water and the generation of waste and emissions.

ACHIEVING
MORE TOGETHER



HEINZGLAS
family-owned since 1622



MEMBERSHIPS AND COLLABORATIONS

Our collaborations and memberships within and outside the glass and plastics industry empower us to be a sustainable and forward-looking partner for customers, suppliers, and other business partners. Alongside our partners, we advocate that processes and policies be designed in a manner to achieve the goal of limiting global warming to 1.5°, to bolster the economy and society, and to expand networks. A united front for a healthy environment and sustainable economy.

Bundesarbeitgeberverband Glas und Solar e. V.	Member
Bundesverband der Energie-Abnehmer e. V.	Member
Bundesverband Glasindustrie e. V. (BV GLASS)	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.	
STOWARZYSZENIE Polski Ruch Czystszej Produkcji – POLISH CLEAN PRODUCTION MOVEMENT	Member Sponsor
POLSKI ZWIĄZEK PRZEMYSŁU KOSMETYCZNEGO – The Polish Union of the Cosmetics Industry	Member
Reciclame Perú	
Risk Management Association e. V.	Member
SPICE The Sustainable Packaging Initiative for CosmEtics	Member
Umwelt- und Klimapakt Bayern	Member
Verband der Wirtschaft für Emissionshandel und Klimaschutz e. V.	Member
WWF Deutschland (World Wide Fund for Nature)	Member
WWF 2°Campus Student Academy	Cooperation Main sponsor

WWF Deutschland

With more than 90 offices in 40+ countries, the World Wide Fund for Nature (WWF) is one of the world’s largest and longest-standing nature conservation organizations. Approximately five million sponsors support it globally. Its workforce is currently carrying out 1,300 projects worldwide to preserve biodiversity. We have been a partner of WWF Deutschland since 2017 and are committed to protecting the climate and to sustainable management. The cooperation’s main areas of priority include the energy transition, the development of scientific-based climate targets, and awareness-raising among personnel on topics of sustainability.

In addition, we are the main sponsor of WWF 2°Campus Student Academy. Every year, 20 young people carry out joint research projects with leading climate scientists in the sectors of mobility, energy, nutrition, and housing. Further information is available at www.wwf.de/.



SPICE The Sustainable Packaging Initiative for CosmEtics

In May 2018, L’Oréal and Quantis launched SPICE, a pre-competitive initiative that now includes 29 global cosmetics brands and organizations along the packaging value chain, includ-

ing HEINZ-GLAS. The initiative brings together organizations in the cosmetics industry to work towards a common goal by developing joint methods and tools: to collectively shape the future of sustainable packaging. Further information is available at: www.open-spice.com



Reciclame Recycling Initiative Peru

Reciclame is a nonprofit initiative consisting of national and multinational companies involved in recycling.

HEINZ-GLAS Peru is one of the initiative’s members; other supporters include Coca-Cola, Nestlé, Natura, Tetra Pak, Owens-Illinois, Backus, and more. Reciclame collaborates with governments, businesses, and academia to provide information and tools aiding the transition from the linear economy to the circular economy.

A team of experts provides advice to members on how to implement innovative projects that focus on recycling. Further information is available at: www.reciclame.org/



IK initiative “Zero Granulate Loss”

Plastics associations around the world have joined forces under the name “Zero Granulate Loss” to prevent plastic granules from being lost along the entire supply chain. IK Industrievereinigung Kunststoffverpackungen e. V. is also joining these global efforts by taking part in the “Zero Granulate Loss” initiative. HEINZ PLASTICS Böhm is voluntarily committed to creating the technical and organizational conditions required to prevent the loss of granulates caused by leaks and to ensure that they are not released into the environment.

We were able to achieve this goal by renovating our silos for granulate. Further information is available at www.kunststoffverpackungen.de.



Close The Glass Loop

Close the Glass Loop is a multi-stakeholder platform for action that aims to connect glass collection with the recycling value chain and establish a program that will result in more bottle-to-bottle recycling.

The entire value chain is involved in recycling: from glass producers, brand owners, and filling companies all the way to consumers, glass processors, collectors, and municipalities.

We support this initiative and the goal of increasing the recycling rate to 90% by 2030. Fur-

ther information is available at <https://closetheglassloop.eu/>.



STOWARZYSZENIE POLSKI RUCH CZYSTSZEJ PRODUKCJI POLISH CLEANER PRODUCTION MOVEMENT

The Polish Cleaner Production Movement Society advocates for environmental protection in companies and other organizations. It is focused on preventing environmental pollution and the waste of resources at the source. Our Polish locations support its work. Further information is available at: www.cp.org.pl



CERTIFICATIONS, VERIFICATIONS, AND ASSESSMENTS

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

ISO CERTIFICATIONS

DIN EN ISO 9001:2015

Qualitätsmanagement

HEINZ-GLAS Działdowo Sp. Z o.o.

HEINZ-PLASTICS Polska Sp. Z o.o.

zHD Sp Z o.o.

HEINZ-GLAS Décor s.r.o.

HEINZ-GLAS GmbH & Co. KGaA (Kleintettau,
Piesau, Spechtsbrunn)

HEINZ-PLASTICS Böhm GmbH

Heinz-Glas Peru S.A.C.

DIN EN ISO 14001:2015

Umweltmanagement

HEINZ-GLAS Veredelungs GmbH & Co. KGaA
(Spechtsbrunn)

HEINZ-GLAS Décor s.r.o.

DIN EN ISO 50001:2018

Energiemanagement

HEINZ-GLAS GmbH & Co. KGaA (Kleintettau,
Piesau, Spechtsbrunn)

HEINZ-PLASTICS Böhm GmbH

DIN EN ISO 14064-03:2019

Corporate Carbon Footprint

HEINZ-GLAS GmbH & Co. KGaA (Kleintettau,
Piesau, Spechtsbrunn)

GMP-Zertifikat (Good Manufacturing Practice) ISO 15378 und HACCP-Codex Pharma-Standard und HACCP-Konformi- tät

HEINZ-GLAS GmbH & Co. KGaA für Standor-
te Kleintettau und Piesau



CDP SCORE REPORT

The Carbon Disclosure Project (CDP) is a not-for-profit organization that runs a global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts. The score starts at A (best score) and ends at D- (worst score). The HEINZ-GLAS Group received the following scores:

2020 Climate Change = B | Water Security = B- |
Supplier Engagement = A-
2021 Climate Change = D | Water Security = B |
Supplier Engagement = C-

SEDEX

Sedex is a world leader in sustainable procurement that empowers companies to expand supply chains responsibly.

In order to do so, Sedex provides tools, technologies, and insights to support companies to act ethically, make responsible purchases, and create fair working conditions in tandem with their suppliers.

The Kleintettau (Germany), Działdowo (Poland: HEINZ-GLAS and HEINZ-PLASTICS), and Lima (Peru) locations are certified in the HEINZ-GLAS Group.



BASC Business Alliance for Secure Commerce

The Business Alliance for Secure Commerce (BASC) is an international business alliance that promotes secure international trade in voluntary cooperation with governments, border control authorities, inspection bodies, and international organizations.

In 2021, HEINZ-GLAS Peru S.A.C. was certified and authorized to export empty glass containers for the cosmetics industry in accordance with the BASC International Norm and Standards Version 5-207.



Validation of our environmental claims by SCS Global Services

The proper calculation of post-consumer-recycled (PCR) glass is essential for the production of glass packaging containing PCR. A distinction is made between post-industrial-recycled (PIR) and post-consumer-recycled (PCR) materials when defining the origin of recycled raw materials. This distinction and the method for calculating PCR fragments are defined in DIN EN ISO 14021.

SCS Global Services verified that the method we use at our locations in Kleintettau and Piesau, Germany, to calculate and report the PCR content complies with ISO 14021 “Environmental labels and declarations” and the SCS Recycled Content Standard V7-01.



NEPSI – THE EUROPEAN NETWORK ON SILICA

NEPSI is the acronym for the “European Network on Silica” formed by the Employee and Employer European cross-sectoral associations having signed the Social Dialogue “Agreement on Workers’ Health Protection through the Good Handling and Use of Crystalline Silica and Products Containing It” in 2006.

Our glass sites in Germany and Poland have been reporting to NEPSI since 2008 and are assessed on a yearly basis.



PRS GREEN LABEL

For more than 30 years, PRS has been organizing the controlled reuse and shared use of chemical pallets for the European polymer industry.

The PRS Green Label is an award for the efforts of all the active partners in a network of polymer producers, converters, carriers, depots, traders, and distributors fervently doing their part to improve the environment.

As a partner to the initiative, our locations HEINZ PLASTICS Böhm and HEINZ-PLASTICS Polska actively help to ensure the circular reuse of pallets.

DISTINCTIONS AND AWARDS

Certifications and assessments attest to the quality of our processes and services, whereas awards pay tribute to the company's exceptional commitment. That's why we are exceptionally proud to have received awards for social, environmental, and economic matters.

Großer Preis des Mittelstandes 2020

As the only business prize in Germany, the Großer Preis des Mittelstandes not only considers numbers, but looks at the medium-sized company as a whole, in its complex role in German society. Companies are assessed based on a wide variety of competitive criteria, including modernization, innovation, and outstanding commitment to the region.



We won over the jurors and successfully beat out 3,142 competitors nominated in 2020. We were thus one of six companies in Bavaria, Germany, to be among the finalists.

WorldStar Packaging Award

In 2020, we received the WorldStar Packaging Award for our bottle "Victor". This award from the World Packaging Organisation is thus a distinction of our efforts to design a bottle that conserves as many resources as possible yet is still extravagant. The production of thin-walled bottles uses 67% fewer raw materials and energy than a conventional bottle of the same volume.



WORLDSTAR WINNER 2020

Company of the Year and Responsible Company of the Year 2020

In 2020, our subsidiary HEINZ-GLAS Decor in the Czech Republic was declared one of the most valuable and responsible companies in the region of Karlovy Vary and simultaneously bestowed two awards as a result.

"The company is one of the most important employers in the region and offers above-average services to its workforce. At the same time, it is one of the main supporters of social and educational projects," commented Jan Fencl, Program Manager at the Vodafone Czech Republic Foundation.

The jury also commended the culture in the company, the relationships with suppliers, the observation of human rights, the working conditions, and the environmental protection which are upheld throughout the entire Group by way of clearly defined guidelines.

Roman Stašik from Vodafone Czech Republic added: "The company is not only a major employer, but it also supports education in the re-



VODAFONE FIRMA ROKU 2020

gion and offers a broad array of employee benefit programs. The company also successfully navigated the difficult times of the Covid-19 pandemic."

SAFETY AND HEALTH



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OCCUPATIONAL SAFETY AND HEALTH

Our employees are of real value to our company and ensure the continued existence of our worldwide locations. Here 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.

In the glass and plastics manufacturing industry as well as in the finishing sector, employees involved in production may be exposed to increased health risks due to heat, noise, dust, and other emissions. Work is often carried out using

heavy machinery, tools, or chemicals, which is why occupational safety is so important.

It's not only employees involved in production who may be exposed to higher levels of mandatorily preventable stress. Administrative personnel can be equally affected by mental stress and work-related illnesses. That's why it's very important to prevent mental stress in addition to any potential sources of physical risk.

OCCUPATIONAL SAFETY

Existing national requirements for occupational safety and health protection are observed at all HEINZ-GLAS Group locations and apply to all employees.

We carry out measures designed to prevent accidents and work-related health hazards in line with occupational and health safety, but we also take action when it comes to the observation of human rights at work. Legal requirements include, for example, the implementation of risk assessments and the provision of instructions.

Our German locations use the legal register for occupational safety on the Quentic platform to account for legal provisions and update them on an ongoing basis.

Our production location in Peru uses a system developed in-house for this purpose. The tool is used to illustrate and systematically track key figures relevant to safety, such as accident numbers and action plans. This is done, for example, for accident prevention, risk assessment, and audit purposes.

Employees may report all types of abuses at any

time using a variety of different channels, which include notifying abuses to a direct supervisor, contacting the plant officer, the works council or Compliance team, using the employee suggestion program (BVW), or submitting an anonymous tip to our whistleblower system. Unsafe situations may also be reported by completing an accident prevention card.

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

Specific measures such as the provision of instructions, basic training, and advanced training courses can prevent accidents and minimize risks. Every employee is instructed on fire protection and safety, and depending on their field of activity and division, further safety-relevant training and instruction when they start working at HEINZ-GLAS and then on an ongoing basis every year. Safety instructions, data sheets, instructions, and training material in several languages are also provided to employees on the intranet or via supervisors, plant officers, the works council, and notices. Our e-learning platform, which was launched in 2021, offers all employees at German locations an easy option to complete basic safety training and other training courses on data privacy, in-

formation security, health protection, compliance, etc. at any time they want. We aren't only responsible for our own employees. When employees from external companies, temporary contract workers, and guests visit our factory premises, they are also instructed on safety and on how to conduct themselves on site and provided with relevant protective equipment. Furthermore, temporary contract workers and outside companies are informed about in-house safety guidelines and provided with appropriate training.

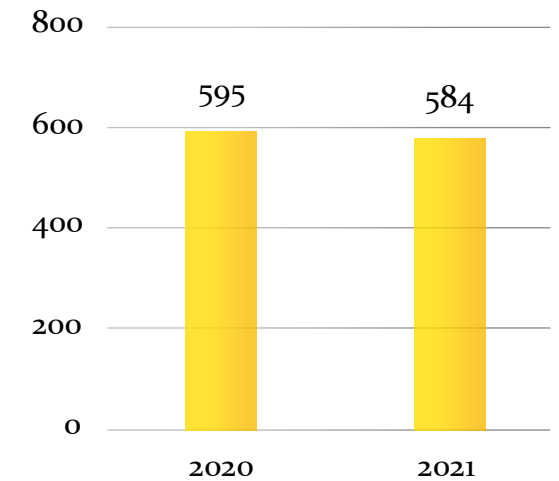
Investment in fire protection

In 2021, HEINZ-GLAS invested around EUR 600,000 in the expansion of the sprinkler system at the Kleintettau location, thereby ensuring we continue to meet the highest safety standards.

RISK ASSESSMENT

Department managers, safety officers, and occupational health services conduct regular risk assessments of all divisions and workplaces to check whether an increased chance of risk exists for certain activities or work situations. Special consideration is given here to vulnerable employees, who include employees with disabilities, pregnant women*, and employees who are younger than 18 years or older than 55.

Vulnerable employees of the HEINZ-GLAS Group



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

PLANT OFFICERS AND OCCUPATIONAL HEALTH SERVICES

Regularly trained plant officers work with employees at all locations to ensure smooth-running and safe operations. They review processes, machines, and systems frequently and report to all relevant employees, managers, and the management board.

Occupational health services including the company doctor, company paramedics, and trained first responders are on standby every workday to assist in emergencies at all locations. In addition, occupational health services carry out regular medical examinations and factory walkabouts.

The Occupational Health and Safety (OHS) Committee meets four times a year at the locations in Germany and Poland to discuss occupational health and safety issues, develop measures, and define their implementation. Safety experts and officers, plant managers, the works council, the company doctor, and the Health Management department at HEINZ-GLAS are all part of the OHS Committee.

In March 2020, the Environment, Health, and Safety (EHS) department at the location in Peru and students of the Universidad Nacional de Ingeniería Peru initiated an internal project to better manage compliance with all relevant chemical storage and handling guidelines.

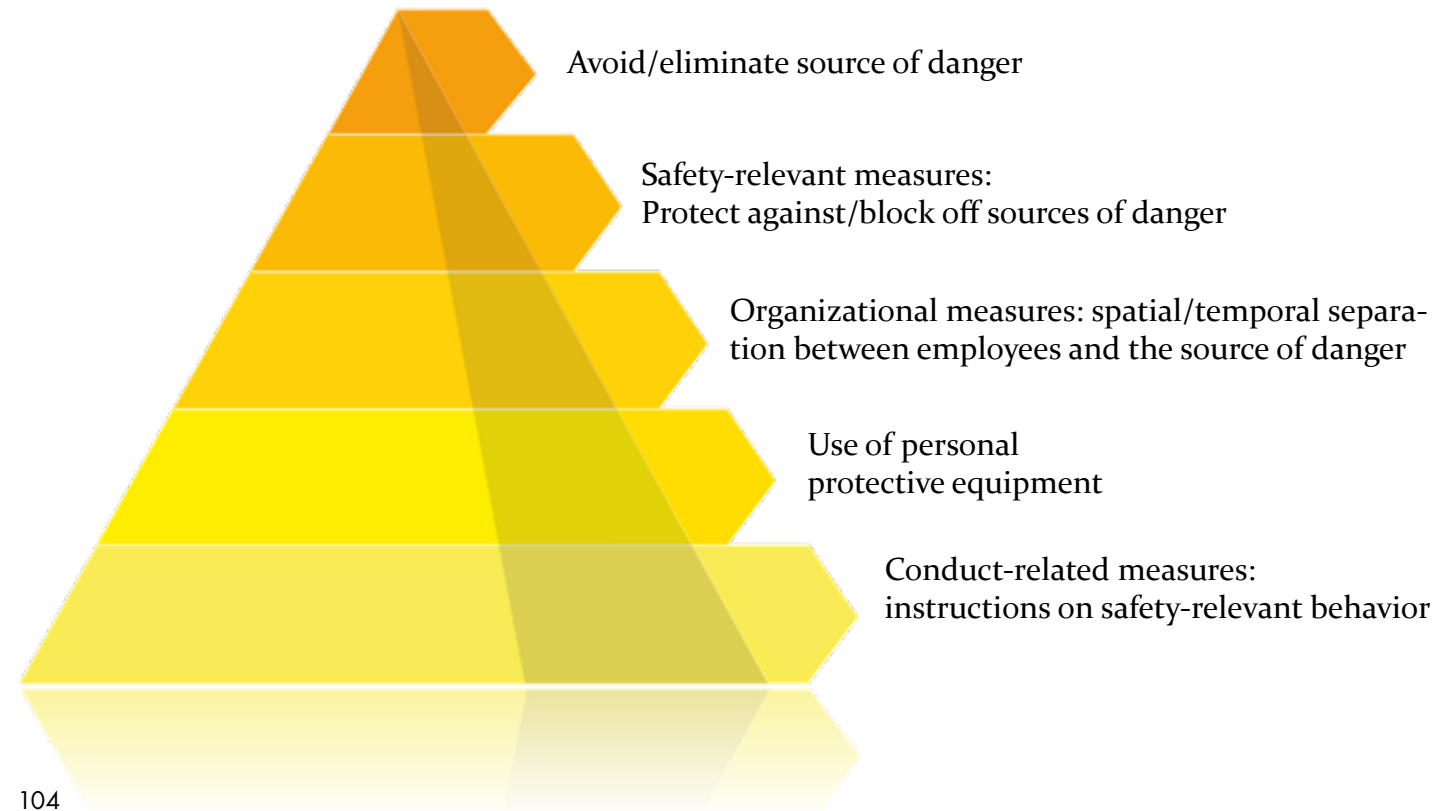
From this point to March 2022, no non-conformances were discovered during internal and external audits, nor were there any work accidents in connection with handling chemicals.

Our plant in Lima, Peru, has an internal safety committee that is selected by employees and made up of employees. This committee meets every month, evaluates the effectiveness of measures carried out, and defines new measures and targets.

At the Hranice site in the Czech Republic, health and safety issues are handled by local management with the support of external experts. They make sure that all legal and technical requirements applying across the Group are met.

ACCIDENT REPORTS

Hierarchy of measures



Annual accident reports are used to define key figures, assess the effectiveness of existing occupational safety measures, and implement necessary modifications. We always make sure the data privacy of our employees is protected when this is done. All workplace injuries and commuting accidents are documented, explained, and evaluated. Measures to prevent accidents

and ensure occupational safety are introduced alongside the hierarchy of measures.

In 2020 and 2021, bruises, contusions, fractures, and cuts or lacerations counted among the most commonly documented injuries at work.

	Company employees (employment contract with HEINZ-GLAS)		External employees (no employment con- tract with HEINZ-GLAS)	
	2020	2021	2020	2021
Work-related deaths at work	0	0	2	0
Work-related, severe injuries	2	1	2	0
Work-related, less severe injuries	20	120	5	1
Hours worked by all employees	5,044,680	5,614,249	280,361	421,070
Work-related deaths at work	0	0	17.13	0
Work-related, severe injuries	0.40	0.18	0	0
Work-related, less severe injuries	10.31	22.98	24.97	2.37

based on 1 million working hours

*In March 2020, two workers from an external company died while carrying out maintenance work on our glass-melting furnace in Dziadowo, Poland. The public prosecutor's office is investigating the cause of the accident. We thank rescuers, the fire department, and the police for their help on site and our employees who put forth their best efforts to control this tragic situation. Our sympathies go out to the families and relatives of the victims.

PROTECTION AND PROMOTION OF HEALTH

We comply with all country-specific legal requirements regarding general health and occupational health and safety, and also voluntarily offer services at the different locations which are designed to promote health. Offers to our employees were only available to a limited extent in 2020 and 2021 due to the pandemic.

- Health courses, e.g., yoga and fitness as well as back exercises and addiction prevention
- Health awareness days, e.g., campaign days with info stands and interactive stations
- Sports events, e.g., international soccer and table tennis tournaments, a company run
- Collaborations with health insurance companies, e.g., free health checkups and services such as eye tests
- Campaigns, e.g., the "Bike to work" campaign, e-bike charging stations
- Discounts at local health partners, e.g., gyms or bicycle retailers
- Remote work
- Freshly prepared meals on a daily basis with seasonal fruits and vegetables in our canteens
- On-site offers, e.g., mobile blood donation van, vaccinations, mobile massages
- Ergonomic workplaces, e.g., height-adjustable desks and lifting platforms

OCCUPATIONAL HEALTH MANAGEMENT

Occupational health management (OHM) is the systematic, target-oriented, and constant control and integration of all operational processes, with the aim of maintaining and promoting health, performance, and success for the company and all its employees. HEINZ-GLAS is holistically applying this concept by considering all legal duties concerning occupational health and safety and promoting health-oriented attitudes and leadership.

Our committee “Workgroup for health and well-being” at the German locations is composed of representatives from Human Resources, Quality Management, Environment, Health & Safety, the Works Council, and coordinators from various company divisions. When needed, representatives from health insurance companies, employer’s liability insurance associations, and the company doctor help the committee. The committee meets twice a year, and it is re-

sponsible for planning, rolling out, executing, and reviewing measures for promoting occupational health.

The occupational health management team at the location in Poland is made up of Human Resources representatives and a health and safety specialist. The team works closely with our local medical partner in Poland—the LUX MED Group.

For more than 20 years, the health insurance company AOK Bayern has helped companies to create systematic operational health management (OHM) systems with sustainable structures and to design healthier work processes. It works with DQS GmbH and offers companies the opportunity to have their OHM system reviewed and certified by a neutral partner. The purpose of certification is to trigger a continuous process of improvement within the company’s OHM system. Certification is based on a uniform standard of quality that applies across Germany.

AOK and DQS audited our operational health management system at the location in Kleintettau and awarded it the Gold standard. The certificate is valid from October 2018 to October 2020.





EXOSKELETONS FOR ENHANCED ERGONOMICS

Exoskeletons have been in use at HEINZ Plastics Böhm in Langenau, Germany, in the Material Storage department since December 2021. They make it easier to lift heavy objects. This helps in particular to prevent damage to health caused by lifting objects that are too heavy or lifting incorrectly. An exoskeleton is designed to put the wearer in an ergonomic position and thus to support healthy movement.

It functions according to a biomechanical principle: The load is taken by the shoulders like a backpack and, with the help of the support structure, transferred to the thighs. The energy store picks up energy on bending and releases it again on lifting. This leads to a significant relief

of pressure on the lower back of up to 25 kilograms.

The heart of the system is the purely mechanical control system at hip height—a technological world first. It can distinguish between bending and walking and switches itself off automatically when walking to ensure the full range of movement.

WASTE MANAGEMENT AND THE CIRCULAR ECONOMY



HEINZGLAS

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WASTE MANAGEMENT

It is nearly impossible to avoid generating waste in the manufacturing industry. However, targeted measures and increased rates of recycling can reduce the amount of waste.

In 2020 and 2021, the HEINZ-GLAS Group generated around 15,418 tons and 16,897 tons of waste, respectively. The types of waste generated include, among others, packaging waste such as foil and cardboard, and manufacturing waste such as fragments and coating waste.

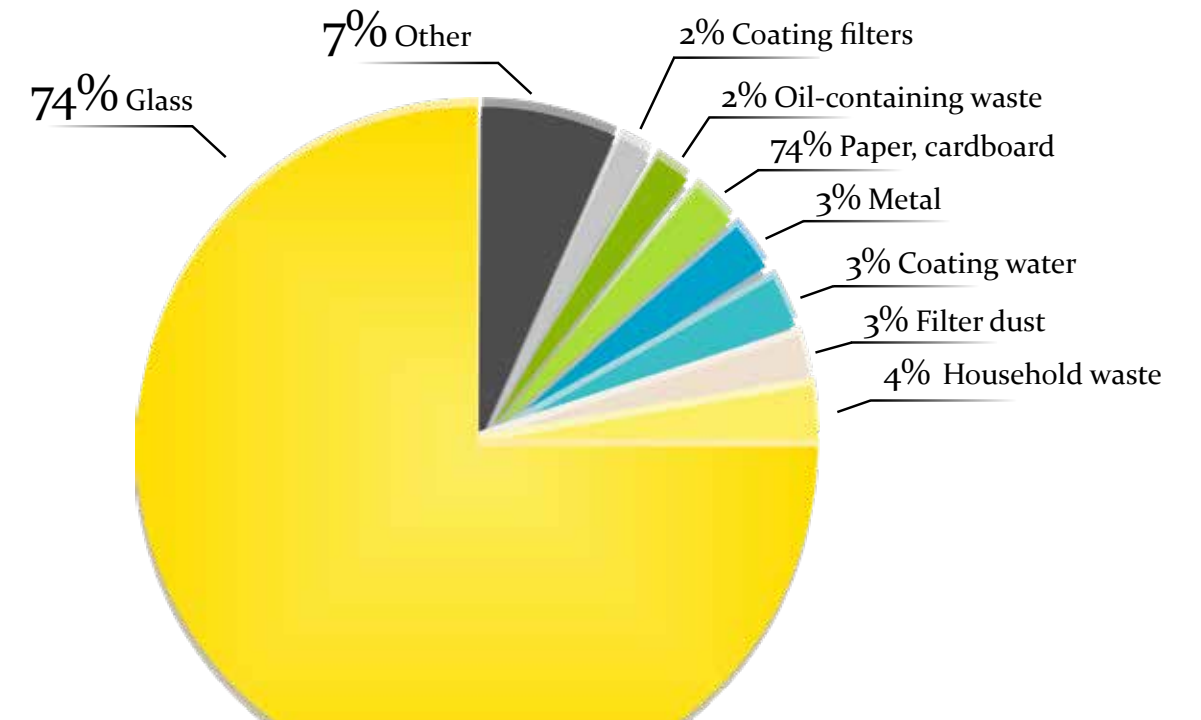
Current events, as well as unpredictable events to some degree, can have a massive impact on the amount of waste.

Two such examples include:

Due to the construction of the furnace from February 2020 onward and the shutdown ordered by the state of Peru from March to October 2020 in the face of the coronavirus, the location in Peru did not produce any glass, resulting in the generation of less waste there.

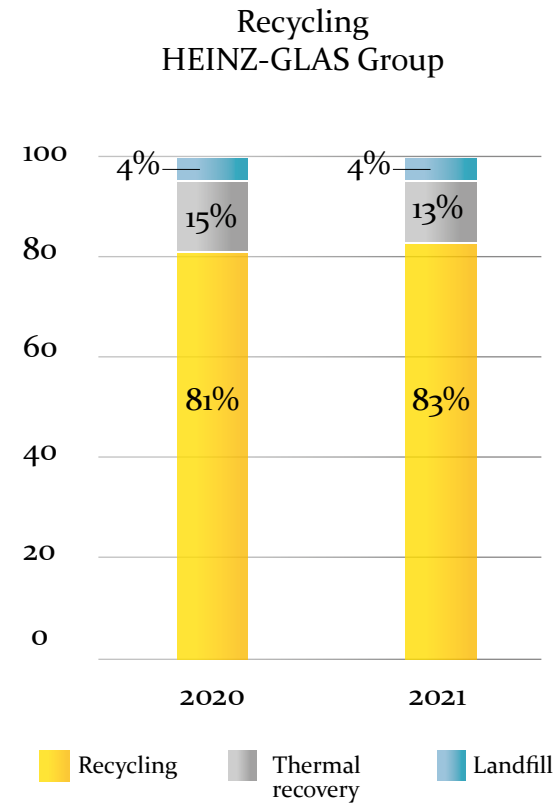
An accident occurred with the opaque glass furnace at our location in Poland in March 2020, leading to an unusually large amount of glass waste at the Działdowo site.

TYPES OF WASTE

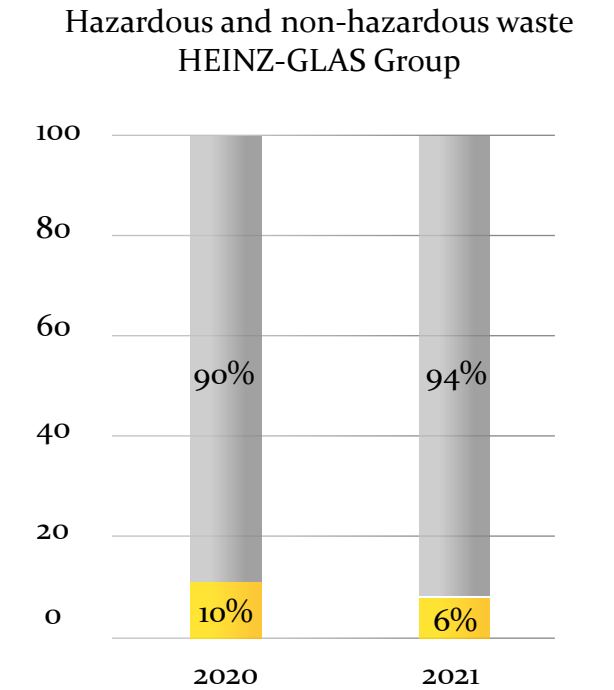


WASTE TREATMENT

About 80% of our waste was recycled in 2021. However, it is not always possible to ensure recycling due to the waste materials or the absence of recycling streams in different countries. In this case, waste must then be sent for thermal recovery. Certain types of waste exist which can neither be recycled nor thermally recovered. Such waste must be sent to a landfill. This applies to approximately 4% of all the HEINZ-GLAS Group's waste. Peru only has a few recycling streams to date. As such, HEINZ-GLAS is a member of the RE-CICLAME initiative, which promotes the expansion of national and local recycling streams in order to gradually transition from the linear economy to the circular economy.



The European Waste Catalogue (EWC) categorizes waste into hazardous and non-hazardous waste. Nearly 92% of waste generated by HEINZ-GLAS is non-hazardous. This includes, for example, glass fragments arising during production, packaging waste, and household waste. Hazardous waste includes, for example, waste oil, scraper conveyor sludges, and operating materials containing oil used in our workshops and production units.



HEINZ-GLAS and all relevant partners implement preventive safety measures to counteract accidental environmental pollution during waste storage, transport, and processing/recycling. Compliance with these measures is legally required and is reviewed by our waste management officer at waste management companies during regular visits and audited by third-party companies.

All transport companies, recyclers, and reclamation companies that transport, process, recycle, dis-

pose, and take waste to landfills on our behalf are certified waste disposal companies with proper permits, and are also authorized to process and store hazardous waste. To minimize any threats associated with waste, such as accidental water and environmental pollution caused by leaks, preventive safety measures are implemented on multiple levels in each waste process step:

- 1) For the collection and storage of hazardous waste, closed vessels, containers, or double-walled tanks are used. These are only placed in approved and prepared places and prevent the release of hazardous substances in the event of a leak.
- 2) Only transporters and tankers approved

for this purpose and equipped with appropriate safety devices are used for the collection and transport of hazardous waste.

- 3) The waste is then treated and recycled in special processing and recycling facilities. This is where, for example, waste oil is recycled and made into clean oil before being returned to the loop. Other hazardous waste, such as any scraper conveyor sludge generated, must be sent to a landfill.

WASTE MANAGEMENT OFFICERS

In-company waste management officers at each of the HEINZ locations are in charge of collecting and monitoring data related to waste.

They record data on all waste generation, create an annual waste report, evaluate it, and report to the management board.

Waste management officers oversee all processes associated with waste-related data and monitor compliance with the currently valid waste-related legal regulations of the individual countries, such as compliance with Germany's Circular Economy Act, the EU Waste Framework Directive (Directive 2008/98/EC on waste and repealing certain Directives), and the Law on the Integrated Management of Solid Waste Legislative Decree N° 1278 in Peru.

Certificates of disposal or recycling are kept for verification purposes, and all processes are mon-

itored and documented. The German locations must provide records on hazardous substances via the German National Waste Register.

To raise awareness among our employees about the topics of waste and waste separation, we provide information on the intranet, bulletin boards as well as on signboards.

PACKAGING WASTE

Where possible, we avoid using intermediate packaging and additional packaging but use packaging made out of renewable, recycled, or recyclable materials.

A very good example of how we are saving packaging material is the use of returnable packaging systems for our products. We use reusable deep-drawn parts (trays) manufactured from approximately 50% recycled plastic materials. The trays are reused at least five times and are reintroduced into the recycling loop at the end of their life so that new plastic parts can be made from them.

In addition to reusable plastic trays that can be recycled, we offer the option to transport products in single-use trays made from compacted natural fibers. These trays are composed entirely of renewable raw materials, can be 100% recycled as waste paper, and don't need

any plastic parts.

We use direct recycling for our packaging films: The waste generated by packaging films at our locations in Europe is collected, compressed, and returned to our film supplier Verpa Folie Weidhausen GmbH to subsequently be made into pure granulate for the production of new films. As such, we were already able to return 58 tons of film to the recycling loop in 2021. But that's not all: The thickness of the purchased packaging film has been reduced to a minimum in order to save valuable resources.

Our supplier confirms that around 7.4 tons of raw materials were saved on quantities pur-

chased in 2021, i.e., a reduction of roughly 4.4% CO₂ equivalent.

Our Działdowo location in Poland has also worked hard to reduce packaging waste: Waste paper is recycled in-house and used as packing material to ensure the safe shipment of product samples.

Shipping boxes that use less tape are also used to ship samples. Plastic bubble wrap is thus swapped for recycled paper, saving packaging material and reducing waste.



FROM A LINEAR ECONOMY TO A CIRCULAR ECONOMY

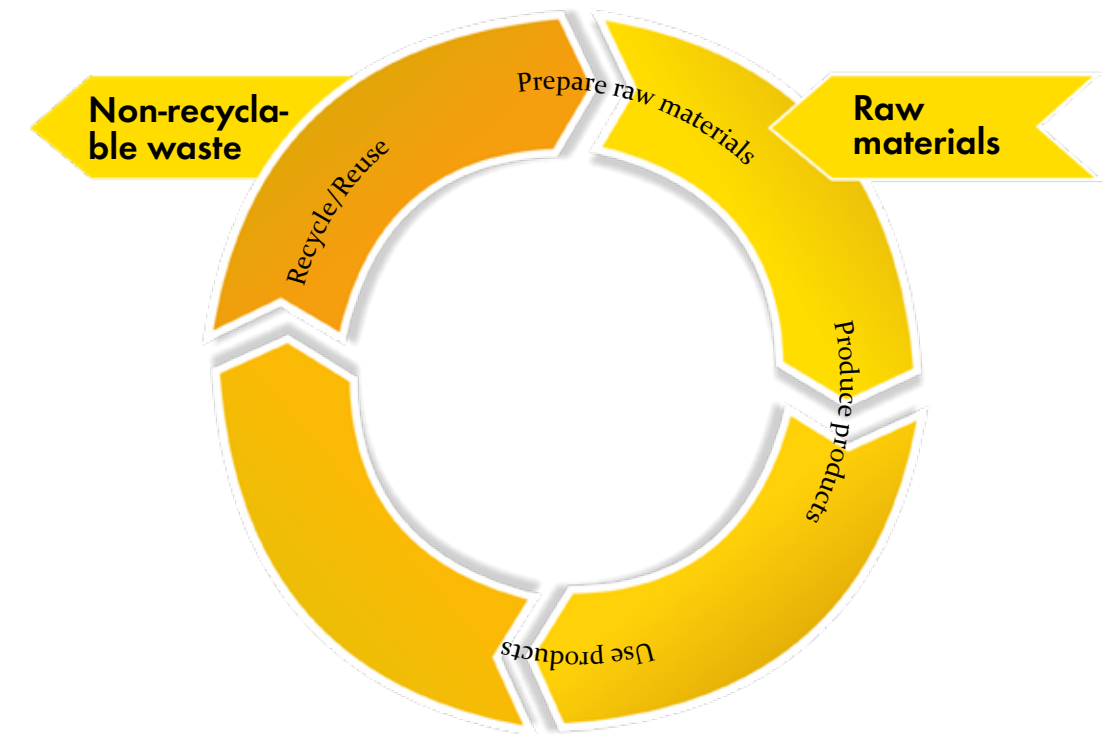
One man's trash is another man's precious raw materials. The HEINZ-GLAS Group deliberately uses recycled materials to produce high-quality products, including recycled glass fragments and plastic granulate.

Using recycled materials and waste products from other industries or end users is part and parcel of our processes and is being steadily expanded. This allows for valuable resources to be conserved while actively supporting the circular economy.

Linear economy



Circular economy





GLASS—THE PERFECT EXAMPLE OF THE CIRCULAR ECONOMY

Glass is 100% recyclable and can be repeatedly melted down at the end of the product's life without compromising its good properties. And the recycling of glass is tied to a lot more advantages:

- More than one ton of new raw materials is saved for every ton of glass recycled.
- Every time a ton of glass is recycled, roughly 580 kg of CO₂ is saved throughout the supply chain, air pollution is decreased by 20%, and water pollution is reduced by 50%. (Source: www.feve.org)
- Using 10% recycled glass saves nearly 3% energy and 3.6% CO₂ during melting. (Source: www.bvglas.de)

For this reason, we recycle most of our glass frag-

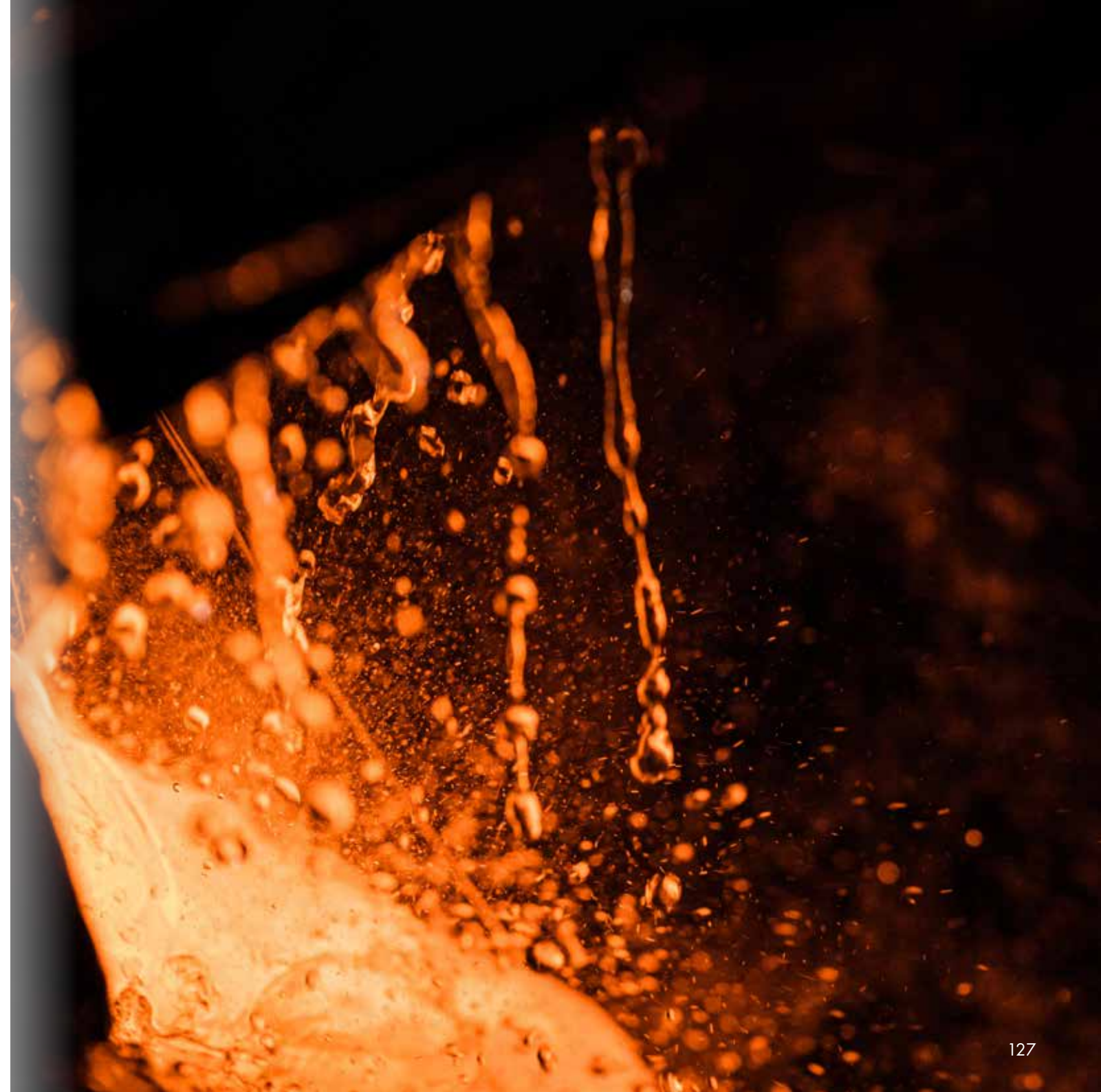
ments generated during production by adding them to the raw material batch for new glass.

In the production of glass, we also use up to 50% post-consumer-recycled (PCR) glass fragments we've collected from end users via recycling streams.

And we adopt new approaches when it comes to selecting our raw materials: We source lime, which is required to produce glass, from the German locations as a waste product from local water treatment facilities in order to prevent new resources from being extracted. It also saves energy and water and allows long-haul transportation to be avoided.

WATER

As an important commodity for the production of glass and plastics, water ensures that production processes run smoothly and that machines are cooled and cleaned. Responsibly using water is therefore a key aspect of our environmental management. Investments in measures to reduce fresh water usage, treat wastewater, and implement closed-loop systems show the efforts we are making at various locations around the globe.



Constructed wetland

In 2007, we set up a research project in cooperation with the Materials Research and Testing Institute at the Bauhaus-Universität Weimar in which microorganisms serve to clarify and purify the wastewater generated at the German location in Kleintettau. We have thus integrated nature itself into our sustainability processes. In addition to this ambitious research project, a water treatment plant realized together with the community of Tettau and a neighboring plant is responsible for recycling our industrial water. All the chemicals contained in it that are indispensable for glass finishing are filtered out in a smart cleaning process—thoroughly and without any residues—and then disposed of correctly.

Cleaning system for spray guns

Our employees are continually encouraged to contribute their own ideas for improvement. These are then assessed before frequently being implemented and rewarded. Such was the case with one suggestion brought forth by an employee at the decoration plant in Spechtsbrunn, Germany. Around 30% of fresh water can be saved by making a cost-effective and efficient change to the spraying technology's cleaning process. At the same time, wastewater generated here, which is polluted by coating residues, can equally be reduced in order to diminish waste disposal volumes and costs. The employee's suggestion for improvement was rewarded accordingly.



Water protection measures

Our glass plant in Piesau, Germany, is located in a water conservation area. The German Federal Water Act (WHG) and the German Ordinance on Facilities Handling Substances that are Hazardous to Water (AwSV) define preventative measures to ensure that water-polluting substances do not make their way into the groundwater.

To achieve this goal and protect our environment, we invested nearly EUR 200,000 into appropriate remediation in 2021.

Closed cooling water systems

Closed cooling water systems are already replacing open cooling water systems with cooling towers at many locations. At the sites in Kleintettau in Germany, Działdowo in Poland, Hranice in the Czech Republic, and Lima in Peru, we use these closed cooling water systems to reduce water and energy consumption in a targeted manner. In comparison to an open cooling water system, controlled dry coolers are allowing us to save 78% of energy at the Kleintettau location alone.

ECODESIGN BY
HEINZ-GLAS



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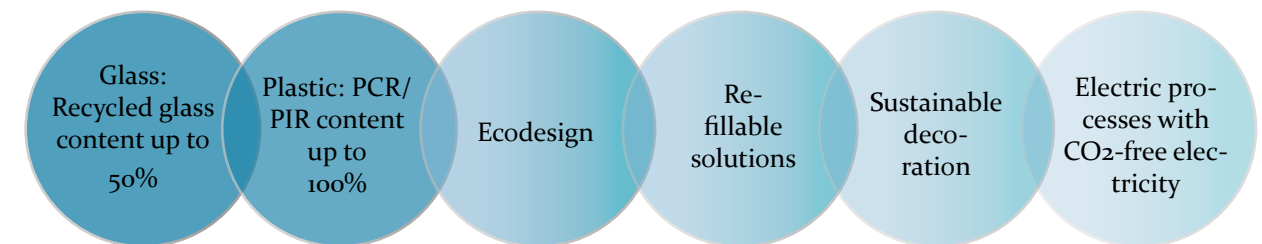
ECODESIGN BY HEINZ-GLAS

Our goal is not just to generate less waste during the manufacturing of products. We want to make products that use fewer and recycled raw materials that can be recycled and reintroduced into a recycling stream at the end of their life.*

With MULTIGEN, we've managed to make a system that is sustainable as can be for glass and plastics-based packaging solutions. Our customers can select from six modules to put together their own customized, environmentally friendly product:

1) Bottle or jar made of recycled glass

- (up to 50% PCR content)
- 2) Bottle, jar, or closure made of recycled plastic (up to 100% recycled content)
- 3) Lightweight, thin-walled glass, to conserve resources and energy
- 4) Bottle or jar with refill option
- 5) Sustainable decorations, such as UV printing or water-based coating
- 6) Made in CO₂-free production processes



*Country-specific recycling streams are to be taken into consideration.

RECYCLABLE PRODUCT DESIGN

Glass can be recycled over and over again, continuously re-melted, and shaped into a new high-quality glass product. The decorative designs, however, can have negative impacts on the glass bottle's ability to be recycled: If the decoration or the color of the glass doesn't let at least 3% light through, the product is not recognized as glass in the recycling process and sorted out.

We have developed innovative decoration techniques to prevent this from happening and advise our customers on how to best combine design with recyclability. Options include, for example, using translucent spraying and metallic coatings which allow for decorated bottles to be fully recycled too.



SUSTAINABLE STANDARD PRODUCTS

REFILL SYSTEM

Our standard range of products features refillable solutions in an array of timeless designs. The bottles can be refilled thanks to the screw neck and are naturally lightweight to save additional resources.

In addition to allowing for products to be refilled, the screw necks offer another advantage: At the end of the product's life, the user can easily recycle the components of these bottles into different recycling streams for glass and plastic. This cannot be done with conventional perfume packaging.

For cosmetics, we also have attractive refill solutions available, such as plastic inserts for jars of cream.

In this case, the empty cream container can be easily removed from the glass or plastic body to make way for a new refill insert for your favorite product.

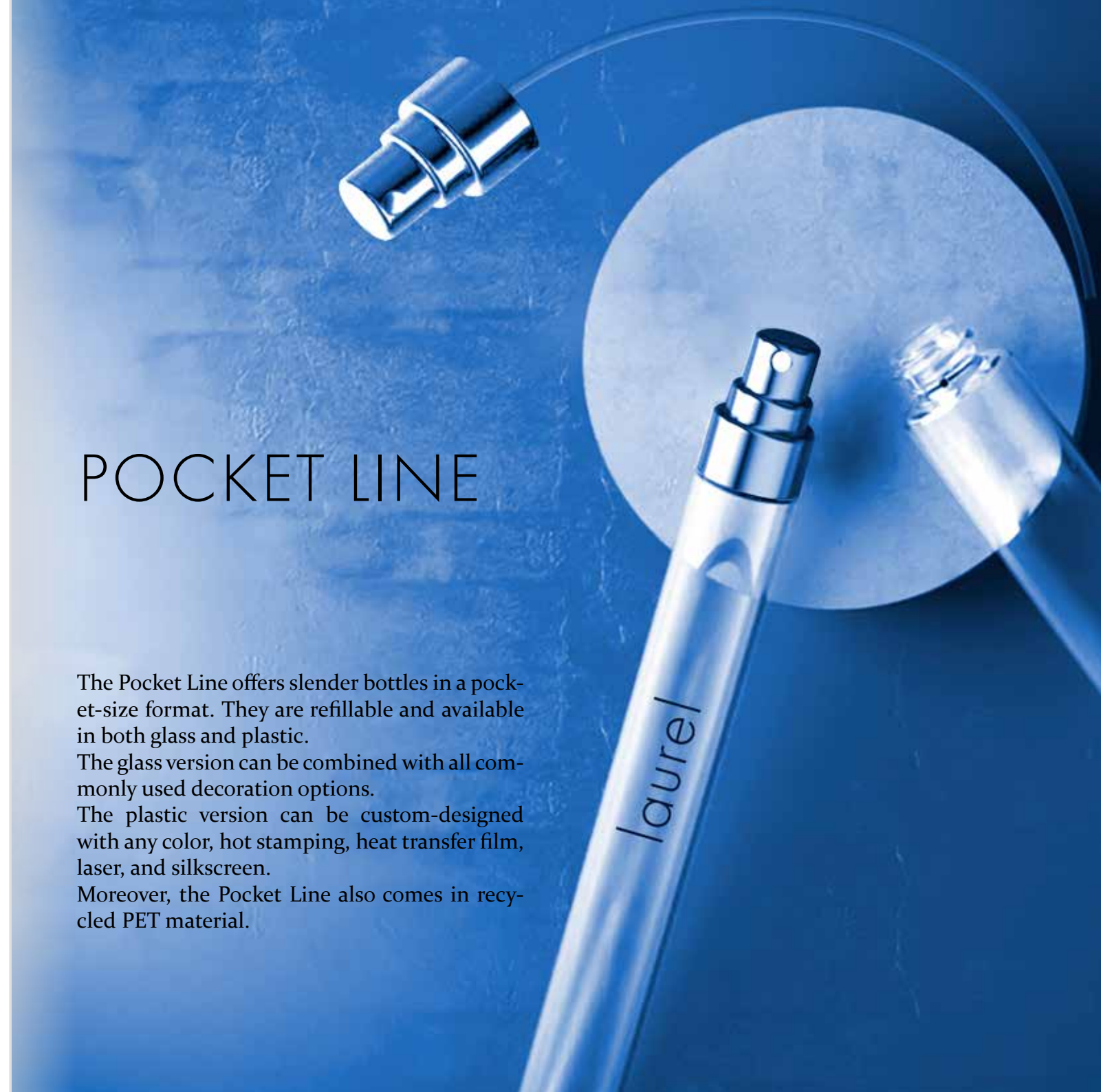
POCKET LINE

The Pocket Line offers slender bottles in a pocket-size format. They are refillable and available in both glass and plastic.

The glass version can be combined with all commonly used decoration options.

The plastic version can be custom-designed with any color, hot stamping, heat transfer film, laser, and silkscreen.

Moreover, the Pocket Line also comes in recycled PET material.



LIGHTWEIGHT DESIGNS

The lightweight design options, which are available for many of our standard bottles and jars, are beneficial to the environment in many ways: The very thin glass significantly reduces raw material consumption, energy requirements, and thus environmental pollution.

Lightweight bottles have larger volumes with the same exterior dimensions or—vice versa—smaller outer dimensions with the same content.

The 100-ml Style Light bottle only weighs 140 grams, whereas the 100-ml bottle with a standard wall thickness weighs 234 grams.



THE PURE ANSWER

The “Pure Answer” bottle combines all the sustainable options we have on offer:

- Lightweight
- Refillable
- High percentage of recycled glass
- Sustainable decoration: water-based coating and plastic-free, compostable natural glitter
- Manufactured in CO₂-neutral processes powered by CO₂-free electricity
- 100% recyclable at end of life: the glass can be fully recycled thanks to Pure Answer’s customized, slightly transparent decorative design



INVISIBLE SENOGLASS® CARECOATING

Self-cleaning bottles are now a thing thanks to the invisible layer of protection called senoglass® Carecoating: The invisible protective layer destroys 99% of the pathogens *Staphylococcus aureus* and *Escherichia coli* within an hour—and more than 99% of coronavirus strains after 24 hours.

The clear coating is water-based and deliberately avoids using nanoparticles or harmful biocides. The finishing product is sustainable because it is resistant to water, alcohol, and wear.



PLASTIC PRODUCTS MADE FROM RECYCLED MA- TERIAL

The standard plastic products from HEINZ-PLASTICS, including closures, jars, and bottles, can be made of up to 100% post-consumer-recycled (PCR) material or post-industrial-recycled (PIR) material.

Just like our glass products, some of the standard products in the plastics range are offered as lightweight models or refillable options in order to conserve valuable raw materials.

The plastic standard products are manufactured by HEINZ-PLASTICS Böhm in Germany using CO₂-free electricity.



TURN & CLICK

The innovative screw neck Turn & Click for jars filled with cream is very user-friendly: The bayonet-like locking system requires only a slight turning movement when opening and closing and additionally protects against overtightening of the thread. The system can be made out of both glass and plastic.

And the great thing about it when it comes to sustainability is that the visual design of the Turn & Click jars is so beautiful that users are encouraged to upcycle products because no classic screw neck is visible.



PARIS SERIES OF JARS

The Paris series is made of plastic and offers a wide variety of sustainable solutions for many different uses in the cosmetics market:

The jars come in 15, 30, 50, and 75-ml sizes. They can be made from recycled plastic* or easily refilled with refill inserts.

The jar series is available in the mono-material polypropylene to ensure that all product components can be completely recycled. Using the mono-material makes it easier to collect and properly sort materials and process them.

*The use of recycled materials must be assessed for each specific application.



SUSTAINABLE CUSTOMER PRODUCTS

Cradle to Cradle Certified® Gold – Calvin Klein CK EVERYONE Eau de Parfum

Coty Inc.'s Calvin Klein perfume CK EVERYONE Eau de Toilette was awarded Gold level certification for its clean and environmentally friendly fragrance in all categories assessed by the Cradle to Cradle Institute.

It is currently the only fragrance on the market to have been awarded this distinction. HEINZ-GLAS produces its bottle which is made of up to 10% recycled glass.



SCANDAL by Jean-Paul Gaultier

The men's fragrance SCANDAL Pour Homme by Jean-Paul Gaultier is all about sustainability and offers a refillable solution.

The bottle can be quickly refilled thanks to an innovative spray head system that can be unscrewed.

Lancôme Premium Skincare Absolute

HEINZ-GLAS and Lancôme are combining efforts to continuously improve Lancôme products in terms of sustainability while maintaining the premium brand's high-quality properties. The next-generation Lancôme Absolute jar uses a refill insert to allow for the product to be easily refilled over the long term.



MY WAY by Armani

Our bottle from our Luna standard series is used as a 150-ml refillable bottle for the Armani fragrance MY WAY.





PHANTOM by Paco Rabanne

The bottle for the cologne PHANTOM by Paco Rabanne doesn't only stand out thanks to its spectacular design. The 150-ml bottle is also refillable. The 200-ml refillable bottle used for the eau de toilette PHANTOM is from the HEINZ-GLAS standard series Luna.



PURE by Belcorp

Cyzone, one of the brands by Belcorp, launched its first sustainable range of perfumes under the name "Pure." The collection consists of three floral scents inspired by nature. All the fragrances are vegan and made of 95% natural ingredients. The packaging is as sustainable as possible and contains up to 98% recycled materials: The refillable bottle is produced by HEINZ-GLAS Peru and made from 20% recycled glass. The box is made from sugar cane.



TASOTTI Pure Elegance – Car & Home Perfume

Tasotti opted for a lightweight standard bottle from the Just series and in the process cut down on raw materials, energy, and the emissions caused by production and transport. Comparable 50-ml standard bottles with a similar shape weigh 120 g on average, whereas the Just Lightweight bottle only weighs around 100 g.



Wellaflex Dry Shampoo

The caps on the Wellaflex Dry Shampoo bottles are made by HEINZ PLASTICS Böhm out of plastic and contain roughly 96% recycled materials. Half of this recycled plastic is sourced from post-industrial-recycled (PIR) plastic and the other half from post-consumer-recycled (PCR) plastic.

Starting mid-2022, the cap is to be made entirely out of PCR material. It can be recycled again once the product has been used.



SARAZEN Anti-Insect Spray

The push-on caps for SARAZEN products are made from 100% PCR material, or in other words, from plastic waste that ends up in the recycling bin.

MAESA FOR ANDREW FITZSIMONS

The bottles of the trendy hairstyling products from ANDREW FITZSIMONS are hip and sustainable at the same time: They are made of 50% recycled PET material and can be processed into recycling PET at the end of the product's life.

SCHÜSSLER NATUR COSMEDICS MICELLAR CLEANSING WATER

The Micellar Cleansing Water from Schüssler is enriched with natrium chloratum (salt) from Schüssler and consists of 100% natural and ECOCERT-certified ingredients, such as organic witch hazel water. The high-quality natural product is packaged in a sustainable bottle made from 100% recycled PET material.



SUPERDRUG ANTI DANDRUFF CAFFEINE SHAMPOO

The bottle used for Superdrug Caffeine Shampoo is made from 30% recycled PET and contains no carbon black pigments. Carbon black pigments disrupt modern sorting lines with near-infrared detection. These pigments have not been used in the black Superdrug Caffeine Shampoo bottle, which means that it can be recycled.



VIRTUAL DESIGN SOLUTIONS AND 3D PRINTING

Virtual renderings and 3D printing make it possible to quickly look at designs, flexibly make adjustments, and shorten the sampling process. Our Virtual Designer, an online 3D configurator specially developed for the HEINZ-GLAS Group, allows our standard products, decorations, and closures to be combined as desired on an app and viewed in real-time via the augmented reality mode. Further information is available at www.heinz-glas.com/produkte/vid..

The HEINZ-GLAS simulation program is also innovative, smart, and sustainable: It is used to check the technical feasibility before producing a new bottle or jar the first time in order to make any necessary modifications to the shape, wall thickness, or weight in advance.

We use a 3D printing system to make product samples, stencils, or templates for finishing processes, which are then often used instead of complex glass patterns. The system is used across all sites. This allows our locations to stay continually connected to each other and to exchange model data with the click of a mouse and to print it right on site. Some of our customers also use their own 3D printing systems and work with our virtual data to turn these into reality on-site. Every 3D print saves having to create a glass pattern as well as time, energy, and raw materials.



ENERGY AND EMISSIONS



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ENERGY AND EMISSIONS

One thing required above all for the production of glass is a lot of energy. A temperature of around 1,500°C is required to melt glass: At this temperature, the crystalline mixture of raw materials liquefies before it is purified and cooled down again to the desired shaping temperature. Energy is also required for producing our range of plastics and for finishing our products, and that's something we just can't change. What we can control and influence, however, is how much energy is required by our sites to manufacture our products. Various energy efficiency measures are helping us to reduce our energy consumption in a targeted manner.

ENERGY MANAGEMENT DIN EN ISO 50001

We introduced an energy management system to our German locations in 2012, and we have been certified in accordance with DIN EN ISO 50001 ever since. In May 2021, multiple sites were successfully recertified in accordance with DIN EN ISO 50001:2018, thereby ensuring that the energy performance of all companies is improved continuously.

The task of energy management is to determine the energy situation in the company, to define the energy policy, energy targets, and energy efficiency measures based on concrete data, and to improve the energy footprint. Having an effective and continually operating control system with four stages (data collection, energy analysis, energy efficiency management, and control) is the most critical component in the management of energy.

Data was collected using an energy data collection system. The consumption data is measured and documented using direct measuring points on energy consumers. In 2020, additional measuring points were installed and approximately EUR 120,000 was invested in the Kleintettau lo-

cation to capture more detailed data on the consumption of energy and natural gas.

The locations in Poland, Peru, and the Czech Republic also measure, collect, and monitor all energy consumption and define energy efficiency measures every year. Here, too, the energy officers aim to successfully improve processes and reduce energy consumption on a continual basis. Energy management at these locations has not yet been certified in accordance with DIN EN ISO 50001 to date.

ENERGY CONSUMPTION

In total, the HEINZ-GLAS Group consumed approximately 1,493,936 GJ of energy in 2020 and 1,802,195 GJ in 2021, which is equal to approximately 414,982 MWh and 500,610 MWh of energy.

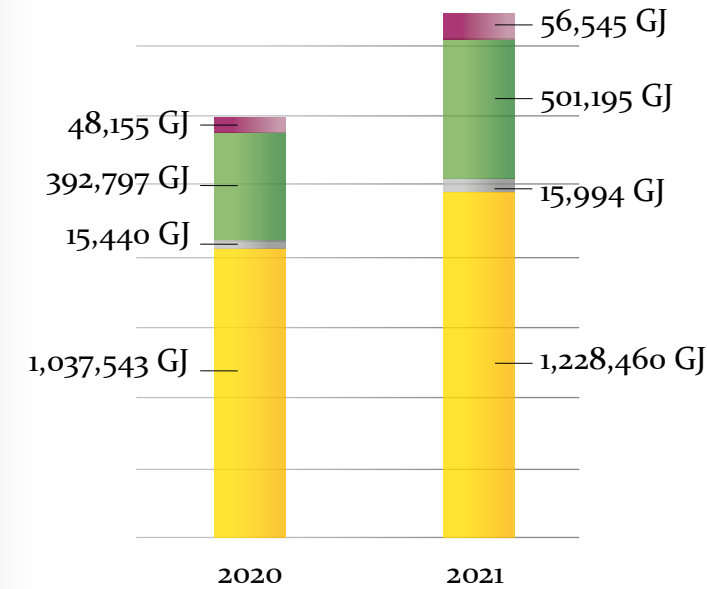
Production standstills at two of our locations which produce glass led to lower energy consumption in 2020 as in the following year 2021: Due to work on the furnace and a government-mandated nationwide shutdown in Peru, production at our location in Lima was suspended from February to October 2020. Damage to our furnace for melting opaque glass at our location in Działdowo, Poland, resulted in a production stop of this furnace from March 2020 to November 2021.

The most important sources of energy at HEINZ-GLAS are electricity and natural gas. CO₂-free electricity from certified renewable energies is used at most production locations:

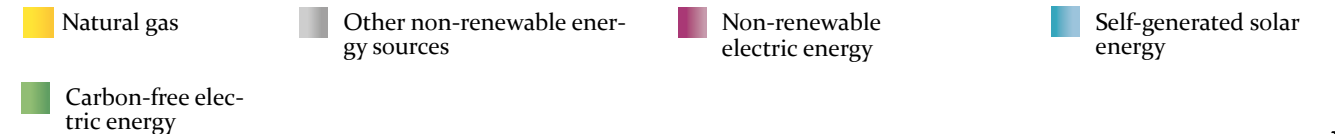
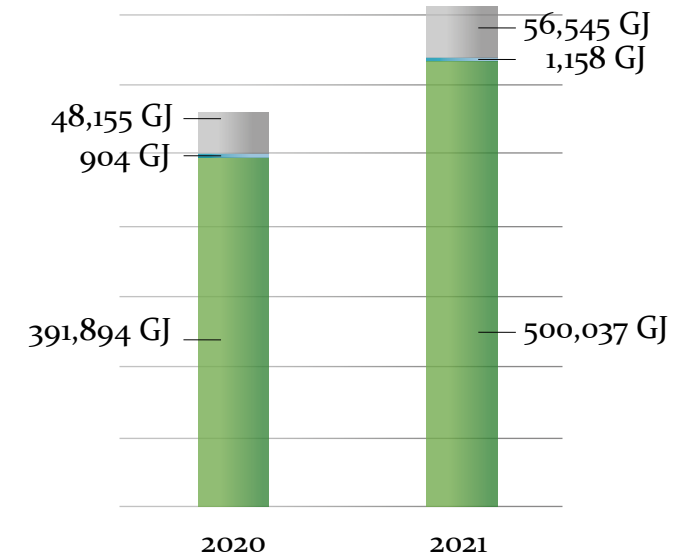
- All German plants since 2016
- Locations in Peru and Poland since 2019

Other sources of energy such as diesel or acetylene are used to produce, finish, and transport our products.

HEINZ-GLAS Group total energy consumption in GJ



HEINZ-GLAS Group electric energy consumption in GJ



ENVIRONMENTAL MAN- AGEMENT DIN ISO 14001

The international standard defines requirements for an environmental management system that an organization can use to improve its environmental performance, meet legal and other obligations, and achieve environmental goals. Environmental goals and corresponding measures are thus defined, implemented, reviewed, and constantly adjusted on this basis. Our finishing locations HEINZ-GLAS Veredelungs GmbH & Co.KGaA in Germany and HEINZ-GLAS Décor s.r.o. in the Czech Republic are certified in accordance with the ISO 14001:2015 standard.

FOR AN ENERGY- EFFICIENT ECONOMY

We support various initiatives and associations and facilitate the development of energy-efficient solutions. These memberships and our active participation allow us to take responsibility and inspire us to motivate other companies to get involved in a sustainable economy.

AK Energie und Umwelt der IHK Oberfranken

BV Glas – Arbeitskreis Energie und Klima

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

Energieeffizienz- und Klimaschutznetzwerk Rennsteigenergie 3.0

Klimaschutz-Unternehmen e. V.

Umwelt- und Klimapakt Bayern

VEA - Bundesverband der Energie-Abnehmer e. V.

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

EMISSIONS

Direct and indirect greenhouse gas emissions are generated during the manufacturing of our products and are determined in accordance with the DIN EN ISO 14064-03:2019 standard in conjunction with DIN EN ISO 14064-01:2019 and WRI/WBCSD GHG Protocol:

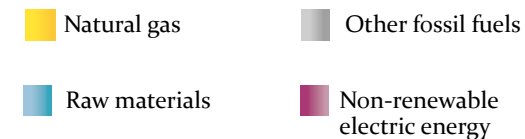
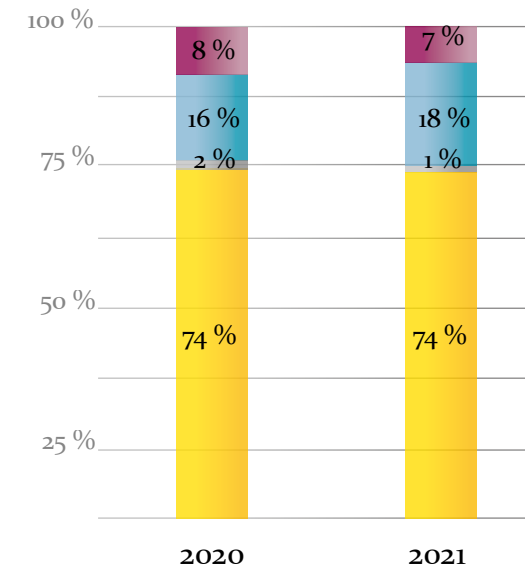
- Scope 1 emissions are direct emissions that are produced by a company's facilities or processes. They also include emissions from the consumption of natural gas, for instance.
- Indirect emissions encompass, for example, emissions arising from the use of electricity

from the power grid. They are incorporated into Scope 2 when calculating the emissions inside a company.

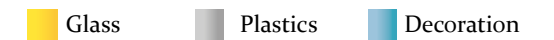
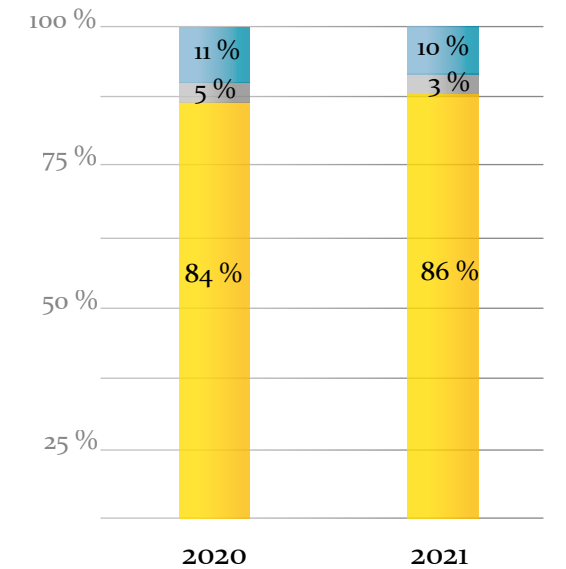
- Scope 3 applies to all other indirect emissions arising within a company's value chain, such as the purchase and transport of raw materials and products, upstream and downstream activities, as well as waste generation and travel activities.

The HEINZ-GLAS Group generated 66,515.3 tCO₂e Scope 1 emissions in 2020 and 79,926.5 tCO₂e in 2021. The use of CO₂-free electrical energy at almost all locations worldwide reduced indirect Scope 2 emissions to 6,496.7 tCO₂e in 2020 and to 6,366.8 tCO₂e in 2021. Our 2020 emission output is lower than in 2021 due to the production shutdowns at our locations in Poland and Peru (previously described in the section on energy consumption).

Scope 1 and 2 emissions per polluter HEINZ-GLAS Group



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



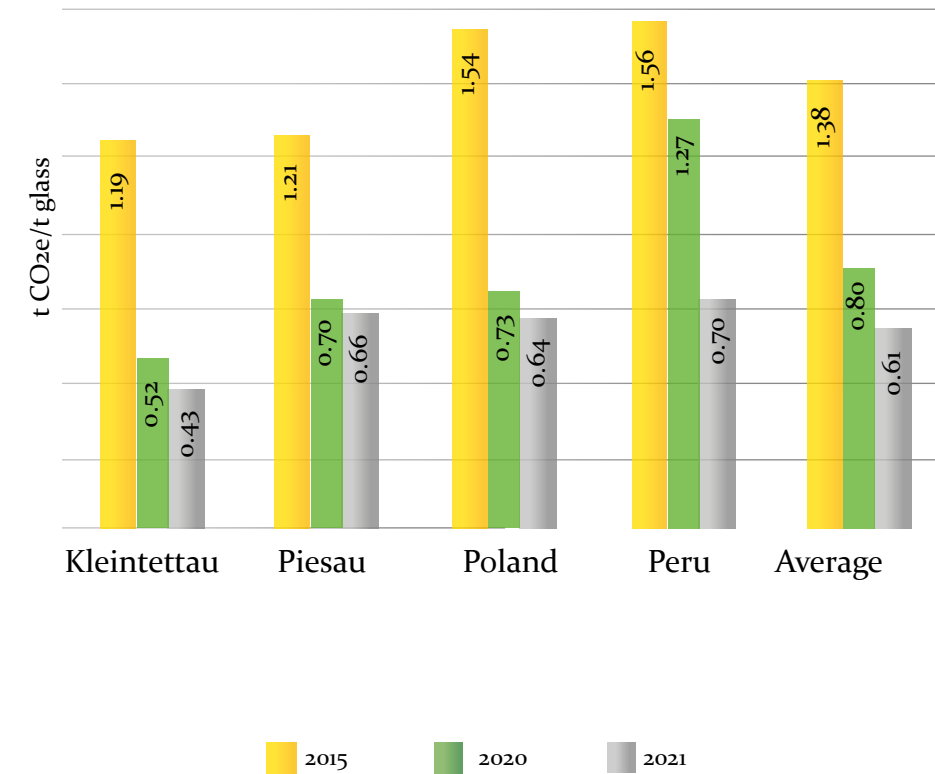
SPECIFIC CARBON FOOTPRINT

In 2021, an average of around 0.61 grams of CO₂e per gram of melted glass was emitted. We were able to cut this average specific CO₂ footprint per gram of glass* (across all glass-producing locations) by more than half between 2015 and 2021 by implementing energy efficiency measures and using CO₂-free electricity.

After production at the location in Lima, Peru, was stopped from February to October 2020, it was resumed as usual in the following year. As a result, the specific emissions per gram of glass dropped significantly from 2020 to 2021.

*Specific carbon footprint: Emissions from melting pure glass compared to gross tonnage (Scope 1 and 2; excluding Scope 3)

Specific carbon footprint per gram of glass
HEINZ-GLAS Group





WE'RE ONE OF
1,000+
COMPANIES
SETTING
SCIENCE-BASED
CLIMATE TARGETS

SCIENCE-BASED TARGETS INITIATIVE

The Science-Based Targets Initiative provides companies with a clearly defined path to reduce greenhouse gas emissions (GHG), helping to prevent the worst impacts of climate change and future-proof business growth.

Our companies in Poland—HEINZ-GLAS Działdowo, HEINZ-PLASTICS Polska, and 2HD—are dedicated to paving the way forward to a sustainable future with a scientifically founded two-degree emissions reduction target. By 2030, all Scope 1 and 2 emissions are to be reduced by 29.8% and Scope 3 emissions by 27.5% in comparison with 2019 as the base year.

IMMISSION CONTROL OFFICERS

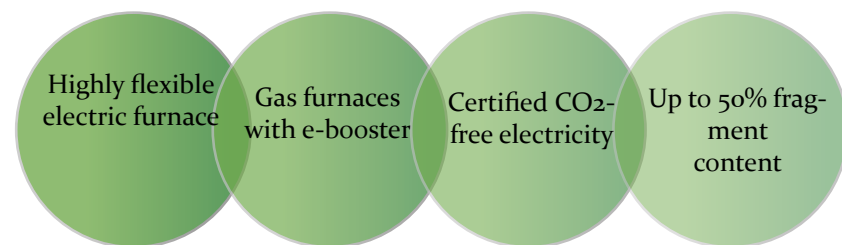
Emissions are the release of gaseous or solid substances that pollute the air, soil, or water. Immissions, however, refer to the impact of air, water, and soil pollution on living organisms such as humans or objects such as buildings. In other terms, they measure the effects of emitted substances, sounds, or waves on the environment, with the primary focus being placed on living beings, buildings, soil, and bodies of water.

Immission Control Officers at HEINZ-GLAS regularly monitor and measure the production sites' emissions and immissions, including nitrogen oxide (NOx), sulfur oxide (SOx), total dust,

mercury, fluorine, and noise, and draw up annual reports in accordance with Section 54 of the German Federal Immission Control Act (BImSchG). They are also responsible for notifying the affected areas and management of any defects found, advising the production sites, and observing procedures in terms of environmental friendliness.

INNOVATIVE FURNACE TECHNOLOGY

We celebrated a 50-year anniversary in 2021: Europe's first electric furnace was constructed and put into operation at our location in Kleintettau, Germany, in 1971. Additional electric furnaces were installed at different locations across the globe, and so were gas furnaces with e-boosters. By using such a hybrid furnace, nearly 20% of the energy required for melting is drawn from electricity, which actually melts roughly 40% of the glass batch.



KLEINTETTAU | Deutschland

Already in 2019, one of the two electric furnaces at the Kleintettau location was replaced with a new and efficient electric furnace, which can melt 75 tons of glass per day. The electric furnace itself is not only more energy efficient, but so is the new and innovative air cooling system. It also allows for the furnace to be operated for longer periods.

Another highly flexible electric furnace that can melt up to 40 tons of glass (both flint and opaque glass as well as PCR glass) per day was then put into service in spring 2021.

Both furnaces are operated with certified CO₂-free electricity.

Saving energy by using fragments

Using recycled fragments such as post-consumer-recycled (PCR) glass not only conserves valuable resources, but it also helps to save energy when melting glass. As a result, approximately 3% of energy can be saved for every 10% share of fragments. (Source: www.bvglas.de) At HEINZ-GLAS, we are able to add up to 50% PCR fragments to the glass batch as based on the customer's needs.

Działdowo | Polen

Construction of a new electric furnace began at the Działdowo location in February 2021. To do this, a new smelting building was first built, whose design allows it to minimize heat and energy losses as well as noise and dust emissions.

New conveyors were also installed, and the buildings connected to each other. Noisy machinery such as compressors was relocated to the production hall's basement, and the building was soundproofed using multilayered walls and built-in sound absorbers in roof openings. The new electric furnace melts up to 50 tons of glass daily and uses waste heat efficiently to save nearly a third of the energy as compared to the previous glass-melting furnace. It is capable of melting both flint glass and opaque glass as well as PCR glass, and it runs on certified CO₂-free electricity.

LIMA | Peru

The glass melting furnace at the location in Peru had reached the end of its life in 2020. It was replaced with a new furnace that's operated with energy from both gas and electricity.

Since melting glass with electricity is much more energy-efficient than melting glass with gas, nearly 30% of the glass batch can be melted by using a share of approximately 7% electricity. The energy required for this is sourced from renewable energies.

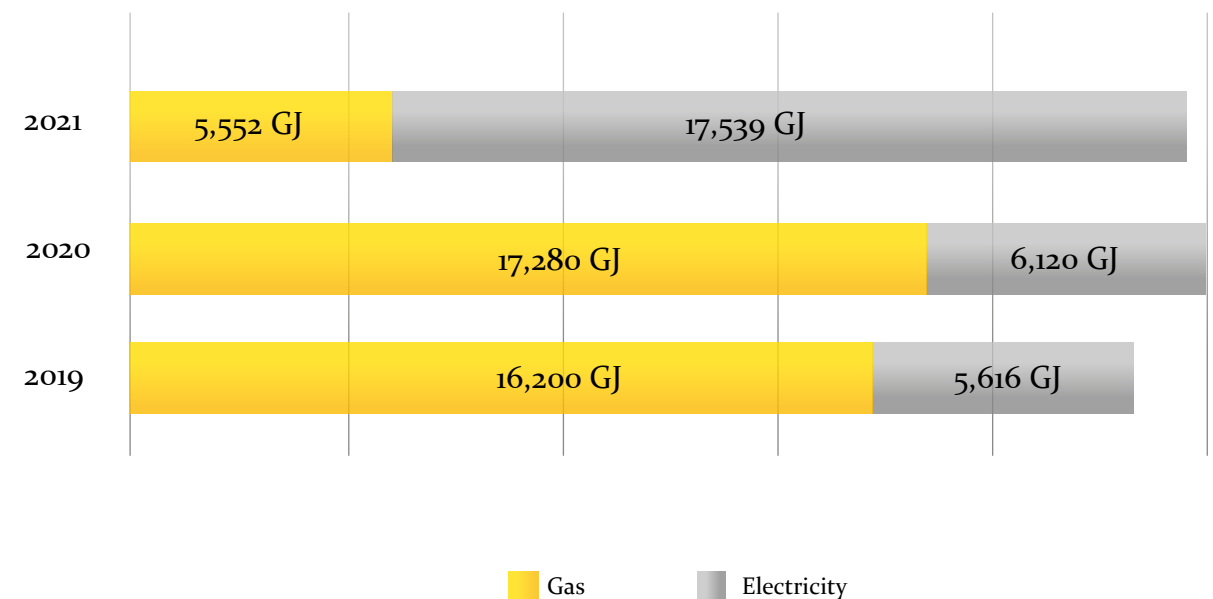


MEASURES TO REDUCE ENERGY AND EMISSIONS

We are constantly reducing our carbon footprint by investing in innovative, efficient, and sustainable technology and expanding our know-how on an ongoing basis. The rigorous implementation of annual energy efficiency measures allowed our locations in Kleintettau, Piesau, and Spechtsbrunn, Germany, alone to save approximately 19,000 MWh (equivalent to roughly 68,000 GJ) of energy during the period 2019 to 2021.

The total energy savings achieved amounts to the annual electricity consumption of more than 6,300 two-person households in Germany with an average electricity consumption of 3,000 kWh per year and household.

Energy conservation at German locations



CERTIFIED CO₂-FREE ELECTRICITY

We have only used certified CO₂-free electricity at our German locations since 2016. Our locations in Poland and Peru which produce glass have used CO₂-free electricity since 2019 and have thus played a big role in reducing Group emissions.

PHOTOVOLTAICS

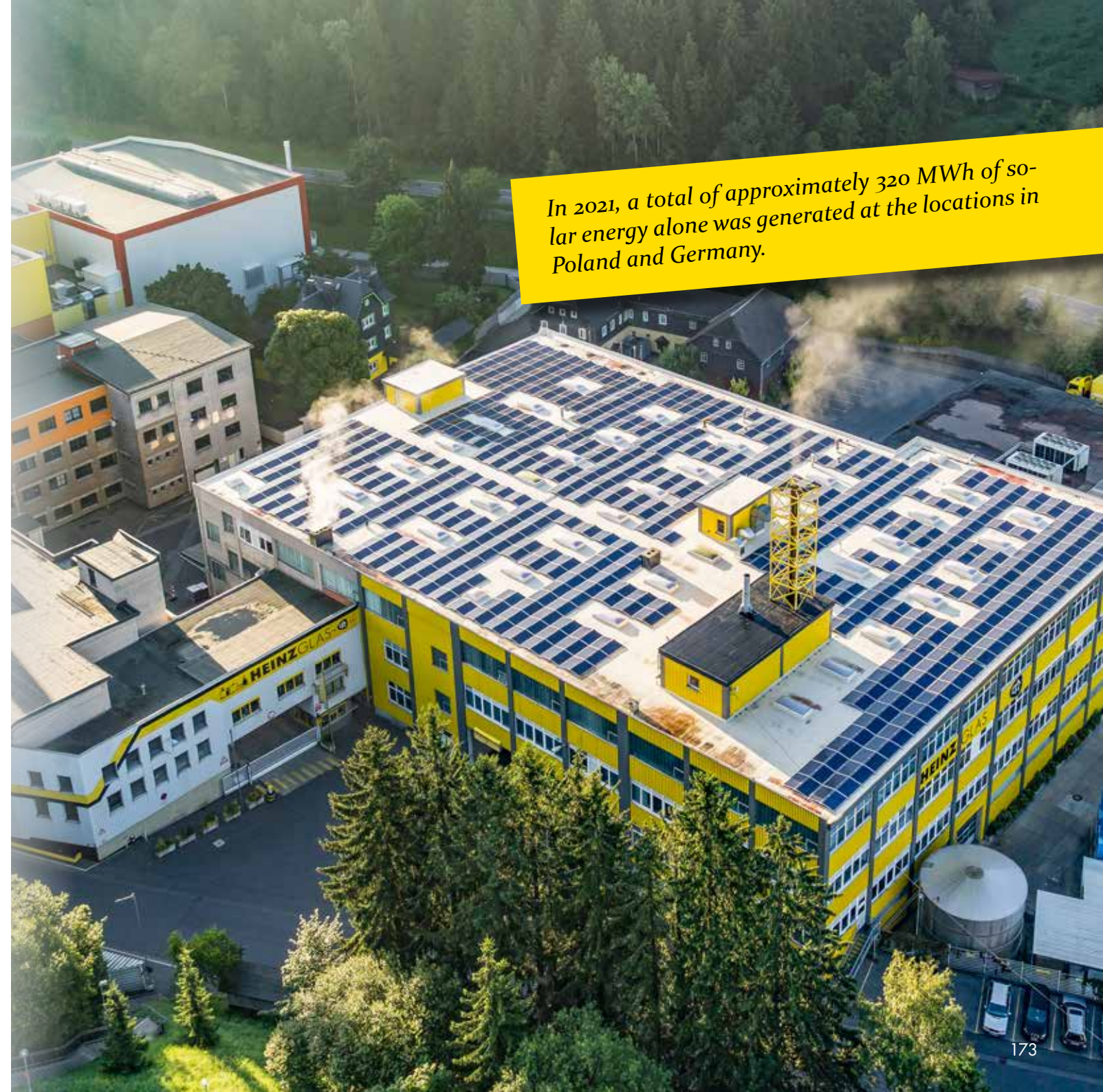
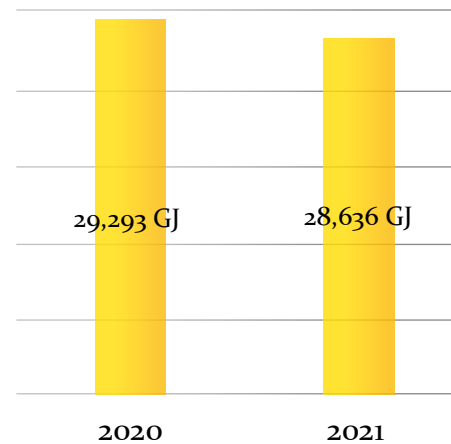
In July 2020, photovoltaic panels with an output of 32 kWp were installed on the building used for tooling construction at the location in Działdowo where glass is produced, allowing for nearly 33,000 kWh of electricity to be produced annually from solar energy. Solar energy is also used to heat some of the hot water at HEINZ-PLASTICS Poland and replaces around 2,500 kWh of energy drawn from the regular power grid with self-generated electricity. Solar energy is also being used effectively at the location in Kleintettau, Germany, where two photovoltaic installations produce 373 kWp of renewable electricity in total.

EFFICIENT WASTE HEAT RECOVERY

Excess heat is generated during the manufacturing of our products and is then put to efficient use, for instance, to heat our buildings and water. An investment of approximately EUR 380,000 was made in new heating connections, compressors, hot water storage, and new heating controls at the Kleintettau location in 2019. Part of the waste heat from the Kleintettau loca-

tion benefits the nearby Tropenhaus am Rennsteig (Tropical Greenhouse in the Rennsteig). It was created in 2011 as a reference project for the energy-efficient use of waste heat in the low-temperature range, and has become a magnet for the public since it opened in 2014. As part of a joint research project with the University of Bayreuth and the Weihenstephan-Triesdorf University of Applied Science, research is being conducted on a variety of issues, with the aim of economically producing subtropical and tropical fruits in organic quality as well as fish for consumption in the greenhouse on a commercial level. In 2020 and 2021, roughly 11,000 GJ (approx. 3,000 MWh) of waste heat generated during glass production was fed directly to the tropical greenhouse.

Waste heat recovery
HEINZ-GLAS Group



In 2021, a total of approximately 320 MWh of solar energy alone was generated at the locations in Poland and Germany.



CERTIFIED GREEN OXYGEN AND HYDROGEN

Emissions are generated as early as the production of raw materials and purchased products. That's why we pay attention to where these items come from and how they are made. Since 2021, we have been using green oxygen produced from 100% renewable energy sources at our locations in Działdowo, Poland, and Piesau and Kleintettau, Germany. Green hydrogen is used at our Polish location and thus prevents up to 99% of the CO₂ emissions generated during production.

FILTRATION SYSTEM FOR FLUE GASES

To minimize the effects on the environment and on our neighbors in Działdowo, Poland, a state-of-the-art filtration system for flue gases was put into operation in 2019. At this time, it's the first cartridge filter system of its kind in Poland, and only the third to be installed anywhere in the world. This filtration system catches dust, nitrogen oxide (NO_x), sulfur oxide (SO_x), hydrogen chloride (HCl), and hydrogen fluoride (HF). The system reduces the release of emissions to a level that is well below the required European limit values. As such, it plays a crucial part in making our sustainability concept a reality.

FIRE-POLISHING SYSTEM

A fire-polishing system treats manufactured glass products with a direct flame to ensure smooth surfaces and make glass seams disap-

Roughly 530 tons of CO₂e upstream emissions were saved in 2021 by using green hydrogen and oxygen.

pear. In October 2021, the existing fire-polishing system at our location in Kleintettau, Germany, was replaced with a significantly more efficient system. The new system uses 60% less gas, thereby ensuring that CO₂ is significantly reduced by approximately 400 tons of CO₂e per year. As a result, the Scope 1 emissions generated at the location were cut down by about 3% in 2021.

WATER-BASED COATINGS

We specifically focus on using water-based inks and coatings and have done so for more than two decades now. They are specially designed and developed to meet our requirements.

As part of a fundamental new development, we were able to reduce the content of volatile organic compounds (VOCs) in our standard water-based coatings by more than 70%, meaning that our new system only contains 2% VOCs.

As such, we were able to greatly surpass our goal to reduce the VOC content in standard coatings by 50%. We are gradually switching existing products over to the new coating with fewer VOCs in concert with the customer.

The coatings also have lower curing temperatures which ensure energy savings: By further developing and changing the base coating for metallization in 2021, the curing process can take place at temperatures 15°C colder and thereby reduce gas consumption by nearly 10%. Nearly 188 MWh of energy can thus be saved annually.

UV-CURED COATINGS

UV-cured inks are used to completely avoid conventional gas-based curing processes. These inks are cured using UV light (i.e., without the use of fossil fuels).

More than 50% of all decorations carried out at both our decoration locations in Poland and the Czech Republic are already done with UV-cured inks. Our bonding systems for attaching other decorative elements, such as metal pieces, also use UV-curing solutions.

PROCESS OPTIMIZATION

We have already been able to reduce the ink used for each item by roughly 10% in our Pad Printing division at our location in Kleintettau: Alternative printing plates have made it more efficient for the print image to be picked up by the printing stamp and transferred to the glass surface.

Process optimization can also help to efficiently reduce the energy consumed for each bottle produced: The decoration location in Spechtsbrunn, Germany, ensures more consistent processes and less downtime through automated product handling. The Color Spraying division uses cutting-edge technology to efficiently and quickly change products with minimal downtime.

ACID ETCHING

In 2019, a new, energy-efficient acid-etching system was put into operation at the Kleintettau location and has since replaced two outdated machines. By installing the new system, the energy-intensive operation of the washing and drying cabinet required to wash products offline after the acid-etching process could be discontinued. The new system now carries out this additional work step entirely online.

The innovative acid-etching system doesn't only reduce energy consumption by nearly 20%, but it also improves workplace safety. The new extraction system removes acid vapors even more efficiently and minimizes potential health hazards. Our personnel also only works in protected work environments where they do not come into contact with wet areas during the acid-etching process.

ELECTRICAL EQUIPMENT AT HEINZ-PLASTICS

At our locations in Poland and Germany where plastics are manufactured, hydraulic equipment is gradually being replaced by all-electric and hybrid-powered machines in order to reduce emissions and save energy by up to 50%.

Hydraulic equipment which has not yet been replaced with electrified equipment at the HEINZ-PLASTICS location in Poland is supported with the addition of compressed air when needed using time modules. This allows for compressed air to be controlled in a targeted manner whenever and wherever it is needed for how long. Up to 40% of energy is thus saved.

Nearly 65% of HEINZ-PLASTICS Böhm's injection-molding systems are already fully electric or hybrid. The five fully electric handling systems procured in 2020 for the automated and gentle removal of plastic objects from injec-

tion-molding machines are also useful here. They not only lighten our employees' workload, but they also help to save energy by not having to use compressed air.

In 2021, HEINZ-PLASTICS Böhm invested approximately EUR 1.5 million in state-of-the-art, efficient technologies for production and tool-making. Most of the money was invested in an all-electric injection-molding machine, a fully automated eroder machine, and a wire-cutting machine. As a result, production capacities were not only expanded, but all manual work was also reduced.

Overall, HEINZ-PLASTICS Böhm has successfully boosted productivity by 40% and reduced electricity consumption by 55% thanks to these machines. All machines and systems are also operated with certified CO₂-free electricity.





CARBON OFFSETTING

Europe's first electric furnace was put into operation back in 1971 at HEINZ-GLAS. Since 2019, all our production locations have used certified CO₂-free electricity. We've already been able to strongly reduce carbon emissions thanks to this intervention as well as many other energy-efficiency measures.

But what happens to the emissions which we haven't yet been able to reduce to zero?

In this regard, we are collaborating on our first projects to offset carbon emissions and offering customers the option to offset the carbon emissions arising from the production of their products by supporting certified climate protection projects.

International climate protection projects are supported through compensation payments, and the resulting CO₂ emissions are made climate-neutral. To show that they comply with the criteria, the projects selected meet internationally recognized standards and are tested and certified in accordance with the strict criteria of the so-called "Gold Standard," the "Verified Carbon Standard" (VCS), or the "Climate, Community and Biodiversity Standard" (CCBS).

Carbon emissions generated during production, transport, or the use/reuse of IT devices can be offset through climate-neutral leasing. That's why

we support a solar energy climate protection project in Outapi in northern Namibia and have thus already been able to offset around 115 tons of greenhouse gas emissions.

MOBILITY AT HEINZ-GLAS

ELECTROMOBILITY

Electric company cars and forklifts have been in place at many HEINZ-GLAS Group locations for many years now and are replacing vehicles with internal combustion engines. That's why eight e-charging stations, each equipped with two charging points, have already been installed at the HEINZ-GLAS locations, one of which was installed at the Hranice location in the Czech Republic. Five more charging stations are to be added to the location in Kleintettau, Germany, and two more at the location in the Czech Republic by mid-2022.

At all locations in Germany, all CO₂ emissions emitted by company cars with internal combustion engines have been rendered neutral since December 2021 by offsetting CO₂ emissions for every liter drawn. 570 tons of CO₂ can thus be offset every year (based on consumption from previous years).

Company cars with internal combustion engines are also not allowed to emit more than 120 g CO₂/km. For each company vehicle with even lower CO₂ emissions up to 110 g/km, we donate EUR 1,622 to a nonprofit organization for the promotion of sustainability, in particular in the areas of ecology and social responsibility.

COMPANY BUS FOR HEINZ-GLAS EMPLOYEES

We provide a company bus to shift workers employed at our location in Działdowo, Poland, in order to pick them up and take them safely to and from work. Less carbon is emitted when the employees travel together by bus than if they were to each drive to work in their own cars.

HEINZGLAS
family-owned since 1622

WIR TANKEN JETZT MIT DKV

Somit kompensieren wir ca. 570 Tonnen CO₂ im Jahr.

DKV

SUPPLY AND VALUE CHAINS



HEINZGLAS
family-owned since 1622



SUPPLY AND VALUE CHAINS

Acting and producing in a sustainable manner requires looking beyond your own processes and structures. The entire supply chain is relevant and impacts the final product, end customers, and environment.

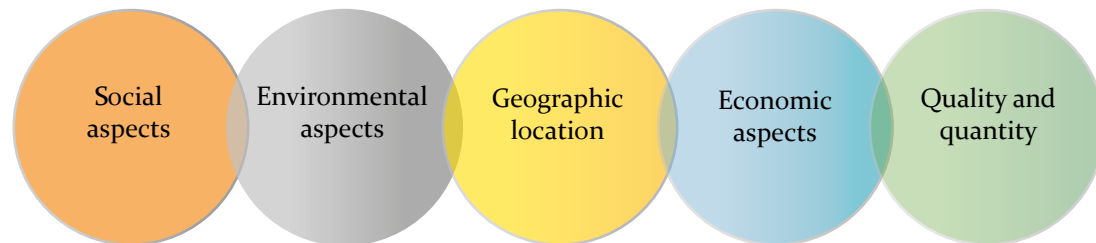
That's why we don't only pay careful attention to quality, quantity, and economic aspects when we select suppliers, but we also see if the suppliers have already been certified and audited based on environmental and social aspects and look at where they are geographically located.



SUSTAINABLE PROCUREMENT

The global lead buyer concept, which was implemented in 2021, allows us to have even better control over the flow of goods to bring economic, ecological, and social aspects of sustainability in line with each other. Our buyers at our locations in Germany were also provided training in April 2021 to raise buyers' awareness of the topic of sustainable procurement. This allows us to ensure that all social and ecological aspects are always considered important criteria when selecting suppliers.

Our internal purchasing guideline, which was adopted at the beginning of 2021 and applies on a global scale, describes, among other things, the following criteria that are to be factored in when selecting suppliers:

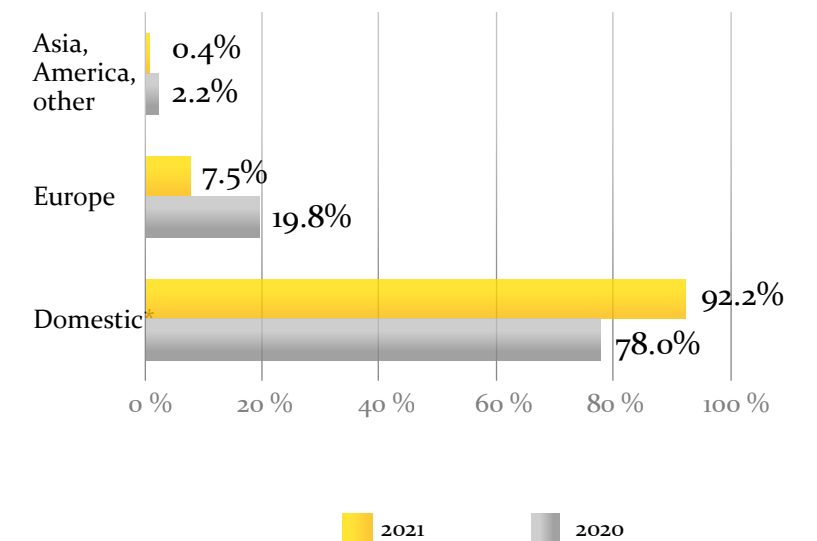


GEOGRAPHIC LOCATION OF OUR SUPPLIERS

How many upstream emissions are generated in upstream processes can already be influenced during the selection of suppliers. Having short transport distances and purchasing raw materials and products locally contribute to lower supply chain emissions. That's why we also select our suppliers based on their geographic location.

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

HEINZ-GLAS Group suppliers based on geographic location



GERMAN SUPPLY CHAIN ACT

The purpose of the new German Supply Chain Act, which will enter into force for companies with more than 3,000 employees in Germany starting in 2023, is to enhance the protection of human rights and require companies to observe human rights along the entire supply chain. Companies' due diligence obligations will extend from the raw materials all the way to the finished product. During all sourcing activities, the origin and its impact on basic human rights standards and the environment must be considered. Ecology plays a fundamental role in the German Supply Chain Act, as negative environmental impacts can lead directly to human rights violations, for example, when the mining

of raw materials leads to the contamination of drinking water.

It is our goal to apply the forthcoming German Supply Chain Act throughout our supply chain before it comes into force.

Basic requirements of the German Supply Chain

Act along the supply chain:

- Environmental obligations to protect human health
- Freedom from slavery and forced labor along the entire supply chain
- No forced labor
- Protection from torture at work
- Fair wages in accordance with the International Labour Organization (ILO)
- Fair working conditions (occupational safety, breaks, working time)
- Freedom of association and the right to collective bargaining
- The integrity of life and health

- Protection of children and freedom from child labor

SUPPLIER AWARD

For the first time ever in 2021, we paid tribute to the special efforts and achievements of our suppliers in the categories of innovation, sustainability, and outstanding commitment. We want to use the HEINZ-GLAS Supplier Award to provide a clear signal to our suppliers and inspire them that we are on the right track together toward a stable and sustainable future—for the environment, our employees, and our partners.

The award in the “Innovation” category went to Omya GmbH. The company has been a long-time partner for the supply of the raw material lime. It worked together with management at the HEINZ-GLAS Group and implemented the innovative idea to recover lime from the treatment of water as a waste product.

The award in the “Sustainability” category was given to Verpa GmbH. Its Weidhausen plant is

located less than 50 kilometers from our locations in Kleintettau, Spechtsbrunn, and Piesau, Germany, and ensures short delivery routes. The collaboration’s focus is to supply polyethylene cuttings and bags as well as shrink wrap for packaging. The reduction of film thicknesses, which was achieved after a period of testing and successful implementation in 2020, and which led to a significant reduction in polyethylene



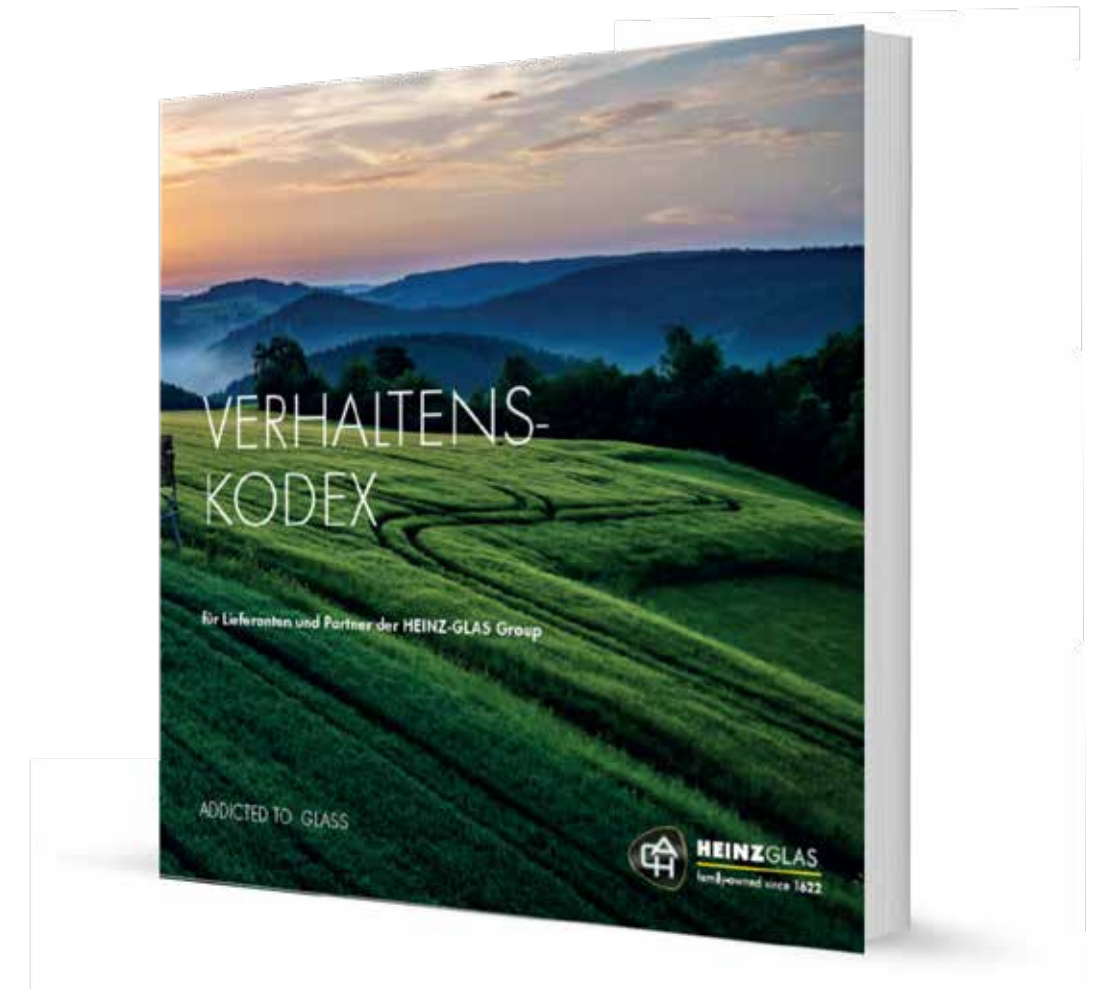
materials and carbon emissions, was highlighted here. Used film from the plants in Kleintettau, Piesau, and Spechtsbrunn, Germany, as well as in Hranice, Czech Republic, have also been reclaimed since 2021 and used to produce new polyethylene films, currently accounting for 17 tons since the end of September 2021.





Baruthia Lothar Wolf GmbH won the special prize for outstanding commitment. The company is a long-term partner for occupational safety, workwear, and protective footwear. This award pointed out the company’s flexibility, for example, in delivering test samples, special orders, etc.

CODE OF CONDUCT FOR SUPPLIERS AND PARTNERS

Our revised version of the Code of Conduct for Suppliers and Partners which applies throughout the Group was published in early 2021. It is based on our corporate values and mission statement and lays down binding rules of conduct for everyday business practices. Acceptance by our suppliers and business partners is the basis for our cooperation. We aim to have our Code of Conduct signed by 90% of main suppliers* by 2022.

*Main suppliers: High level of relevance due to high revenue and/or high strategic relevance for HEINZ-GLAS.



 Data privacy and 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
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INVESTMENTS IN THE FUTURE

Every year, we invest in our international locations in order to safeguard jobs, expand competitive advantages, and to offer our customers the latest technologies.

In 2020, the HEINZ-GLAS Group reinvested nearly 14.2% of the revenue generated—despite experiencing losses in revenue during the Covid-19 pandemic. 13.1% of revenue has been reinvested on average every year over the past ten years.

In 2020, approximately EUR 15 million was invested solely in the construction of a new special electric glass furnace at the location in Kleintettau. The new furnace, which started operating in 2021, secures over 120 jobs at HEINZ-GLAS and roughly the same number at regional suppliers. This allows us to set a strong signal for the future of our employees and for the region as an economic hub.

SUSTAINABLE FINANCING

The financial sector is very important when it comes to providing loans for investing in climate protection. Funding programs such as KfW-Bundesförderung's "Energieeffizienz in der Wirtschaft" (Federal funding for energy efficiency in the economy) are very appealing because they provide such activities with financial aid, such as attractive interest rates, grants, and longer loan maturities.

We also take advantage of these opportunities and cooperate with special funding agencies for environmental and energy efficiency programs. The funding for the electric furnace which was put into operation in Kleintettau, Germany, in

2021 was provided, for example, by IKB Deutsche Industriebank AG within the "Green Loan Framework"—a certified sustainable loan.

REPORTING STATEMENT

METHODOLOGY AND CONTENT

This is the first sustainability report of the HEINZ-GLAS Group carried out in accordance with the “Core” option of the GRI Standards. In 2016 and 2018, the HEINZ-GLAS Group published sustainability reports not prepared in accordance with any recognized standard. A GRI-compliant sustainability report is to be published in the future every two years.

The HEINZ-GLAS Group’s goal is to provide stakeholders with transparent and comparable information. In order to prepare the report, a stakeholder survey and the first-ever materiality analysis were conducted in the first quarter of 2021 to define the key issues to be tackled in the

sustainability reporting.

The key figures stated refer to the 2020 and 2021 financial years, each for the period from January 1 to December 31. Additional information in the report may refer to projects and developments that happened during the 2019 financial year and are marked as such.

The greenhouse gas balance was drawn up based on the guidelines of the Greenhouse Gas Protocol (GHG). Emission factors from the German Emissions Trading Authority (DEHSt), the Ecoinvent 3.7.1./3.8. database, and primary data from suppliers were used to determine greenhouse gases in tons of carbon dioxide equivalent (tCO₂ eq). Kilowatt hours (kWh) were convert-

ed to gigajoules (GJ) using the conversion factor 0.0036 GJ/kWh. The Corporate Carbon Footprint 2021 of the German locations (HEINZ-GLAS GmbH & Co. KGaA, HEINZ-GLAS Produktion GmbH & Co. KGaA, SP Spezialglas Piesau GmbH, HEINZ Veredelungs GmbH & Co. KGaA) was certified by TÜV Süd Industrie Service GmbH.

All other corporate carbon footprints addressed in this report for our locations in 2020 and 2021 were created based on the same method used for calculating the 2021 Corporate Carbon Footprints for the German locations, which were verified by the certification body TÜV Süd.

This report was not subjected to an external audit.

All information, data, and key figures contained in this report were carefully collected and made available by the individual locations of the HEINZ-GLAS Group. Key figures have been rounded. Despite the utmost care, errors arising from rounding, typesetting, or printing cannot be completely ruled out.

SCOPE OF THE REPORT

The report applies to the HEINZ-GLAS Group (abbreviated in the text as HEINZ or HEINZ-GLAS) and includes the data and key figures of 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 PLASTICS Böhm GmbH / Deutschland
HEINZ-PLASTICS Sales GmbH / Germany
HEINZ-GLAS Działdowo 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

In addition, the following companies of the HEINZ-GLAS Group have been included in the consolidated financial statements pursuant to the German Commercial Code (HGB) and not addressed in reporting:

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 China Co. Ltd
HEINZ-GLAS do Brasil Comércio de Embalagens Ltda.
GTP - Glastechnik Piesau GmbH & Co. KG
HEINZ PLASTICS Group Holding HPGH GmbH
GLASMEISTER Sales GmbH
Ganahl AG
HEINZ GLAS Italia s.r.l.
HEINZ-GLAS UK Ltd.
HEINZ-GLAS Asia Pte. Limited
O O O Heinz Glas & Plastics Moscow
HEINZ-GLAS do Brasil Participações Ltda.

Accounted for using the equity method:
Haldyn Heinz Fine Glass Pvt. Ltd.
HGPL GmbH

NOTE ABOUT PRODUCTION OPERATIONS IN 2020

The following conditions must be taken into account when considering key figures within this report:

When the Covid-19 pandemic arrived in South America in February 2020, our glass location in Lima, Peru, was in the middle of building a furnace. The nationwide shutdown mandated by the government had to be executed within a matter of a few hours. Since we had already stopped the production of glass to build the furnace, it was possible for us to shut down operations immediately. Construction of the furnace could only be recommenced in July. This, however, was done under challenging conditions because the ongoing effects of the coronavirus had clearly worsened the situation for sourcing materials and external companies. The location in Lima finally started producing glass again in October 2020.

Major damage was caused to the furnace in the glass factory at the site in Działdowo, Poland, in March 2020. The furnace for opaque glass and its two production lines as well as two other lines for the production of flint glass were completely destroyed. Construction of the new glass-melt-

ing furnace began in March 2021 with the goal of putting it into service in November 2021.

PARTICIPANTS AND CONTACTS

The management board of the HEINZ-GLAS Group and the following departments and plant officers of all locations were involved in the creation of this report:

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

GENDER LANGUAGE DISCLAIMER

In order to improve readability, gender-inclusive language has been used when referring to words of one gender. All personal formulations refer equally to all genders in line with the principle of equal treatment.

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ABBREVIATIONS/ACRONYMS

PCR

Post-consumer-recycled. Packaging waste that has been used by the end user before subsequently entering the recycling loop.

PIR

Post-industrial-recycled. Packaging waste generated by industrial processing that enters the recycling loop.

CO₂ equivalent (CO₂e)

Unit of measure used to compare emissions of different types of greenhouse gases (GHG) based on their global warming potential (GWP).

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