

2022 KEY FIGURES UPDATE

to the Sustainability Report





Foreword

DEAR COLLEAGUES

When we published our third comprehensive Sustainability Report in winter 2020 the world was firmly in the grip of the Covid-19 pandemic. Nothing was the same as before and nothing could be taken for granted any more. Many things had to be rethought, replanned and re-organised. The pandemic triggered and accelerated numerous changes and intensified the record speed of a global change process.

As an independent family business THIMM was often able to respond more flexibly and faster than others to the new challenges and changes. We have been able to strengthen our market position as an international packaging producer and service provider because in our actions we always take account of the future. And thanks to these future-oriented thought-processes and actions, we have succeeded in minimising the negative impacts of the pandemic on the commercial success of THIMM Group.

This is also why we have been able to make further investments in our future. Demand for transportation and sales packaging is growing. Therefore, we have established an investment programme of up to 400 million euros for the 2022-2030 timeframe. Investments are planned in automation, digitalisation, modernisation and in expansions at all sites.

Today's investments in the future automatically signify investments in sustainable processes, solutions and products. The further development of sustainable packaging solutions is becoming increasingly important. Our mission as a values-oriented and responsible family business is to always be in a position to offer our customers the best and most sustainable solution. This strong customer focus drives us forward, enabling us to consistently develop new and innovative solutions and is also a central element of our strategic path of using resources responsibly and in circular economy.

Corporate responsibility is part of the DNA of the THIMM Group. We are pleased that you are continuing to support our family business on this path.

Holger Dunker

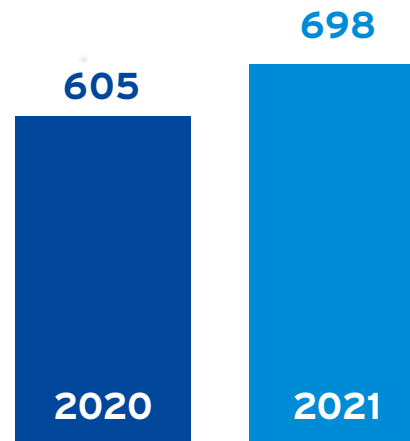
Kornelius Thimm

THIMM Group Management Board

ECONOMY

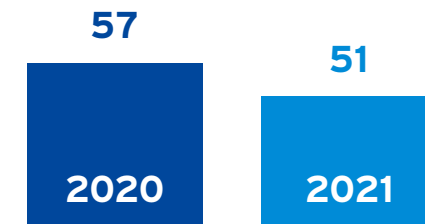
Revenues in 2021 increased by 15% in comparison to the previous year.

REVENUES
in million euros



In comparison to the previous year, revenues at THIMM Group rose significantly to 698 million euros in the 2021 financial year. This corresponds to an increase of 15 percent. There has been a positive impact to our business thanks to the above-average volume growth in our Eastern European packaging plants (Poland and Romania) and the fast-growing e-commerce sector which received a further boost in the wake of Covid-19 pandemic.

OPERATING RESULT
in million euros

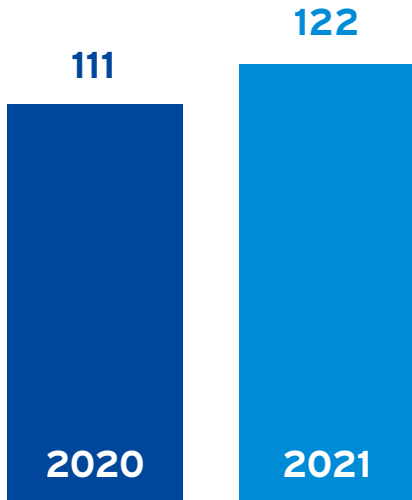


The operating result is 10 percent lower in comparison to the previous year. Accordingly, EBITDAR decreased by 18 percent in the 2021 financial year. Large above-average rises in paper prices led to correspondingly higher costs in the reporting period. These could only be passed on with a time delay.



Economy

OPERATING COSTS* in million euros



Operating costs at THIMM Group rose by 10 percent in the 2021 financial year in comparison to the previous year's period and amounted to 122.3 million euros. Rising prices for raw materials, consumables and supplies played a considerable role here.

* Operating costs are all other operating expenses excluding the costs for paper, rent, leasing and other rentals according to the profit and loss structure of the financial control department.

PERSONNEL COSTS in million euros



At 143.7 million euros, personnel costs in the 2021 financial year remained at a stable level and increased slightly by 2 percent in comparison to the previous year (142 million euros).

INVESTMENTS IN FIXED ASSETS in million euros



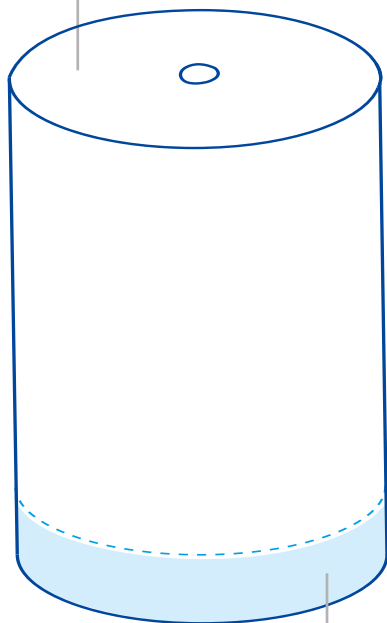
With 22.2 million euros THIMM Group posted a reduction of about 20 percent in fixed asset investments compared to the previous year period (27.7 million euros). Our long-term planning envisages investments of around EUR 400 million in the 2022-2030 timeframe.

ECOLOGY

PROPORTION OF RECYCLED PAPER 2021 in percent

Proportion of
recycled paper

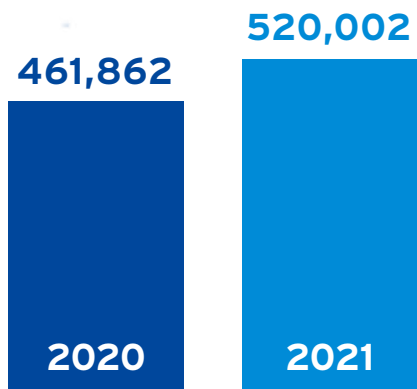
84



Proportion of paper
made from fresh
fibres

16

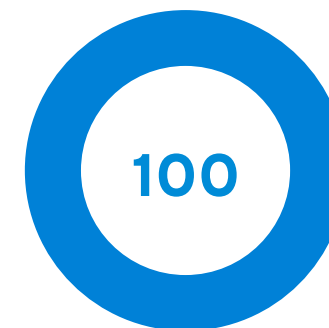
USE OF RAW PAPER in tonnes



Raw paper usage increased by 11 percent in the reporting period. The pandemic-related increase in online trade has led to significantly more packaging requirements.

PROPORTION OF FSC®-CERTIFIED PAPER 2021 in percent

FSC®-certified papers



All paper processing areas have been continuously certified according to the FSC® standard. With the use of FSC®-certified papers, THIMM Group is contributing to the preservation of biodiversity and ensures that only paper with raw materials that originate predominantly from sustainable forestry is processed.

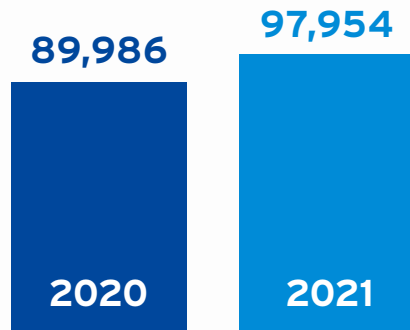


Ecology

Raw material usage

USE OF PURCHASED CORRUGATED CARDBOARD SHEETS*

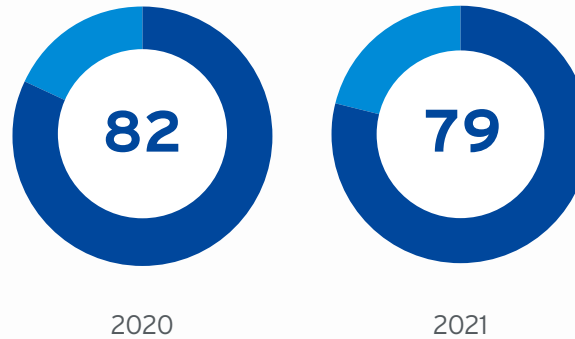
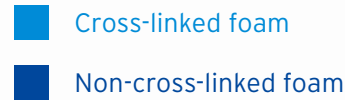
2021 in thousand square metres



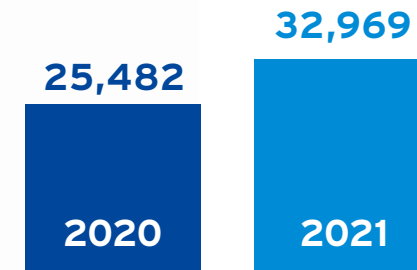
The increased use of corrugated cardboard in the reporting period (9 percent) is partially due to the rise in internal sheet consumption in all plants in 2021 and changes to interim storage management.

* excluding Northeim, Alzey

PROPORTION OF NON-CROSS-LINKED FOAM in percent



USE OF FOAM in cubic metres



Foam usage increased by 29 percent in the reporting period in parallel to the increased revenue figures for 2021. In general, in 2021 more items with wood and foam were sold than in the previous year.

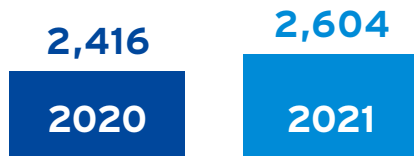
More than 79% of the foam used is recyclable.



Ecology

Raw material usage

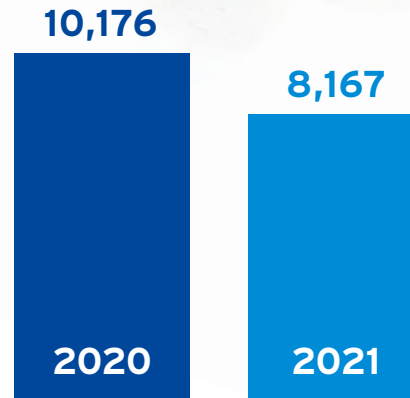
USAGE OF PRINTING INKS AND VARNISH* in tonnes



Printing ink and varnish usage increased slightly by 8 percent in the reporting period. Changes in requirements for packaging design as well as the continuous growth of online retailing have also played their part in this.

* excluding Northeim (THIMM pack'n'display), Alzey, Chotětov, Serba, Viernheim

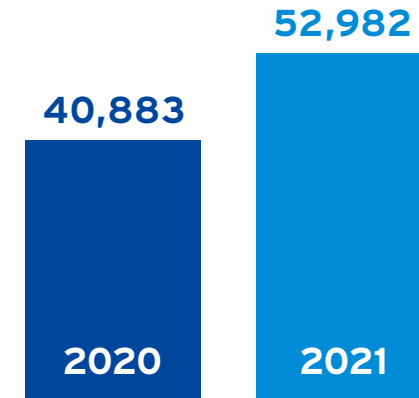
GLUE CONSUMPTION* in tonnes



Water-based glues (starch and dispersion glues over 99 percent) are used almost exclusively.

* excluding Chotětov, Viernheim
2021: excluding Northeim, Alzey

WOOD CONSUMPTION in cubic metres



Wood consumption increased by 30 percent in the reporting period. The parallel increase in revenue figures in 2021 reflect the adjustment of the pandemic-related sales slumps in 2020.

More than 99% of glues used are water-based.

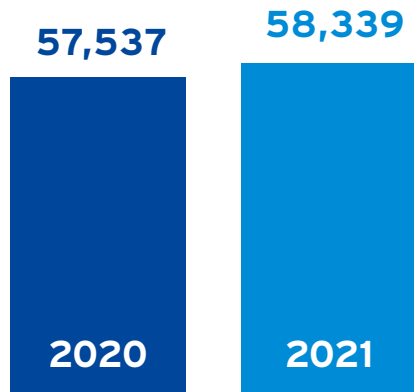


Ecology

Energy usage

ELECTRICITY CONSUMPTION*

in megawatt hours



Electricity consumption remained almost constant in the reporting period.

* 2020: excluding Göttingen

NATURAL GAS CONSUMPTION*

in megawatt hours

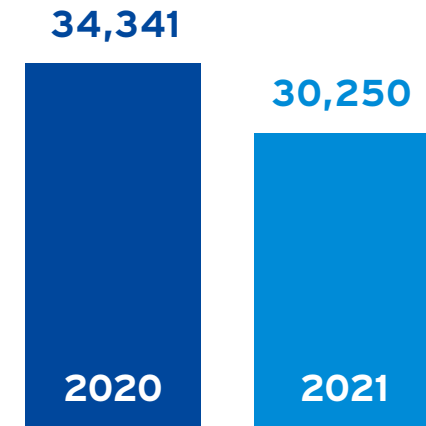


Natural gas consumption increased by 9 percent in the reporting period. In addition to weather conditions, lower energy consumption in the first pandemic year (2020) had a role play. In 2021 production was once again more energy-intensive and offices were again fully occupied.

* excluding Göttingen
2021: excluding Building No. 340 in Nordhausen

FUEL OIL CONSUMPTION*

in litres



Fuel oil consumption decreased by 12 percent in the reporting period. The replacement of old heating systems with new, energy efficient heating systems continues to demonstrate efficiencies.

* excluding Göttingen

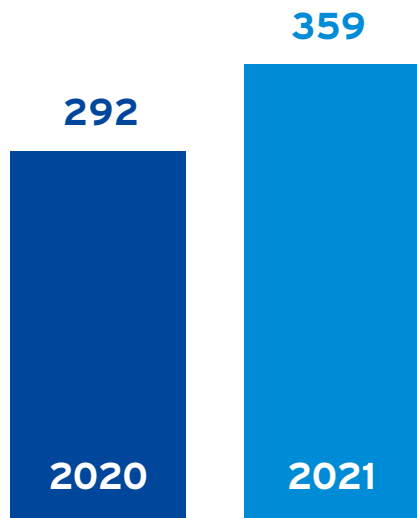


Ecology

Energy usage

COAL CONSUMPTION

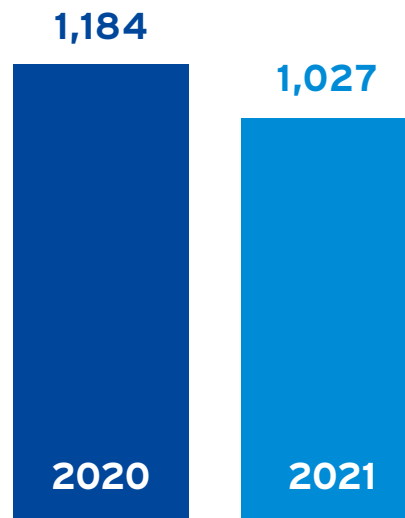
in kilograms



Coal consumption increased by 23 percent in the reporting period due to weather conditions. Coal as an energy source is now only used at our Czech site in Chřtětov.

LIQUID PETROLEUM GAS CONSUMPTION FORKLIFTS*

in megawatt hours

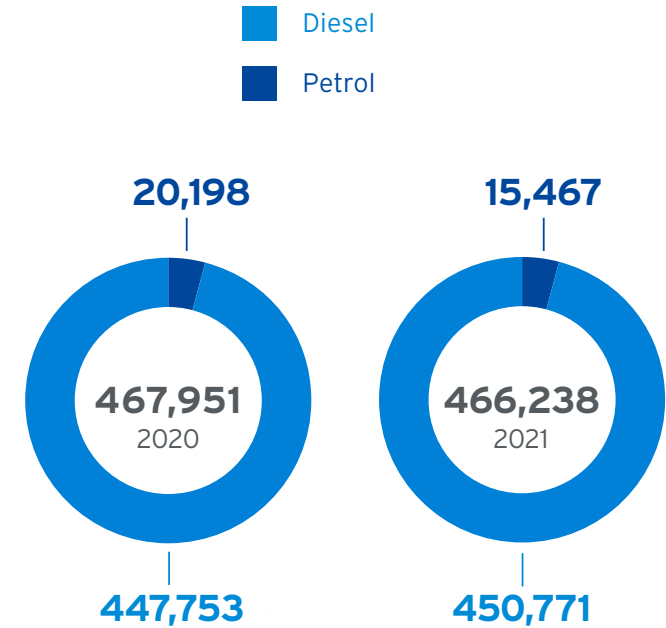


Liquid petroleum gas consumption by forklifts also continued to fall in the reporting period. Group-wide additional electric forklifts were acquired and this is gradually reducing liquid petroleum gas consumption.

* excluding Northeim (THIMM pack'n'display), Alzey

FUEL CONSUMPTION

in litres



Fuel consumption remained constantly low in the reporting period and due to the pandemic significantly decreased in comparison to 2019. There were also fewer business travel trips in 2020/21.

* excluding Duisburg



Ecology

Emissions

COMPANY CARBON FOOTPRINT*

in tonnes CO₂e

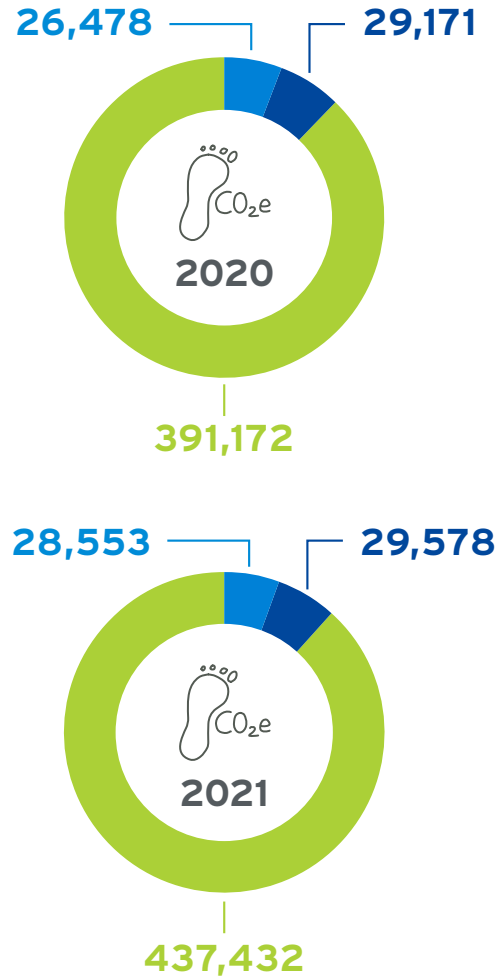


The calculation was made based on the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).

* Calculation by ClimatePartner

PROPORTION OF THE SCOPES IN THE COMPANY CARBON FOOTPRINT*

in tonnes CO₂e



The following values were included in the calculation:

- **Scope 1**
 - Direct emissions from the company's own facilities
 - Heat (self-generated)
 - Direct emissions from the company's vehicle fleet
 - Vehicle fleet
- **Scope 2**
 - Purchased electricity for own use
 - Electricity (bricks and mortar)
- **Scope 3**
 - Purchased goods and services
 - Production and consumption materials, water
 - Fuel and energy-related emissions
 - Upstream electricity, upstream heat, upstream vehicle fleet
 - Waste from company operations
 - Operational waste

A change in Scope 1 and Scope 2 emissions in comparison to previous years may be brought about through the use of different emission factors.

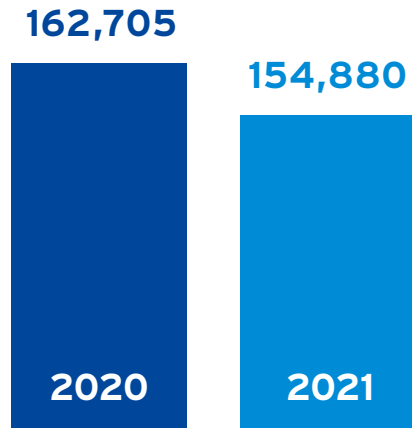
* Calculation by ClimatePartner



Ecology

Water, recyclable materials and waste

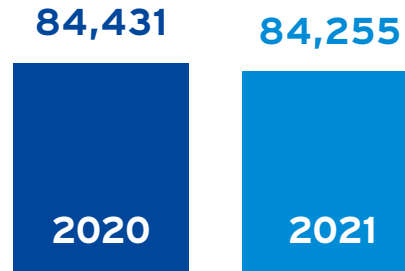
TOTAL WATER CONSUMPTION* in cubic metres



Water consumption decreased by 5 percent in the reporting period, which is attributable in part to the increased home working of commercial staff due to the pandemic.

* excluding Göttingen
2020: excluding Serba
2021: excluding Building 340 in Nordhausen

TOTAL WATER VOLUME* in cubic metres



Wastewater volume remained at a stable level in the reporting period. The difference between water consumption and wastewater volume is due to the corrugated cardboard production process.

* excluding Göttingen
2020: excluding Serba

TOTAL RECYCLABLE MATERIAL AND WASTE VOLUME* in tonnes



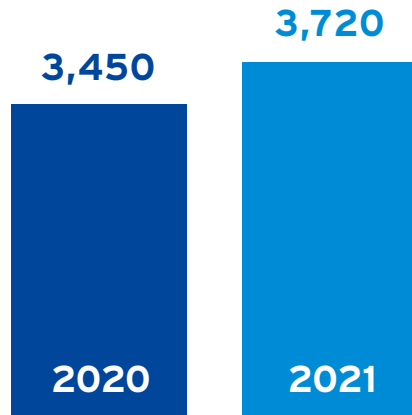
Total recyclable material and waste volume increased by 10 percent in the reporting period. The proportion of non-hazardous waste is now over 99 percent. This mainly consists of paper and foam residues which are returned to the recycling cycle. The hazardous waste that makes up less than 1 percent consists of acids, lyes or used oil. These are treated and disposed of in an environmentally-friendly manner and in accordance with relevant regulations.

* excluding Germersheim
2020: excluding Göttingen, Nordhausen, Neuburg, Serba

SOCIETY

TOTAL EMPLOYEE NUMBERS

Number including apprentices



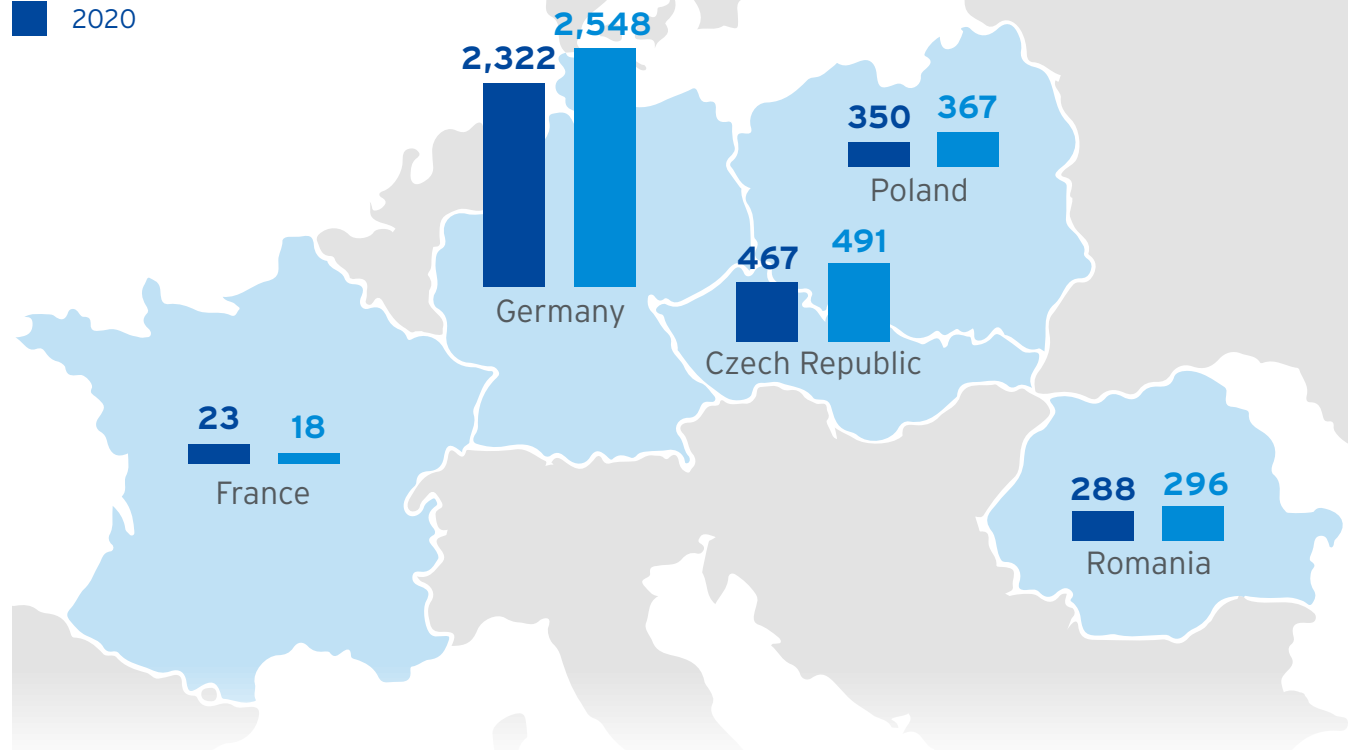
Unless specified otherwise, the personnel numbers stated below reflect headcount or proportionate headcount figures.

Within the framework of our growth and internationalisation strategy, the number of our employees increased by a further 8 percent in the reporting period. The number of apprentices is stated separately (see Further & vocational training).

NUMBER OF EMPLOYEES BY PRODUCTION COUNTRIES

Number including apprentices

■ 2021
■ 2020

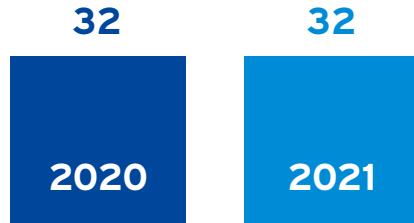




Society

Employees

WOMEN IN MANAGEMENT POSITIONS* in percent



The proportion of women in management positions has remained consistent in the reporting period. The objective is to continuously increase this proportion.

* excluding Northeim, Castrop-Rauxel, Wolnzach, Göttingen, Ilsenburg (Christiansen Print), Northeim (Christiansen Print), Neuburg, Viernheim

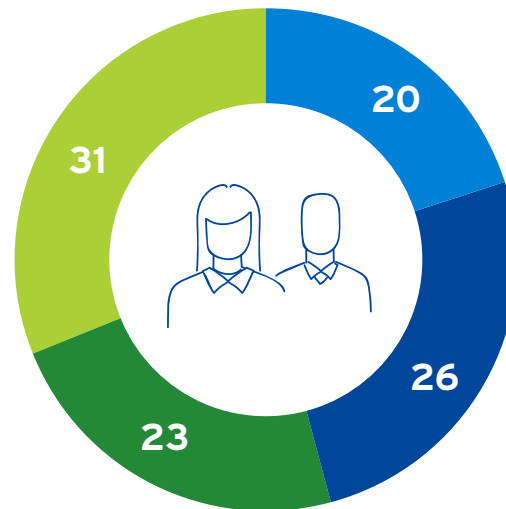
PROPORTION OF EMPLOYEES* 2021 in percent



* excluding Göttingen, Wörrstadt (Stafotec), Ilsenburg (Christiansen Print), Northeim (Christiansen Print)

EMPLOYEES BY AGE GROUPS* 2021 in percent

- 18 to 29 years of age
- 30 to 39 years of age
- 40 to 49 years of age
- ≥ 50 years of age



* excluding Göttingen, Wörrstadt (Stafotec), Ilsenburg, Northeim (Christiansen Print)
2020: excluding Skarbimierz

At 32%
the proportion
of women in
management
positions in
2021 has been
consistent.



Society

Diversity and equality of opportunity

TEMPORARY AND PERMANENT CONTRACTS*

2021 in percent



We want to provide a safe working environment for our employees. At 86 percent (2021) the proportion of permanent employees in THIMM Group remained at a very stable level in the reporting period.

* excluding Göttingen, Wörrstadt (Stafotec), Ilseburg (Christiansen Print), Northeim (Christiansen Print)

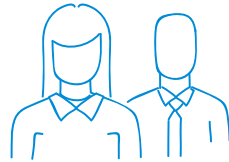
DIFFERENT EMPLOYEE NATIONALITIES*

2021 in number

> 40

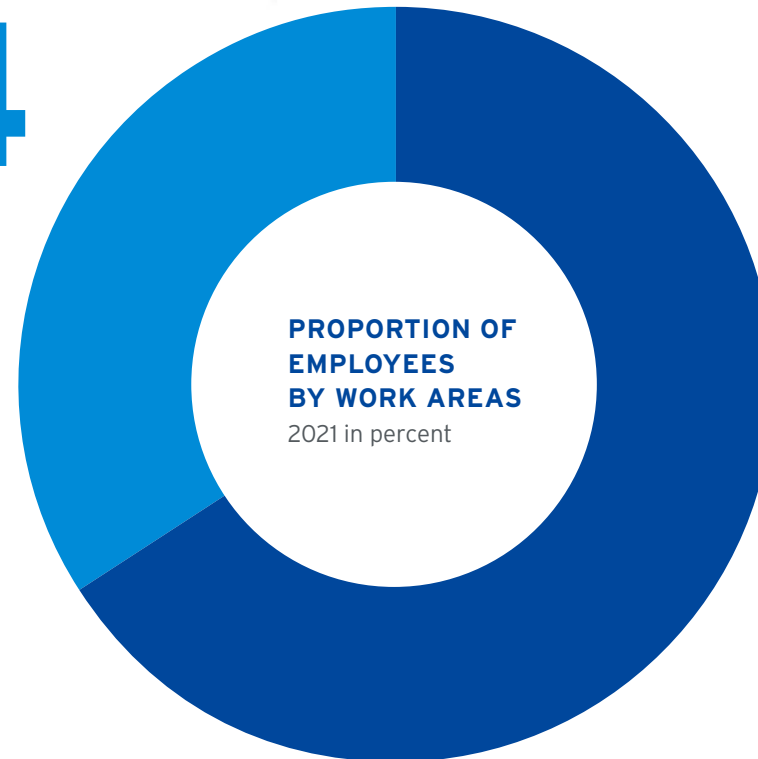
Of the over 40 different nationalities, the nationalities of our production sites - German, Czech, Romanian, Polish and French - form the biggest groups. The number of people different nationalities working at THIMM Group has been increasingly continuously for many years.

* Due to a software system change during the reporting period, the relevant figures may contain inaccuracies. Therefore, the number of different nationalities is likely to be significantly higher.



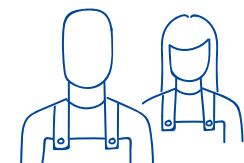
Commercial

34



PROPORTION OF EMPLOYEES BY WORK AREAS

2021 in percent



Industrial

66



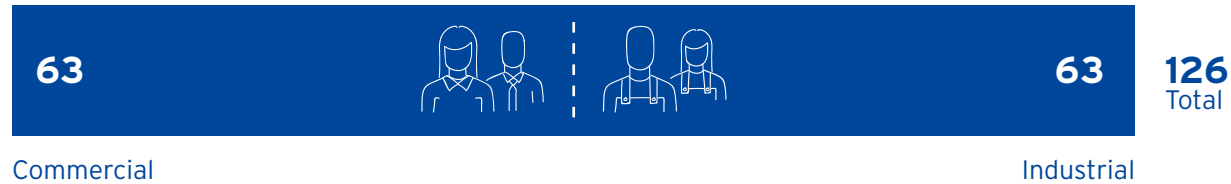
Society

Further and vocational training

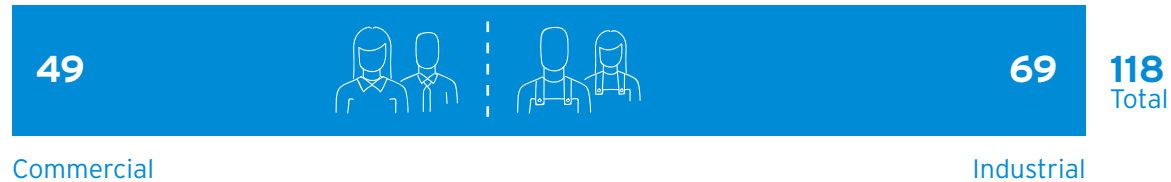
NUMBER OF APPRENTICES

We are training more than 100 young people in nine different job profiles and in two dual study courses. It is important to us to create knowledge to enable us to offer long-term career prospects.

2020

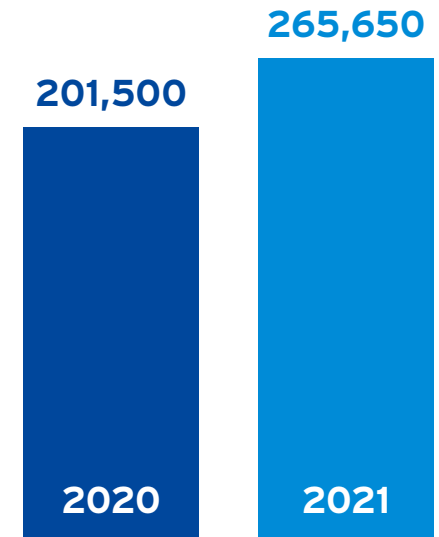


2021



TOTAL EXPENDITURE FOR VOCATIONAL TRAINING

in euros



After the cost reductions due to the acute and direct effects of the Covid-19 pandemic in 2020, vocational training activities once again significantly increased in 2021. The progressive return to normality and the in-person offers that are now possible again, led to a 32 percent increase in total expenditure for vocational training.

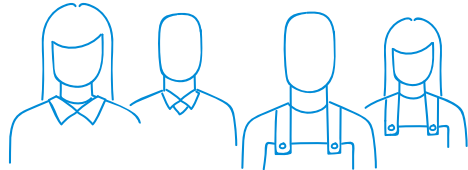


Society

Employees and commitment

PROPORTION OF EMPLOYEES REPRESENTED BY WORKS COUNCILS

2021 in percent

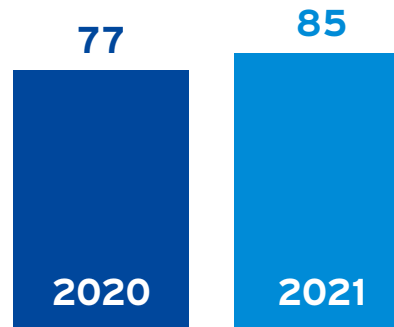


48%

Group-wide in the reporting period about half of all employees have been represented by works councils. Employees also regularly exchange views directly with the management board or via employee representatives in order to intensively cultivate dialogue in a spirit of partnership. Throughout the entire corporate group there were two strike actions in the reporting period (2021). These were related to ongoing wage increase negotiations.

NUMBER OF WORK-RELATED AND COMMUTING ACCIDENTS CAUSING LOST WORK DAYS*

Absolute



We strive at all times to offer our employees a health-promoting working environment. The number of industrial accidents increased slightly.

* excluding Northeim, Castrop-Rauxel, Wörrstadt (Stafotec), Skarbimierz, Tychy, Ilsenburg (Christiansen Print), Northeim (Christiansen Print), Chotětov, Göttingen

DONATIONS

in euros

20,650

2021

15,624

2020

Every year the management board defines a monetary amount to be allocated to financial donations. In the 2021 financial year donations amounted to 20,650 euros. This includes the monetary donations. Our comprehensive material donations are not included here.



About the report

Corporate responsibility in the three sustainability aspects of economy, ecology and society has long been a fundamental element in our planning and actions. It is firmly established and plays a decisive role in our growth strategy. Since 2014 we have been reporting voluntarily on the sustainability activities of the entire THIMM Group.

This 2022 Key Figure Update is the next chapter in our regular transparent sustainability reporting. It summarises the developments and activities of THIMM Group in this area using the Sustainability Key Figures from the 2020 and 2021 financial years. The financial year corresponds to one calendar year.

Today and over the next few months we are resolutely preparing for the pending regulatory requirements and challenges involved for example in the Corporate Sustainable Reporting Directive and the German Supply Chain Due Diligence Act. This will enable us to create legal and future security at an early stage in the important questions of corporate responsibility and transparent sustainability reporting.

In 2023 we will finalise our CR strategy and place the eight sustainability topics we have analysed as fundamental, namely compliance, innovations, energy, climate protection, closing cycles, a safe and healthy workplace, company fairness and social commitment, at the forefront of all future activities.

Unless stated otherwise, the key figures and information stated in this Report refer to all business divisions of THIMM Group, including its sites in Germany and in other countries. The figures for Society stated here have been adjusted in comparison to the 2020 and 2021 annual press releases, because the 2022 Key Figure Update includes unpaid employees (maternity leave, parental leave, long-term sickness). The Puebla site was sold in 2020 and is not included in these figures.

All forward-looking statements in this Update are based on current assumptions.

For any questions about the Key Figure Update, please contact:

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