Jokey Sustainability & ESG Policy

Framework for environmental, social and corporate governance responsibilities within the Jokey Group

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1. Our Approach to ESG

The Jokey Group regards sustainable business practices as an integral part of our corporate strategy and corporate governance. As an internationally active family-owned business, we take responsibility for the impact of our business activities on the environment, people and society, and create longterm value for customers, employees, business partners and other stakeholders.

Our actions are guided by our corporate values of down-to-earth, respectful honesty, environmental and social responsibility, as well as quality and expertise. ESG considerations are integrated into strategic and operational decisions and taken into account throughout the entire value chain.

ESG as an integral part of our corporate strategy

Sustainability is a central component of the Jokey Group's long-term strategy. Our ESG strategy is closely linked to the **Jokey Sustainability Roadmap 2030** and the Route/Operational Excellence (OpEx) 2030.

The Sustainability Strategy 2030 defines the key environmental, social and economic areas of focus for our company and sets out the framework for the Jokey Group's sustainable transformation. The Route/OpEx 2030 forms the strategic and operational basis for continuous improvement in the areas of safety, quality, efficiency, resource conservation and competitiveness.

By consistently linking sustainability with corporate strategy, we ensure that ESG aspects are not considered in isolation, but are systematically integrated into investment decisions, innovation processes, risk management and operational control.

International commitments and frameworks

The Jokey Group adheres to internationally recognised sustainability standards and supports the objectives of the Paris Agreement on Climate Change as well as the United Nations Sustainable Development Goals (SDGs).

Since 2021, Jokey has been a signatory to the United Nations Global Compact (UNGC) and is committed to upholding and promoting the ten principles in the areas of human rights, labour standards, the environment and anti-corruption.

Furthermore, the Jokey Group pursues science-based climate targets. Our climate strategy is aligned with the requirements of the Science Based Targets initiative (SBTi). The near-term targets submitted by Jokey have been validated by the SBTi and are consistent with a 1.5-degree pathway to limit global warming.

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Jokey Eco Concept 4.0 – Our compass for sustainable action

Our sustainability and ESG strategy is set out in the Jokey Sustainability Roadmap 2030. This defines the key objectives, areas of action and measures for the sustainable development of the Jokey Group. With the **Jokey Eco Concept 4.0**, we have a holistic approach to developing sustainable packaging solutions and promoting closed-loop material cycles.

The concept is based on four strategic pillars and 14 areas of action:

- **Eco Strategy** – integrating climate action, the circular economy and responsible corporate governance into our business strategy
- **Eco Resources** – responsible use of raw materials and promotion of recycled materials
- **Eco Design** – Development of recyclable, resource-efficient packaging solutions for a circular economy
- **Eco Digital** – Use of digital technologies to improve transparency, traceability and resource efficiency

In line with leading circular economy approaches, the Jokey Eco Concept 4.0 provides the framework for our activities aimed at reducing resource consumption, increasing the use of recycled materials and promoting a functioning circular economy.

2. ESG Governance and Responsibilities

Overall responsibility for sustainability lies with the Executive Board. It oversees the ESG strategy, assesses risks and opportunities, and ensures that sustainability considerations are integrated into key business decisions.

Operational implementation is carried out by the Group-wide Sustainability Officer, local sustainability managers at all sites and the relevant specialist departments. Since 2021, Jokey has had a central sustainability function and a cross-site network of local sustainability staff who support the implementation of the sustainability strategy.

Our ESG governance is based on an ongoing dialogue with stakeholders and on the principles of double materiality in accordance with the CSRD / ESRS. Sustainability considerations are integrated into existing management, risk and compliance processes.

The Executive Board regularly reviews progress towards achieving strategic ESG targets and provides the necessary personnel, organisational, financial and technical resources. The effectiveness of our management systems is regularly assessed through internal and external audits.

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3. Our ESG targets and key performance indicators

The Jokey Group defines group-wide ESG targets and measures progress against them using transparent and traceable key performance indicators. Progress towards these targets is regularly monitored and disclosed as part of our sustainability reporting.

Environment

Climate protection
In particular, we measure and manage:
- Scope 1 greenhouse gas emissions
- Scope 2 greenhouse gas emissions
- Scope 3 greenhouse gas emissions
- Progress in implementing our SBTi-validated climate targets

Energy and resources
Key figures are:
- Total energy consumption
- Proportion of renewable energy
- Energy efficiency at our production sites
- Resource efficiency and material usage

Circular economy
To promote circular packaging solutions, we are focusing in particular on:
- Proportion of post-consumer recycled material (PCR) in our product range
- Recyclability of our packaging solutions
- Use of recycled materials and recyclable raw materials

Social

Health and safety at work
Key performance indicators are:
- Accident rate (TRIR)
- Number of reportable workplace accidents
- Implementation of the objectives of the Vision 0-0-0 programme

Employees
We track key performance indicators relating to, amongst other things:
- Training and development
- Staff development
- Qualifications
- Equal opportunities and diversity

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Supply Chain and Governance

To ensure a responsible supply chain, we monitor the following in particular:
- The number and scope of supplier audits
- Results of SMETA 4-Pillar audits
- Sustainability assessments by EcoVadis
- Implementation of supplier development measures
- Coverage of our suppliers by sustainability and compliance assessments

4. Environmental responsibility

Climate action and emissions reduction

The Jokey Group supports the transition to an economy in line with the objectives of the Paris Agreement. We are committed to continuously reducing our greenhouse gas emissions and minimising the impact of our business activities on the climate throughout the entire value chain.

In doing so, we take into account:
- direct emissions from our own activities (Scope 1)
- indirect emissions from purchased energy (Scope 2)
- significant emissions from the upstream and downstream value chain (Scope 3)

Our climate strategy is based on scientifically grounded targets. The climate targets validated by the Science Based Targets initiative (SBTi) form the central framework for our CO_2 roadmap and support the goal of limiting global warming to 1.5 °C.

Climate-related risks and opportunities are regularly analysed and assessed. The insights gained are incorporated into our corporate strategy, investment decisions and risk management.

Energy efficiency and energy-conscious behaviour

The efficient use of energy is an essential component of our sustainability management. We are committed to continuously improving our energy performance and to providing the information and resources necessary to achieve our energy targets.

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Our key areas of focus are:
- Optimising energy-intensive plant, processes and buildings
- Analysing, assessing and managing key energy consumption
- Implementation of innovative and energy-efficient technologies
- Increasing the share of renewable energy
- Promoting energy-conscious behaviour amongst employees, suppliers and business partners

Energy efficiency and the use of renewable energy are taken into account in relevant investment, procurement and modernisation decisions. Through systematic energy management, we are laying the foundations for a long-term reduction in our energy consumption and the associated emissions.

Resource and waste management

The Jokey Group is committed to the responsible use of natural resources and to continuously reducing its environmental impact. Our aim is to use resources efficiently, promote material cycles and reduce the consumption of primary raw materials. We make a significant contribution to this through the increased use of post-consumer recycled materials (PCR), whereby plastics are returned to the recycling loop after use. In this way, we help to reduce the use of virgin plastics and strengthen the circular economy. By promoting closed-loop material cycles and using post-consumer recycled materials, we are helping to decouple resource consumption from value creation and to reduce the use of primary fossil raw materials.

Our key priorities are:
- the economical and responsible use of raw materials and other materials
- continuous reduction of resource consumption in production and administration
- promoting the circular economy, reuse and recycling
- Increasing the use of recycled materials, in particular post-consumer recycled materials
- Reducing the demand for virgin raw materials and virgin plastics, in so far as this is technically, qualitatively and economically feasible
- Prevention and reduction of waste in accordance with the waste hierarchy
- Prevention of microplastic and granule losses throughout our processes
- Proper and environmentally sound treatment and disposal of unavoidable waste
- Continuous improvement of processes to increase material efficiency and reduce environmental impact

To prevent and limit negative environmental impacts, we regularly identify and assess environmental risks. These are taken into account as part of our emergency and incident planning and addressed through appropriate preventive and protective measures.

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Environmental management and continuous improvement

The Jokey Group's environmental and energy management systems are organised across the Group in accordance with the requirements of ISO 14001 and ISO 50001. They form the binding framework for the implementation, monitoring and continuous improvement of our environmental and energy objectives.

We are committed to complying with all relevant environmental legal requirements as well as other binding obligations. Through regular assessments, audits and management reviews, we verify the effectiveness of our measures and promote a culture of continuous improvement in the environmental and energy sectors.

We regard environmental responsibility as an integral part of our business activities and as an essential prerequisite for securing our company's long-term success.

The Jokey Group ensures that environmental and climate-related statements are based on verifiable data, recognised methods and appropriate evidence. Environmental claims are reviewed on a regular basis.

Circular Economy and Product Responsibility

The circular economy is a central element of our sustainability strategy. The Jokey Eco Concept 4.0 forms the strategic framework for our circular economy activities.

In particular, it promotes:

- the use of recycled materials
- an increase in the PCR content of our products
- product design suitable for recycling
- single-material solutions
- material efficiency
- closed-loop material cycles
- digital solutions to improve transparency and resource efficiency

Right from the product development stage, we take into account aspects such as product safety, recyclability, resource use and life-cycle considerations. The aim is the continuous further development of packaging solutions in line with the requirements of a circular economy. We consider the environmental impact of our products throughout their entire life cycle and strive to avoid or reduce negative environmental impacts during production, use and recycling.

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5. Social Responsibility

Human rights and fair working conditions

The Jokey Group respects internationally recognised human rights and adheres to the ten principles of the United Nations Global Compact.

We do not tolerate any form of:
- child labour
- Forced labour
- Human trafficking
- Discrimination
- Harassment
- Exploitation or human rights violations

We promote equal opportunities, diversity, respectful and trusting collaboration, and the professional and personal development of our employees. In doing so, we are guided by the principles of our **Code of Conduct** and create a working environment characterised by integrity, mutual respect, fairness, appreciation and the consistent rejection of any form of discrimination.

Health, Safety and Operational Excellence

Health and safety are our top priority.

Through our Vision 0-0-0 programme, we are pursuing the long-term goal of:
- 0 workplace accidents
- 0 customer complaints
- 0 unplanned plant shutdowns

Vision 0-0-0 is the Jokey Group's flagship programme for health and safety, quality and operational excellence. It combines the requirements for safe workplaces, the highest product quality and efficient production processes, and is firmly integrated into the Route/OpEx 2030 strategy.

This is supported by training, risk assessments, preventive measures, global safety programmes and a continuous improvement process across all sites.

Employees and Society

We invest continuously in skills development, knowledge sharing and professional growth. We actively involve our employees on our journey towards greater sustainability. Through targeted training and development initiatives, we foster their professional and personal growth and create the conditions for them to successfully help shape the future of our company.

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Furthermore, we are actively involved in local communities and support social projects in the areas of education, the environment and social responsibility. This commitment is guided by the United Nations' Sustainable Development Goals.

6. Responsible supply chain

We expect our suppliers and business partners to comply with environmental, social and ethical standards throughout the entire value chain.

Our **Supplier Ethical Code** is based in particular on:
- the UN Guiding Principles on Business and Human Rights
- the OECD Guidelines for Multinational Enterprises
- the ILO's core labour standards
- applicable statutory due diligence obligations

Risks are assessed and addressed through risk-based due diligence processes. These include risk analyses, supplier assessments, audits and measures for continuous improvement.

In particular, we expect the following from our suppliers:
- respect for human rights
- safe working conditions
- compliance with applicable environmental regulations
- the implementation of substance and product safety requirements
- responsible procurement practices

To evaluate and further develop our supply chain, we rely, amongst other things, on supplier audits, sustainability assessments and SMETA 4-Pillar assessments. The results are incorporated into supplier development and procurement decisions.

Furthermore, we take environmental, energy and climate protection aspects into account as evaluation criteria when making relevant procurement decisions. In this way, we support the achievement of our climate, resource and circular economy targets.

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7. Integrity and responsible corporate governance

Integrity, transparency, ethics and compliance form the basis of our actions.

The Jokey Group promotes lawful and responsible conduct and supports its employees through guidelines, training and internal processes to ensure compliance with legal requirements and internal policies.

We foster a culture of integrity, transparency and responsible corporate governance. We therefore expect compliance with all relevant legal and ethical requirements, particularly with regard to:

- Corruption and bribery
- Money laundering
- Fraud
- Breaches of competition law
- Breaches of export control and sanctions regulations
- Conflicts of interest
- Insider dealing
- Competition law in general
- Data protection
- Human rights compliance
- Tax compliance
- Business Partner Compliance

Our **Code of Conduct** sets out binding requirements for all Jokey Group employees worldwide.

Furthermore, we are committed to protecting personal data, confidential information and business-critical systems through appropriate data protection and information security measures. We promote an open 'speak-up' culture in which employees and external stakeholders are encouraged to raise concerns, risks or potential breaches of laws, internal policies or our corporate values at an early stage. Potential breaches can be reported confidentially via an independent whistleblowing system. We ensure that reports are carefully investigated and that whistleblowers are protected from discrimination or reprisals.

- Promoting an open 'speak-up' culture
- Protection against reprisals
- Confidentiality
- Compliance with the Whistleblower Protection Act
- Transparent and fair investigation procedure

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8. Transparency, Standards and Reporting

The Jokey Group reports regularly on its key sustainability issues, targets, measures and progress.

The Jokey Group's sustainability work is guided by the national and international standards, norms and frameworks listed below. These form an essential framework for the continuous development of our sustainability management and support us in implementing our strategic sustainability goals.

- United Nations Global Compact (UNGC)
- Science Based Targets initiative (SBTi)
- BRCGS Verpackung
- ISO 9001:2015
- ISO 14001
- ISO 22000:2005
- ISO 27001:2022
- ISO 50001
- SMETA 4-Pillar / Sedex
- EcoVadis
- CSRD Corporate Sustainability Reporting Directive (ESRS in Vorbereitung)
- Global Reporting Initiative (GRI 2022)
- FSSC 22000
- EN 15343/Recyclass
- ISCC+

Through regular interdisciplinary audits in the areas of the environment, quality, sustainability and social responsibility, we ensure the consistent implementation of our requirements and objectives. We use the insights gained from these audits to continuously improve our ESG performance, identify risks at an early stage and tap into opportunities for sustainable corporate development.

We strive for transparent, traceable and reliable disclosure of key ESG indicators, targets and progress. This also includes reporting on the development of our key environmental, energy and climate indicators.

In this way, we foster trust among customers, employees, business partners, investors and other stakeholders.

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9. Review of the ESG Policy

This ESG Policy is reviewed annually and, where necessary, adapted to reflect changes in regulatory requirements, scientific findings, strategic developments and stakeholder expectations.

It provides the binding framework for sustainable and responsible conduct within the Jokey Group and supports the implementation of our Sustainability Strategy 2030, the Route/OpEx 2030 and our long-term vision of a sustainable, safe and future-proof circular economy.

Jokey Group, 1 August 2026

Jens Stadter
CEO – Chairman and
Managing Director

Thorsten Lückmann
CFO –
Managing Director

Christof Kölschbach
CSO –
Managing Director

Thomas Becker
COO –
Managing Director