

The background of the cover is a photograph of a modern glass skyscraper. The glass reflects the sky and surrounding greenery. In the foreground, the silhouettes of several people in business attire are walking away from the camera towards the building's entrance. The overall color palette is dominated by blues and greens.

Staying on course: Persistently taking action towards sustainability

Sustainability Report 2023/2024
Paragon DACH & CEE

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1. Introduction

Dear readers,

Thank you for your interest in Paragon DACH & CEE's latest Sustainability Report. Once again, we have designed it as a compact document that shows our progress.

The past fiscal year has been characterized by far-reaching changes for our company. Some of these have been challenging and even painful, but they have been necessary to ensure our future viability.

In an increasingly complex and dynamic market environment, we have intensively examined how we can further develop our business model and our organisation in such a way that we remain successful in the long term and at the same time strengthen our attractiveness as an employer.

All of this has a lot to do with sustainability. That is why we are reaffirming our sustainability commitments and will stay on the course we have taken - even if sustainability is not always the top priority on the current political and social agenda.

We know from numerous discussions with our stakeholders, especially our customers, that ecological, social and governance aspects play an increasingly significant role across the board. They are now firmly integrated into business relationships and form a central basis for our daily collaboration - a positive change that we actively support. 'Business as usual,' but in a more sustainable and responsible form.

In our last sustainability report we had announced that we will have a close look at the requirements from the Corporate Sustainability Reporting Directive (CSRD). This is what we have been doing during the last fiscal year, and we have made considerable progress. However, there are still a few steps to be taken until we have implemented it completely. You can find more information on the current state of our CSRD activities starting on page 10.

For the sake of continuity, we have decided to structure the current sustainability report according to last year's report. Therefore, we are using a shortened version that is focusing on our progress and oriented towards the GRI standard, while also drawing the connection to the UN's Sustainable Development Goals.

Another important milestone is the inclusion of Krakow in the report, so all the key locations in the DACH

& CEE region are mapped together for the first time.

As part of the international Paragon Group, we are constantly in close dialogue with our colleagues from the other regions. At this level, too, we are clearly aware that the expectations of our stakeholders, especially our investors, with regard to transparency and progress in the area of ESG (Environmental, Social, Governance) are constantly increasing. Our aim is not only to fulfill these requirements, but also to actively participate in shaping them.

What was new in our core areas 'Planet,' 'People' and 'Partners' in the fiscal year?

Planet

- Installation of a photovoltaic system: The decision to install a photovoltaic system at our Korschenbroich site was a significant step towards renewable energies.
- ISO 50001: Energy efficiency is an important lever for achieving our climate targets and reducing our energy consumption. The launch of the project to introduce the ISO 50001 energy management system at all German sites and in Nýřany has created an important basis for systematically recording energy consumption, identifying potential savings, and implementing targeted measures.
- Energy efficiency in IT: We have also identified potential savings in our server rooms and initiated initial measures to save energy.

People

- Socially responsible restructuring: The disruptive changes in the market made it necessary to adjust our organizational structure, which resulted in the painful loss of jobs at the Schwandorf site. Our aim here was to act in a humane, and socially responsible manner. We succeeded in doing this as far as possible - for example through a comprehensive volunteer program for employees close to retirement and other support measures. We have collaborated closely with the works council on this.
- Strengthening the sustainability team: Despite fluctuation and adjustments to some role profiles, we have been able to welcome some new colleagues to our distributed sustainability team. This not only ensures the continuity of our sustainability work but also brings in fresh perspectives.

Thank you to everyone who was and is part of the team and to all the other supporters who are helping to push things forward in the background!

- Promoting diversity and leadership: In recent years, we have taken important steps to strengthen diversity in our company in various forms. This year, we have been able to recruit Gintare Dabasinskaite, a true finance expert, as CFO. Also, we successfully continued our cross-regional European Leadership Development Program (ELDP), in which many employees from the DACH & CEE region have participated.

Partners

- Progress in the IT transition & transformation project (T&T): Together with our IT outsourcing partner, we have made great progress in our ongoing T&T project. In addition to significant security optimisations, the focus is also shifting to sustainability issues such as Green IT.
- CustomerCommunicationsDay: At this major event, we had the pleasure to welcome our most important partners. Sustainability was one of the relevant topics on stage and in the discussions afterwards. The topic "is here to stay", and we think that's exactly right.
- Strategic goals until 2028: We have developed five main internal goals that define our strategic direction until 2028. One of these goals relates explicitly to the area of sustainability and emphasises our holistic approach of combining social, ecological and economic aspects.

As in the past, our wide range commitment to sustainability has also been objectively recognized. In the EcoVadis certification, we were once again able to improve our score and secure Gold status. We are very proud of this, as this rating sets higher standards every year. And there is another great acknowledgement: In the fiscal year, products at the Krakow site have been awarded the EU Ecolabel for the first time.

Our latest report clearly shows that we see sustainability not only as an obligation, but also as an opportunity. We are very aware of our responsibility for our planet and the global community, and the topic is also becoming increasingly relevant in terms of specific customer requirements. There are now hardly any requests for tenders that do not include sustainability requirements. Here we can show that we are also ideally positioned in the area of ESG because we create transparency, constantly work on improvements, and have a plan for the future that also includes our partners on the supplier and customer side.

We believe we have a special responsibility to act in a resource-conserving manner, to develop innovative solutions for more environmentally friendly production and to continuously improve in the areas of economy, ecology, and social responsibility. Our commitment to sustainability has been and remains an integral part of our corporate strategy.

In the coming years, we will continue to drive forward the implementation of the strategies, goals and measures described in this report and at the same time identify new opportunities to develop further. Transparency and teamwork will remain important principles - because we can only bring about real change together with our stakeholders.

We would like to thank everyone who has accompanied us on this journey, and we are looking forward to your feedback!

CEO
Thomas Simon



COO
Johannes Stadlmayr



CSO
Alexander Schäfer



CFO
Gintare Dabasinskaite



Head of Sustainability
Andreas Keck



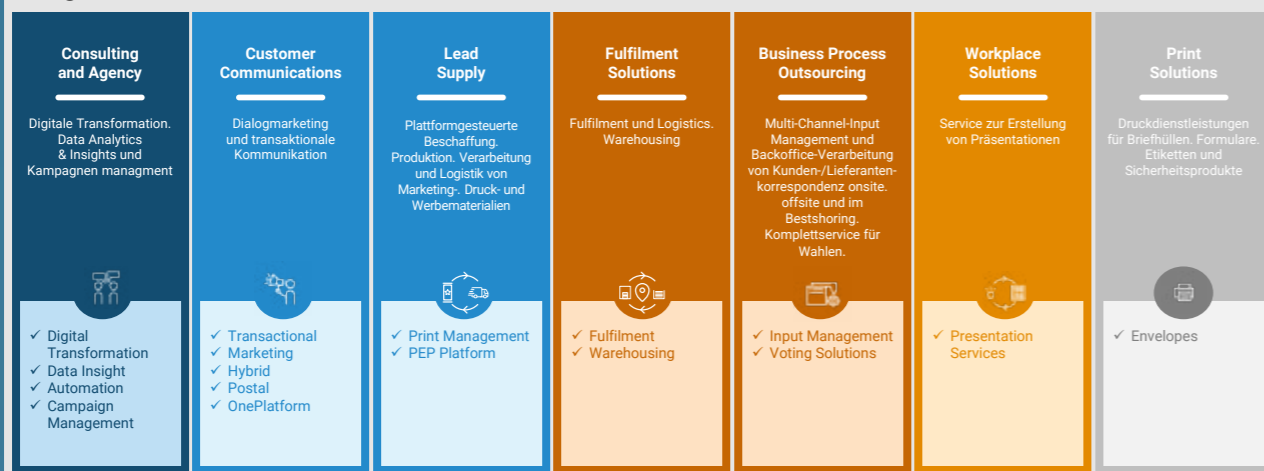
1.1 Introduction to the company

1.1.1 The Paragon DACH & CEE company

Paragon DACH & CEE produces mass customer communication, individually for each recipient - physically and digitally. At our locations in Germany, the Czech Republic and Poland, we process more than one billion dialogue mail items (dialogue marketing), around 350 million outgoing documents (document output, for example account statements, invoices, or insurance letters) and information for the digital channels of customer communication (e-mail, messenger, portals, e-invoice). In input management, Paragon scans other companies' incoming mail and merges it with digital inboxes for further categorisation and processing, if necessary, on a case-by-case basis.

In marketing services, Paragon helps companies to acquire new customers, improve interaction with existing customers and thus increase their market success (direct mail in dialogue marketing).

Paragon is divided into seven business units:



1.1.2 Our structure

Paragon DACH & CEE is part of the international Grenadier Holdings. Grenadier Holdings has operating companies in over 30 countries with a global sales reach, a turnover of 1.6 billion euros and around 10,000 employees. It is organized into five divisions: Paragon, Paragon ID, Graphic Services, OT Group, Packaging and Software.

Divisionen

Paragon is the largest division within Grenadier Holdings. It is divided into four regions:

- DACH & CEE
- UK, Ireland & Luxembourg
- Western Europe
- Netherlands & Belgium

Region

The DACH & CEE region is composed of the following companies:

- Paragon Germany GmbH, located in Schwandorf, Korschbroich, Magdeburg and Weingarten
- Paragon Customer Communications Czech Republic a.s., Nýřany
- Paragon Services Poland Sp. z o.o., Warsaw
- Paragon Poland Sp. z o.o., Krakow

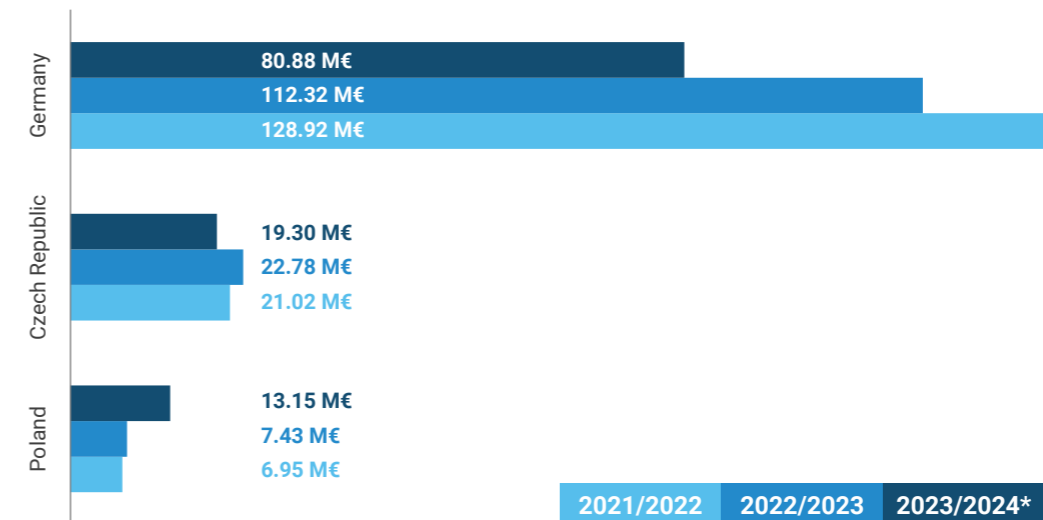
Organizational change in Germany during the reporting period

In May 2023, the three German locations Schwandorf, Korschbroich and Magdeburg were merged into one company, which now operates under the name Paragon Germany GmbH. Paragon Customer Communications Weingarten GmbH also became part of Paragon Germany GmbH in a merger agreement dated February 20, 2024.

1.1.3 Facts and figures at a glance

Paragon DACH & CEE generated net sales of EUR 113.3 million in the 2023/2024 fiscal year (excluding postage revenue).

Size of the organisation: Net turnover



* In the 2023/2024 financial year, sales from the Krakow (PL) location are also included.

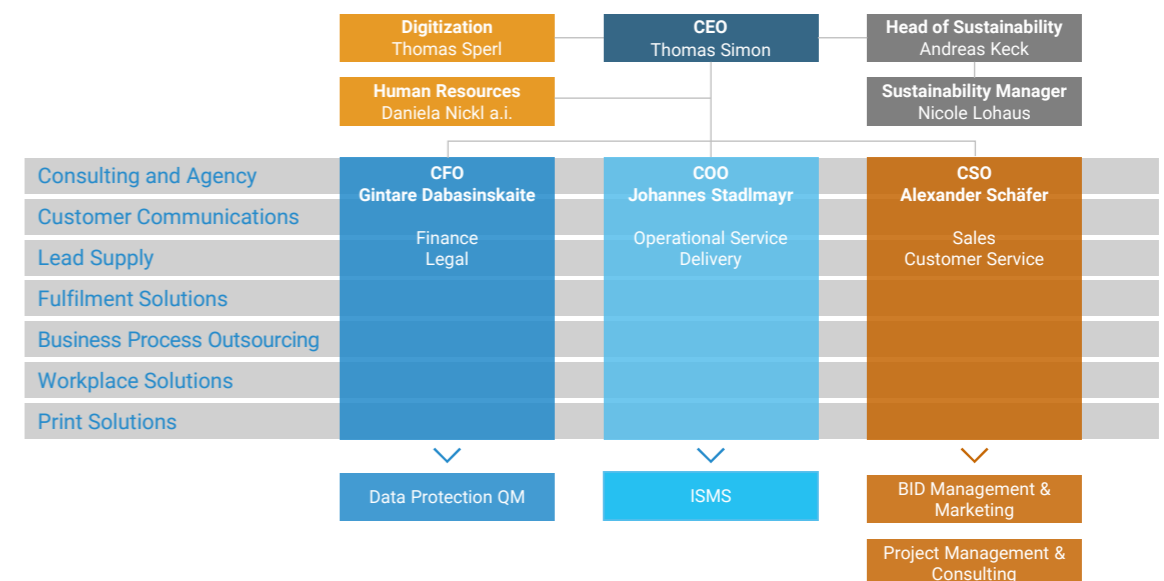
1.1.4 Fiscal period and scope

This report covers Paragon DACH & CEE with the locations in Germany and the Czech Republic as well as the locations in Warsaw and Krakow in Poland. Krakow is included in this report for the first time.

Unless otherwise stated, the report covers the period from 1st July 2023 to 30th June 2024.

1.1.5 Corporate governance and sustainability organisation

The Sustainability department continues to report directly to the CEO and is composed of the Head of Sustainability and a Senior Sustainability Manager. They are supported by a distributed international and interdisciplinary team.



1.2 Presentation of the sustainability team

Our sustainability team, consisting of employees from Germany, Poland, and the Czech Republic, worked hard to gather and compile the information for this sustainability report. Thanks to the dedication of each and every one of them and the excellent cooperation across all locations, we were able to complete the report as planned despite the tight timeframe.



from left to right: Mathias Gleixner (Leader Order Management), Nicole Lohaus (Senior Sustainability Manager), Elke Kritzler (Sales Support), Stefan Gebhardt (Financial Accountant), Sabine Jensch (Senior Marketing Manager), Andreas Keck (Head of Sustainability), Tomas Krohne (Head of Infrastructure & Senior Consultant Production Planning), Aneta Sikora (Head of Communications & Customer Success), Jürgen Pawlitschko (Head of Production Envelopes), Bettina Schlüter (UNO INO eG/external consultant), Daniela Nickl (Director Human Resources a.i.)

Not in the picture: Thomas Simon (CEO), Mischa Alexander Müller (Senior Purchaser / Procurement), Gabriele Reszucha (Senior Purchaser / Procurement), Silvia Hees (Internal Auditor), Paulina Adamczyk (QMS Representative / Data Protection Officer)

1.3 Stakeholder dialogue and sustainability strategy

Stakeholder dialogue and main topics

We are in constant contact with our stakeholders. In the fiscal year, we once again intensified our communication with regard to the requirements of the CSRD and held discussions with manufacturers and banks. We engage in regular dialogue with our largest customers on this topic, both in targeted discussions and at the CustomerCommunicationsDay (See also page 49).

Last year, we conducted a stakeholder survey to identify the most critical issues for us. We are continuing this this year. The six topics include:

- Planet**
 - Protection of nature and the environment
- People**
 - Occupational health and safety
 - Employer image
- Partners**
 - Customer orientation
 - Compliance and risk management
 - Respect for human rights

Sustainability strategy

Sustainability remains an integral part of our business strategy and will also be part of our strategic goals in the future.

Vision	Sustainably Connected – Smarter Communication				
Values	<p>Together</p> <ul style="list-style-type: none"> ✓ Committed to collaboration ✓ Positively responding to our stakeholders' needs 	<p>Inspiring</p> <ul style="list-style-type: none"> ✓ Motivated by high performance ✓ Finding innovative ways to deliver 	<p>Empowering</p> <ul style="list-style-type: none"> ✓ Enabling our people to deliver ✓ Challenging what we already do 	<p>Committed</p> <ul style="list-style-type: none"> ✓ Delivering on our promises ✓ Holding ourselves and others accountable 	<p>Responsible</p> <ul style="list-style-type: none"> ✓ Driven to improve sustainability ✓ Determined to remove barriers to inclusivity
	<p>We act entrepreneurially. Quality is important to us and we strive for excellence in what we do. We are pragmatic, solution- and customer-oriented. In our daily work, we combine a high level of commitment with fun.</p>	<p>Curiosity, courage and a willingness to experiment enable us to succeed, even with unconventional solutions. Commitment and dedication are very important to us. Our technology is state-of-the-art, our working methods and workplaces meet the latest standards.</p>	<p>We create an atmosphere of trust, empathy and appreciation. We constantly scrutinise ourselves, are open and promote the development of innovative ideas. The development of our employees' skills ensures our future viability. Flexible models ensure the compatibility of private and professional life.</p>	<p>We are driven by a passion for our business, are decisive and take responsibility. We are authentic and ensure sustainable and profitable business operations. We want to be an attractive employer.</p>	<p>People, society and the environment are important to us, which is why we act in a resource-conserving and sustainable manner. Diversity is an important success factor for us. Discrimination has no place in our company.</p>
Essential Topics	Customer orientation	Compliance and risk management	Health protection	Employer image	Protection of environment and nature
Most important employer fields in the a sustainable sector	<ul style="list-style-type: none"> - Expansion of sustainable products and services - Cooperations - Sustainable procurement - Respect for human rights - Implementation of NHK regulations 		<ul style="list-style-type: none"> - Expansion of employee benefits - Expanding family-friendly measures - Promoting diversity and inclusion 		<ul style="list-style-type: none"> - Promotion of sustainable mobility - CO₂ measurement and -reduction - Green IT - Lean production
			<ul style="list-style-type: none"> - Setting up an a sustainable organisation - Stakeholder communication - Implementation of a sustainability regulations 		

1.4 Overview of our sustainability goals

Handlungsfeld	Zieltitel	Ziel	Termin bis	Geschäftsjahr	Maßnahmen	Stand
Übergreifend	Nachhaltigkeitsorganisation	Eine stabile Nachhaltigkeitsorganisation etablieren	Juli 22	21/22	Benennung eines Head of Sustainability	Andreas Keck ist benannt
			Juli 22	21/22	Etablierung eines dezentralen interdisziplinären Teams	Team Sustainability ist etabliert und treibt die Themen
	Ausweitung der internationalen Zusammenarbeit in den verschiedenen Paragon Regionen		Juli 22	21/22	Durchführung weiterer gemeinsamer Nachhaltigkeitsinitiativen Intensivierung der Abstimmung bei der Nachhaltigkeitsberichterstellung sowie bei Rating- und Zertifizierungsaktivitäten	Input Annual Report Paragon Group, EcoVadis Rating in allen Regionen, Jour fixe zum Erfahrungs- und Know-how-Austausch
			Dez. 22	22/23	Erweiterung des Teams um einen Sustainability Manager	Stelle wurde zum 1.07. besetzt
			Juli 24	23/24	Verantwortliche definieren, To-dos festlegen	
	Ratings und Zertifikate	UN Global Compact	Juli 22	21/22	UN Global Compact unterzeichnen	Wurde zum 20.06.2022 unterzeichnet
			Juli 22	21/22	EcoVadis Rating durchführen	Silber erreicht im 1. Jahr
			Juli 24	23/24	Prüfung und ggf. Umsetzung	Wird vorerst nicht umgesetzt
			Juli 24	23/24	Prüfung und ggf. Umsetzung	Prüfung abgeschlossen. Wird umgesetzt. Anwendungsbereich wird erweitert.
			Juli 23	22/23	EcoVadis Rating durchführen	Gold erreicht im 2. Jahr
			Juli 23	22/23	EcoVadis Rating durchführen	
			Juli 23	22/23	Workshop im 1. Quartal 2023	
	Regulatorik	Umsetzung der regulatorischen Anforderungen	ongoing		Check durch externe Zertifikate (EcoVadis etc.) und interne Audits	
			24/25		Ermittlung THG- und Energie-Intensität (ggf. analog zu Nyfany)	Beginn nach Abschluss CCF des FY 23/24
24/25				CSR-konformer Stakeholder- und Wesentlichkeitsprozess		
23/24				Kennzahlen (System/Ansprechpartner/Prozess) in Einheit mit Eskalationsstrategie	Erreicht, informiert, Verbesserungspotenziale aufgedeckt	
23/24				Ladeinfrastruktur Korschenbroich	Erstellung angepasster Entscheidungsvorlage mit weiteren Alternativen	
24/25				PV-Anlage Korschenbroich	umgesetzt	
23/24				Blühstreifen	Lieferant kam nach mehrmaliger Aufforderung nicht. Projekt wird eingestellt	
24/25				EcoVadis Platin – DE	Neue Organisationsform beim Bearbeiten des EcoVadis Fragebogens funktioniert sehr effektiv. Gold erreicht mit 79 Punkten und Prozentrang 98.	
23/24				Azubi-Workshops	Ergebnisse können genutzt oder noch von Azubis vorgestellt werden, um mehr Awareness für Emissionen und CO ₂ -Bilanzierung zu schaffen	
24/25				Bericht zu Menschenrechten	Einige Basiskennzahlen ermittelt und in Complainceteam aufgenommen zur regelmäßigen Beobachtung. Bericht noch nicht ausgereift – Nacharbeiten erforderlich	
24/25				PCF	Diskussion zu Umsetzungsmöglichkeiten	
24/25				„Probelauf CSRD/ESRS“	Vorschlag: Zielanpassung. Soweit möglich ermittelt Nicole Kennzahlen rückwirkend für 23/24 gem. ESRS. Beispielsweise Abfall, Emissionen, Energie, THG-Intensität, Energie-Intensität.	
24/25				ISO 50001 Erweiterung Anwendungsbereich auf weitere Standorte	Implementierung Energiemanagement nach ISO 50001 an weiteren Standorten auf Basis bestehender Zertifizierung in SAD	
Einkauf	Grundlagen nachh. Beschaffung	Richtlinie für nachhaltige Beschaffung	Juli 22	21/22	Erstellung der Richtlinie für nachhaltige Beschaffung	Richtlinie veröffentlicht
		Verantwortliche benennen	Juli 22	21/22	Ernennung von Verantwortlichen im Einkauf	erreicht
		Warengruppen definieren	Juli 24	23/24		verspätet
		Entwicklungsprogramm für Lieferanten	Juli 24	23/24	Schulungen und einheitliche Strategien müssen entwickelt werden. Stakeholderdialoge bereits implementiert.	Teilweise erreicht. Stakeholderdialoge finden gezielt statt.

Handlungsfeld	Zieltitel	Ziel	Termin bis	Geschäftsjahr	Maßnahmen	Stand	
Einkauf	Wissensaufbau	80 % der Einkaufsmitarbeitenden in DE geschult	Dez. 22	22/23	Schulung der Einkäufer	erreicht (100 % der Einkaufsmitarbeitenden DE geschult)	
		80 % der Einkaufsmitarbeitenden in PL/CZ geschult	Juli 23	22/23	Schulung der Einkäufer in CZ/PL	Termin von NL in CZ ausgefallen. Durch digitale Schulung ersetzen. Update: Terminiert auf 17.01.2024	
	LkSG	Die Umsetzung LkSG für 10 % der Lieferanten	Juli 23	22/23	Lieferantenbefragung und Risikoanalyse für die Top 10 % der Lieferanten (ca. 80)		
		Auditcheckliste erstellen	Juli 23	22/23	Checkliste erstellen und Umsetzung planen: 100 % der Lieferanten mit Risiko hoch jedoch mindestens 5	erledigt	
	Einkauf	Lieferantenbewertung optimieren und durchführen	Mindestens 5 Lieferantenaudits zum Thema Nachhaltigkeit	Juli 24	23/24	Durchführung und Dokumentation, Übergang in fortlaufende Aktivitäten.	teilweise erreicht. Bisher 4 Lieferantenaudits durchgeführt.
			Gespräche mit Papier- und Kuvert Lieferanten zu Primärdaten (Reduktion Scope 3)	Juli 24	23/24	Durchführung und Dokumentation. Erster Durchlauf mit Begleitung CSR-Manager, Anschließend Ongoing durch Einkauf/Fachabteilung.	erster Durchlauf erledigt, läuft jährlich
			Richtlinie nachhaltige Beschaffung zu EK von Holzprodukten	Juli 24	23/24	Gespräche mit relevanten A-Lieferanten zur Klärung unserer aktuellen und künftigen Anforderungen.	Im Rahmen der Stakeholderdialoge eingeführt. Stetige Ausweitung und Verfolgung geplant für 24/25.
			Bestehende Richtlinie zur nachhaltigen Beschaffung erweitern.	Juli 24	23/24	Bestehende Richtlinie zur nachhaltigen Beschaffung erweitern.	erreicht
			SCOC weiter ausrollen auf > 40 % der Lieferanten	Juli 24	23/24		erreicht
			Reduction Scope 3	Juli 24	24/25 ff		
			EUDR-Umsetzung	Dez. 24	24/25 ff	Umsetzung erfolgt durch den Einkauf	Verschiebung. Nicht von Paragon beeinflusst.
			Stakeholderkommunikation	Die Stakeholder über Nachhaltigkeitsaktivitäten informieren	Juli 22	21/22	Direct Mailing an Kunden und Lieferanten
	Kommunikation		Pressemeldungen, Fachbeiträge, Advertorials in der Fachpresse				
			Social Media Postings auf LinkedIn, Facebook, XING, Twitter und Instagram				
Vorträge auf Fachmessen (DOXNET, OMR, K5, Fundraising, DDV)						erledigt	
E-Mail/Aushang für Mitarbeitende sowie Postings in der Mitarbeiter-App „myParagon“							
Plakate zum Thema Energiesparen und Umweltpolitik							
Nachhaltigkeitskommunikation intern und extern			Juli 23	22/23	Kommunikation an Stakeholder intern und extern, NHK-Bericht, MA-App, Social Media	erledigt	
Verwendung umweltfreundlicher und/ oder recycelbarer Werbematerialien, Give-aways			Juli 24	23/24 ff.		Beispielsweise wiederverwendbare Paragon Glasflaschen	
HR	Familienfreundliches Unternehmen	Zertifizierung für alle deutschen Standorte	Juli 22	21/22	Auszeichnung Schwandorf	erreicht im Juni 2022	
		Auszeichnung andere Standorte	Juli 23	22/23		Abgedeckt durch Merger	
	Benefits	Richtlinie Sabbatical, JobRad	Juli 23	22/23	Sabbatical-Richtlinie erarbeiten und ausrollen, Jobrad an allen dt. Standorten eingeführt	erledigt	
		Old Paragon Initiative – flexible Arbeitsmodelle und weitere Benefits für ältere Mitarbeitende	Juli 24	23/24		aktuell keine Umsetzung, keine konkreten Ansätze	
	KPIs	Neue Nachhaltigkeits-KPIs definieren und einführen	Juli 24	23/24		Verspätet durch personellen Wechsel im NH-Team im Bereich HR. Wird durch CSRD voraussichtlich erweitert werden.	
		Auszubildendenübernahmequote transparent machen	Juli 24	23/24	Auszubildendenübernahme messen	Beeinflusst durch Übergang einiger Azubis zu unserem IT-Outsourcing-Partner	
	Unterstützung von Behinderten	Behindertenquote mindestens erhalten, optimalerweise ausbauen	Juli 24	23/24			
		Schonung und Regeneration von Personal – Well-Being und psychische Gesundheit der Mitarbeiter -> Mental Health	Juli 24	23/24	Digitales Format, Standort Korschenbroich	erledigt	

Handlungsfeld	Zieltitel	Ziel	Termin bis	Geschäftsjahr	Maßnahmen	Stand
Diversity & Inclusion		Awareness schaffen für das Thema „Diversity & Inclusion“	Juli 22	21/22	Unterzeichnung der Charta der Vielfalt	erreicht im Mai 2022
			Mai 22	21/22	Gründung eines standortübergreifenden Diversity & Inclusion Teams	erreicht im Mai 2022, erste Aktionen umgesetzt
					Unterstützung des Sponsorings des ersten CSDs in Neustadt an der Waldnaab	
		Unterstützung von Geflüchteten	Juli 22		Spezielles Ausbildungsangebot für Geflüchtete	erreicht
		Bewusstsein schaffen & Wissen vermitteln	Juli 23	22/23	Bewusstseinsschulung für die Mitarbeitenden	erreicht
		Plakataktion an den Standorten	Juli 24	23/24	Umsetzung an allen Standorten	erledigt
		Statement des Paragon Managements	Juli 24	23/24	Veröffentlichung	Post in MA-App, zusätzlich extern zur Demokratie
	Befragung von potenziell benachteiligten Personengruppen (optionales Ziel)	Juli 24	24/25	Optional, prüfen, ob/wie das umgesetzt werden kann	Prüfung ausstehend	
Diversity & Inclusion		Förderung der Aufklärung zu D&I-Themen über MA-App. Mehrere Postings im Juni und einen im Mai zum D&I Tag Ggf. Einbezug des D&I Teams	Juli 24	23/24		erledigt
		Zielsetzung für D&I Kennzahlenbasiert konkretisieren	Juli 25	24/25	In Zusammenarbeit mit HR Fokus auf Kennzahlen	Erstgespräch zur Ideenfindung hat bereits stattgefunden zwischen CSR-Managerin, HR, D&I Manager
	Gesundheit	Gesunde Ernährung fördern	Juli 23	22/23	Fit&Gesund-Kochabende anbieten	in Schwandorf erfolgt
		Gesunde Ernährung fördern	Juli 24	23/24	Fit&Gesund-Kochabende an weiteren Standorten anbieten	Projekt eingestellt. Interne Fachkraft für Kochabende nicht mehr verfügbar.
Mobilität	Fuhrpark	THG- Emissionen des Paragon Fuhrparks senken	Juli 22	21/22	Aktualisierung Leitplanken zur Fahrzeugbeschaffung	Ziel erreicht
		Erreichung des CO ₂ -Flottengrenzwertes der EU (115g CO ₂ /km nach WLTP)	Juli 23	22/23	Anpassung Fuhrparkrichtlinie mit klarem Fokus auf die Beschaffung klimafreundlicher Fahrzeuge	- Ziel nicht ganz erreicht, Stand Ende GJ 22/23 bei 120 g CO ₂ /km nach WLTP - Würde mit 113,48 g CO ₂ / km 23/24 erreicht für deutsche Fahrzeuge.
	Ladeinfrastruktur	Aufbauen einer Ladeinfrastruktur für Elektrofahrzeuge und E-Bikes an allen deutschen Standorten	Juli 23	22/23	Machbarkeitsprüfung, Angebotseinholung, Umsetzung	Zwischenziel erreicht: E-Bike-Stationen in Korschbroich, Schwandorf und Weingarten in Betrieb, Ladesäulen für Elektrofahrzeuge in Schwandorf im Einsatz und ein Ladepunkt in Weingarten (seit 2024) vorhanden.
		Aufbau Ladeinfrastruktur Korschbroich für PKW	Juli 24	23/24	Weitere Entscheidungsvorlage mit einer zusätzlichen Alternative. Lange Leitungswege in KBR führen zu vergleichsweise hohen Kosten.	verspätet, hohe Komplexität am Standort Korschbroich
	Mobilität der Zukunft	Erstellen eines übergreifenden Mobilitätskonzeptes für die Bereiche Mitarbeitermobilität, Fuhrpark und Geschäftsreisen	Juli 23	22/23	Team zur Erarbeitung definieren, Projekt starten, Freigabe und Umsetzung	nicht erreicht
Kooperationen	Partnerschaften	Erste Partnerschaften schließen, um Synergien im Bereich Nachhaltigkeit zu erreichen	Juli 22	21/22	Unterstützerstatus im UN Global Compact, Unterzeichnung der Charta der Vielfalt, Beitritt zum „Energie- und Klimaschutznetzwerk der bayer. Papierverarbeiter“	Ziel erreicht
		Konzeptionserstellung „Kooperationen und Partnerschaften“	Juli 23	22/23	Einbettung in die Gesamtkonzeption „Business Development“	Übergang der Verantwortlichkeit in den Bereich Sales, Übergabe an den benannten Partnermanager erfolgt
Compliance	Umsetzung Regulatorik	Zeitgemäßen Verhaltenskodex implementieren	Juli 22	21/22	Entwicklung und Einführung eines neuen Verhaltenskodex	entwickelt und intern veröffentlicht
			Juli 23	22/23	Schulung des Kodex	erledigt
		Umsetzung des Hinweisgeberschutzgesetzes	Juli 23	22/23	Implementierung eines Whistleblower-Systems und Definition von dahinterliegenden Prozessen und Verantwortlichkeiten	erledigt
		Verhaltenskodex aktualisieren und veröffentlichen	Juli 23	22/23	Umsetzung	erledigt
		Schulung Verhaltenskodex in der Breite	Juli 24	23/24	Umsetzung mit Schulungstool	erledigt
		Nachhaltigkeit als Teil der Compliance-Organisation etablieren	Juli 24	23/24	Integration bestehende und neue Prozesse/Gremien	implementiert
	DIN ISO 37301 als Leitfaden für „ESGRC“	Juli 24	23/24	Prüfung und ggf. Umsetzung	Kurzpräsentation ist erfolgt. Entscheidung: Nach der Norm leben und das Dokumentieren in Excel. (Derzeit keine Zertifizierung angestrebt)	

Handlungsfeld	Zieltitel	Ziel	Termin bis	Geschäftsjahr	Maßnahmen	Stand
Sales	Nachhaltige Produkte und Dienstleistungen	Nachhaltigkeit als wichtigen Bestandteil in unsere Sales-Strategie integrieren	Juli 22	21/22	Bestandsaufnahme: Was haben wir bereits? Was benötigen wir? Projektteam „Nachhaltige Salesaktivitäten“ gründen, nachhaltige Produkte und Dienstleistungen aktiv verkaufen	Bestandsaufnahme abgeschlossen, Projektteam etabliert; vertriebliche Aktivitäten insbesondere im Bereich „Klimaneutrale Kundenkommunikation“ und dem neuen Produkt ecoMLR
		Messbarkeit	Juli 22	21/22	Definition KPIs und Umsatzziele	Bestandteil im Budget 21/22
		Ausarbeitung Vertriebsstrategie und neuer Angebotspakete	Juli 23	22/23	Konzeption erstellen	Erster Entwurf liegt zur Diskussion beim Sales-Team
		Erarbeitung neuer „nachhaltiger Produkte und Dienstleistungen“	Juli 23	22/23	Katalog/Baukasten „Nachhaltige Produkte und Dienstleistungen“	Fokus auf neue digitale Produkte und Dienstleistungen (Beispielsw. E-Rechnungen)
		Consulting		24/25	Neues Angebot zum Nachhaltigkeits-Consulting	
		Aktualisierung Sales-Strategie	Juli 23	22/23	Projektteam entwickelt mindestens 5 neue Ideen für "Nachhaltige Produkte und Dienstleistungen"	WS durchgeführt
		Sales-Initiative	ongoing	23/24	Pro Geschäftsjahr mindestens ein Termin zum Thema Nachhaltigkeit bei den A-Kunden	Stakeholdergespräche implementiert
		Anforderungsworkshop mit dem Sales-Team	Juli 24	23/24	Was erwarten die Kunden zum Thema Nachhaltigkeit von uns, was können wir proaktiv tun?	
		Nachhaltiges Produkt ecoMLR	Juli 24	23/24	Ausweitung der Sales-Aktivitäten, Erreichung der budgetierten Ziele	
		Nachhaltigkeit als Teil der variablen Vergütung prüfen	Juli 24	23/24	Umsetzbarkeit prüfen	verschoben
Green IT/ Digitalisierung		Erstellung eines Konzepts mit Zielen und KPIs, Definition konkreter erster Quick Wins	Juli 22	21/22		Erste Quick Wins umgesetzt, Konzepterstellung zurückgestellt aufgrund der strategischen Entscheidung eines Outsourcings dieses Bereichs
		Digital Clean Up Month	März 24	23/24		erledigt
		Identifikation von Chancen und Risiken	Juli 25	24/25	Wird im Rahmen des CSRD Readyness Prozesses abgebildet	läuft
	Kooperation mit IT-Outsourcingpartner im Bereich Nachhaltigkeit aufbauen	Juli 25	24/25	Ideenfindung, weitere gemeinsame Gespräche geplant, insbesondere in Bezug auf Klärung zum Stand der Dekarbonisierung von Rechenzentren/Serverstandpunkten	gestartet	
Produktion	LeanProduction	Energieverbrauch an allen Standorten senken und ggf. selbst erzeugen	Juli 22	21/22	Standortübergreifende Themen und Umsetzungstabelle in Teams zur effizienteren Nutzung und Einsparung Prüfung von Konzepten zur eigenen Energieerzeugung	Maßnahmen sind definiert, dokumentiert und bewertet und werden nun sukzessive umgesetzt
Energie/CO ₂	Energie	Transparenz zum Thema Energie schaffen	Juli 23	22/23	Zertifizierungskonzept Energiemanagement für alle Standorte	Findet sich im Ziel, den Anwendungsbereich der ISO 50001 auszuweiten
	CO ₂ -Management	Entwicklung einer Net-Zero-Strategie und Definition von Maßnahmen	ongoing		jährliche Erstellung CO ₂ -Bilanzen pro Standort	Seit 2020 jährlich für alle Standorte
			Juli 23	22/23	Net-Zero-Plan erarbeiten für Korschbroich	
			Juli 23	22/23	Einführung eines Energie- und Klimateams	Eigenes Projekt Transformationskonzept CO ₂ in KBR in Umsetzung (Finalisierung im September 2023)
		Awareness erhöhen zum Thema CO ₂	Juli 24	23/24	CO ₂ -Ausstoß visualisieren (z.B. im Verhältnis zu gepflanzten Bäumen) in MA-App/Aushängen	ongoing – Im Rahmen der Lieferantenbewertung integriert. Interne Gespräche mit relevanten Personen finden statt. Veröffentlichung der Bilanz in MA-App und NH-Bericht.
	Umsetzung weiterer Energie- und CO ₂ -Senkungsmaßnahmen	Juli 24	23/24	Rollout der Maßnahmen aus dem Transformationskonzept auf KBR und weitere Standorte Lieferantengespräche Entscheidungskriterium bei Investitionsentscheidungen etc.	teilweise verspätet, ongoing, erste Lieferantengespräche haben stattgefunden	
	Reduzierung des relativen Wasserverbrauchs	Juli 24	23/24	Wasserfußabdruck ermitteln	verschoben	
Finance		Abstimmung mit Wirtschaftsprüfer zur Umsetzung der CSRD	Feb. 25	23/24		Ersten Abstimmungstermin durchgeführt.
Nýřany		Einführung ISO 50001	Dez. 24	24/25		
		REACH Umsetzen der Anforderungen der Verordnung		23/24	Sicherstellen, dass neue Sicherheitsdatenblätter vom Hersteller verfügbar sind und im Unternehmen ausgetauscht werden.	erreicht
		Sorgfaltspflichten in Anlehnung auf freiwilliger Basis gem. LkSG erstmalig umsetzen und danach fortführen	Dez. 24	23/24		erreicht
		Verbesserung Datenqualität THG-Bilanz: Zahlen in der Ein-/Ausgangslogistik		23/24	Prüfen, ob Abfrage im entsprechenden System erstellt werden kann	
	EcoVadis erste Bewertung für den Standort durchführen lassen	Juli 25	24/25			

Handlungsfeld	Zieltitel	Ziel	Termin bis	Geschäftsjahr	Maßnahmen	Stand
Warschau		Global Compact		23/24	erledigt	
		Fist CCF (Climate Partner Tool)	Nov. 23	22/23	erledigt	
		EcoVadis erste Bewertung für den Standort durchführen lassen	Juli 25	24/25		
		THG-Bilanz: verbesserte Prozesse zur Ermittlung von Daten	Juli 25	24/25	Checkliste im Einsatz. Muss mit neuesten Erkenntnissen noch überarbeitet werden.	teilweise erreicht
		Schulung zum Verhaltenskodex	Juli 25	24/25		
Krakau		Vorschlag: Green IT Status herausfinden	Juli 25	24/25	Optionales Ziel, derzeit nur Vorschlag	
		Fist CCF (Climate Partner Tool)	Dez. 24	24/25	erledigt	
		EcoVadis erste Bewertung für den Standort durchführen lassen	Juli 25	24/25		
		THG-Bilanz: verbesserte Prozesse zur Ermittlung von Daten	Juli 25	24/25	Checkliste im Einsatz. Muss mit neuesten Erkenntnissen noch überarbeitet werden.	teilweise erreicht

1.5 Major certifications and activities

The expectations of our stakeholders and, in particular, our customers are of the utmost importance to us. We work continuously to fully meet these expectations, also with regard to the economic, environmental, and social impact of our business activities. External, independent audits are particularly important to us.

The number of our certifications and other verifications continued to increase in 2023/2024.

We are now signatories to the UN Global Compact with almost all of our locations.

Paragon Poland Sp. z o.o. in Krakow is authorized to label the product 'Enveloped printed paper products' with the EU Ecolabel. The label is awarded for sustainably produced products and services, promotes innovation, and supports the EU's goal of being climate-neutral by 2050, as well as the circular economy.

	Korschenbroich	Schwandorf	Weingarten	Magdeburg	Nýřany (CZ)	Warsow (PL)	Krakow (PL)
ISO 9001 Quality management	•	•	•	•	•		•
ISO 14001 Environmental management	•		•	•	•		•
ISO IEC 27001 Information security	•	•	•	•	•	•	•
ISO 45001 Occupational health and safety management					•		
ISO 50001 Energy management		•					
FSC® Environmental certificate (FSC-C111946)		•			•		•
PEFC™ Environmental certificate		•			•		
Blauer Engel					•		
Use of green electricity	•	•	•	•			•
CO ₂ -climate-neutral natural gas	•	•	•				
ClimatePartner	•	•	•	•	•	•	•
EcoVadis	•	•	•	•			
Diversity Charter	•	•	•	•			
UN Global Compact Signatory	•	•	•	•	•	•	•
EU Ecolabel							•

1.6 On the way to the new sustainability reporting obligation – CSRD

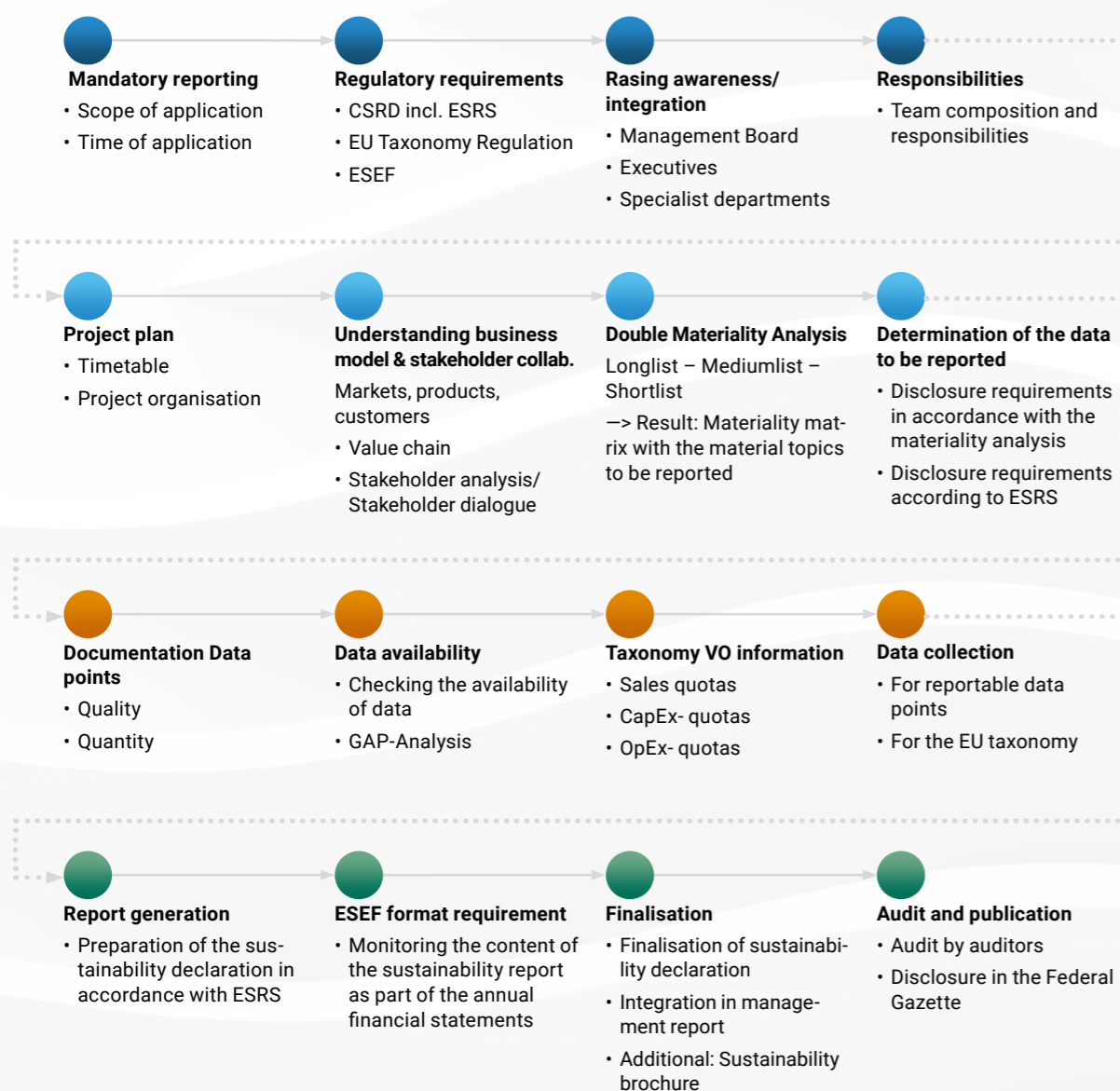
Paragon DACH & CEE is in the middle of implementing the Corporate Sustainability Reporting Directive (CSRD), which is mandatory for all large companies from 2025 as defined by the European Commission.

We launched the project in April 2024 and have already reached important milestones along the way. We are working closely with our auditors to ensure that all steps in the process comply with regulatory requirements and that reporting is fully compliant.

The implementation process for the CSRD-compliant sustainability report is clearly structured and includes a large number of measures to reliably cover all requirements. The individual steps - from defining the reporting obligation through to review and disclosure - are summarised in our process plan:

The Process

Implementation steps up to the first CSRD-compliant sustainability report



A key step on this path was to conduct a comprehensive stakeholder analysis, as in the previous reports based on GRI. The analysis helps to fulfill the expectations of stakeholders in the best feasible way and to adopt their important perspective.

Our most important stakeholders are our customers, employees, external partners, suppliers, and investors. Maintaining a dialogue with them about their requirements with regard to the product range and ESG aspects is crucial. We did this again specifically in many interviews in the summer and autumn of 2024.

Another major step is to analyse the business model in terms of ESG aspects, risks and opportunities with a focus on the next 5 to 10 years.

The value chain and business model were analysed and documented in detail as part of the CSRD requirements - both in the core and support areas as well as for upstream and downstream processes. The focus was on the following points:

- The company's key activities, resources, sales channels, and customer segments
- The most important business relationships and characteristics (including customers and suppliers)
- The representation of the overall operations, resources and relationships that enable the organisation to deliver its products and services

In addition, this workshop examined the value chain for special issues/conspicuous features and worked out what positive and negative effects Paragon's business activities have on the environment and social issues and what (particularly financial) sustainability opportunities/risks arise for the company from its business activities.

Here at Paragon, we have analysed three different value chains in detail:

- Physical documents and mailing production and distribution,
- The inbound and BPO process and
- Our value creation in the area of digital services

The core of the CSRD reporting process is the performance of the double materiality analysis, which builds on the initial results. This approach ensures that both the impact of our business activities on the environment and society and the fiscal impact of external sustainability factors are taken into account.

Among other things, impacts, risks, and opportunities (IROs) are identified and analysed in several phases. The first workshops have taken place here with the aim of finalising the double materiality analysis by March 2025.

The timetable for implementing the reporting obligations is tight and progress in the process is visible. We are endeavoring to fully comply with the requirements of the ESRS (European Sustainability Reporting Standards). The initial results are currently being reviewed by our auditor.

By intensively analysing the new reporting requirements, we aim to strengthen the trust of our partners. Investing in comprehensive and legally compliant sustainability reporting is worthwhile, as it helps us to identify risks at an early stage and make our business practices fit for the future. We will continue to keep you up to date on this!

2. PLANET

Constantly forging new paths

Climate protection requires relentless efforts and the courage to find innovative solutions. With the further optimisation of our carbon footprint and even more precise data collection, we took a major step in the reporting year to manage our measures in a targeted manner. A particular focus was on the topic of energy, where we further improved our efficiency and made a forward-looking entry into self-sufficiency with our first in-house generation projects. We have also made consistent progress in areas such as our vehicle fleet, resource consumption and sustainable procurement. These developments highlight the fact that sustainability is not just a major goal for us, but a very concrete challenge that we face literally every day - with commitment and a willingness to constantly rethink things.

We support these SDGs with our measures:



Highlights in the PLANET area

PV system at the site in Korschebroich (project completion in October 2024)

CO₂ balance sheet prepared for Krakow for the first time

Installation of E-charging points for company vehicles at the Weingarten site

Switch to green electricity at the Krakow site

Conversion of gas procurement to certified green gas at three German locations

Award of the EU Ecolabel at the Krakow site

Investment in newer, more energy-efficient printing presses at the Weingarten site

2.1 Climate protection @Paragon: transparently recording and consistently reducing emissions



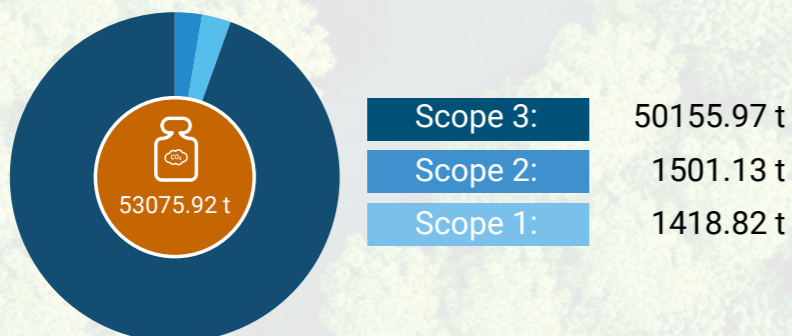
Our goal: carbon neutral by 2045

2.1.1 Transparent CO₂ balance

We continue to conduct the balancing on a site-specific basis in order to be able to allocate the emissions precisely. This is because the more precisely emissions can be localised, the faster and more precisely reduction measures can be identified.

As indicated in the last report, we have also prepared the GHG accounting for the 2023/2024 fiscal year for our location in Krakow. This means that GHG accounting now exists for all Paragon DACH & CEE locations. The accounting is conducted in accordance with the recognised Greenhouse Gas Protocol (GHG). We fully account for Scope 1 and Scope 2 emissions; Scope 3 is also comprehensively accounted for with several categories. We use primary data wherever possible. We take all relevant greenhouse gases into account and report them in CO₂ equivalents (CO₂e for short).

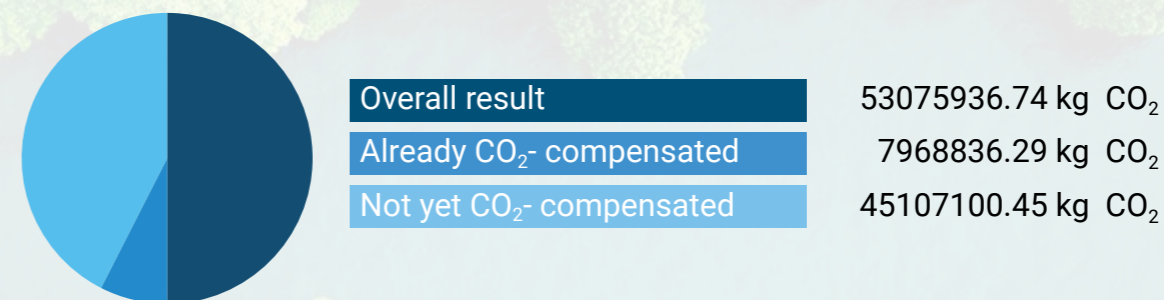
Overall balance sheet DACH & CEE (Scope 1-3), fiscal year 2023/2024



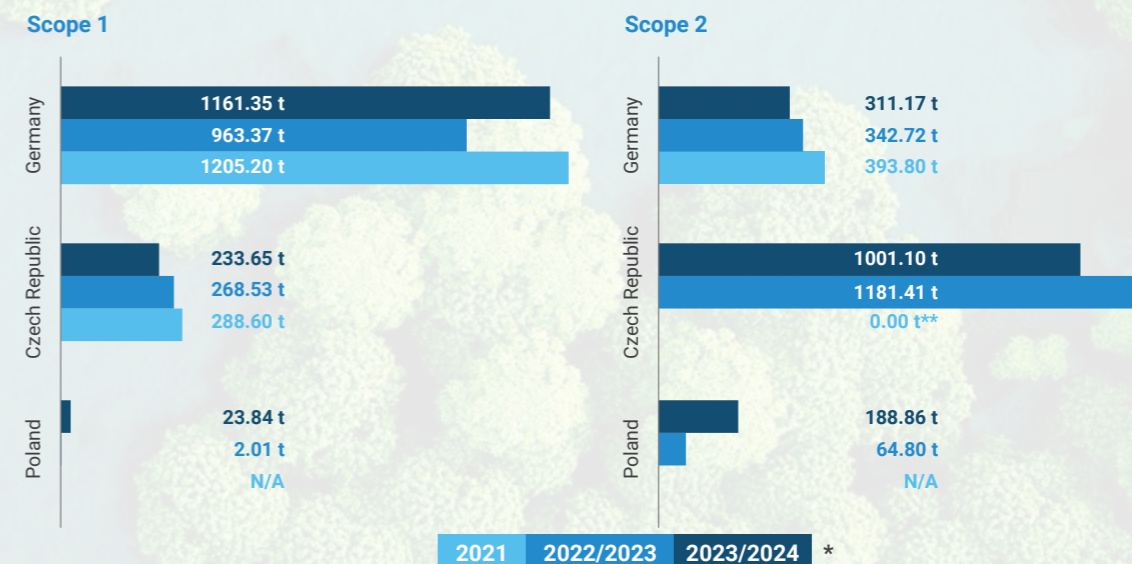
Overall, emissions at the individual locations are roughly on the same level as in the previous year. In total, there is an increase due to the additional accounting of the Krakow site.

We purchase certified green gas at our three largest German sites in Korschenbroich, Schwandorf and Weingarten. We use this to offset the emissions that are currently not yet eliminated by supporting climate projects (VCU project standard). This effect is visible in the CO₂ balance in Scope 1. Offsetting can only be a temporary solution, which is why we are aiming to electrify the heating system in the medium-to long term.

Of the 53075.94 tonnes of CO₂e for the fiscal year, 7968.84 tonnes of CO₂e were offset.



Emissions Scope 1 and 2



* From 2022 onwards, we have collected the figures by financial year (July 2022 to June 2023) ** For the Czech Republic, emissions from purchased electricity were offset in 2021 via a climate protection project

Scope 1 and 2 emissions were not yet recorded at our Polish locations in 2021. In the 2022/2023 fiscal year, the Warsaw site was measured for the first time, while the Krakow site was also included in the survey in the 2023/2024 fiscal year.

Focus on logistics

This year, we focused on improving data in the area of logistics. We are increasingly accessing primary data from our logistics partners and can therefore report more accurate values. In addition, discussions with our partners made it clear that many of them already comply with the relevant accounting standards and are working towards the goal of increasing the electrification of their vehicle fleets. Some of our partners also offer compensation for the emissions generated.

2.1.2 Our steps towards CO₂ reduction

1. Transformation plan

In a transformation plan, a comprehensive concept is developed as to how a location can achieve net zero CO₂e emissions over the next 20 years (this also includes the possibility of offsetting the minimum emissions that cannot be avoided at the end).

In the last fiscal year, we were already able to report on an initial concept for the Korschenbroich site. We have set ourselves the ambitious goal of creating transformation plans for other locations. For Scope 1 and 2, this means creating a catalogue of measures for each location. This will be supported by internal staff from facility and energy management.

In Scope 3, we use the catalogue of measures to reduce CO₂e from the transformation plan that was drawn up for Korschenbroich in 2023.

These measures are mostly transferable to other locations. For instance, CO₂e savings when purchasing materials also have an impact on the other locations that are supplied with the same materials.

There have been the following developments in the implementation of the transformation plan measures in Korschenbroich.

Scope 1 and 2

Installation of a photovoltaic system at the Korschenbroich site.

We have chosen a supplier for the natural gas we use that can prove that it offsets emissions. This is how we are making our sustainable contribution until the decarbonisation of the building heating system. The fundamental goal remains decarbonisation and the associated electrification of the heating system. This requires intensive technical planning, especially in order to be able to utilise waste heat capacities. The current condition of the system and the investment requirements must be considered when choosing a suitable implementation date.

Scope 3

Sustainability criteria have been added to the supplier evaluation, which now also assesses the current emissions management of our suppliers. We have initiated a dialogue with our first suppliers to discuss reduction targets and potential. These dialogues will continue to be an integral part of our procurement strategy in the future.



2. Photovoltaic system commissioned at the Korschenbroich site

At the Korschenbroich site, we have taken a significant step towards a more sustainable energy supply. With the decision to install a photovoltaic system (PV system) in cooperation with Stadtwerke Düsseldorf AG, we are sending a strong signal in favour of environmental protection and the in-house production of renewable energy. The PV system was installed on the roofs of our warehouse and goods reception area in summer 2024 and has been in successful operation since October 2024.

The system has an output of 87 kWp (kilowatt peak) and covers around 5% of the site's annual electricity requirements. The real highlight is that the electricity generated is used almost entirely for our production processes. Due to our three shifts, which also run at weekends, consumption is maximised and only a very small amount is fed into the public grid. This efficient use of solar power not only leads to a reduction in our energy costs but also reduces our carbon footprint.

Even though Paragon already purchased a renewable electricity product, the additional on-site production offers a significant advantage: we are strengthening the sustainable supply of electricity directly at one of our German sites and actively contributing to the energy transition.

Facts:

- Commissioning: October 2024
- System performance: 87 kWp (kilowatt peak)
- CO₂ savings: ca. 33.000 kg/ year due to the expansion of renewable energies in Germany
- Cost efficiency: four-digit reduction in energy costs
- Supports SDG 7: Promote clean and affordable energy

Photo: Frederik Löwer, HELLOHAM GmbH

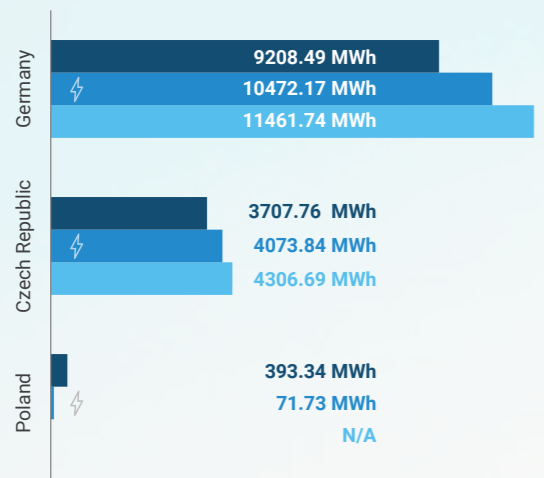
2.2 Energy consumption: optimisation in a planned and sustainable way

Development of energy consumption

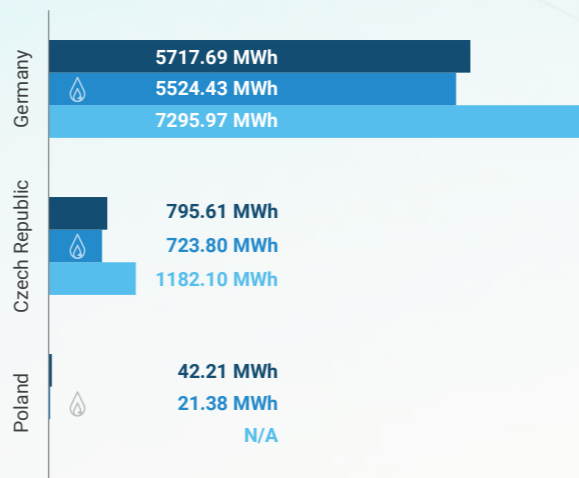
Electricity consumption figures decreased in the fiscal year. This is partly due to slightly lower production volumes, but also to the specific measures we have taken in this area, particularly at the Weingarten site.

In Weingarten, we were able to reduce our total electricity consumption by almost 25% compared to the previous year. The reasons for this are the replacement of our older inserting machines with new, energy-efficient high-performance systems. Another important aspect is the consistent remodelling and compression of our warehouse and floors, with the consolidation of the production machines into one production hall playing a key role here. The efficient and positive conversion of production lighting to LED in previous years was extended to outdoor lighting as well as the lighting of the office floors and common rooms, where we also opted for efficient, energy-saving LED lamps.

Energy consumption per country: electricity



Energy consumption per country: heat



2021* 2022/2023** 2023/2024

* 2021 refers to the calendar year. ** From 2022, we have collected the figures by financial year (July 2022 to June 2023).

Project status report: introduction of the DIN ISO 50001 standard

As previously indicated in the last sustainability report, activities to introduce the DIN ISO 50001 standard at other German locations and in Nýřany are currently in the implementation phase. We are learning from each other and benefiting from the experience of the employees in Schwandorf, who have already been implementing this standard for several years.

Current status:

- Establishment of a cross-facility energy team with a clearly defined lead to coordinate and manage activities
- Creation of a project plan
- Appointment of one responsible employee per location with expertise in energy and electrical engineering
- Review and adaptation of existing processes and relevant IMS process descriptions based on the experience of the Schwandorf site
- Integration of the measures into our continuous improvement and PDCA activities (Plan – Do – Check – Act)

The introduction of the DIN ISO 50001 standard has clear objectives. The focus is on **optimising energy consumption** in order to achieve better control and reduction of energy consumption and costs. This not only enables significant savings but also strengthens Paragon's competitiveness.

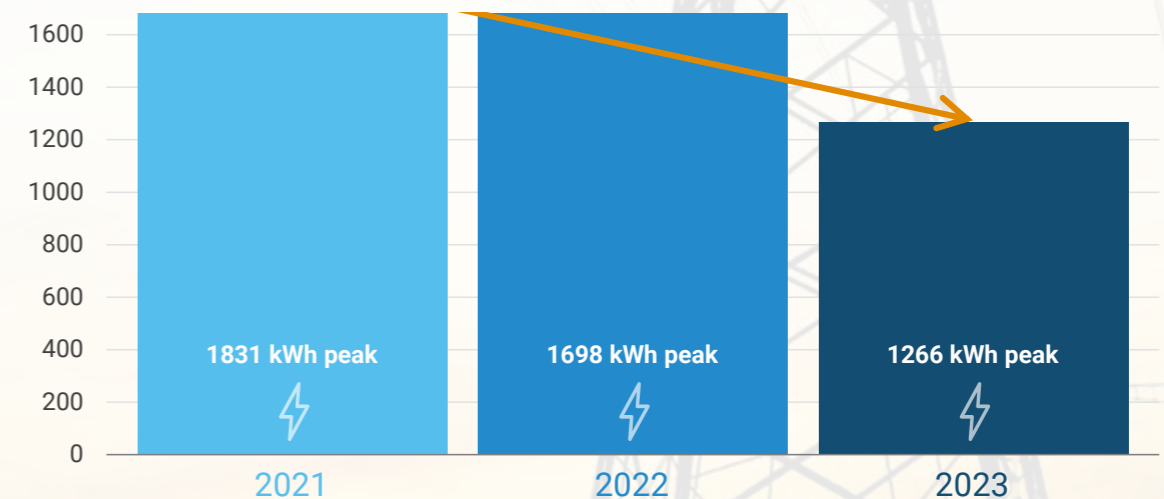
An additional goal is **sustainable energy efficiency**, which is achieved through regular assessments of energy performance. This helps us to identify possibilities for improvement and to implement targeted measures. With ISO 50001 certification, Paragon is also reaffirming its **commitment to sustainability** and its commitment to responsible energy use as a contribution to environmental protection and sustainability.

This project is being implemented in close coordination with the activities of the CO₂ net zero transformation project.

Peak load development

We have been operating a peak load management system at the Schwandorf site since 2020. In previous years, the reduction was significantly lowered through active peak load management; in the reporting year, the peak load fell to a lower level due to the reduced production volume.

Peak load development Schwandorf (kWh peak in calendar years)



2.3 Water & wastewater: appreciative use of valuable resources

The responsible use of water is essential in order to protect the needs of a growing world population as well as the livelihoods of ecosystems. Paragon is consistently committed to reducing water consumption and minimising the potential impact of production processes.

Overall, water consumption at all locations (excluding Krakow) was reduced by approx. 8.5 %

Water consumption per country



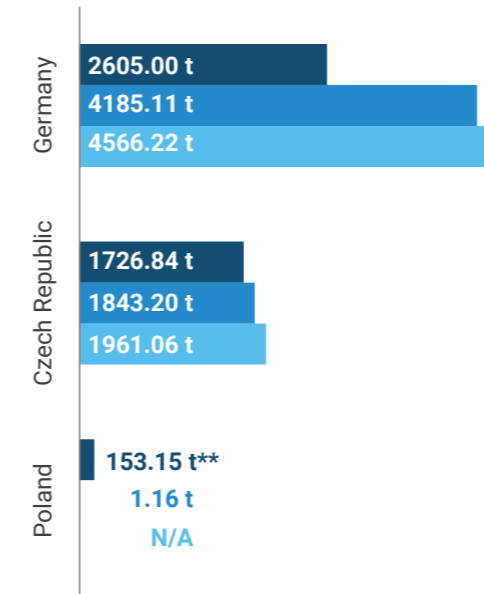
* 2021 refers to the calendar year.** From 2023/2024, the Krakow (PL) location is included, so the total figure for Poland is not comparable.

2.4 Waste: efficient prevention and proper disposal

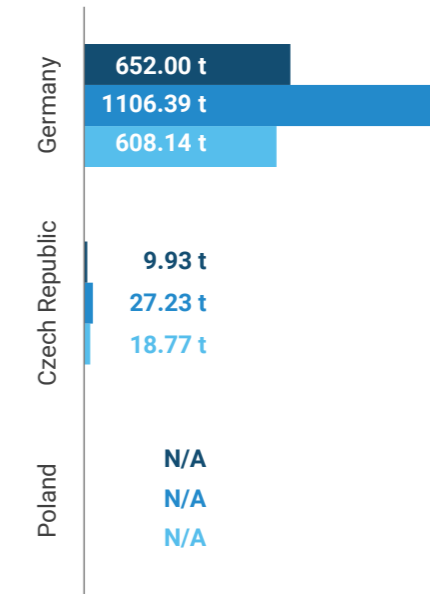
Waste avoidance and proper disposal are a permanent focus. Our waste disposal processes have been at a stable level for years. Our employees receive additional annual training; regular internal audits ensure this stability.

The following overview contains some of our most important types of waste.

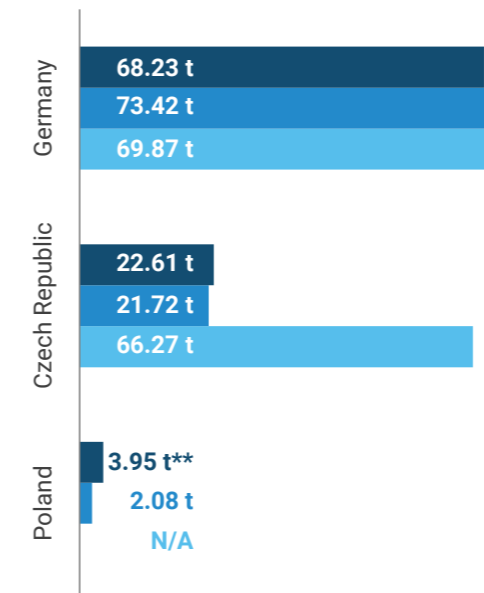
Mixed paper



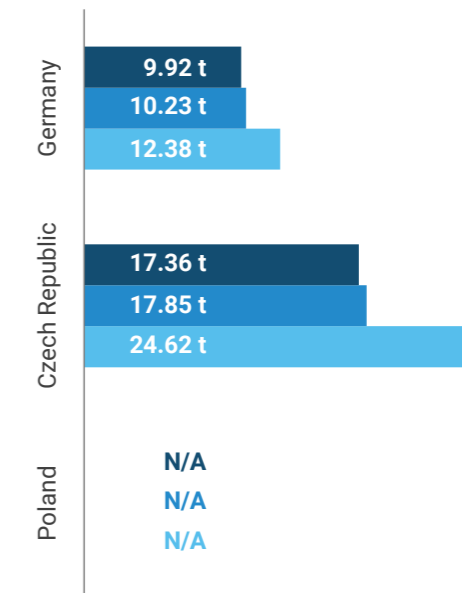
File/data paper



Residual waste



PE films



2021 2022/2023* 2023/2024

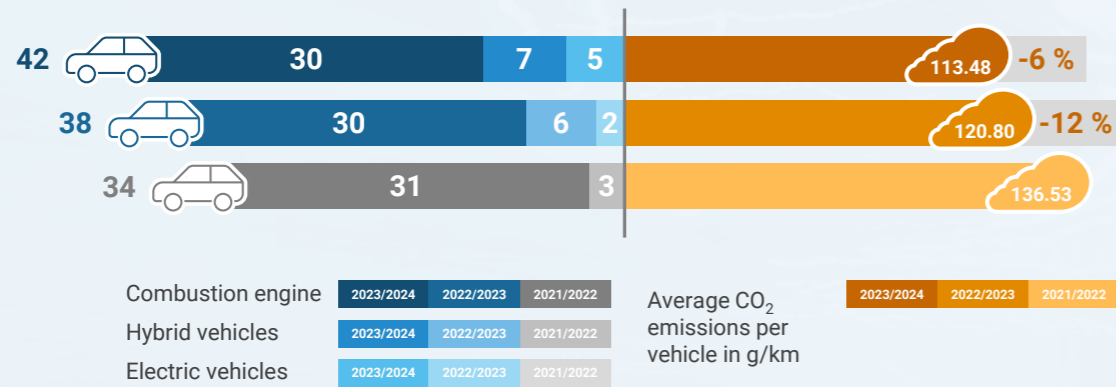
* 2021 refers to the calendar year. From 2022, we have collected the figures by financial year (July 2022 to June 2023).
** From 2023/2024, the Krakow (PL) location is included, so the total figure for Poland is not comparable.

2.5 Mobility: sustainability as a driver

Vehicle fleet

We have made further improvements to the Paragon vehicle fleet. The management has created additional incentives for leasing electric vehicles by promoting sustainable drive concepts. This has increased the proportion of electric vehicles compared to 2022/2023. The positive development is also reflected in the average CO₂ emissions of our vehicle fleet, which fell by a further 6% in 2022/2023 after a reduction of 12%. We hope that the improved charging infrastructure at our locations will lead to a further increase in e-mobility in the future.

CO₂ emissions according to WLTP-combined or WLTP-weighted/combined



We have also once again offset the remaining emissions from our vehicle fleet by investing in certified climate protection projects.

JobRad®:

The introduction of our JobRad® service was welcomed by many employees and was well received in the first year. As of 30.06.2024, 26 employees had already ordered a bike via this service.



Remote work

Remote work remains an integral part of Paragon's work culture and is regularly used in combination with on-site working hours.

Our goal remains to continuously improve the sustainable transport options available to our employees and thus make an active contribution to climate protection.



2.6 Voluntary employee actions: making the most of opportunities

Digital Cleanup Month: sustainability begins in the digital environment

In line with the official Digital Cleanup Day, we at Paragon launched an internal Digital Clean-up Month in March.

The aim was to motivate our employees to tidy up their digital environment and create real added value with just a few clicks.

- **Data protection:** Less stored data means fewer risks.
- **Cost efficiency:** Less storage requirements reduce our IT costs.
- **Productivity:** A "tidy-up break" brings order and efficiency.
- **Sustainability:** Reduced data storage contributes to CO₂ savings.

For additional motivation, we awarded attractive vouchers to three participants.

A small but successful step towards taking responsibility in the digital world!

Personal initiative for more biodiversity - planting campaign in Nýřany

At the Nýřany site, employees have taken the initiative to enhance the access road to the company premises with plants and thus set an example for the importance of biodiversity.

We are proud of this voluntary commitment, which not only beautifies the surroundings but also raises awareness of the value of biodiversity.



3. PEOPLE

Growing together even in difficult times

Our culture of transparency, respect and a variety of opportunities proves its worth, especially in situations where market developments require far-reaching adjustments. We continue to focus on the sustainable development and motivation of our employees. We offer a wide range of training and development opportunities, provide attractive benefits, reduce inequalities in a targeted manner and are strongly committed to health and safety at work. This helps us to strengthen our team spirit and ensure that we are a solid team across all locations for a shared, successful future.

We support these SDGs with our measures:



Aihan and Alex, at the Weingarten site

3.1 Employees in figures: major challenges, intact substance

Difficult decisions

Unfortunately, tough decisions had to be made and implemented in the fiscal year:

Some of our customers had to file for insolvency, which led to a considerable decline in orders. In view of the challenging market environment, it was not possible to compensate for this (see also page 7, Turnover).

In order to save costs, we had to cut numerous jobs at the Schwandorf site to secure our long-term competitiveness.

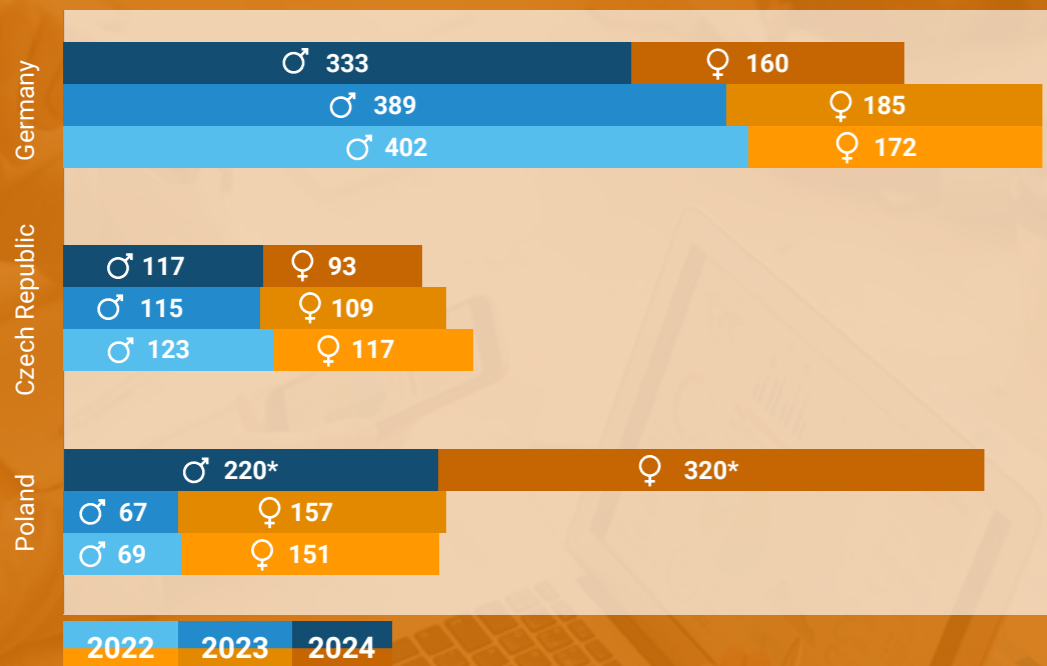
This process was conducted in close consultation with employee representatives, with a social plan and a reconciliation of interests being drawn up. The aim was to create socially acceptable solutions, including severance payments and support measures for the employees affected.

In addition, the site was downsized in order to adjust the cost structure and ensure the long-term stability of the company. These steps have been painful, but essential to ensure the continued existence of the site and the company.

3.1.1 Overview of our employees

The following overview shows the employee figures for the last three fiscal years - both overall and by gender - in Germany, the Czech Republic and Poland. In contrast to the previous year, the data from our location in Krakow is also included for the first time. At the end of the reporting period, a total of 1243 people were employed at the seven locations.

Information on employees and other staff

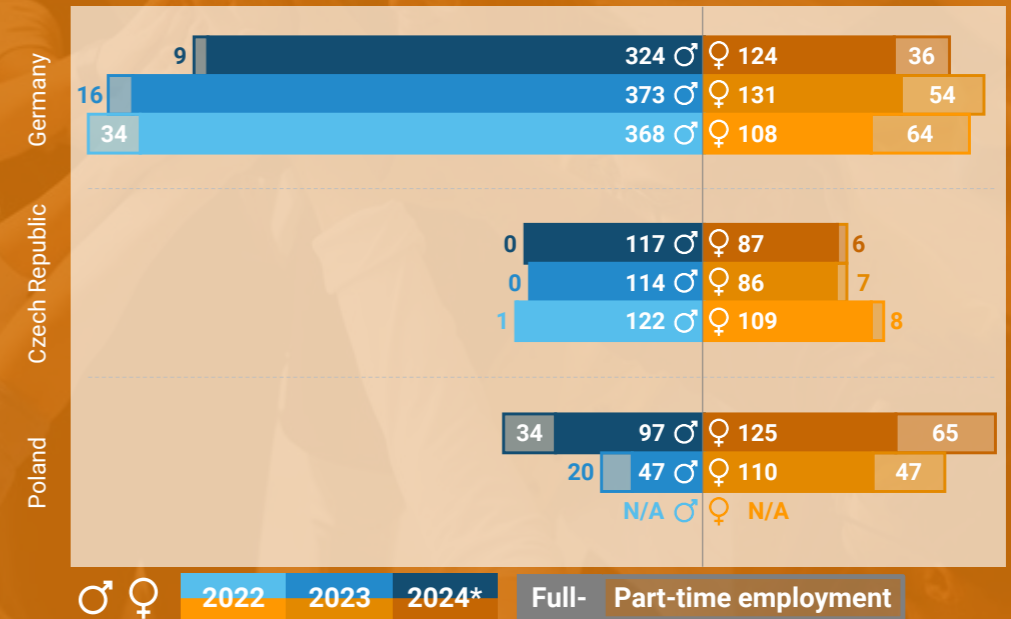


2024 includes the figures from Krakow (PL), so the total figure for Poland is not comparable.

Full and part-time employment

Once again, this year, it is clear that the number of full-time employees is significantly higher than the number of part-time employees. The following chart clearly shows the breakdown by full-time and part-time as well as by gender.

Full and part-time employment



* Figures from Krakow (PL) are included in 2024, so the total figure for Poland is not comparable.

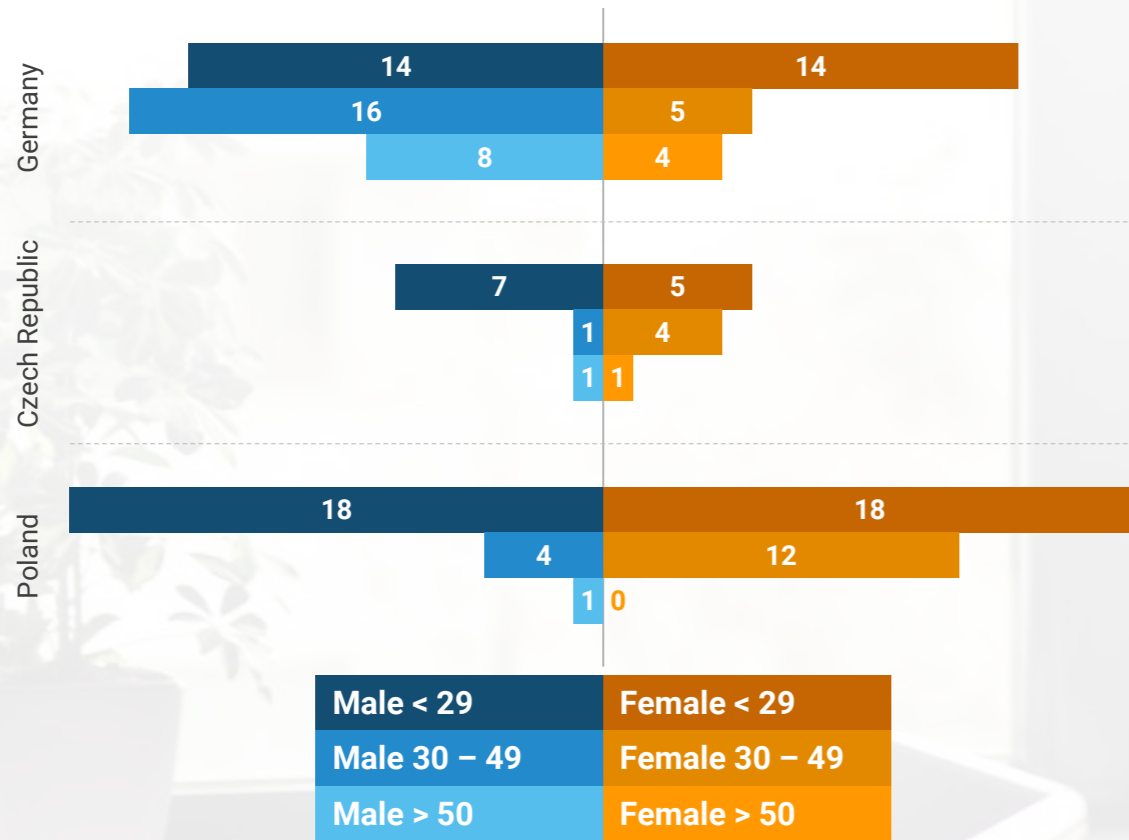
Flexibility for a better work-life balance

The world of work is constantly changing, and so are the expectations and desires of our employees. As a company, we are ready to meet these demands and offer flexible solutions. With a wide range of offers such as part-time models, parental leave, sabbaticals, and remote working options, we create conditions that enable our employees to balance their professional and private lives. Our award as a family-friendly company is a visible sign of this commitment.

3.1.1 Employees joining and leaving the company

Paragon DACH & CEE was able to further strengthen its team in the last financial year. The following overview shows the growth figures for the last fiscal year, broken down by age group and country. As of this fiscal year, the figures for Poland include the Krakow location as well as Warsaw.

Employees Growth figures



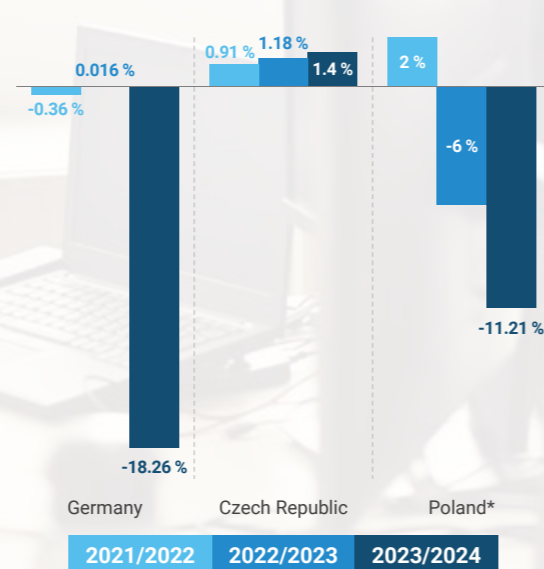
Employee turnover

In the adjacent chart, we show the employee turnover figures in % in the countries in the financial year.

The trend in Germany can be seen very clearly here, with a rate of -18%, which reflects the described cutbacks due to the job cuts in Schwandorf.

We also recorded a high rate of just under 20 % at our Warsaw location, which is mainly due to the fact that the office moved within Warsaw, and we had to change the home office policy at this location at the request of customers. The option of working from home has been suspended here due to the handling of sensitive customer data. The resulting longer commutes were the reason for many employees leaving the company. This results in an overall higher employee turnover rate for Poland of -11.21 % in the fiscal year.

Employee turnover



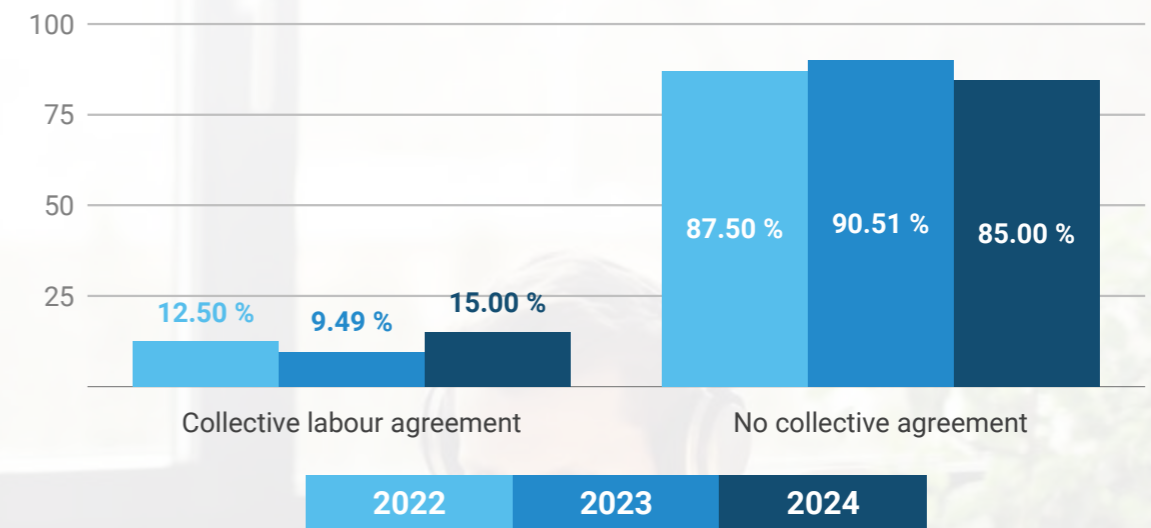
* In 2023/2024, the figures from Krakow (PL) are included, so the total figure for Poland is not comparable.

3.1.2 Collective agreement and works council

As in previous years, there is a works council at each German location. In addition, there used to be a Group Works Council for Korschenbroich, Magdeburg and Schwandorf. As a result of the merger with Weingarten, Paragon Germany GmbH now has a joint works council for all German locations. This replaces the Group Works Council. The General Works Council assumes the key role of employee representation and is an important point of contact with the management.

The existing collective agreement at the Weingarten site was terminated as of 30.06.2023 as part of the merger of the companies in Germany. Only employees who have been ver.di members as of 30.06.2023 will continue to be covered by the terminated collective agreement. Despite this development, the overall significant reduction in the number of employees at the German locations means that the proportion of employees with a collective agreement is increasing.

Collective agreements



Niklas and Markus, at the Korschenbroich site

3.2 Training and further education: development opportunities and targeted support

The topic of personnel development and training is important to us. We are constantly developing and expanding our range of training courses and benefits.

The average number of hours spent on training and development per employee at Paragon Germany GmbH was only four hours in the reporting year. Due to the job cuts in Schwandorf and at other locations, the focus was less on training and further education - however, this will change again in the coming fiscal year.

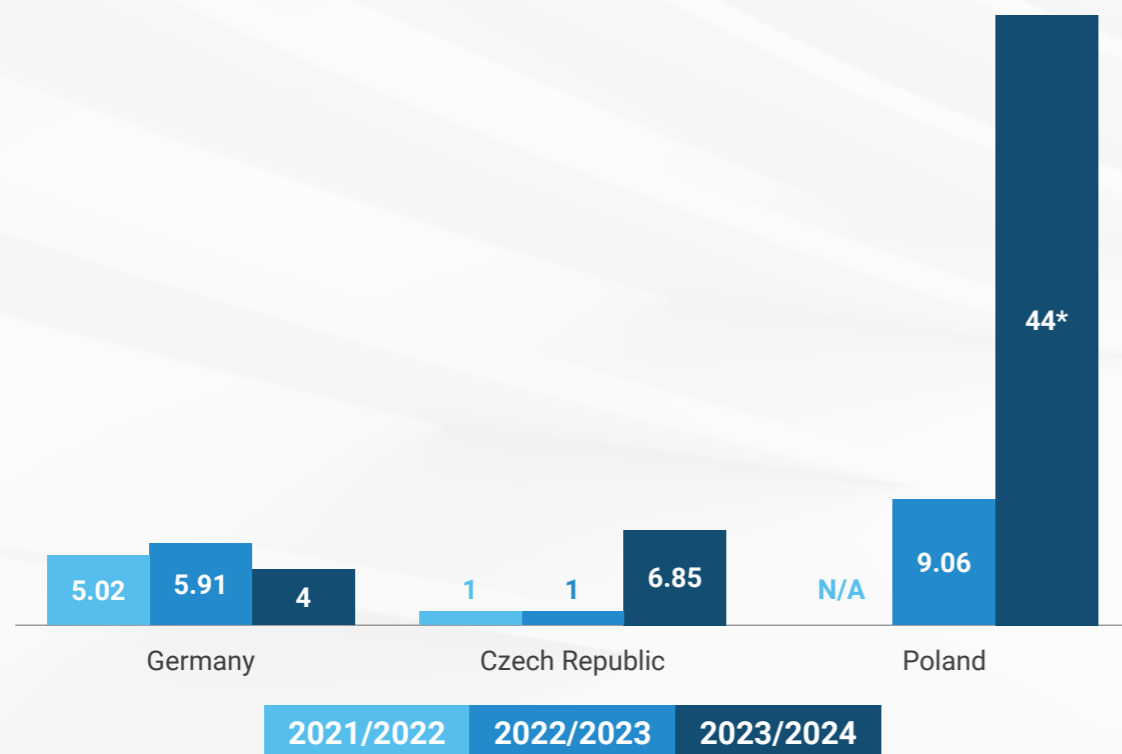
The figures for the Czech Republic and Poland show a different trend, with an increase in the number of training hours.

In Poland in particular, we recorded a large lift, which is mainly due to the fact we were able to train many new employees - an important task that is particularly close to our hearts. In the Design Studio department in Warsaw in particular, there were a number of new recruits who required training. In Nýřany, we also recorded a significant increase in training hours, particularly in specialist topics and language courses. In addition, 50 employees completed ISO training.

We revised our internal training catalog 2022/2023. We are currently working on a new training and further education concept to make the processes and procedures even more transparent and comprehensible for employees and managers.

In the area of sustainability, all employees complete mandatory training every year. Our apprentices are also actively involved in the topic in workshops.

Average number of hours for training and further education per year and employee



* From 2023/2024, the Krakow (PL) site is included, so the total figure for Poland is not comparable.

Promotion of employees

In addition to training, it continues to be important to us that we promote and develop our employees internally. We offer various programs for this purpose:

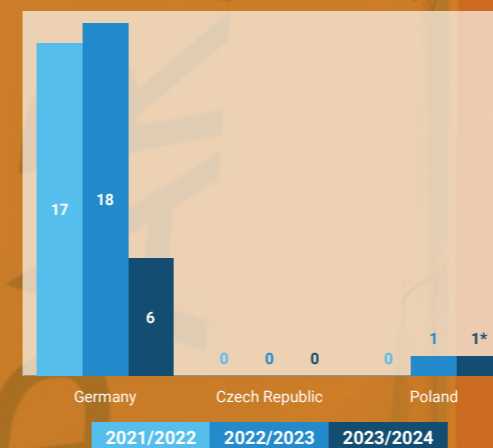
- Young Paragon - international support program for the development of young talents
- ELDP (European Leadership Development Program) - international development program for existing managers
- Internal mentoring programs

Apprentices

We are delighted to have taken on 5 new apprentices in the fiscal year, 4 in Germany and one in Poland. This means that we have a total of 6 apprentices at the Korschenbroich and Schwandorf sites and one at the Warsaw site.

The significant decline compared to last year is due to the fact that the majority of apprentices have moved to an external service provider as we have outsourced our IT infrastructure. They are continuing their training, but now with their employer Atos.

Apprentices at Paragon



* From 2023/2024, the Krakow (PL) location is included, so the total figure for Poland is not comparable.



Alicia, Niklas and Viola, at the Korschenbroich site

3.3 Our benefits: good ideas for contemporary working

In addition to the benefits for our employees already mentioned in the last sustainability reports, the following new offers have been added:

- New company agreement for the JobRad® now also available at the Weingarten site from October 2023
- Health days and company runs at the Korschenbroich and Schwandorf sites
- Appointments with our company doctors on site at the company to conduct examinations and flu vaccinations
- Regular delivery of fresh fruit to the locations

3.4 Corporate culture & diversity: fairness and respect for all

We are proud to be a company in which different people with different stories work together. This is part of our self-image and our corporate culture. Equal opportunities are a basic pre-requisite for this.

3.4.1 Diversity & Inclusion

Reduction of the gender pay gap

Minimising inequalities is an important goal at Paragon. In this context, the current chart distinguishes employees with management responsibility and employees without management responsibility. In the last two fiscal years, we have increasingly focused on reducing gender inequalities in the area of remuneration.

Unfortunately, the gap for people without management responsibility in Germany has risen by 2%, which is due to the change in figures as a result of the restructuring and does not allow any conclusions to be drawn about salary policy. We are continuing our efforts to reduce the gap. A first step has been taken in that we have increased the hourly rate in certain production departments with the clear target of paying this for all new hires - regardless of gender. This is to be successively expanded.

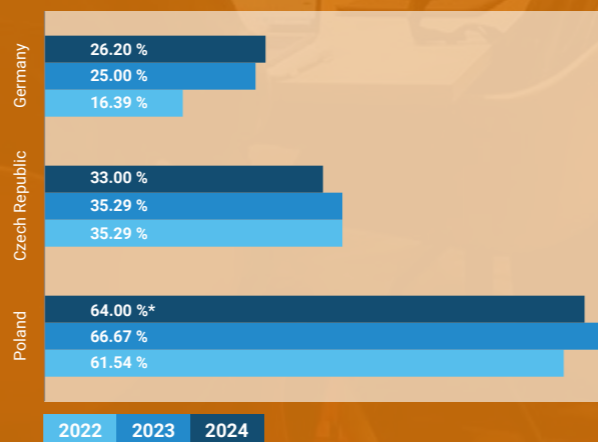
Ratio of basic salary and remuneration of women to basic salary and remuneration of men 2024



Women in management positions

In addition to the issue of the gender pay gap and the path to equal pay, we are also constantly working to increase the number of women in management positions. In this fiscal year, we welcomed the first woman to our company's Executive Board. We were able to recruit Gintare Dabasinskaite, a true finance expert, as CFO.

Women in management positions



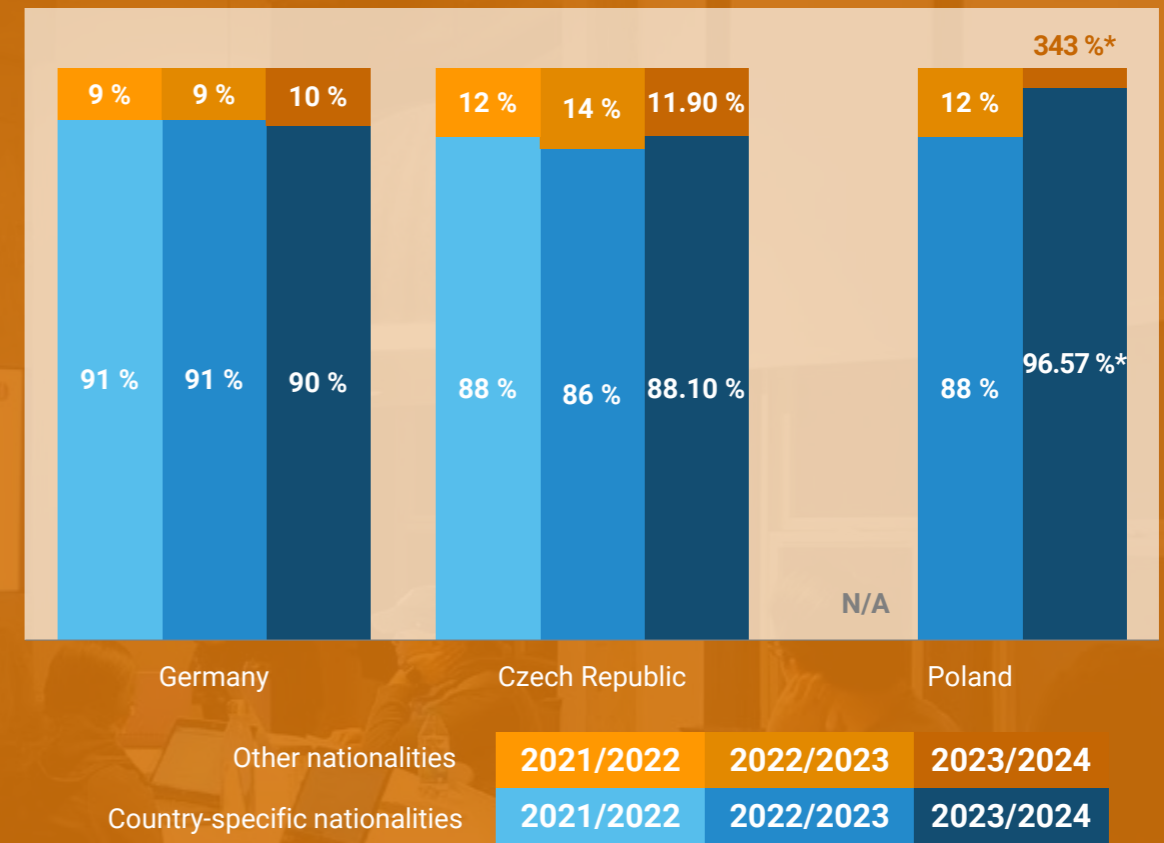
* From 2023/2024, the Krakow (PL) location is included.

International diversity

Another important feature is the international diversity that we live in our daily interactions across national borders, but also within our company. People with roots in over 25 countries work in our teams, and we love that.

When the figures are collected, we realize that we have not improved any further here, and the low figures from the newly recorded location in Krakow also contribute to this. We will continue to focus on this issue.

Diversity in supervisory bodies and among employees

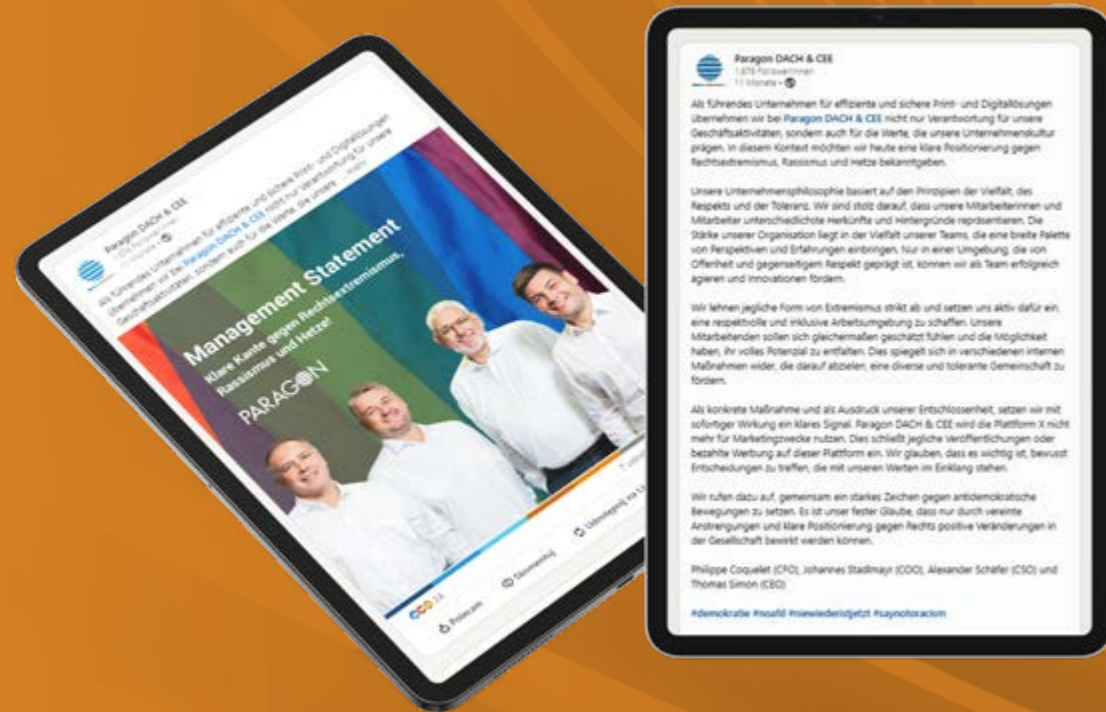


*For the fiscal year 2022/2023 Poland includes the Warsaw site, starting from the fiscal year 2023/2024 it includes the sites in Warsaw and Krakow.



In the context of the revelations about secret meetings between high-ranking politicians as a result of CORRECTIV's research, our management has issued an unequivocal statement against the extreme right. This underlines our clear stance:

We stand for democratic values, diversity, and tolerance. At the same time, we take a clear stance against all forms of extremism.



Awareness training

In the 2022/2023 fiscal year, an awareness training course on diversity & inclusion was created to impart knowledge on the topic and raise awareness. We reported this last year.

The training focuses on the dimensions of diversity and cooperation in the world of work. The General Equal Treatment Act (AGG) is also part of the content.

By the end of the reporting year, 99% of employees in Germany had taken part in the training.

Non-discrimination

One case of discrimination became known during the fiscal year, which was resolved satisfactorily for all parties together with the manager. We are proud that these issues are being addressed. In this way, a better understanding and awareness of discriminatory behavior is trained.

3.5 Occupational health and safety: focus on safety and quality of life

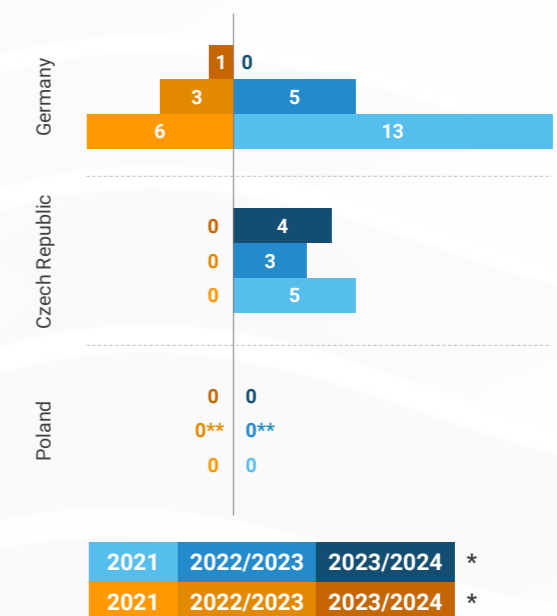
3.5.1 Work-related injuries

The health of our employees is our top priority and a crucial aspect for our organization. To achieve this objective, we rely on a wide range of activities and comprehensive protection concepts that are constantly being developed - as outlined in the last two reports.

There have been no fatal accidents at work in our company in the 2023/2024 financial year or in previous years. A total of four accidents at work were recorded in the fiscal year, which represents a reduction in work-related injuries for the second year in a row.

A commuting accident occurred in Germany. While such accidents are considered occupational accidents in Germany and are insured by the employers' liability insurance association, in Poland they are treated as commuting accidents and in the Czech Republic they are not recorded due to country-specific regulations, as they are not classified as occupational accidents there.

Work-related injuries/accidents at work (absence longer than 3 days)



* 2021 refers to the calendar year. From 2022 onwards, we have compiled the figures by financial year (July 2022 to June 2023).** Poland includes the Warsaw location in the 2022/2023 financial year. From the 2023/2024 financial year, it includes Warsaw and Krakow locations.

3.5.2 Health Promotion

In the 2023/2024 fiscal year, we once again implemented a number of measures to promote health. These include targeted campaigns such as health days at various locations, which focus on both physical and mental health. In this fiscal year, the health days were at the Korschbroich site on the 27th and 28th of June in 2024.

Day 1: Focus on nutrition

An ecotrophologist offered lectures, consultations, and interactive workshops throughout the day.

Lectures:

- Mental health & immune system
- Losing weight, fasting & women's health

Individual consultations:

Short consultations and body analyses (BIA - bioelectrical impedance analysis) were conducted throughout the day on request.

Cooking workshop followed by a meal

All the activities were accompanied by vitamin-rich snacks in the canteen.

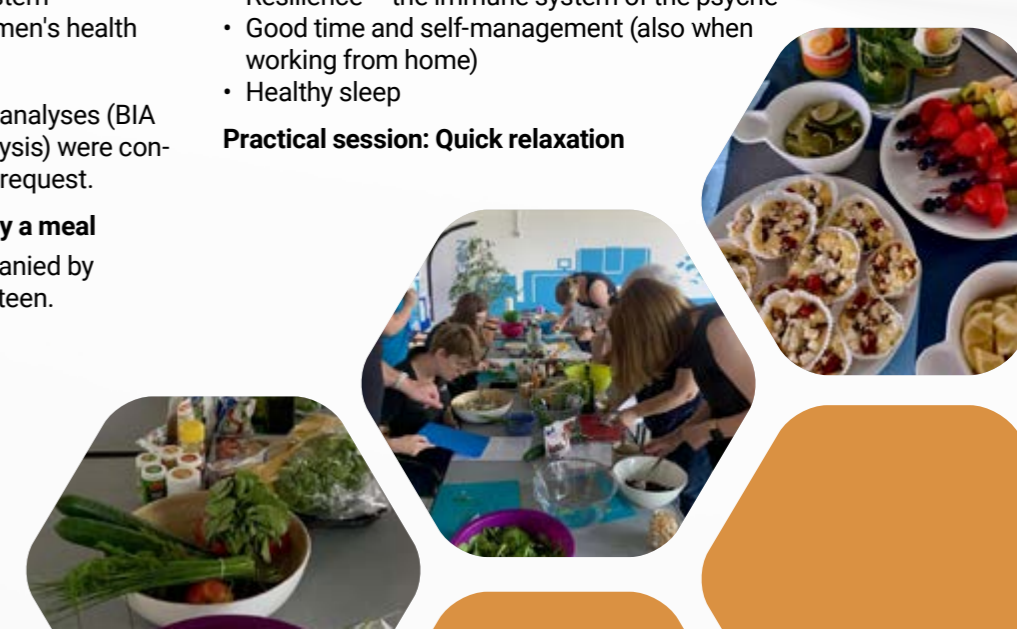
Day 2: Focus on mental health

A qualified psychologist organised the day with lectures and a practical session on relaxation.

Lectures:

- Resilience – the immune system of the psyche
- Good time and self-management (also when working from home)
- Healthy sleep

Practical session: Quick relaxation



3.6 Supporting social projects: at home in society

Supporting social projects is an important part of our commitment to a sustainable future. We believe it is our responsibility to act not only in an environmentally but also socially sustainable manner. Through targeted partnerships and investments in social initiatives, we make a current contribution to improving social coexistence. Our activities are intended to bring positive changes in the long term and further expand our role as a responsible partner in society.

Two examples from the 2023/2024 fiscal year:

Phönix Austria Charity Beach Day 2024: Helping together where help is needed!

Phönix Austria is an association founded by active and former competitive and amateur athletes. Phönix Austria puts its heart and soul into organizing events, the proceeds of which go directly to aid organisations and people with special needs.

Under the motto "Helping together where help is needed!" Phönix Austria invited guests to the Charity Beach Day 2024 - a day full of sporting action, community, and solidarity. This special event sent out a clear signal: All proceeds went directly to charitable organizations that are highly committed to our society.

Paragon was happy to take part in this great campaign as a sponsor and supporter!



Paragon Fairness Cup: A tribute to fairness in Upper Palatinate soccer

We actively promote fairness in sports and underline our commitment to regional soccer. In cooperation with the Bavarian Football Association in the Upper Palatinate district, we have awarded the Paragon Fairness Cup to the fairest teams in the men's and women's divisions from the Bezirksoberliga to the B-Class. This award recognises the exemplary playing style of the clubs and rewards their exceptional fairness on the pitch.

With the Paragon Fairness Cup, we are setting an example of the importance of integrity, respect and team spirit and recognising those who have these values. Our partnership with the Bavarian Football Association in the Upper Palatinate district is a further expression of our commitment to promoting fairness and sports in the region.

4. PARTNERS

Creating a more sustainable world together

Strong partnerships are the basis for sustainable development. Paragon engages in intensive dialogue with its stakeholders to promote consistently sustainable forms of business. This is exemplified by the continuous further development of our products and services for our customers. At the same time, we attach significant importance to responsibility and transparency in our cooperation with our suppliers. In the fiscal year, we further intensified our focus on compliance and risk management and always kept an eye on the growing regulatory requirements. In cooperation with our customers and suppliers, we are fit for a world in which sustainability is increasingly becoming the central maxim of entrepreneurial activity.

We support these SDGs with our measures:



Highlights in the PARTNERS section

Supplement to the Sustainable Procurement Guideline for the purchase of wood products

Risk analysis based on the German Supply Chain Due Diligence Act for the top 100 suppliers of the Nýřany site

Customer-CommunicationsDay with presentation on the topic of sustainability

Supplier evaluation includes sustainability criteria for the first time

Dialogue with suppliers focusing on decarbonization of the supply chain



4.1 Sustainable products and services: always thinking about the future

In addition to the optimisation of processes for our customers and the unchanged focus on quality, safety, innovation and punctuality, the topic of sustainability has also established itself as a standard and is an integral part of our product and service portfolio.

Current examples of this are:

The e-invoice: secure and sustainable

Electronic invoices are becoming mandatory in Germany for companies of all sizes and industries. The e-invoicing obligation will be introduced gradually from 01.01.2025.

Paragon supports its customers in this and offers them the secure creation, delivery, and processing of received electronic invoices in the XRechnung and ZUG-FERD formats.

Thanks to the digitalization of B2B invoices, they only need to be physically produced and sent in exceptional cases, which leads to material savings and resource efficiency.

Digitisation of business mail

Together with its customers, Paragon develops targeted strategies so that target groups can be addressed more efficiently, and unnecessary physical output can be avoided.

Improving the quality of master data

By using dynamic address databases, we are able to avoid undeliverable items (e.g. due to relocations, unreachable recipients, deaths), which save paper and energy.

IT transition & transformation: A more powerful, cost-efficient, and future-proof IT infrastructure

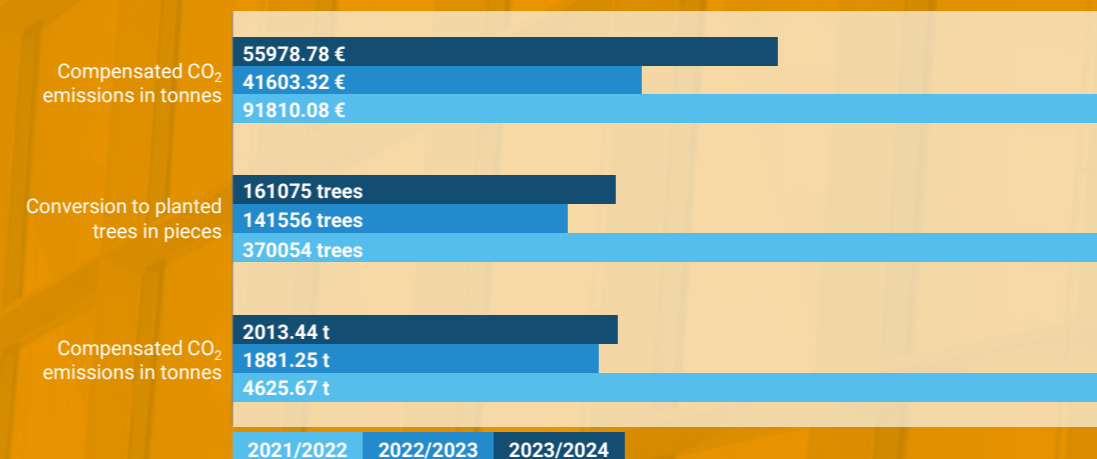
The IT transition & transformation of Paragon's IT infrastructure includes targeted measures to modernize and optimize IT processes. Internally, a structured transition leads to more efficient processes, better use of resources and increased flexibility.

Working with an international, external IT provider opens up additional opportunities: They bring in specific expertise, state-of-the-art technologies and best practices that would otherwise be difficult to obtain. As a result, our customers benefit from shorter implementation times, lower risks, and better scalability of their applications.

In addition, the introduction of modern IT systems and processes increases energy efficiency, which not only reduces costs but also makes a positive contribution to the sustainability of our products and services.



CO₂ compensation for customer orders



Many of our customers compensate for unavoidable emissions through internationally recognized compensation projects as part of their emissions strategy and attach importance to the sustainable production of their documents and mailings.

4.2 Customer orientation: creating added value through dialogue

Customer satisfaction is a key focus at Paragon and is of vital importance to us. After recording key figures and evaluations from diverse customer feedback for the first time, we are now endeavoring to derive the best possible development potential from them.

- In order to measure customer satisfaction and fully analyse the requirements placed on us as a service provider, a customer survey will be conducted again in 2025.
- Service quality was recorded and evaluated in the 2023/2024 reporting year based on the number of complaints.
- Paragon has responded to customer requests to receive regular updates on activities and offers. To this end, Paragon has launched a series of webinars, among other things. One of the first topics was an examination of the opportunities and requirements in the area of sustainability.
- At the same time, Paragon offers their customers consulting services on the topic of sustainable customer communication, which can be used on a project-related basis or as individual workshops.
- At this year's Paragon CustomerCommunicationsDay, our presentation on sustainability in collaboration with a major customer set a strong example and inspired many listeners to follow suit. Through the presentation of practical examples and concrete successes, it became clear how companies can achieve sustainable goals together. The close partnership with the major customer shows that sustainability is not just an idealistic goal, but a feasible reality - be it through innovative processes, environmentally friendly technologies, or the effective use of resources.

Our aim is to integrate sustainable solutions into the dialogue with our customers and thus create real added value: making mindful use of resources, directed towards the future and always with a focus on the individual needs of our customers and their target groups.

4.3 Procurement & supply chain: consistently taking responsibility

Purchasing is responsible for the upstream value chain from an ecological, social, and economic perspective. In order to meet this responsibility, we have expanded our strategy and implemented it with practicable approaches.

Development of sustainable procurement

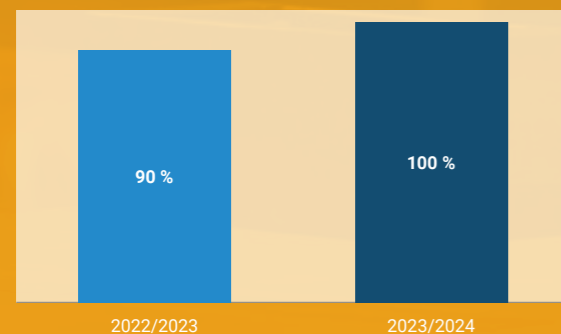
We expanded our training courses for purchasers in Germany and held them again. The proportion of trained employees in Germany was increased to 100%. A first digital training course was organised for our location in the Czech Republic.

We supplemented the training in Germany with a digital workshop.

Training and workshop content:

- Our sustainable procurement strategy
- Three pillars of sustainable procurement
- Integration of sustainability into existing processes
- Currently in focus
 - German Supply Chain Due Diligence Act (LkSG)
 - LkSG and differences to the European Supply Chain Directive (CSDDD)
 - Targeted use of audits: Supplier audit with LkSG reference
 - Supplier evaluation with sustainability criteria
 - Corporate carbon footprint and the responsibility of purchasing

Proportion of employees in Purchasing who have been trained on the LkSG (Germany)



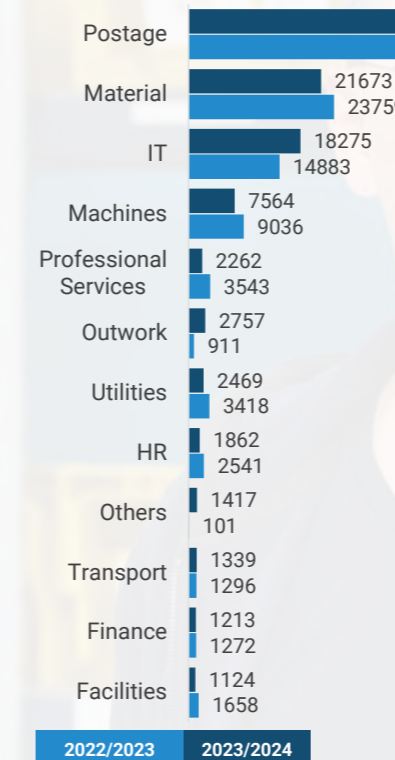
Development of our sustainable procurement

- We need suppliers who think and act sustainably so that they can offer us sustainable products and services. We have further deepened our sustainable procurement strategy during implementation.
- For example, we have added sustainability criteria to the existing supplier evaluation. This gives us a holistic view of our suppliers' performance. The level of requirements and the weighting of the criteria may increase in the coming years, thus ensuring an up-to-date and continuous review.
- In our procurement, we focus on supplier development as a matter of principle. To this end we have held stakeholder dialogues with several of our most important suppliers. The main topics on the agenda were emissions management and compliance of due diligence obligations.
- The number of partners that have signed our Code of Conduct for suppliers is increasing. We now have a coverage rate of 46.69% of the total number of suppliers.
 - Since the beginning of 2024, we have also been using the Code of Conduct for suppliers at our Czech site in isolated cases.
 - At our site in Krakow, we have a Code of Business Ethics that contains the principles of our organisation. In this way, we inform our partners about these principles and at the same time convince them to apply them in their organisation.
- Our location in the Czech Republic has also conducted a risk analysis for the top 100 suppliers based on the LkSG, which only applies in Germany. Only one supplier with a medium risk was identified. A more detailed analysis revealed no evidence of actual risks.

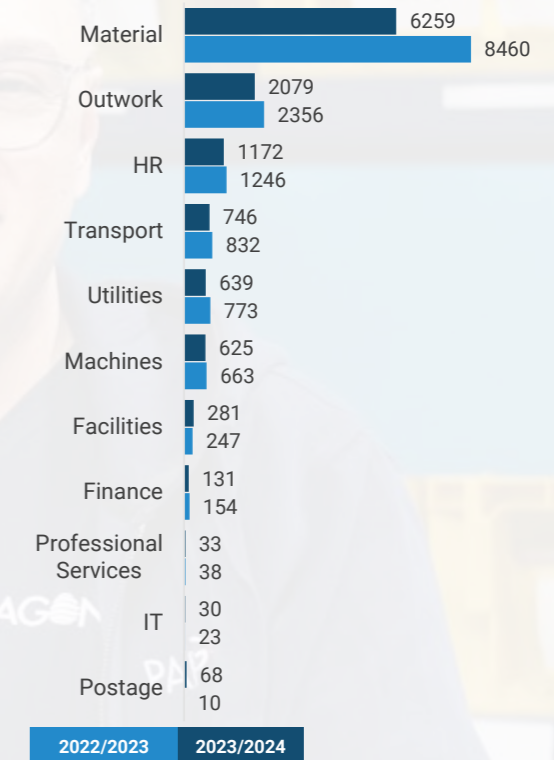
4.3.1 Facts, figures, and data on the subject of purchasing

Purchasing volume - distributed across product groups:

Germany

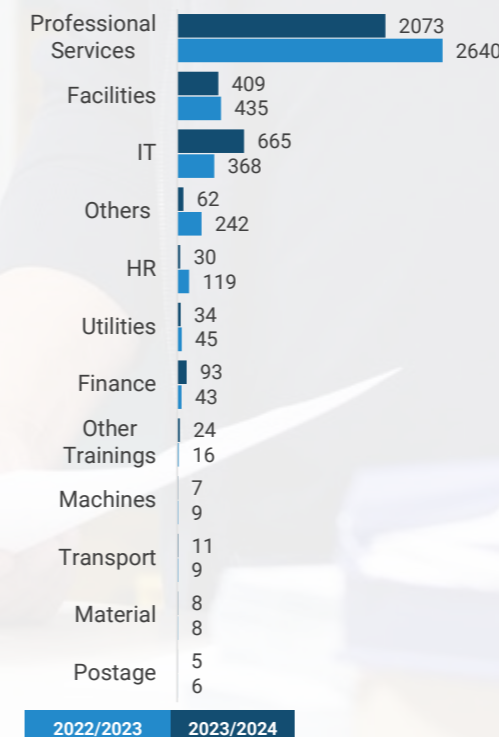


Czech Republic



* In the 2023/2024 financial year, there was a shift from Material towards Outwork, which led to a higher total value.

Poland (Warsaw)



Poland only includes Warsaw. No information was recorded for Krakow.

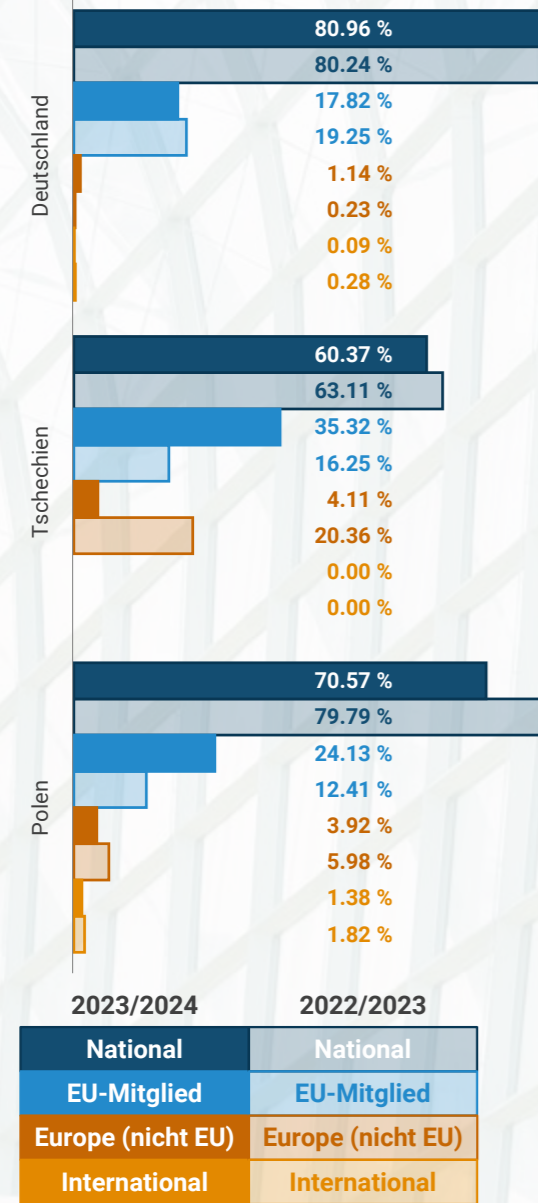
In the fiscal year, the total number of suppliers amounted to 946 with unchanged supplier categories.

The purchasing volume in euros fell compared to the same period last year. A sharp decline was recorded in the area of materials in particular. In addition to the decline in orders, this was due to a partial recovery in the price of paper in 2023, after prices had been rising steadily since 2022 due to the energy crisis, higher logistics costs and a shortage of raw materials. Postage costs have increased in the 2023/2024 financial year. This is mainly due to the increase in postage prices.

Regional distribution of suppliers

In the 2023/2024 fiscal year, an overall assessment have been conducted for the German locations. Hardly any changes can be observed for our German locations. The share of purchasing volume from domestic suppliers has increased by 0.72%. At all locations, over 96% of our suppliers are based in the EU.

Supply chain

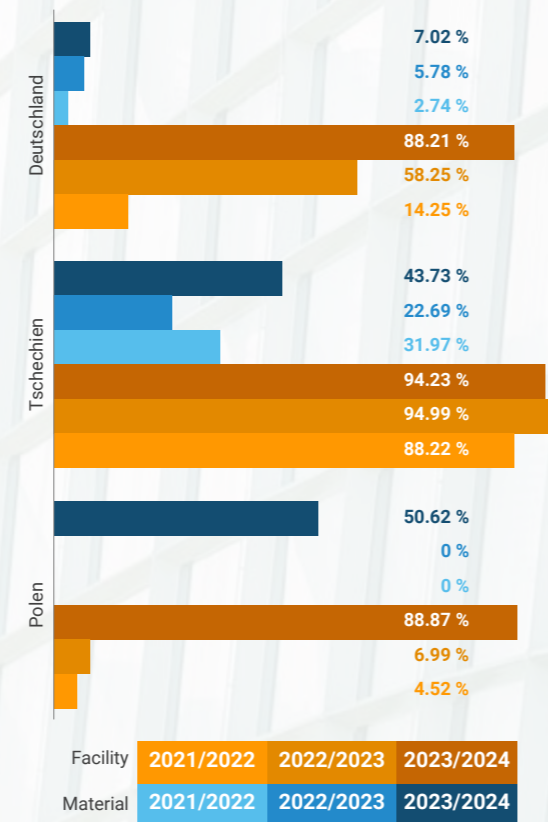


Share of regional suppliers of the Material and Facility commodity groups (Germany and the Czech Republic)

For the Material and Facility product groups, the proportion of the purchasing volume of the respective categories (Material or Facility) that comes from regional suppliers has been examined. Suppliers are designated as regional if they are located in the location's own or neighboring postal code area (DE) or are located within 120 km of the location (CZ and Warsaw).

Our largest paper and envelope suppliers are still mainly located outside the region, which means that the share of regional suppliers in the Material product group is only a small proportion. Regional suppliers can very often be used in the Facility product group.

Supply chain: proportion of regional suppliers for Material and Facility product groups



* The calculation of local suppliers has been made on the total volume of Paragon Germany and not by location as in previous years. For this reason, there are shifts in the percentage shares.

4.3.2 Social aspects in procurement

Supplier risk analysis

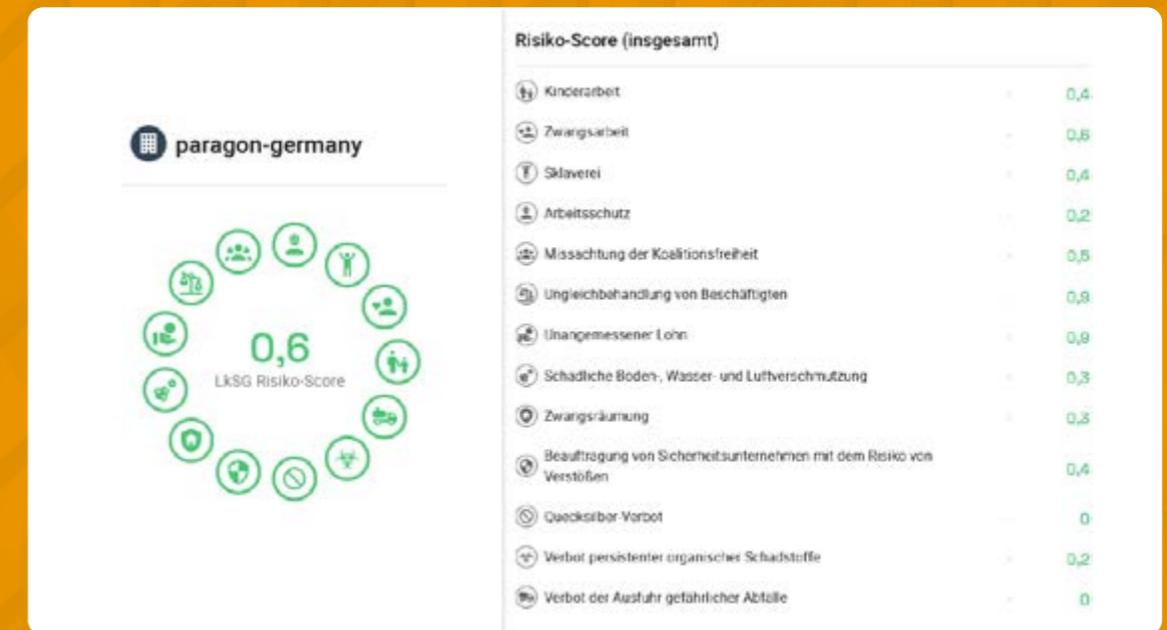
Introduction of software-supported risk analysis with Osapiens

In order to make our supply chain even more sustainable and responsible, we will be using the Osapiens software solution for risk analysis of new and existing suppliers. Osapiens is a powerful software solution that enables us to assess environmental and social risks in a structured and data-based manner. The tool aggregates relevant information from various sources. This enables us to identify potential risks at an early stage, derive measures and ensure that our supply chain complies with the highest environmental and social standards. With the introduction of Osapiens, we are creating the basis for an efficient and future-oriented supplier evaluation that supports our sustainability goals in the long term.

Extract from the Osapiens Dashboard (as of Q4/2024)



Detailed view of suppliers showing the total risk score and the risk score in several categories (screenshot is in German)



Freedom of association and collective bargaining with our suppliers

In the 2023/2024 fiscal year, we conducted four supplier audits and, in addition to other social and environmental aspects, we examined whether the right to freedom of association and collective bargaining is restricted by our main suppliers. The audit did not reveal any actual risks. In the future, risk assessment will be supported by Osapiens' LkSG module. This will help us to replace the previously manual risk assessment with an efficient automated solution.

4.4 Compliance & risk management: strengthening structures, optimising processes

We also strengthened our compliance and risk management activities in the past fiscal year. Our cross-functional Corporate Governance Committee has established itself as a strong body.

The committee's task is to deal with current compliance issues and continuously optimise existing processes. Paragon pursues the goal of ensuring the greatest possible transparency and traceability for our employees, customers, and other stakeholders.

Risk management was a key topic in 2023/2024.

We are already well positioned in many areas. It is important for us to develop a concept for "company-wide, comprehensive risk management". Our long-term goal is to create a structured framework that clearly defines the company-wide risk management process and at the same time implements it in a pragmatic and resource-efficient manner.

In order to establish a functioning risk management system throughout the company, our Corporate Governance Committee held a workshop lasting several days, conducting a comprehensive analysis of corporate risks in order to determine the need for action and facilitate sensible implementation.

Comprehensive risk management enables potential risks to be identified and assessed more quickly and across all locations, appropriate preventive measures to be taken and possible failures and incidents to be minimised.

Other important compliance measures implemented in 2023/2024:

- Introduction of a new legal register system for the early identification of new legal requirements in all specialist areas
- Conducting compliance training, for example on how to deal with the Code of Conduct, the whistleblower protection system and various compliance guidelines
- Adoption and introduction of new guidelines, including guidelines on handling gifts and invitations and on the use of AI tools

In the past fiscal year, no incidents or reports have been identified in the whistleblower protection system and no compliance cases (e.g., in the area of corruption) have been reported.

Protection of customer data

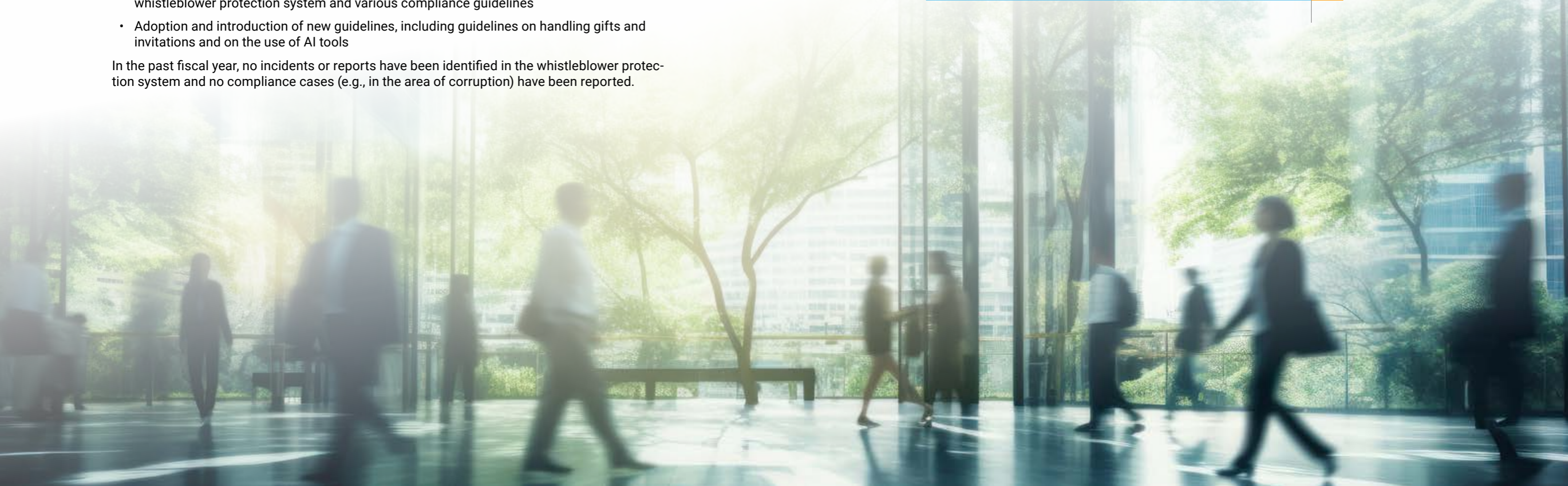
The protection of personal data was also a central focus at Paragon in 2023/2024. Our regular in-depth trainings on the topic are supplemented by additional trainings for special target groups and ad hoc in person trainings tailored to a specific situation.

With approximately 301 million relevant transaction documents processed by Paragon Germany GmbH, a total of 16 justified data protection complaints have been reported during the financial year. All data protection complaints have been carefully examined by the data protection team (data protection officer/coordinator) and the causes have been analyzed. Appropriate measures has been implemented to prevent recurrences and their effectiveness has been reviewed.

No data protection incidents have been reported at our locations in the Czech Republic and Poland during the reporting period.

Substantiated complains regarding the protection and loss of customer data

Transaction documents		Data protection incidents
301000000	2023/2024	16
337000000	2022/2023	20
320000000	2021/2022	15



A picture tells a thousand words

Press releases



Sustainability webinar

DOXNET Annual Conference



Mailing to customers and suppliers



CustomerCommunicationsDay



PARAGON

Aktion Glücksspende
Mit sauberen Adressen zu mehr Spendern

„Glücksspende“ ist eine Aktion für Fundraising, an der sich Paragon mit beteiligt. Neben für den Aktionszeitraum bis zum 16. August 2024, um Ihre Spendenliste zu pflegen – mit Rabatten von bis zu 50 %!

Mit den Aktionspreisen wird es besonders attraktiv für Sie, inaktive Spender zu reaktivieren oder Adressen veralteter Mitglieder zu identifizieren. In jedem Fall verschaffen Ihnen saubere, gültige Adressen auf dem neuesten Stand eine ideale Basis, um mit den Kampagnen der nächsten Monate Ihre Spendenbindung nachhaltig zu stärken und mehr Spenden zu erhalten.

Für welche Abgabe gibt es Rabatte?
Die Sonderpreise gelten für Abgabe mit den beiden Umsatzsteuersätzen POSTAGRESS MOVE und 480 InnovativPlus. Besondere Sparpotenziale für Fundraising ist – nicht nur aufgrund des Preises – ein Datenabgleich mit der Versanddatenbank POSTAGRESS GONE, in der Adressen von mehr als 90 % der Besteller in Deutschland verzeichnet sind.

6 gute Argumente teilzunehmen

- 1) Sonderkonditionen, an denen Sie sparen können
- 2) Zeitpunkt: Jetzt ist der ideale Termin, um alle inaktiven Mitglieder Ihrer Liste zu reaktivieren
- 3) Effiziente bessere Adressqualität = erfolgreichere Kampagnen = höhere Spendenerträge
- 4) Spendenbindung: Nur mit aktuellen Adressen bleiben Sie im Dialog und stärken die Spendenbindung langfristig
- 5) Nachhaltigkeit: korrekte Adressen verhindern Postverluste und senken so den CO₂-Verbrauch
- 6) Daten sind: jede veraltete Adresse verhindert, jede aktuelle Adresse ermöglicht eine Spende und damit eine gute Tat

Lucky donor campaign

Summary Sustainability Report

PARAGON

Nachhaltige Fortschritte: Aktivitäten, Erfolge, Perspektiven
Nachhaltigkeitsbericht 2022/2023

Konsequenz auf Kurs Richtung bessere Welt

Nachhaltigkeit ist eine globale Devise. Für Paragon DACH & CEE ist sie ein zentraler, verbindlicher Bestandteil der Unternehmensstrategie – unsere übergeordnete Verpflichtung, die unser konkretes Handeln ganz entscheidend prägt. Im ständigen Dialog mit unseren Stakeholdern (Mitarbeiter:innen, Kunden, Lieferanten, Management und Investoren) erheben wir dabei, bündelnd jeden Tag, Themen zu werden. Dabei konzentrieren wir uns auf die Themen, bei denen unsere Möglichkeiten, Spielräume und langfristigen Einfluss zu verorten, besonders groß sind.

- Schutz von Natur und Umwelt
- Gesundheitsschutz und Arbeitssicherheit
- Mitarbeiter:innen
- Kundenorientierung

Wir wissen, dass nur ein nachhaltiges Unternehmen, das unsere Verantwortung als Unternehmen ständig wächst. Daran haben wir mit Bestrengungen unsere Agenda um diese zentralen Schwerpunkte orientiert:

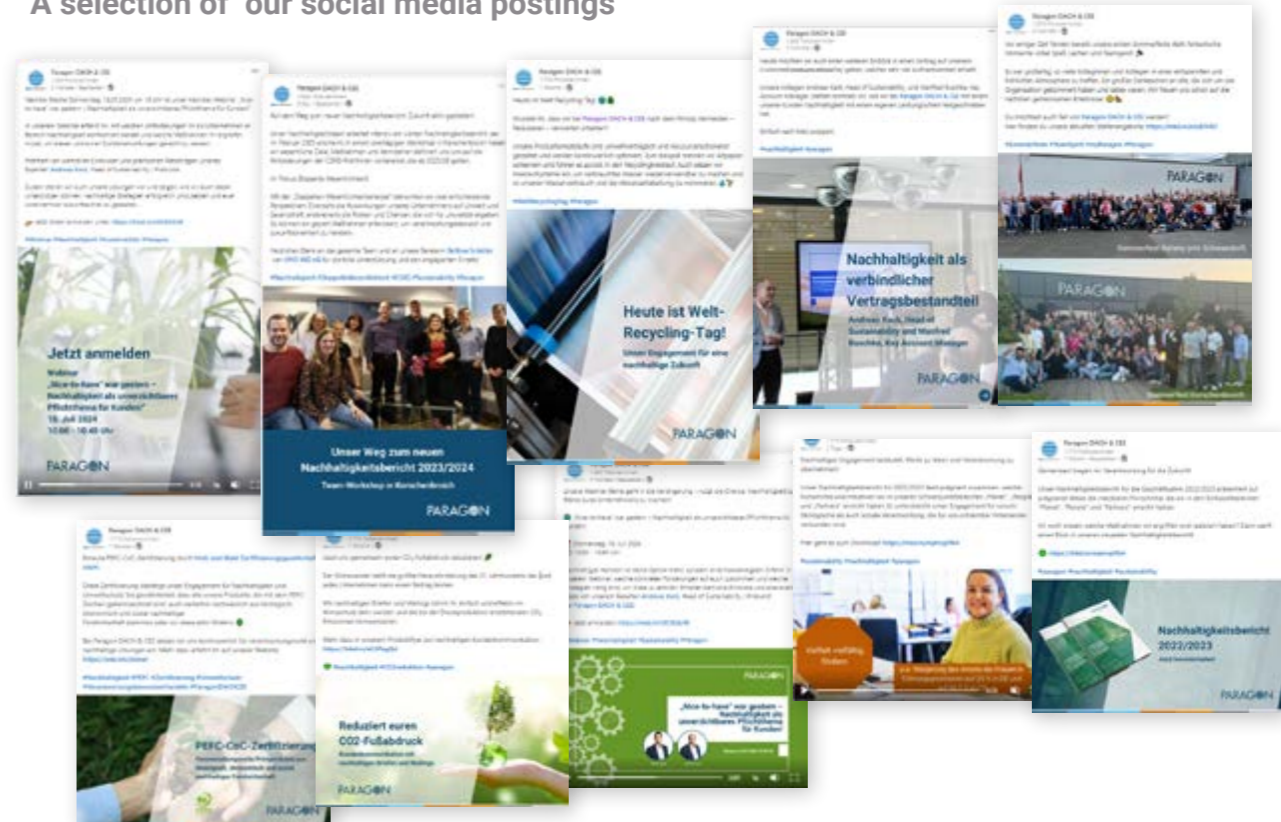
- Compliance und Risikomanagement
- Achtung der Menschenrechte

Auf allen Feldern sind die Herausforderungen groß – und unsere Anstrengungen unvermeidlich. Sie haben maximale Fortschritte, die wir 2022/2023 erreicht haben, präsentieren wir auch mit 2024 im aktuellen Bericht. Kurz, prägnant und mit dem Fokus auf Zahlen, Daten und Fakten.

A selection of our posts in the employee app



A selection of our social media postings



Imprint

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92421 Schwandorf
Germany

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Contact details:

E: dialog@paragon-cc.de
T: +49 2161 6867-0
www.paragon.world/de

Sustainability contact:

Andreas Keck
Head of Sustainability
E: andreas.keck@paragon-cc.de
T: +49 2161 6867-220

Supported by:

UNO INO eG – Consultancy for sustainable economy

Communication contact:

marketing@paragon-cc.de

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17.12.2024



Reporting criteria

Paragon DACH & CEE is publishing its fourth sustainability report for the 2023/2024 fiscal year. Although we are not obliged to report in accordance with the Corporate Social Responsibility Directive 2014/95/EU, we disclose our previous activities and future goals and measures in the area of sustainability.

The report is based on the framework of the Global Reporting Initiative (GRI), "Core" option. It is not externally audited as it is a voluntary report. It covers the companies Paragon Germany GmbH, Paragon Customer Communications Czech Republic a.s., Paragon Services Poland Sp. z o.o. and Paragon Poland Sp. z o.o. as well as the locations Korschbroich, Schwandorf, Weingarten, Magdeburg, Nýřany (CZ), Warsaw (PL) and Krakow (PL). Deviations are marked at the appropriate places.

The reporting period runs from July 1, 2023, to June 30, 2024. Paragon reports annually on progress and measures in the area of sustainability. Additional information is available from Andreas Keck, Head of Sustainability.

For better readability, we use the abbreviated form "Paragon" instead of "Paragon DACH & CEE" in the report.

GRI index

GRI 102: General information			
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102-2	Activities, brands, products, and services	1.1 Introduction to the company	6
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102-4	Operating sites	1.1 Introduction to the company	6
102-5	Ownership and legal form	1.1 Introduction to the company	6
102-6	Markets served	1.1 Introduction to the company	6
102-7	Scale of the organisation	1.1 Introduction to the company	6
102-8	Information about employees and other staff members	3.1 Employees figures: Major challenges, intact substance	34
102-9	Supply chain	4.3 Procurement & supply chain: consistently taking responsibility	50
102-10	Significant changes in the organisation and its supply chain	1.1 Introduction to the company	6 50 ff.
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102-12	External initiatives	1.5 Important certifications and activities	12
102-13	Membership in associations	<i>See Sustainability Report #2 FY 21/22</i>	*
102-14	Declaration by the highest decision-makers	1. Introduction	4
102-16	Values, guidelines, standards, and norms of behavior	1.3 Stakeholder dialogue and sustainability strategy 3.4 Corporate culture & diversity: fairness and respect for all 4.4 Compliance & risk management: strengthening structures, optimising processes	9 40 54
102-18	Management structure	1.1 Introduction to the company	6
102-40	List of stakeholder groups	<i>See Sustainability Report #2 FY 21/22</i>	*
102-41	Collective agreements	3.1 Employees figures: Major challenges, intact substance	37
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102-46	Determination of report content and topic boundaries	1.3 Sustainability strategy and stakeholder dialogue	9 ff.
102-47	List of key topics	1.3 Sustainability strategy and stakeholder dialogue	9
102-48	Reformulation of the information	1.1 Introduction to the company	6
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GRI 102: General information			
GRI-Identifier		Topics	Page / Comment
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103	Explanation of the main topics and their delimitation	2.3 Water & wastewater: Appreciative use of valuable resources	26
303-5	Water consumption	2.3 Water & wastewater: Appreciative use of valuable resources	26
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305-1	Direct GHG emissions (Scope 1)	2.1 Climate protection @Paragon: transparently recording and consistently reducing emissions	20
305-2	Indirect energy-related GHG emissions (Scope 2)	2.1 Climate protection @Paragon: transparently recording and consistently reducing emissions	20
305-3	Other indirect GHG emissions (Scope 3)	2.1 Climate protection @Paragon: transparently recording and consistently reducing emissions	20
305-5	Reduction of GHG emissions	2.1 Climate protection @Paragon: transparently recording and consistently reducing emissions	20
103	Explanation of the main topics and their delimitation	2.4 Waste: efficient prevention and proper disposal	27
306-3	Accumulated waste	2.4 Waste: efficient prevention and proper disposal	27

GRI 400: Social aspects			
GRI-Identifier		Topics	Page / Comment
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403-2	Type and rate of injuries, occupational illnesses, lost working days, absences, and number of work-related fatalities	3.5 Occupational health and safety: focus on safety and quality of life	43
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405-1	Diversity in management bodies and among employees	3.2 Training and further education: development opportunities and targeted support	38
405-2	Ratio of the basic salary and remuneration of women to the basic salary and remuneration of men	3.2 Training and further education: development opportunities and targeted support	38
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* You can find the Sustainability Report 2021/2022 on our website: www.paragon.world/de/ueber-uns/nachhaltigkeit

Appendix

Energy consumption per location: electricity

	Electricity 2021	Electricity 2022/2023	Electricity 2023/2024
Korschenbroich	1367842.00 kWh	1253197.00 kWh	1282324.94 kWh
Schwandorf	6923372.00 kWh	5473544.00 kWh	4929422.00 kWh
Magdeburg	670654.00 kWh	629580.00 kWh	663828.50 kWh
Weingarten	2499876.00 kWh	3115849.19 kWh	2332918.50 kWh
Nýřany (CZ)	4306687.00 kWh	4073843.00 kWh	3707762.00 kWh
Warsaw (PL)	N/A	71725.46 kWh	54657.00 kWh
Krakow (PL)	N/A	N/A	338680.00 kWh

Energy consumption per location: heat

	Heat 2021	Heat 2022/2023	Heat 2023/2024
Korschenbroich	638491.20 kWh	710133.00 kWh	917280.00 kWh
Schwandorf	5722286.00 kWh	4063352.00 kWh	4135022.00 kWh
District heating	1583002.00 kWh	1102851.00 kWh	1222618.00 kWh
Natural gas	4139284.00 kWh	29605.00 kWh	2912404.00 kWh
Magdeburg	446400.00 kWh	320600.00 kWh	242200.00 kWh
Weingarten	488788.06 kWh	430341.38 kWh	423189.90 kWh
Nýřany (CZ)	1182100.00 kWh	729146.00 kWh	795606.80 kWh
Warsaw (PL)	N/A	21378.00 kWh	23467.00 kWh
Krakow (PL)	N/A	N/A	18742.00 kWh

Water consumption per location

	2021	2022/2023	2023/2024
Korschenbroich	1230.00 m ³	1372.00 m ³	1268,00 m ³
Schwandorf	5010.00 m ³	3552.00 m ³	3756.00 m ³
Magdeburg	1562.00 m ³	1709.00 m ³	1326.38 m ³
Weingarten	536.00 m ³	676.35 m ³	457.00 m ³
Nýřany (CZ)	2140.00 m ³	2561.00 m ³	2232.00 m ³
Warsaw (PL)	N/A	358 m ³	322.00 m ³
Krakow (PL)	N/A	N/A	638,00 m ³

CO₂ balances in detail: overview of Scope 1, Scope 2 and Scope 3 by location

Our reporting is in accordance with the GHG Protocol. In the 2023/2024 reporting year, the selected Scope 3 categories correspond to those of the previous year, which provides good comparability of the results between the individual locations.

A separate GHG balance sheet was prepared for each Paragon DACH & CEE location. This has been prepared for the first time at the Krakow location, so no comparative values from the previous fiscal year are available here.

The outbound logistics, which were mainly purchased by Paragon, are shown in the Scope 3 emissions under "Upstream transportation and distribution" in "Other upstream transportation".

Waste

	Residual waste	1.02 Mixed paper	1.04 Cardboard packaging	2.05 File/data paper	2.06 Sorted W-paper	Wood
Germany 2021	69.87 t	4566.22 t	N/A	608.14 t	N/A	N/A
Germany 2022/2023 (2022)*	73.42 t	4185.11 t	71.48 t	1106.39 t	1500.20 t	7.44 t
Germany 2023/2024	68.23 t	2605.00 t	N/A	652.00 t	N/A	N/A
Czech Republic 2021	66.27 t	1961.06 t	N/A	18.77 t	N/A	N/A
Czech Republic 2022/2023*	21.72 t	1843.20 t	170.00 T	27.23 t		3.40 t
Czech Republic 2023/2024	22.60 t	1726.84 t	N/A	9.93 t	N/A	N/A
Poland 2022/2023* (without Krakow)	2.08 t	1.16 t	N/A	N/A	N/A	N/A
Poland 2023/2024	3.95 t	153.15 t	N/A	N/A	N/A	N/A

	PE-Slides	Sludge (incineration)	Glass (Recycling)	Metallic waste (Recycling)	Plastic & rubber waste (recycling)
Germany 2021	12.38 t	N/A	N/A	N/A	N/A
Germany 2022/2023 (2022)*	10.23 t	8.39 t	N/A	N/A	N/A
Germany 2023/2024	9.92 t	N/A	N/A	N/A	N/A
Czech Republic 2021	24.62 t	N/A	N/A	N/A	N/A
Czech Republic 2022/2023*	17.85 t	N/A	N/A	N/A	N/A
Czech Republic 2023/2024	17.36 t	N/A	N/A	N/A	N/A
Poland 2022/2023* (ohne Krakau)	N/A	N/A	0.02 t	0.05 t	0.18 t
Poland 2023/2024	2.17 t	N/A	0.014 t	0.04 t	600 t

* The years 2020 and 2021 refer to the calendar year. From 2022, we collected the figures for the Korschenbroich (D), Nýřany (CZ) and Warsaw (PL) locations by financial year (July 2022 to June 2023). At the Schwandorf (D), Weingarten (D) and Magdeburg (D) locations, the data collection remained by calendar year (2022).

Korschenbroich location

Issue categories	2022/2023		2023/2024		Delta	
	Emissions [t CO ₂ e]	Share %	Emissions [t CO ₂ e]	Share %	Emissions [t CO ₂ e]	%
Scope 1	146.3	5.1%	185.9	4.7%	39.6	27.1%
Direct emissions from the company's facilities	146.3	5.1%	185.9	4.7%	39.6	27.1%
Heat (self-generated)	144.1	5.0%	185.9	4.7%	41.8	29.0%
Refrigerant leaks	2.1	0.1%	0	0.0%	-2.1	0.0%
Fugitive emissions	0	0.0%	0	0.0%	0	0.0%
Combustion	0	0.0%	0	0.0%	0	0.0%
Direct emissions from the company fleet	0	0.0%	0	0.0%	0	0.0%
Vehicle fleet	0	0.0%	0	0.0%	0	0.0%
Scope 2	0	0.0%	0	0.0%	0	0.0%
Purchased electricity for own use	0	0.0%	0	0.0%	0	0.0%
Electricity (stationary)	0	0.0%	0	0.0%	0	0.0%
Electricity (vehicle fleet)	0	0.0%	0	0.0%	0	0.0%
Purchased heat, steam, and cooling for own use	0	0.0%	0	0.0%	0	0.0%
Heat (purchased)	0	0.0%	0	0.0%	0	0.0%
Purchased cold	0	0.0%	0	0.0%	0	0.0%
Scope 3	2735.1	94.9%	3811.3	95.3%	1076.2	39.3%
Purchased goods and services	1743.8	60.5%	1254.8	31.4%	-489.1	-28.0%
Production and consumables	1364.7	47.4%	893.8	22.4%	-471	-34.5%
Packaging material	15.7	0.5%	10.5	0.3%	-5.2	-33.3%
Externally calculated service emissions	0	0.0%	0	0.0%	0	0.0%
Electronic devices	10.4	0.4%	0.2	0.0%	-10.3	-98.6%
External data center	0	0.0%	0	0.0%	0	0.0%
Gastronomy	0	0.0%	0	0.0%	0	0.0%
Office paper	0.4	0.0%	0.6	0.0%	0.2	48.7%
Print products	352.4	12.2%	349.4	8.7%	-3	-0.9%
Water	0.2	0.0%	0.4	0.0%	0.2	137.5%
Fuel and energy-related emissions	75.6	2.6%	82.8	2.1%	7.2	9.5%
Cold upstream chain	0	0.0%	0	0.0%	0	0.0%
Electricity upstream chain	51	1.8%	52.1	1.3%	1.2	2.3%
Heat upstream chain	24.7	0.9%	30.7	0.8%	6	24.4%
Fleet upstream chain	0	0.0%	0	0.0%	0	0.0%
Combustion (upstream chain)	0	0.0%	0	0.0%	0	0.0%
Upstream transportation and distribution	257.2	8.9%	110.5	2.8%	-146.7	-57.0%
Other upstream transportation	8	0.3%	4.1	0.1%	-3.9	-48.4%
Upstream storage	0	0.0%	0	0.0%	0	0.0%
Inbound logistics	249.2	8.6%	106.4	2.7%	-142.9	-57.3%
Waste from the company	11	0.4%	7.9	0.2%	-3.1	-28.3%
Operational waste	10.5	0.4%	7.4	0.2%	-3	-28.8%
Transportation for waste disposal	0.6	0.0%	0.5	0.0%	-0.1	-19.0%
Business trips	127.5	4.4%	36	0.9%	-91.5	-71.8%
Flights	7.2	0.3%	11.9	0.3%	4.6	64.2%
Hotel accommodation	18.5	0.6%	19.9	0.5%	1.4	7.6%
Rental and private vehicles	99.9	3.5%	1.2	0.0%	-98.6	-98.8%
Railroad	1.9	0.1%	2.9	0.1%	1	53.9%
Employee commuting	220.2	7.6%	252.5	6.3%	32.3	14.7%
Employee commuting	183.2	6.4%	208.6	5.2%	25.4	13.9%
Home Office	37	1.3%	44	1.1%	6.9	18.7%
Downstream transportation and distribution	285.9	9.9%	2050.8	51.3%	1764.8	617.2%
Downstream storage	0	0.0%	0	0.0%	0	0.0%
Outbound logistics	285.9	9.9%	2050.8	51.3%	1764.8	617.2%
Disposal of products sold at the end of their service life	13.7	0.5%	16	0.4%	2.3	16.4%
Product disposal	13.2	0.5%	15.3	0.4%	2.1	16.0%
Transportation for product disposal	0.5	0.0%	0.7	0.0%	0.2	27.8%
Overall result	2294.5	100.0%	2159.4	100.0%	-135.1	-5.9%

Schwandorf location

Issue categories	2022/2023		2023/2024		Delta	
	Emissions [t CO ₂ e]	Share %	Emissions [t CO ₂ e]	Share %	Emissions [t CO ₂ e]	%
Scope 1	706.1	4.9%	890.7	6.4%	184.6	26.1%
Direct emissions from the company's facilities	600	4.2%	720.2	5.2%	120.2	20.0%
Heat (self-generated)	600	4.2%	590.3	4.3%	-9.8	-1.6%
Refrigerant leaks	0	0.0%	129.9	0.9%	129.9	0.0%
Fugitive emissions	0	0.0%	0	0.0%	0	0.0%
Combustion	0	0.0%	0	0.0%	0	0.0%
Direct emissions from the company fleet	106.1	0.7%	170.5	1.2%	64.4	60.7%
Vehicle fleet	106.1	0.7%	170.5	1.2%	64.4	60.7%
Scope 2	256.9	1.8%	245.1	1.8%	-11.8	-4.6%
Purchased electricity for own use	45.6	0.3%	10.9	0.1%	-34.7	-76.1%
Electricity (stationary)	0	0.0%	0	0.0%	0	0.0%
Electricity (vehicle fleet)	45.6	0.3%	10.9	0.1%	-34.7	-76.1%
Purchased heat, steam, and cooling for own use	211.3	1.5%	234.2	1.7%	22.9	10.9%
Heat (purchased)	211.3	1.5%	234.2	1.7%	22.9	10.9%
Purchased cold	0	0.0%	0	0.0%	0	0.0%
Scope 3	13364	93.3%	12747.7	91.8%	-616.4	-4.6%
Purchased goods and services	8772	61.2%	10188.7	73.4%	1416.7	16.2%
Production and consumables	8100.8	56.5%	8928.5	64.3%	827.7	10.2%
Packaging material	157	1.1%	86.2	0.6%	-70.8	-45.1%
Externally calculated service emissions	0	0.0%	0	0.0%	0	0.0%
Electronic devices	0	0.0%	0	0.0%	0	0.0%
External data center	0	0.0%	0	0.0%	0	0.0%
Gastronomy	0	0.0%	0	0.0%	0	0.0%
Office paper	8.7	0.1%	6.8	0.0%	-2	-22.4%
Print products	505	3.5%	1166.1	8.4%	661.1	130.9%
Water	0.4	0.0%	1.1	0.0%	0.7	169.0%
Fuel and energy-related emissions	544.2	3.8%	452.8	3.3%	-91.4	-16.8%
Cold upstream chain	0	0.0%	0	0.0%	0	0.0%
Electricity upstream chain	222.6	1.6%	200.5	1.4%	-22.1	-9.9%
Heat upstream chain	200.1	1.4%	209.5	1.5%	9.4	4.7%
Fleet upstream chain	121.6	0.8%	42.9	0.3%	-78.7	-64.7%
Combustion (upstream chain)	0	0.0%	0	0.0%	0	0.0%
Upstream transportation and distribution	1128.3	7.9%	1509.2	10.9%	381	33.8%
Other upstream transportation	0	0.0%	282.2	2.0%	282.2	0.0%
Upstream storage	0	0.0%	0	0.0%	0	0.0%
Inbound logistics	1128.3	7.9%	1227	8.8%	98.7	8.8%
Waste from the company	43.5	0.3%	71.8	0.5%	28.2	64.9%
Operational waste	42	0.3%	68.6	0.5%	26.7	63.6%
Transportation for waste disposal	1.6	0.0%	3.2	0.0%	1.6	100.0%
Business trips	21.4	0.1%	1.5	0.0%	-19.9	-93.0%
Flights	18.8	0.1%	0	0.0%	-18.8	0.0%
Hotel accommodation	2.4	0.0%	1.4	0.0%	-0.9	-39.6%
Rental and private vehicles	0	0.0%	0	0.0%	0	0.0%
Railroad	0.2	0.0%	0.1	0.0%	-0.1	-57.9%
Employee commuting	342.6	2.4%	184.2	1.3%	-158.4	-46.2%
Employee commuting	257.6	1.8%	130.4	0.9%	-127.2	-49.4%
Home Office	85	0.6%	53.8	0.4%	-31.2	-36.7%
Downstream transportation and distribution	2414.1	16.9%	295.6	2.1%	-2118.5	-87.8%
Downstream storage	0	0.0%	0	0.0%	0	0.0%
Outbound logistics	2414.1	16.9%	295.6	2.1%	-2118.5	-87.8%
Disposal of products sold at the end of their service life	98	0.7%	43.9	0.3%	-54.1	-55.2%
Product disposal	94.1	0.7%	41.6	0.3%	-52.5	-55.8%
Transportation for product disposal	3.9	0.0%	2.3	0.0%	-1.6	-41.0%
Overall result	6761.9	100.0%	6482.7	100.0%	-279.1	-4.1%

Magdeburg location

Issue categories	2022/2023		2023/2024		Delta	
	Emissions [t CO ₂ e]	Share %	Emissions [t CO ₂ e]	Share %	Emission [t CO ₂ e]	%
Scope 1	0	0.0 %	2.3	0.1 %	2.3	0.0 %
Direct emissions from the company's facilities	0	0.0 %	2.3	0.1 %	2.3	0.0 %
Heat (self-generated)	0	0.0 %	0	0.0 %	0	0.0 %
Refrigerant leaks	0	0.0 %	2.3	0.1 %	2.3	0.0 %
Fugitive emissions	0	0.0 %	0	0.0 %	0	0.0 %
Combustion	0	0.0 %	0	0.0 %	0	0.0 %
Direct emissions from the company fleet	0	0.0 %	0	0.0 %	0	0.0 %
Vehicle fleet	0	0.0 %	0	0.0 %	0	0.0 %
Scope 2	85.8	3.7 %	66.1	3.1 %	-19.8	-23.0 %
Purchased electricity for own use	0	0.0 %	0	0.0 %	0	0.0 %
Electricity (stationary)	0	0.0 %	0	0.0 %	0	0.0 %
Electricity (vehicle fleet)	0	0.0 %	0	0.0 %	0	0.0 %
Purchased heat, steam, and cooling for own use	85.8	3.7 %	66.1	3.1 %	-19.8	-23.0 %
Heat (purchased)	85.8	3.7 %	66.1	3.1 %	-19.8	-23.0 %
Purchased cold	0	0.0 %	0	0.0 %	0	0.0 %
Scope 3	2208.7	96.3 %	2091	96.8 %	-117.7	-5.3 %
Purchased goods and services	745	32.5 %	692.2	32.1 %	-52.8	-7.1 %
Production and consumables	471.4	20.5 %	505.2	23.4 %	33.8	7.2 %
Packaging material	6.5	0.3 %	12.6	0.6 %	6.1	94.8 %
Externally calculated service emissions	0	0.0 %	0	0.0 %	0	0.0 %
Electronic devices	0	0.0 %	0	0.0 %	0	0.0 %
External data center	0	0.0 %	0	0.0 %	0	0.0 %
Gastronomy	0	0.0 %	0	0.0 %	0	0.0 %
Office paper	0	0.0 %	0	0.0 %	0	0.0 %
Print products	267.1	11.6 %	174.3	8.1 %	-92.8	-34.8 %
Water	0.1	0.0 %	0.1	0.0 %	0.1	75.0 %
Fuel and energy-related emissions	38.4	1.7 %	42.2	2.0 %	3.8	10.0 %
Cold upstream chain	0	0.0 %	0	0.0 %	0	0.0 %
Electricity upstream chain	25.6	1.1 %	27	1.2 %	1.4	5.4 %
Heat upstream chain	12.8	0.6 %	15.2	0.7 %	2.4	19.1 %
Fleet upstream chain	0	0.0 %	0	0.0 %	0	0.0 %
Combustion (upstream chain)	0	0.0 %	0	0.0 %	0	0.0 %
Upstream transportation and distribution	73.1	3.2 %	36.4	1.7 %	-36.7	-50.2 %
Other upstream transportation	0.1	0.0 %	0	0.0 %	-0.1	0.0 %
Upstream storage	0	0.0 %	0	0.0 %	0	0.0 %
Inbound logistics	73	3.2 %	36.4	1.7 %	-36.7	-50.2 %
Waste from the company	4.4	0.2 %	1.8	0.1 %	-2.7	-60.4 %
Operational waste	4.4	0.2 %	1.7	0.1 %	-2.7	-61.2 %
Transportation for waste disposal	0.1	0.0 %	0.1	0.0 %	0	0.0 %
Business trips	0	0.0 %	0	0.0 %	0	0.0 %
Flights	0	0.0 %	0	0.0 %	0	0.0 %
Hotel accommodation	0	0.0 %	0	0.0 %	0	0.0 %
Rental and private vehicles	0	0.0 %	0	0.0 %	0	0.0 %
Railroad	0	0.0 %	0	0.0 %	0	0.0 %
Employee commuting	39.7	1.7 %	17.2	0.8 %	-22.5	-56.7 %
Employee commuting	33.9	1.5 %	12	0.6 %	-21.9	-64.6 %
Home Office	5.9	0.3 %	5.2	0.2 %	-0.7	-11.1 %
Downstream transportation and distribution	1307.3	57.0 %	1289.6	59.7 %	-17.7	-1.4 %
Downstream storage	0	0.0 %	0	0.0 %	0	0.0 %
Outbound logistics	1307.3	57.0 %	1289.6	59.7 %	-17.7	-1.4 %
Disposal of products sold at the end of their service life	0.8	0.0 %	11.7	0.5 %	10.9	1434.2 %
Product disposal	0.7	0.0 %	11.2	0.5 %	10.4	1408.1 %
Transportation for product disposal	0	0.0 %	0.5	0.0 %	0.5	2400.0 %
Overall result	2294.5	100.0 %	2159.4	100.0 %	-135.1	-5.9 %

Weingarten location

Issue categories	2022/2023		2023/2024		Delta	
	Emissions [t CO ₂ e]	Share %	Emissions [t CO ₂ e]	Share %	Emission [t CO ₂ e]	%
Scope 1	111	1.6 %	82.5	1.3 %	-28.5	-25.7 %
Direct emissions from the company's facilities	111	1.6 %	82.5	1.3 %	-28.5	-25.7 %
Heat (self-generated)	111	1.6 %	78.6	1.2 %	-32.4	-29.2 %
Refrigerant leaks	0	0.0 %	3.8	0.1 %	3.8	0.0 %
Fugitive emissions	0	0.0 %	0	0.0 %	0	0.0 %
Combustion	0	0.0 %	0	0.0 %	0	0.0 %
Direct emissions from the company fleet	0	0.0 %	0	0.0 %	0	0.0 %
Vehicle fleet	0	0.0 %	0	0.0 %	0	0.0 %
Scope 2	0	0.0 %	0	0.0 %	0	0.0 %
Purchased electricity for own use	0	0.0 %	0	0.0 %	0	0.0 %
Electricity (stationary)	0	0.0 %	0	0.0 %	0	0.0 %
Electricity (vehicle fleet)	0	0.0 %	0	0.0 %	0	0.0 %
Purchased heat, steam, and cooling for own use	0	0.0 %	0	0.0 %	0	0.0 %
Heat (purchased)	0	0.0 %	0	0.0 %	0	0.0 %
Purchased cold	0	0.0 %	0	0.0 %	0	0.0 %
Scope 3	6650.9	98.4 %	6400.3	98.7 %	-250.6	-3.8 %
Purchased goods and services	2375.5	35.1 %	2428.9	37.5 %	53.4	2.2 %
Production and consumables	1716.2	25.4 %	1838.4	28.4 %	122.2	7.1 %
Packaging material	10.7	0.2 %	5.5	0.1 %	-5.2	-48.8 %
Externally calculated service emissions	0	0.0 %	0	0.0 %	0	0.0 %
Electronic devices	0	0.0 %	0	0.0 %	0	0.0 %
External data center	0	0.0 %	0	0.0 %	0	0.0 %
Gastronomy	0	0.0 %	0	0.0 %	0	0.0 %
Office paper	0.1	0.0 %	0	0.0 %	-0.1	-92.9 %
Print products	648.3	9.6 %	584.6	9.0 %	-63.7	-9.8 %
Water	0.2	0.0 %	0.4	0.0 %	0.2	100.0 %
Fuel and energy-related emissions	146.8	2.2 %	108.9	1.7 %	-37.9	-25.8 %
Cold upstream chain	0	0.0 %	0	0.0 %	0	0.0 %
Electricity upstream chain	126.7	1.9 %	94.9	1.5 %	-31.8	-25.1 %
Heat upstream chain	20.1	0.3 %	14	0.2 %	-6.1	-30.3 %
Fleet upstream chain	0	0.0 %	0	0.0 %	0	0.0 %
Combustion (upstream chain)	0	0.0 %	0	0.0 %	0	0.0 %
Upstream transportation and distribution	355.7	5.3 %	204.7	3.2 %	-151.1	-42.5 %
Other upstream transportation	0	0.0 %	10.7	0.2 %	10.7	0.0 %
Upstream storage	0	0.0 %	0	0.0 %	0	0.0 %
Inbound logistics	355.7	5.3 %	193.9	3.0 %	-161.8	-45.5 %
Waste from the company	2.9	0.0 %	8.2	0.1 %	5.3	185.7 %
Operational waste	2.9	0.0 %	8	0.1 %	5.2	180.8 %
Transportation for waste disposal	0	0.0 %	0.2	0.0 %	0.2	1600.0 %
Business trips	3.7	0.1 %	4.8	0.1 %	1.1	30.4 %
Flights	0.8	0.0 %	0	0.0 %	-0.8	0.0 %
Hotel accommodation	2.4	0.0 %	4.4	0.1 %	2	85.7 %
Rental and private vehicles	0.3	0.0 %	0.1	0.0 %	-0.2	-68.0 %
Railroad	0.3	0.0 %	0.3	0.0 %	0	10.7 %
Employee commuting	208	3.1 %	153.7	2.4 %	-54.3	-26.1 %
Employee commuting	192	2.8 %	148.5	2.3 %	-43.5	-22.7 %
Home Office	16	0.2 %	5.2	0.1 %	-10.8	-67.4 %
Downstream transportation and distribution	3537.8	52.3 %	3458.7	53.4 %	-79.1	-2.2 %
Downstream storage	0	0.0 %	0	0.0 %	0	0.0 %
Outbound logistics	3537.8	52.3 %	3458.7	53.4 %	-79.1	-2.2 %
Disposal of products sold at the end of their service life	20.5	0.3 %	32.5	0.5 %	12	58.5 %
Product disposal	19.7	0.3 %	31.1	0.5 %	11.4	57.9 %
Transportation for product disposal	0.8	0.0 %	1.4	0.0 %	0.6	72.8 %
Overall result	6761.9	100.0 %	6482.7	100.0 %	-279.1	-4.1 %

Nýřany location

Issue categories	2022/2023		2023/2024		Delta	
	Emissions [t CO ₂ e]	Share %	Emissions [t CO ₂ e]	Share %	Emission [t CO ₂ e]	%
Scope 1	268.5	2.4%	233.7	1.7%	-34.9	-13.0%
Direct emissions from the company's facilities	215.2	1.9%	184.3	1.3%	-30.9	-14.3%
Heat (self-generated)	146.7	1.3%	161.3	1.2%	14.6	9.9%
Refrigerant leaks	39	0.3%	0	0.0%	-39	0.0%
Fugitive emissions	0	0.0%	0	0.0%	0	0.0%
Combustion	29.5	0.3%	23.1	0.2%	-6.4	-21.7%
Direct emissions from the company fleet	53.3	0.5%	49.3	0.4%	-4	-7.5%
Vehicle fleet	53.3	0.5%	49.3	0.4%	-4	-7.5%
Scope 2	1181.4	10.6%	1001.1	7.3%	-180.3	-15.3%
Purchased electricity for own use	1181.4	10.6%	1001.1	7.3%	-180.3	-15.3%
Electricity (stationary)	1181.4	10.6%	1001.1	7.3%	-180.3	-15.3%
Electricity (vehicle fleet)	0	0.0%	0	0.0%	0	0.0%
Purchased heat, steam, and cooling for own use	0	0.0%	0	0.0%	0	0.0%
Heat (purchased)	0	0.0%	0	0.0%	0	0.0%
Purchased cold	0	0.0%	0	0.0%	0	0.0%
Scope 3	9731.2	87.0%	12475.5	91.0%	2744.3	28.2%
Purchased goods and services	6151	55.0%	9443.1	68.9%	3292.1	53.5%
Production and consumables	5592	50.0%	9059.1	66.1%	3.467.1	62.0%
Packaging material	527.2	4.7%	378.2	2.8%	-149	-28.3%
Externally calculated service emissions	0	0.0%	0	0.0%	0	0.0%
Electronic devices	22.9	0.2%	0.6	0.0%	-22.3	-97.5%
External data center	0	0.0%	0	0.0%	0	0.0%
Gastronomy	0	0.0%	0	0.0%	0	0.0%
Office paper	8.6	0.1%	4.5	0.0%	-4.1	-47.4%
Print products	0	0.0%	0	0.0%	0	0.0%
Water	0.3	0.0%	0.7	0.0%	0.4	123.3%
Fuel and energy-related emissions	627.5	5.6%	509.7	3.7%	-117.7	-18.8%
Cold upstream chain	0	0.0%	0	0.0%	0	0.0%
Electricity upstream chain	569.3	5.1%	468.8	3.4%	-100.5	-17.7%
Heat upstream chain	24.2	0.2%	26.6	0.2%	2.4	9.9%
Fleet upstream chain	30.4	0.3%	11.6	0.1%	-18.9	-62.0%
Combustion (upstream chain)	3.5	0.0%	2.7	0.0%	-0.8	-21.6%
Upstream transportation and distribution	1173.9	10.5%	1650.3	12.0%	476.4	40.6%
Further upstream transportation	0.2	0.0%	529.7	3.9%	529.6	294200.0%
Upstream storage	0	0.0%	0	0.0%	0	0.0%
Inbound logistics	1173.7	10.5%	1120.5	8.2%	-53.1	-4.5%
Waste from the company	17.7	0.2%	38.7	0.3%	21	118.5%
Operational waste	16.8	0.2%	36.3	0.3%	19.4	115.4%
Transportation for waste disposal	0.9	0.0%	2.4	0.0%	1.5	177.0%
Business trips	43.6	0.4%	0.5	0.0%	-43.1	-99.0%
Flights	0	0.0%	0	0.0%	0	0.0%
Hotel accommodation	0.6	0.0%	0.4	0.0%	-0.2	-29.0%
Rental and private vehicles	42.9	0.4%	0	0.0%	-42.9	0.0%
Railroad	0	0.0%	0	0.0%	0	0.0%
Employee commuting	513.3	4.6%	298	2.2%	-215.3	-41.9%
Employee commuting	507.3	4.5%	288	2.1%	-219.3	-43.2%
Home Office	6	0.1%	10	0.1%	4.1	67.7%
Downstream transportation and distribution	1133.1	10.1%	481.8	3.5%	-651.3	-57.5%
Downstream storage	0	0.0%	0	0.0%	0	0.0%
Outbound logistics	1133.1	10.1%	481.8	3.5%	-651.3	-57.5%
Disposal of products sold at the end of their service life	71.3	0.6%	53.5	0.4%	-17.8	-24.9%
Product disposal	66	0.6%	49.9	0.4%	-16.1	-24.4%
Transportation for product disposal	5.3	0.0%	3.6	0.0%	-1.7	-31.9%
Overall result	11181.2	100.0%	13710.2	100.0%	2529.1	22.6%

Warsaw location

Issue categories	2022/2023		2023/2024		Delta	
	Emissions [t CO ₂ e]	Share %	Emissions [t CO ₂ e]	Share %	Emission [t CO ₂ e]	%
Scope 1	2	0.9%	0.6	0.3%	-1.5	-72.6%
Direct emissions from the company's facilities	0	0.0%	0	0.0%	0	0.0%
Heat (self-generated)	0	0.0%	0	0.0%	0	0.0%
Refrigerant leaks	0	0.0%	0	0.0%	0	0.0%
Fugitive emissions	0	0.0%	0	0.0%	0	0.0%
Combustion	0	0.0%	0	0.0%	0	0.0%
Direct emissions from the company fleet	2	0.9%	0.6	0.3%	-1.5	-72.6%
Vehicle fleet	2	0.9%	0.6	0.3%	-1.5	-72.6%
Scope 2	64.8	30.5%	50.4	23.6%	-14.4	-22.1%
Purchased electricity for own use	60.5	28.4%	45.7	21.4%	-14.8	-24.4%
Electricity (stationary)	60.5	28.4%	45.7	21.4%	-14.8	-24.4%
Electricity (vehicle fleet)	0	0.0%	0	0.0%	0	0.0%
Purchased heat, steam, and cooling for own use	4.3	2.0%	4.8	2.2%	0.4	9.9%
Heat (purchased)	4.3	2.0%	4.8	2.2%	0.4	9.9%
Purchased cold	0	0.0%	0	0.0%	0	0.0%
Scope 3	145.9	68.6%	162.7	76.1%	16.8	11.5%
Purchased goods and services	27.1	12.7%	5.3	2.5%	-21.8	-80.6%
Production and consumables	0	0.0%	0	0.0%	0	0.0%
Packaging material	0	0.0%	0	0.0%	0	0.0%
Externally calculated service emissions	0	0.0%	0	0.0%	0	0.0%
Electronic devices	24.7	11.6%	3	1.4%	-21.7	-87.8%
External data center	0	0.0%	0	0.0%	0	0.0%
Gastronomy	0	0.0%	0	0.0%	0	0.0%
Office paper	2.3	1.1%	2.1	1.0%	-0.2	-8.2%
Print products	0	0.0%	0	0.0%	0	0.0%
Water	0	0.0%	0.1	0.0%	0.1	150.0%
Fuel and energy-related emissions	9	4.2%	15.2	7.1%	6.2	69.3%
Cold upstream chain	0	0.0%	0	0.0%	0	0.0%
Electricity upstream chain	8.3	3.9%	14.3	6.7%	6	72.8%
Heat upstream chain	0.7	0.3%	0.8	0.4%	0.1	9.7%
Fleet upstream chain	0	0.0%	0.1	0.1%	0.1	0.0%
Combustion (upstream chain)	0	0.0%	0	0.0%	0	0.0%
Upstream transportation and distribution	0.2	0.1%	0.1	0.0%	-0.1	-64.7%
Further upstream transportation	0	0.0%	0	0.0%	0	0.0%
Upstream storage	0	0.0%	0	0.0%	0	0.0%
Inbound logistics	0.2	0.1%	0.1	0.0%	-0.1	-64.7%
Waste from the company	1.3	0.6%	1.2	0.6%	-0.1	-5.6%
Operational waste	1.2	0.6%	1.1	0.5%	-0.1	-5.8%
Transportation for waste disposal	0.1	0.0%	0.1	0.0%	0	0.0%
Business trips	15.5	7.3%	8.2	3.8%	-7.3	-47.4%
Flights	13.1	6.1%	7	3.3%	-6.1	-46.4%
Hotel accommodation	1.6	0.8%	0.8	0.4%	-0.8	-51.3%
Rental and private vehicles	0.4	0.2%	0.3	0.1%	-0.1	-26.3%
Railroad	0.5	0.2%	0.1	0.0%	-0.4	-77.8%
Employee commuting	92.9	43.7%	132.9	62.2%	40	43.0%
Employee commuting	57.8	27.2%	129	60.4%	71.2	123.2%
Home Office	35.1	16.5%	3.9	1.8%	-31.3	-89.0%
Downstream transportation and distribution	0	0.0%	0	0.0%	0	0.0%
Downstream storage	0	0.0%	0	0.0%	0	0.0%
Outbound logistics	0	0.0%	0	0.0%	0	0.0%
Disposal of products sold at the end of their service life	0	0.0%	0	0.0%	0	0.0%
Product disposal	0	0.0%	0	0.0%	0	0.0%
Transportation for product disposal	0	0.0%	0	0.0%	0	0.0%
Overall result	212.7	100.0%	213.7	100.0%	1	0.5%

Krakow location

Issue categories	2023/2024	
	Emissions [t CO ₂ e]	Share %
Scope 1	23.3	0.2%
Direct emissions from the company's facilities	11.3	0.1%
Heat (self-generated)	0	0.0%
Refrigerant leaks	11.3	0.1%
Fugitive emissions	0	0.0%
Combustion	0	0.0%
Direct emissions from the company fleet	12	0.1%
Vehicle fleet	12	0.1%
Scope 2	138.4	1.1%
Purchased electricity for own use	134.9	1.1%
Electricity (stationary)	134.9	1.1%
Electricity (vehicle fleet)	0	0.0%
Purchased heat, steam, and cooling for own use	3.5	0.0%
Heat (purchased)	3.5	0.0%
Purchased cold	0	0.0%
Scope 3	12467.6	98.7%
Purchased goods and services	8051.4	63.8%
Production and consumables	2762.1	21.9%
Packaging material	309.1	2.4%
Externally calculated service emissions	0	0.0%
Electronic devices	2713.6	21.5%
External data center	3.5	0.0%
Gastronomy	191.7	1.5%
Office paper	117.5	0.9%
Print products	1953.7	15.5%
Water	0.2	0.0%
Fuel and energy-related emissions	49.6	0.4%
Cold upstream chain	0	0.0%
Electricity upstream chain	45.6	0.4%
Heat upstream chain	1	0.0%
Fleet upstream chain	2.9	0.0%
Combustion (upstream chain)	0	0.0%
Upstream transportation and distribution	34.9	0.3%
Further upstream transportation	0	0.0%
Upstream storage	0	0.0%
Inbound logistics	34.9	0.3%
Waste from the company	2.6	0.0%
Operational waste	2.6	0.0%
Transportation for waste disposal	0	0.0%
Business trips	3.4	0.0%
Flights	2.7	0.0%
Hotel accommodation	0.2	0.0%
Rental and private vehicles	0.5	0.0%
Railroad	0.1	0.0%
Employee commuting	93.6	0.7%
Employee commuting	89.7	0.7%
Home Office	3.9	0.0%
Downstream transportation and distribution	4185.8	33.1%
Downstream storage	0	0.0%
Outbound logistics	4185.8	33.1%
Disposal of products sold at the end of their service life	46.5	0.4%
Product disposal	44.6	0.4%
Transportation for product disposal	1.9	0.0%
Overall result	12629.3	100.0%

All locations

The cumulative CO₂ values of our locations are shown below. Unfortunately, a meaningful comparison with previous years is not possible as we have added a new location in Krakow this financial year.

Issue categories	2022/2023		2023/2024		Delta	
	Emissions [t CO ₂ e]	Share %	Emissions [t CO ₂ e]	Share %	Emissions [t CO ₂ e]	%
Scope 1	1.233.9	3.3%	1418.8	2.7%	184.9	15.0%
Direct emissions from the company's facilities	1072.5	2.8%	1186.4	2.2%	114	10.6%
Heat (self-generated)	1001.8	2.7%	1016	1.9%	14.2	1.4%
Refrigerant leaks	41.2	0.1%	147.3	0.3%	106.2	257.9%
Fugitive emissions	0	0.0%	0	0.0%	0	0.0%
Combustion	29.5	0.1%	23.1	0.0%	-6.4	-21.7%
Direct emissions from the company fleet	161.4	0.4%	232.4	0.4%	71	44.0%
Vehicle fleet	161.4	0.4%	232.4	0.4%	71	44.0%
Scope 2	1588.9	4.2%	1501.1	2.8%	-87.8	-5.5%
Purchased electricity for own use	1287.5	3.4%	1192.6	2.2%	-94.9	-7.4%
Electricity (stationary)	1241.9	3.3%	1181.7	2.2%	-60.2	-4.8%
Electricity (vehicle fleet)	45.6	0.1%	10.9	0.0%	-34.7	-76.1%
Purchased heat, steam, and cooling for own use	301.4	0.8%	308.6	0.6%	7.1	2.4%
Heat (purchased)	301.4	0.8%	308.6	0.6%	7.1	2.4%
Purchased cold	0	0.0%	0	0.0%	0	0.0%
Scope 3	34835.8	92.5%	50156	94.5%	15320.2	44.0%
Purchased goods and services	19814.5	52.6%	32064.2	60.4%	12249.8	61.8%
Production and consumables	17245.2	45.8%	23987.1	45.2%	6741.9	39.1%
Packaging material	717	1.9%	802	1.5%	85	11.8%
Externally calculated service emissions	0	0.0%	0	0.0%	0	0.0%
Electronic devices	58	0.2%	2717.4	5.1%	2659.4	4583.5%
External data center	0	0.0%	3.5	0.0%	3.5	0.0%
Gastronomy	0	0.0%	191.7	0.4%	191.7	0.0%
Office paper	20.2	0.1%	131.5	0.2%	111.3	551.4%
Print products	1772.9	4.7%	4228	8.0%	2455.2	138.5%
Water	1.2	0.0%	3	0.0%	1.8	151.7%
Fuel and energy-related emissions	1441.4	3.8%	1261.2	2.4%	-180.2	-12.5%
Cold upstream chain	0	0.0%	0	0.0%	0	0.0%
Electricity upstream chain	1003.4	2.7%	903.2	1.7%	-100.3	-10.0%
Heat upstream chain	282.6	0.8%	297.8	0.6%	15.3	5.4%
Fleet upstream chain	152	0.4%	57.5	0.1%	-94.5	-62.1%
Combustion (upstream chain)	3.5	0.0%	2.7	0.0%	-0.8	-21.6%
Upstream transportation and distribution	2988.3	7.9%	3545.9	6.7%	557.6	18.7%
Further upstream transportation	8.2	0.0%	826.8	1.6%	818.6	9934.1%
Upstream storage	0	0.0%	0	0.0%	0	0.0%
Inbound logistics	2980	7.9%	2719.1	5.1%	-261	-8.8%
Waste from the company	80.8	0.2%	132.1	0.2%	51.3	63.4%
Operational waste	77.7	0.2%	125.7	0.2%	48.1	61.9%
Transportation for waste disposal	3.2	0.0%	6.3	0.0%	3.2	101.0%
Business trips	211.6	0.6%	54.3	0.1%	-157.3	-74.3%
Flights	39.9	0.1%	21.5	0.0%	-18.3	-46.0%
Hotel accommodation	25.5	0.1%	27.2	0.1%	1.7	6.6%
Rental and private vehicles	143.4	0.4%	2.1	0.0%	-141.3	-98.5%
Railroad	2.8	0.0%	3.5	0.0%	0.7	24.0%
Employee commuting	1416.7	3.8%	1132.1	2.1%	-284.6	-20.1%
Employee commuting	1231.7	3.3%	1006.1	1.9%	-225.7	-18.3%
Home Office	184.9	0.5%	126	0.2%	-59	-31.9%
Downstream transportation and distribution	8678.2	23.0%	11762.2	22.2%	3084	35.5%
Downstream storage	0	0.0%	0	0.0%	0	0.0%
Outbound logistics	8678.2	23.0%	11762.2	22.2%	3084	35.5%
Disposal of products sold at the end of their service life	204.3	0.5%	204	0.4%	-0.3	-0.1%
Product disposal	193.7	0.5%	193.6	0.4%	-0.1	-0.1%
Transportation for product disposal	10.6	0.0%	10.4	0.0%	-0.2	-1.5%
Overall result	37658.6	100.0%	53075.9	100.0%	15417.3	40.9%



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