The Jass Group Sustainability Report 2025

for people and nature.

‘Sustainable value can only be created when commercial success, environmental stewardship and mutual respect are in balance.’

Dr Marietta Jass-Teichmann
(Managing Partner)



Introduction

Dear team members, business partners and interested readers,

Here at the Jass Group, sustainable business practices are central to our operating concept. As a family-owned corporate group with more than 850 employees across five locations in Germany and Poland, we have been an established part of the paper- and packaging-based circular economy for over 65 years. Our operations encompass key stages of the value chain – from the recycling of recovered paper to the production of containerboard, corrugated board and cardboard sheets.

Everything we do is guided by our corporate purpose: For people and nature. This purpose defines our daily processes, our products and our commitment to social responsibility.
We focus equally on economic, environmental and social aspects, reflecting our belief that sustainable corporate value is created when commercial success, environmental stewardship and mutual respect are considered holistically – for the benefit of future generations, as well as for our employees and business partners.

Building on this commitment, we take responsibility by making strategic investments in modern technologies. At the same time, we are continuously optimising our production processes and working to further close material loops. Our ultimate aim is to successively reduce energy and water consumption, lower emissions and continuously improve recycling rates across all our processes. We also foster a corporate culture in which every contribution counts – from paper fibre to finished product.

This sustainability report presents our sustainability activities, provides insights into our sustainability objectives and details the progress achieved to date. It also highlights the importance of sustainable development for our corporate group and defines our roadmap for the next steps in our sustainability journey.

Yours,

The Jass Group Management



Dr Marietta Jass-Teichmann
Managing Partner



Frank Gumbinger
Commercial Director

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1. The Jass Group

Over 1 million
tonnes of production capacity for containerboard

Over 550 million
square metres of production capacity for corrugated board

Over 65 years
of market experience

jass
for people and nature.

5 locations in Europe

Over 850
employees

Over 49,000
tonnes of production capacity for cardboard sheet

1.1 Overview

The Jass Group is a family-run, mid-sized corporate group headquartered in Fulda, with a parent company operating under the German legal structure of GmbH & Co. KG. The Group specialises in the production of containerboard and its subsequent conversion into corrugated board and cardboard sheet. These activities are classified under NACE code C17.12.

All metrics in this sustainability report are consolidated to represent the Group as a whole. The Jass Group has more than 850 employees across five sites in Germany and Poland, where it operates sites with total usable space of approximately 540,000 square metres. None of the Group's sites are located in, or adjacent to, regions designated as biodiversity-sensitive.

This sustainability report has been prepared in alignment with the structure and content requirements of the voluntary sustainability reporting standard for unlisted small and medium-sized enterprises (VSME). It includes disclosures from both the basic and extended modules.



Company data

Jass	Focus	Street	Post code	City	Country	Geographical coordinates
Fibre	Recovered paper trade	August-Röbling-Strasse 24	99091	Erfurt	Germany	51.02158 11.01161
Paper	Containerboard production	Hermann-Muth-Strasse 6	36039	Fulda	Germany	50.56913 9.68159
Paper	Containerboard production	Breitscheidstrasse 143	07407	Rudolstadt/ Schwarza	Germany	50.68313 11.32971
Board	Corrugated board and cardboard sheet production	Czachorowo 43	63-800	Gostyń	Poland	51.84602 17.00748
Board	Corrugated board production	Ceramiczna 3	42-520	Dąbrowa Górnicza	Poland	50.38285 19.30919



Jass Fibre Jass Paper Jass Board

1.2 Locations

JassFibre

Based in Erfurt, Germany, JassFibre GmbH represents an important interface between recycling, raw material sourcing and paper production. The company operates as a joint venture with Thüringen Recycling GmbH and has the objective of securing a high-quality supply of secondary raw materials for the paper manufacturing industry, sourced as close to the point of origin as possible. This partnership supports quality, efficiency and transparency across the recovered paper procurement process.

JassFibre GmbH's core activities are recovered paper trading and logistics services. The company works with the full spectrum of grades in accordance with the DIN EN 643 standard, thereby covering all standard recycling categories. In addition to meeting the needs of its own paper mills, JassFibre supplies other paper manufacturers with raw materials, thereby promoting the widespread utilisation of recovered paper. A reliable and diversified supply is ensured through the active involvement of commercial and municipal suppliers, as well as other market participants, in the raw materials procurement process.

JassFibre is certified as a specialist waste management company and complies with the applicable requirements for handling non-hazardous waste. Our logistics processes are designed to maximise efficiency and conserve resources. Short transport distances, optimised route planning and close liaison with suppliers and processors all contribute to reducing transport costs.

Through a combination of logistical expertise, structured raw material management and collaborative partnerships, JassFibre GmbH supports a resource-efficient business model that balances both environmental and economic considerations. In this way, the company actively drives the Jass Group's sustainability strategy while strengthening its overall security of supply and competitiveness.



JassPaper

As the paper production division of the Jass Group, JassPaper processes over 1,000,000 tonnes of recovered paper every year, making it an established part of the paper- and packaging-based circular economy. This recovered paper is processed in accordance with modern technical standards and the special grades with higher strength requirements are supplemented with small quantities of FSC®-certified pulp fibres. All of JassPaper's paper products are FSC®-certified (FSC-C108280).

The core product range comprises containerboard made from recovered material, which is further processed into flutings and liners. These products are available in roll widths ranging from 60 to 335 centimetres and in grammages from 80 to 300 g/m². In addition to the comprehensive portfolio of standard products, JassPaper produces bespoke grades at short notice and develops special grades tailored to specific applications. These papers are primarily utilised in transport packaging, retail packaging and display systems.

Containerboard production operations are located in Fulda (Hesse) and Rudolstadt/Schwarza (Thuringia). The paper machines are designed for different grammage ranges and have a total annual production capacity of over 1,000,000 tonnes of containerboard. Modern machinery, optimised production processes and automated warehousing systems enable a stable supply to the downstream stages of the value chain.

JassPaper complies with recognised sustainability and quality assurance standards. Certifications to DIN EN ISO 9001 (quality management), DIN EN ISO 14001 (environmental management) and DIN EN ISO 50001 (energy management) confirm the existence of structured management systems for quality, environmental aspects and energy use. Furthermore, the papers meet all REACH Regulation requirements regarding chemical composition and are certified for use in food contact applications.

The Fulda site additionally has Authorised Economic Operator (AEO) certification. This EU certification confirms compliance with defined safety and customs standards, enabling simplified customs procedures and shorter processing times throughout the supply chain.

By using recovered paper as its main raw material and deliberately limiting the use of virgin fibres, JassPaper supports resource-efficient paper production and helps to reduce environmental impacts within the value chain.



JassBoard in Poland is a subsidiary of the Jass Group that manufactures corrugated board and cardboard products for a variety of applications at its production sites in Gostyń and Dąbrowa Górnicza. It focuses on short response times and flexible order execution to enhance customer process efficiency. Annual production capacity is around 550 million square metres of corrugated board and 49,000 tonnes of cardboard.

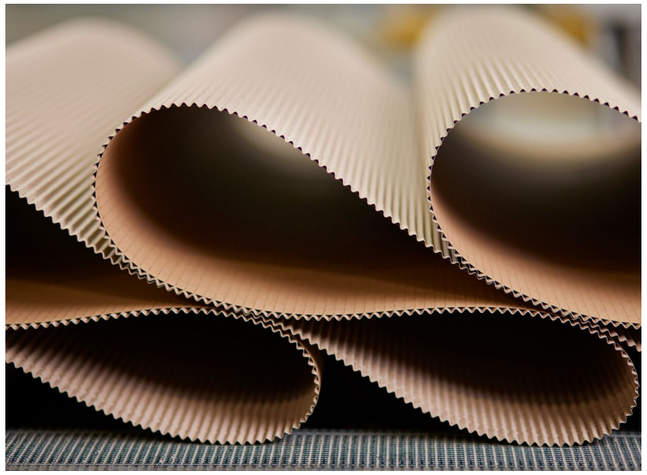
The product range includes various corrugated board formats – open corrugated cardboard with B, E and F flutes, and corrugated board on rolls. Single wall corrugated board with B, C and E flutes, as well as double-wall versions with BC, EB and EE flutes are also manufactured. Based on systematic quality control and specialist technical expertise, these corrugated board structures are tailored to their respective applications, in some cases even exceeding current market standards.

JassBoard additionally produces recycled and virgin cartonboard. Recycled board is available as white top-coated recycled liner in the grammage range of 180 to 230 g/m^2 as well as white lined chipboard (WLC) with substances of 250 to 550 g/m^2. Different types of virgin fibre cartonboard are also offered: coated liner grades from 100 to 200 g/m^2 as well as folding boxboard (FBB) from 195 to 345 g/m^2.

A defining feature of JassBoard's service spectrum is fast order processing. Deliveries of orders to customers within a 200-kilometre radius are made within 72 hours. Additionally, the provision of custom formats without minimum order thresholds allows customers to lower inventory holdings and free up capital. JassBoard also operates a fully automated roll storage facility with a capacity of around 12,000 tonnes, enabling a high level of availability for various board and paper grades.

Both production facilities are certified as compliant with the Cleaner Production (CP) standard and hold FSC® certification (FSC-C112623). The Gostyń site is also certified to PEFC™ (PEFC/32-31-223) and to DIN EN ISO 9001 (quality management). Where relevant, the applicable requirements for direct and indirect food contact are additionally addressed through the use of certified containerboard grades.

Quality-focused production in combination with the selection of resource-conserving materials and customer-focused service models enables JassBoard to make an active contribution to the Group's sustainability strategy.



1.3 Certifications and sustainability labels

Both of the Jass Group's paper mills were awarded the Gold Medal in the EcoVadis sustainability assessment. The Fulda site achieved a gold rating for the second year running, whilst the Schwarza site earned this distinction in 2025 on its very first assessment.

These recognitions are a reflection of our ongoing efforts to systematically integrate sustainability approaches in the areas of environment, labour and human rights, ethical business conduct and responsible procurement into our corporate practices.

The gold rating for the Fulda and Schwarza sites indicates that they are among the top 5 per cent of companies worldwide assessed in accordance with EcoVadis methodology.

The EcoVadis sustainability ratings are based on internationally recognised standards and guidelines, including the ten principles of the UN Global Compact, the core labour standards of the International Labour Organization (ILO), the Global Reporting Initiative (GRI) standard and the DIN EN ISO 26000 Guidance on Social Responsibility.

In 2024, the Fulda site was awarded the Gold rating for occupational health management by its Chamber of Industry and Commerce. Valid for a period of three years, this rating evaluates performance across three key assessment areas. Firstly, it considers measures that support employee health in the workplace. These include, amongst other things, exercise, relaxation and nutrition offerings, as well as addiction prevention programmes. Secondly, workplace design and work process structures are factored into the assessment. These include ergonomic workstations, a values-based management culture and regular feedback meetings. Thirdly, the company's broader community engagement is evaluated, which includes corporate donations, financial contributions and sponsorship of voluntary work.

By awarding us the Gold rating, the Chamber of Industry and Commerce has recognised our structured approach to workplace health management at our Fulda site. We regard the health, well-being, and quality of working conditions of our workforce as an integral part of our corporate culture. They are part of our responsibility as an employer and directly drive the long-term, sustainable development of our company.

FÖRDERPREIS HELFENDE HAND

In 2024, our volunteering initiative, the 'JassAward for voluntary work by employees', was honoured with the Federal Ministry of the Interior and Homeland Affairs' 'Helfende Hand' [Helping Hand] award. We came fifth in the category of 'support for volunteer work' after being selected from around 640 submitted projects.

The JassAward recognises the volunteering activities of our employees and we have been celebrating members of staff who are involved in community work in their spare time every year since 2019. We also make donations to support their charitable organisations.

The 'Helfende Hand' award endorses this approach and highlights the vital role that companies can play in raising the profile of voluntary work and actively promoting it.



Overview of the Jass Group's certificates

Quality Management ISO 9001

Environmental Management ISO 14001

Energy Management ISO 50001

Forest Stewardship Council

Programmes for the Endorsement of Forest Certification Schemes

Cleaner Production certification

ISEGA Certificate of Safety

Authorised Economic Operator

Specialist Waste Management Company

1.4 Sustainability management

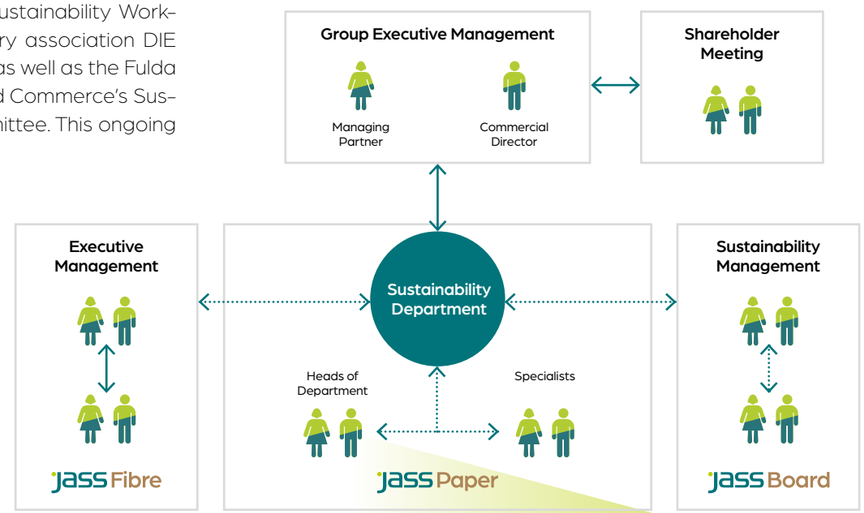
The concept of sustainability is firmly embedded in the Jass Group's organisational and decision-making structures. The sustainability department reports directly to the executive management, providing them with regular updates. While overall responsibility for the sustainability strategy lies with the executive management, the sustainability department drives the concepts, initiatives and frameworks required to advance our ESG performance. The executive management also provides shareholders with regular updates and raises relevant sustainability issues at shareholder meetings.

The sustainability department coordinates Group-wide sustainability projects and serves as the central hub for all sustainability-related matters. Furthermore, it supports business units in integrating sustainability criteria into existing processes and decision-making frameworks. Regular engagement with the executive management ensures alignment on current developments, progress and strategic initiatives.

Beyond its internal responsibilities, the sustainability department plays an active role in various industry and regional bodies. These include the Sustainability Working Group of the industry association DIE PAPIERINDUSTRIE e.V., as well as the Fulda Chamber of Industry and Commerce's Sustainable Business Committee. This ongoing dialogue enables expertise sharing and the discussion of sustainability strategy development approaches.

Located at JassPaper's head office in Fulda, the sustainability department collaborates with JassFibre's executive management and liaises closely with the person responsible for sustainability management at JassBoard.

Specific measures to further improve sustainability performance are developed and implemented independently at each site, enabling a practical and site-specific approach. These measures are then consolidated and coordinated at Group level on an annual basis. This approach ensures that both the specific characteristics of the individual sites and the Group's overarching strategic priorities are fully taken into account.





2. Strategy

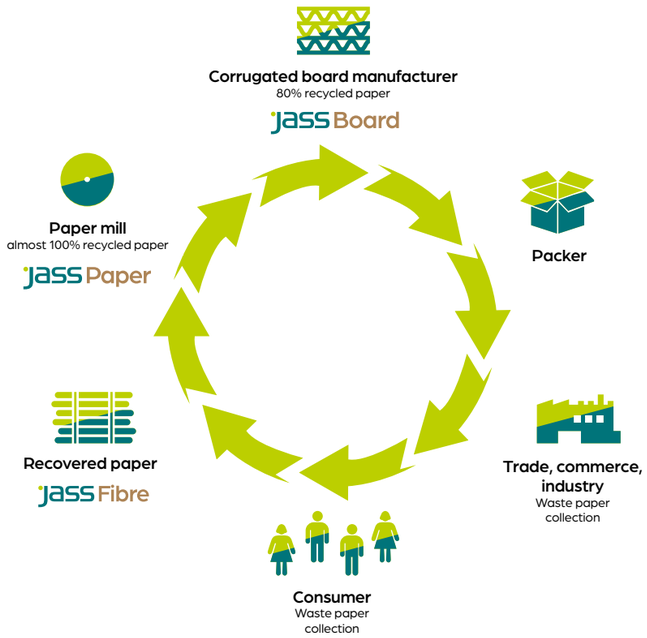
2.1 Circular value creation

Our value chain begins with selecting appropriate suppliers, extends through collaborative customer partnerships and concludes with the consumers and specialist waste management companies that recover cardboard packaging as waste paper to feed it back into the material loop.

The Jass Group's key suppliers include companies in the recovered paper trade, the starch and chemical industries, the pulp industry and containerboard manufacturers. These partners provide the essential raw materials and consumables for our production. We work with a variety of different suppliers, all varying considerably in size, specialisation and field of activity.

Long-term, direct business relationships with both our suppliers and our customers are a priority for us. Our containerboards are primarily supplied to corrugated board manufacturers across Europe. However, we also supply selected trading partners who distribute our papers in markets outside Europe. The majority of corrugated cardboard products made from our papers are transport packaging and outer packaging.

Once this packaging reaches the end of its lifespan, specialist waste management firms collect it, ensuring a high percentage is channelled back into the recycling loop. This recovered material closes the loop, re-entering the production cycle for us and other manufacturers as a valuable secondary raw material.



Because the wood fibres used in the production process have excellent structural integrity, they can be recycled multiple times in the paper loop, retaining their stability through multiple life cycles to be continuously reborn as new paper products. This ensures the long-term usage of the fibres within the material loop and lowers the demand for virgin wood resources.

The Jass Group's extensive use of recovered materials across our containerboard production operations embeds us within both the circular economy and the bioeconomy. Keeping these valuable fibres in continuous circulation directly minimises our reliance on primary resources, allowing us, our suppliers and our customers to use natural raw materials sustainably.

2.2 Sustainability strategy

Jass is a family concern.



family-run
human
collaborative

Family is what binds us together – as the founding family, a family of companies, a family-run enterprise and the professional home for every member of all employees. We are successful together.

Jass is based on partnership.



binding
consistent
reliable

We attach great importance to loyalty and maintain binding, consistent and reliable relationships with our customers, suppliers and employees.

Jass is sustainable.



holistic
value-retaining
forward-looking

Ecological, economic and social sustainability are the inner conviction, driving force and guiding principle in everything we do.

Jass is pioneering.



performance-oriented
innovative
future-oriented

We all work in a performance-oriented, innovative and future-oriented way.

Sustainability is at the heart of our values. We view sustainability holistically as an interplay between economic, environmental and social factors. Our ultimate aim is to harmonise commercial success, environmental stewardship and social responsibility in order to generate sustainable value. We conducted a double materiality assessment on the basis of our values and drawing on the European Sustainability Reporting Standards (ESRS).

The starting point was our existing stakeholder matrix, which we specifically reviewed, supplemented and adapted to ESRS principles. The assessment extended to 17 different stakeholder groups and allowed us to unlock a deeper understanding of the unique needs, expectations and concerns of our stakeholders. The assessment and evaluation were implemented in the framework of interviews with internal experts who are in direct contact with the respective stakeholder groups. The evaluation was conducted for all Jass Group sites.

Building on these insights, we conducted a materiality assessment to identify sustainability matters that are material for our stakeholders and for us. The principle of double materiality was central to this process. We evaluated both the impacts of our activities, products and business relationships on society and the environment – including potential human rights impacts – as well as the risks and opportunities which might affect our business situation.

As part of this process, we expanded and refined our existing materiality assessment. In workshops with internal experts, company-specific impacts, risks and opportunities were identified, analysed and assessed.

We then mapped the matters identified as material to the United Nations' Sustainable Development Goals (SDGs). Adopted in 2015 as part of the United Nations 2030 Agenda, the SDGs provide an internationally recognised framework of 17 goals and 169 targets designed to drive global environmental, social and economic sustainability.

We mapped each of our material sustainability matters to the specific SDG where we believe our current activities and future developments can deliver the most impactful contribution. These goals provide us with guidance in the process of aligning our targets and actions with international sustainability efforts, clearly highlighting where we can most effectively contribute to sustainable development through our business practices.

Material sustainability matters for the Jass Group

Material matters	SDGs	ESRS
Greenhouse gases	13 CLIMATE ACTION	E1 – Climate change
Energy	7 AFFORDABLE AND CLEAN ENERGY	
Water	6 CLEAN WATER AND SANITATION	E3 – Water and marine resources
Resources and circular economy	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	E5 – Resource use and circular economy
Working conditions	8 DECENT WORK AND ECONOMIC GROWTH	S1 – Own workforce
Occupational health and safety	8 DECENT WORK AND ECONOMIC GROWTH	
Equal opportunities	8 DECENT WORK AND ECONOMIC GROWTH	
Compliance	8 DECENT WORK AND ECONOMIC GROWTH	G1 – Business conduct

3. Environment

Jass – for people and nature.

Our goal is to create sustainable value by balancing economic success with environmental stewardship and social responsibility. Reflecting that, we aim to contribute to eco-friendly and responsible packaging solutions – for people and nature.

We recognise climate change and biodiversity loss as the central global challenges of the 21st century. As part of the circular economy, we use recovered paper and containerboard made from recycled fibres, supporting the use of existing fibre materials and reducing demand for virgin wood fibres.

Replacing virgin fibre pulp with predominantly recycled fibres not only reduces demand for new wood fibres, it also lowers energy and water consumption. Nevertheless, we recognise that paper production remains an energy- and water-intensive process. In response, we are implementing optimisations in these areas to continuously drive resource efficiency.

Consumption data is systematically recorded, analysed and optimised in the management systems implemented at our production sites. Regular measurements allow us to collect all relevant data for analysis by the responsible departments and we provide updates on current developments and new insights in regular briefings and dialogue channels. The continuous analysis of our production processes allows us to identify opportunities to improve efficiency as the basis for the development and implementation of targeted improvement measures.

Our sustainability department is responsible for aggregating and analysing site-specific data at Group level. This provides a comprehensive overview that encompasses all of our sites and enables us to establish priorities.

We use metrics to enable better comparability over time and to assess our environmental performance. For this purpose, our consumption and emission levels are calculated relative to our total annual production volume. Production volume is defined as the Group's net production, representing total output minus off-cuts and rejects. A list of metrics is provided in the 'Sustainability metrics' section from page 42 onwards.



3.1 Greenhouse gas emissions and climate change

The combustion of fossil fuels such as coal, oil or natural gas releases greenhouse gases. These accumulate in the atmosphere and intensify the natural greenhouse effect, thereby accelerating global warming. Reducing greenhouse gas emissions is therefore an important element of our strategic sustainability efforts and it is linked to our goal of successively reducing emissions at our production sites up to the year 2045 taking technical, economic and regulatory conditions into account.

To drive the Group's decarbonisation efforts and support our transformation, we have applied for funding under the Carbon Contracts for Difference (CCfD) scheme, which is operated by the Federal Ministry for Economic Affairs and Energy (BMWE). Funding was approved for our Fulda site in October 2024.

We intend to achieve the successive reduction of our greenhouse gas emissions through a combination of targeted measures. A central lever here is the phased electrification of our energy supply to produce the necessary process heat. One fundamental prerequisite for this transformation, which will require investments in the low hundreds of millions of euros, is the expansion of the local grid infrastructure by utility companies to guarantee a reliable supply of the required energy.

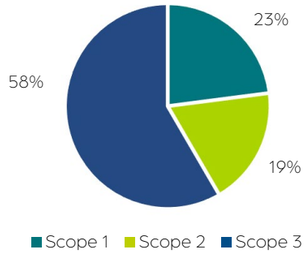
Supported by:

Federal Ministry for Economic Affairs and Energy

on the basis of a decision by the German Bundestag

In parallel, we are evaluating carbon capture and utilisation (CCU) technologies as a complementary measure in our endeavours to close the loop. During the transition to significantly lower-emission production, our objective is to capture a proportion of the CO_2 generated and, where technically feasible, economically viable and supported by the regulatory framework, make it available as a secondary resource.

The Group's greenhouse gas emissions



Our greenhouse gas emissions are calculated in accordance with the standards of the Greenhouse Gas (GHG) Protocol and updated annually. Data collection and calculation follow the principles of completeness, relevance, consistency, accuracy and transparency to ensure that our greenhouse gas inventory disclosures are robust and reliable.

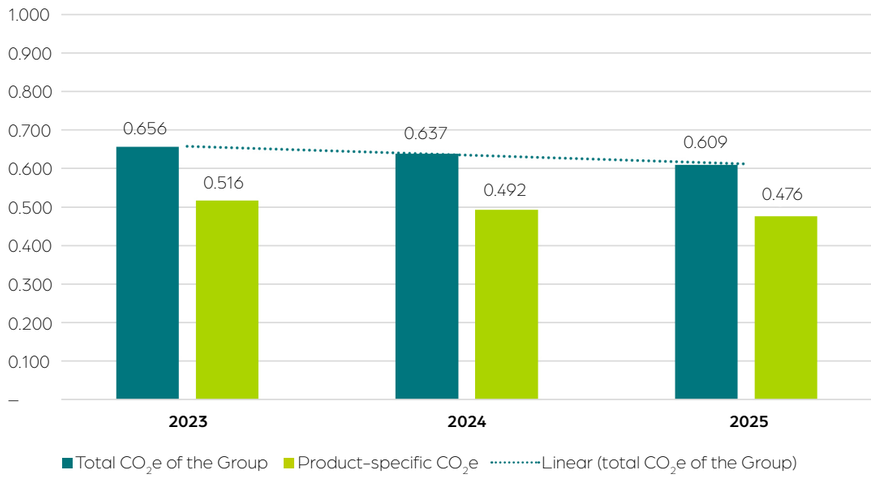
Emissions are calculated using activity data and the corresponding emission factors. Wherever possible, activity data such as energy consumption, production volumes and other operational metrics consist of primary data obtained from our own measurements, systems and billing records. Where primary data is unavailable, plausible assumptions based on operational information are used.

Emission factors are obtained from primary or supplier-specific sources wherever available. Where such data is unavailable, we rely on recognised secondary data from appropriate external sources, including established online databases. The successive integration of supplier-specific emission factors will further improve the accuracy and reliability of our greenhouse gas inventory.

In 2025, we reviewed our greenhouse gas inventories in collaboration with ClimatePartner, a specialist in carbon accounting and emissions management. To further strengthen the credibility of our reporting, the 2025 greenhouse gas data was also subject to a limited assurance engagement conducted by an independent auditor.

Greenhouse gas emissions are calculated and reported in accordance with the Greenhouse Gas (GHG) Protocol, covering all three reporting scopes. Scope 1 comprises direct greenhouse gas emissions from our own facilities, production processes and company-owned vehicles. Scope 2 includes indirect emissions associated with the generation of purchased energy, such as electricity, heat and steam. Scope 3 covers all other indirect emissions generated along the upstream and downstream value chain, including emissions from the production of purchased goods and services, transportation and distribution, and the further processing of sold products.

Specific greenhouse gas intensities (t CO_2e/t product)



The Group's specific greenhouse gas intensities (Scope 1, 2 and 3). Product-specific CO_2e emissions include all relevant emissions arising in connection with the provisioning of our products up to our factory gates.

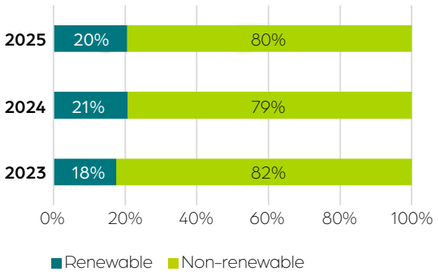
7 AFFORDABLE AND CLEAN ENERGY

3.2 Energy

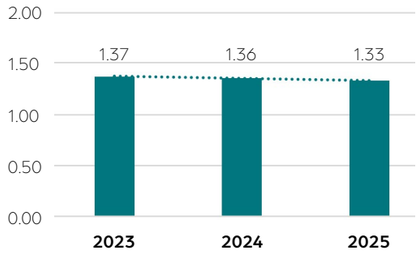
Energy is a central production factor in papermaking, influencing both the environmental and economic dimensions of our operations. In our mills, thermal energy is primarily used for drying paper webs and forming corrugated flutes, while electrical energy is required mainly to operate and control plant and equipment. The efficient and responsible use of energy is therefore of central importance to the sustainable development of our Group. We continuously work to optimise our energy consumption and make our processes as efficient as possible.

Our energy supply is based on a balanced mix of fuels and purchased energy. The objective is to combine energy efficiency with security of supply and operational reliability. An in-house power plant supplies a significant proportion of the process heat and electrical energy required for our operations. In addition, two combined heat and power (CHP) plants enable the efficient utilisation of biogas for energy generation. Two photovoltaic systems further increase the share of renewable energy in our energy mix and support the ongoing development of a more sustainable energy supply.

Energy sources



Specific energy consumption
(MWh/t product)



When procuring energy, we consider alternative energy sources with a lower climate impact alongside commercial criteria. For example, we source green electricity to cover part of our energy needs and utilise process steam generated through the incineration of sorting residues from recovered paper processing.

Important measures that we have implemented to improve energy efficiency and reduce energy consumption include the continuous optimisation of production machinery, the refinement of production processes and the gradual transition of our sites to more energy-efficient technologies. We are also making targeted improvements to individual production and energy generation installations as well as implementing site-specific upgrades to energy systems and associated infrastructure.



Use of biogas for sustainable energy generation

We operate combined heat and power (CHP) plants at our paper mills that utilise biogas generated during the biological treatment of our process wastewater. This biogas is used to produce both heat and electricity.

In 2025, the total heat and electricity generated amounted to approximately 28,740 megawatt-hours and covered a small proportion of our internal energy requirements. Additionally, waste heat generated during electricity production is recovered via heat exchangers and used to heat process water at our mills.

The combined generation of heat and power enables the efficient utilisation of the energy potential contained in biogas and contributes to a high overall efficiency of the mills.

PV systems at JassBoard

Photovoltaic systems were installed on the roofs of both corrugated board plants of the Jass Group in 2023 and 2024. The total installed capacity amounts to 2,940 kWp and a maximum of approximately 2,870 MWh of energy can be generated annually.

Although these energy volumes represent only a modest proportion of the Group's total energy consumption, the photovoltaic systems nevertheless contribute to the self-sufficiency of our plants with renewable energy. They enable us to cover part of our energy demand at the respective sites, particularly during the summer months.

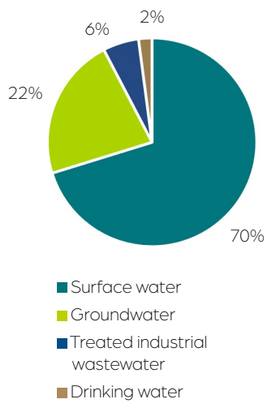
During periods when electricity generation exceeds consumption, we feed the surplus power into the local grid.

3.3 Water

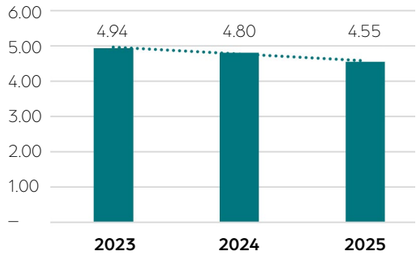
After energy, water is the second most important resource in paper production. In light of escalating global challenges surrounding water availability, managing this resource responsibly is becoming increasingly critical. We address this challenge by continuously working to reduce our freshwater consumption.

In the Jass Group, water is used primarily in paper production, in particular for disintegrating recovered paper, transporting fibre material and generating steam for drying the paper webs. The majority of the water required is sourced from local water bodies. At our Fulda site, we additionally utilise water from our own wells. All sites are supplied with drinking water by their respective local water utilities.

Water withdrawal sources 2025



Specific water withdrawal
(m^3/t product)



The Group's water consumption is primarily attributable to unavoidable process-related losses. The largest share results from the drying of paper webs, during which water is released into the atmosphere as steam. Despite the use of recovery and condensation systems, these losses cannot be entirely avoided. Additional water losses occur through evaporation and blow-down processes in auxiliary systems such as the power plant, cooling circuits and wastewater treatment facility, as well as through water-containing residues generated during the removal of impurities in the recovered paper recycling process.

We treat the wastewater generated during paper production on-site in our own biological wastewater purification and process water treatment plants. At the Schwarza site, the wastewater is then discharged to an external industrial treatment facility located within the industrial estate. A portion of the treated process water is fed back into our production processes in order to reduce freshwater consumption. After the purification process, the treated wastewater is released into local surface water bodies and thereby returned to the natural water cycle.

Reuse of treated process wastewater in our paper mills

The process water used in our paper mills undergoes multistage biological treatment, either at our on-site wastewater treatment plant or via our process water treatment plant in conjunction with an external industrial treatment facility. A portion of the treated water is then recirculated into our production processes, where it is reused as a substitute for freshwater.

This closed-loop approach helps reduce requirements of externally sourced freshwater. In 2025, this recycling of process water enabled us to save approximately 428,000 cubic metres of freshwater.

Operation of an innovative industrial process water treatment plant

At our Schwarza site, we operate a process water treatment plant which is connected directly to the stock preparation water loop as a high-performance anaerobic reactor. Unlike conventional wastewater treatment plants, water treatment does not take place at the end of the process, but is embedded directly within the production process.

This process-integrated approach enables the continuous removal of impurities from process water. It supports stable process control, contributes to consistent product quality and reduces the burden on the downstream wastewater treatment plant.



3.4 Resource use, circular economy and waste management

The Jass Group is part of the circular economy. In this context, our business activities are guided by a responsible approach to resource use and waste prevention. Any waste generated is recycled to the highest possible standard.

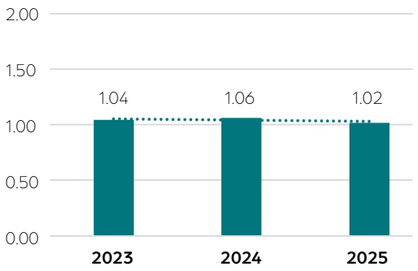
We primarily use recovered paper in our paper manufacturing processes, as well as containerboard made from recycled fibres in the production of corrugated board and cardboard sheets. Our products are recyclable and can be returned to the recycling loop at the end of their useful life. Paper fibres can be recycled multiple times and thereby remain available to the paper and packaging industry as a valuable secondary raw material.

In addition to recovered paper and various types of containerboard, the Jass Group also uses native starch and other additives in production processes. When we produce special grades with higher strength requirements, limited quantities of virgin fibre pulp are used in the containerboard manufacturing process. The vast majority of raw materials used are renewable.

Using recovered paper and recycled containerboard reduces demand for virgin wood fibres, keeping existing fibre resources in the material loop for longer and helping to conserve natural forest resources.

The limited amount of virgin fibre pulp used in the production of our containerboards is sourced from FSC®-certified supply chains. We also ensure that our corrugated board plants only partner with suppliers holding recognised FSC® or PEFC™ certifications, allowing us to specifically take environmental criteria into account when sourcing fresh fibre materials and minimise the ecological impact of our purchasing activities across the supply chain.

Specific resource use
(t resource/t product)

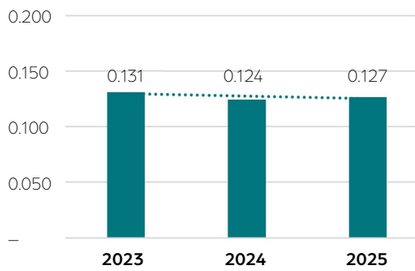


We define resource management as a combination of optimised resource efficiency, proactive waste prevention and the recycling of our material streams to the highest possible standards. The largest proportion of our waste consists of foreign materials separated from recovered paper, including plastics, metals and waterproof paper.

All our waste is segregated and documented at source and treated in accordance with applicable legal requirements. We partner with certified specialist waste management companies to handle these streams. Together with these partners, we regularly assess the opportunities for the reuse, recycling or material recovery of each waste type.



Specific waste generation
(t waste/t product)



The Jass Group's circular business model

Within the Jass Group, the paper-based value chain operates as a largely closed-loop system. JassFibre sources recovered paper and coordinates its delivery to JassPaper, where it is used to manufacture containerboard. Off-cuts from the paper webs generated during manufacturing are immediately returned to the production process for recycling.

The resulting containerboard is supplied to JassBoard and other customers to be processed into corrugated board sheets. At this stage, too, the material remains within the cycle, with off-cuts being returned to our paper mills and other paper manufacturers for the production of new containerboard. This allows the reuse of fibres, reduces new raw materials requirements and minimises the volume of waste.

4. Social

4.1 Working at Jass

8 DECENT WORK AND ECONOMIC GROWTH

Our people are a key driver of the Jass Group's business development. In Poland and Germany, more than 850 employees work across a wide range of functions along our value chain to manufacture the products for our customers.

As an employer, we recognise our responsibility to create a safe, appreciative and dependable working environment for all our employees. Good working conditions, a culture of mutual respect and a wide range of development opportunities form the foundation of this commitment.

Good working conditions

For us, 'good working conditions' encompass fair remuneration, clearly defined employment contracts, reliable working hours and adequate rest periods.

Our pay and working time models are in line with fair, transparent and modern standards. Remuneration complies with all legal requirements and – where relevant – collective agreements, staying above the statutory minimum wage at all sites. We pay supplements for night, Sunday and public holiday shifts on top of basic remuneration. Annual leave entitlements are clearly defined and employees have the option to apply for special leave in certain circumstances.

We endeavour to offer flexible working arrangements and individual solutions to accommodate employees' needs. These include various worktime models, which have been successively expanded in recent years to help promote a better balance between professional and personal commitments, including remote working arrangements if the nature of the role allows it. At the same time, operating on a 24-hour shift system places unique demands on our employees. To adapt our shift-working model to modern needs, we are working on part-time options that incorporate 'New Work' elements, providing additional avenues for a healthy work-life balance.

We regularly review and continuously improve our working conditions to reflect legal requirements, labour market developments and, in particular, ongoing dialogue with our employees. This approach allows us to better align business objectives with individual needs.





A culture of mutual respect

We firmly believe that mutual respect and having a voice are vital to collegial and constructive working relationships. With this in mind, we encourage open, ongoing dialogue with our staff to identify challenges early and address them collaboratively. Personal communication is a core element of our corporate culture.

Employees at all sites are able to discuss matters such as job satisfaction, career expectations and personal development opportunities with their line managers in our regular performance and development reviews. Dedicated contact persons are available to handle sensitive matters, such as discrimination or workplace conflicts.

We additionally promote transparency through regular company meetings, where the management informs the workforce about current developments. These options are supplemented by an anonymous whistle-blower channel, which allows both company employees and external individuals to report concerns about potential irregularities in confidence and without fear of retaliation.

A wide range of development opportunities

At Jass, our goal is to support our employees throughout their career journeys, both in the development of their professional expertise and personal skills. Our approach focuses on the individual development of our employees. It begins with vocational training opportunities and includes internships, trainee programmes, thesis projects and dual study programmes. We also support the continuous professional development of our employees during their career.

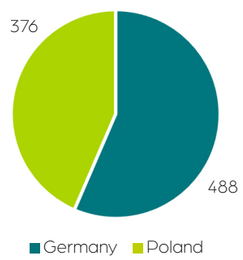
Our recruitment process is designed to be transparent, straightforward and respectful for everyone involved. From initial contact through to the final feedback stage, applicants are kept fully informed about the status of their application. Open communication, clear information and respectful interaction form the foundation of this approach. We believe it is important that everyone – regardless of the outcome – feels treated fairly and taken seriously, which is why we prioritise prompt feedback, constructive dialogue and an overall positive experience, even in the event of a rejection.

Once the recruitment process is successfully completed, a structured and mentored onboarding phase begins. Over the course of their careers at Jass our employees are offered a range of training and development opportunities, mentoring schemes and a working environment that actively fosters learning, knowledge sharing and personal growth.

We involve our people in the development of personalised development and career plans that take into account both the organisation's requirements and the employees' individual strengths and interests. These development plans are tailored to specific needs by combining workplace-based initiatives with external training programmes. The human resources department supports this process, regularly reviews progress and discusses the next steps with the employees.

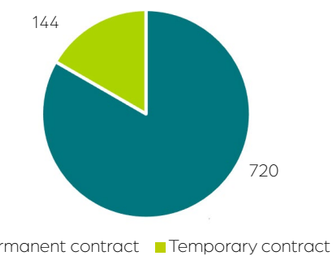
In this way we establish an environment that empowers our people to take on new responsibilities and grow both professionally and personally. We see ourselves as a dependable partner and mentor that provides support at every stage of professional growth.

Headcount



Headcount at the Jass Group. In 2025, a total of 864 people were employed by the Group.

Employment relationship



Employment with the Jass Group. In 2025, a total of 864 people were employed by the Group.

4.2 Occupational health and safety

Employee health and safety is a priority at Jass. We aim to establish working conditions that allow our employees to carry out their duties safely, which is why the provision of safe and ergonomically designed workplaces is a key responsibility for us as an employer.

We have risk assessments in place for all areas of our operations, which take into account both physical and psychological risks. Based on these assessments, appropriate engineering and administrative controls are implemented, and personal protective equipment is allocated, to systematically reduce potential risks and ensure a high level of workplace safety.

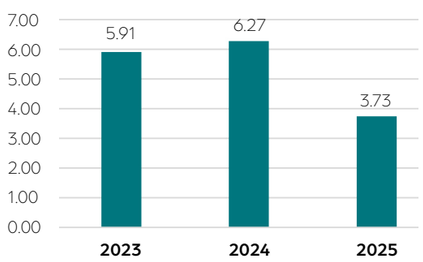
Should an accident at work nevertheless occur, the circumstances are carefully analysed and documented. Based on this analysis, we identify measures to help prevent similar incidents in the future and further improve occupational health and safety.

Health and safety is a regular feature of our team meetings. Incidents are addressed, their causes discussed collectively and the resulting improvement measures presented and implemented. In this way, we promote a safety culture that is continuously evolving.

Regular health and safety committee meetings, preventive occupational health check-ups, as well as training and safety briefings help to raise awareness among our employees. The recurring safety briefings are conducted by line managers or health and safety officers and are tailored to the specific safety requirements of the respective work areas. Employees can also play an active role, for example by putting forward suggestions to improve occupational health and safety or by taking on the role of a safety officer or first-aider.

Department heads work to ensure compliance with the applicable health and safety regulations within their areas of responsibility. In addition, our health and safety officers carry out regular workplace inspections to identify potential issues and define improvement measures with the relevant departments. Changes to statutory health and safety regulations are communicated in regular training sessions for our health and safety officers and incorporated into our internal processes as required.

Recordable work-related accident rate



The rate is calculated as follows: (Number of recordable work-related accidents / total hours worked) x 200,000. The number of recordable work-related accidents includes all accidents, regardless of the number of lost days.

4.3 Equal opportunities

Equal opportunities and diversity are central elements of our human resources policy at Jass. We ensure all employees have equal opportunities for career advancement – regardless of their origin, religion, gender, age, disability, sexual orientation, beliefs or cultural background. This philosophy defines every aspect of the employee experience, from recruitment and training to flexible working arrangements, transparent career paths and fair compensation to a safe, respectful working environment.

When recruiting, appointing and promoting team members, we base our decisions strictly on professional qualifications, experience and suitability. We also strive to attract the most diverse pool of applicants possible by offering highly competitive and attractive employment terms.

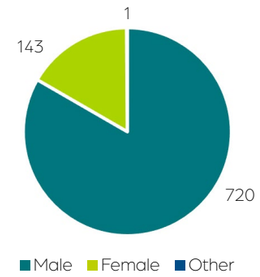
In the area of gender distribution, it is evident that despite our ongoing efforts to make roles at our paper machines more attractive, paper production continues to be a male-dominated industry. In our corrugated board plants, however, the gender balance is more evenly distributed. The Jass Group also currently maintains a well-balanced gender ratio at executive management level.

Integrating people with disabilities into the workforce is also a core element of our human resources policy. We tailor our workplaces as much as possible to the individual needs of our team members with the aim of fostering productive collaboration. We also create an inclusive work environment that helps employees with different cultural backgrounds to become fully integrated into daily work routines at Jass. Through these efforts, we continuously strive to cultivate mutual understanding and dismantle prejudices.

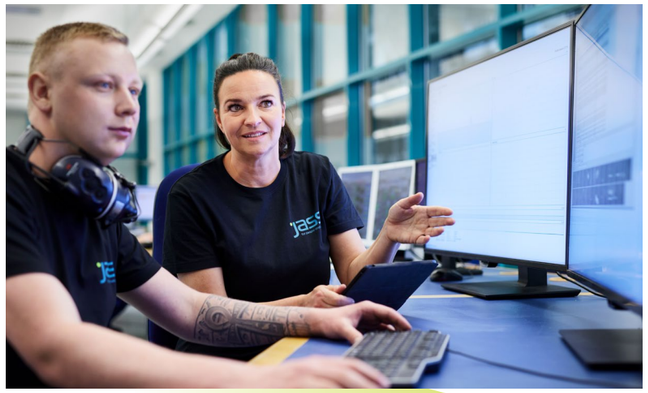
The Jass Group enforces a zero-tolerance policy toward discrimination. Any reports of discriminatory or inappropriate behaviour are investigated and addressed. The principles governing respectful and non-discriminatory behaviour are firmly enshrined in both our Code of Conduct and our Compliance Manual.

Designated contacts are available in case anyone encounters discrimination. These contacts help assess potential incidents, facilitate constructive dialogue and collaborate in the development of solutions. In addition to that, both employees and external individuals can utilise our established whistle-blowing channel to report concerns anonymously. All disclosures received are thoroughly examined by the competent bodies and handled in accordance with the appropriate procedures.

Gender distribution



Gender distribution in the Jass Group. In 2025, a total of 864 people were employed by the Group.





5. Governance

5.1 Human rights

8 DECENT WORK AND ECONOMIC GROWTH

At Jass, upholding the dignity and integrity of every individual is a non-negotiable core principle underpinning all our business operations. Respect for human rights is a binding benchmark for our operations, shaping our ethical principles, our commitment to diversity and our approach to sustainable business practices.

This commitment is firmly enshrined in our Code of Conduct. In addition to addressing general corporate ethics and competition law topics, the section of the Code entitled 'Ethical, Global and Social Principles' sets out binding requirements concerning, among other things, non-discrimination, occupational health and safety, fair remuneration and respect for human rights. This explicitly includes the rejection of child labour and forced labour.

The Code of Conduct establishes binding fundamental rules that apply to all employees across the organisation. It reflects our values, sets out clear expectations and establishes minimum standards for responsible conduct. We expect our employees to adhere to these conduct principles, which also form the basis for our business partnerships.

The FSC audits at our sites also cover aspects relating to the respect for human rights, amongst other things. These audits therefore help to identify potential human rights risks within our sphere of influence and operations, allowing us to address them at an early stage.



5.2 Sustainable supply chain management

We believe that trusting, long-term partnerships with suppliers are a vital component of our business operations. This applies regardless of whether the items being supplied are raw materials, auxiliary materials, technical components or services. For the same reason, we attach great importance to further developing our existing supplier relationships and continuously expanding our partnerships.

Against this background, it is important for us that the values enshrined in our Code of Conduct are also complied with in our supplier relationships and we perform regular supplier audits to ensure that our expectations are being met. The audits not only cover general organisational and environmental issues, but also social aspects, including respect for fundamental labour and human rights. To the best of our current knowledge, there is no evidence of human rights violations along our supply chain.

Another key focus in our supplier relationships is the issue of greenhouse gas emissions in the upstream supply chain and we are constantly working to improve transparency regarding emissions-related data for the goods and services we purchase. To this end, we are successively collecting relevant information from selected suppliers in order to gain a better understanding of the high-emission areas within our supply chain.

Alongside these initiatives, we are actively sensitising our procurement teams to environmental, social and human rights issues across the supply chain as a core internal process by successively rolling out training courses for staff across our purchasing departments. The aim is to deepen their understanding of requirements and frameworks such as FSC® and PEFC™, to build up specialist expertise and to apply this knowledge appropriately in our day-to-day business operations.



5.3 Compliance

We are committed to our social responsibility and to responsible corporate governance. Our Code of Conduct sets out the fundamental principles underpinning our corporate identity and serves as a binding framework to guide our actions. Our conduct towards customers, suppliers, business partners and employees is guided by the principles of integrity and fairness.

Our approach to responsible corporate governance includes compliance with legal requirements, the principles of fair competition, environmental and social standards as well as competition law. We particularly focus on the prevention of corruption and fraud, the responsible handling of conflicts of interest and the prevention of money laundering. Such unlawful or unethical behaviour is not tolerated. Breaches of the established principles are thoroughly investigated and, depending on their severity, dealt with consistently in accordance with the applicable regulations.

The Code of Conduct also forms the basis for the drafting of our Compliance Manual. The Compliance Manual supplements the Code of Conduct with explanatory content and practical examples of the fundamental principles being applied in an everyday work setting.

We also expect our managers to be fully aware of their role, to provide guidance and to improve awareness in their teams about the importance of acting ethically and responsibly. To reinforce this role model function and to develop binding leadership principles that now underpin a values-based leadership culture within the Jass Group, we conducted a series of workshops in 2023.

In the same year we set up a whistle-blowing channel to enable whistle-blowers to report potential breaches confidentially and, if they wish, anonymously. The Jass whistle-blowing channel complies with the applicable legal requirements and is available to both employees and external individuals who wish to report concerns and potential breaches. The confidentiality and the anonymity of the whistle-blowers are ensured through our collaboration with an external service provider.

When disclosures are made via the whistle-blowing channel, they are initially received and reviewed by our external service provider before the relevant information is forwarded to the executive assistant. The executive assistant then passes it on to the executive management, which arranges for the matter to be investigated further. This structured process makes the confidential handling of whistle-blower disclosures and the investigation of potential breaches possible.

As an integral part of our compliance management, we also conduct sanctions screening on all relevant internal and external business partners including suppliers, customers and staff. Cross-checking against national and international sanctions lists serves to ensure compliance with legal requirements and forms part of our preventive approach to risk management.

The protection of personal data in accordance with the General Data Protection Regulation (GDPR) is a key priority for us and we have appointed external data protection officers to ensure compliance with data protection requirements. They also advise us on data protection-related issues. We review our processes regularly and adapt them to the applicable requirements where necessary.

Information security is also an integral part of our business operations and we have appointed individuals who are responsible for the further optimisation of IT and OT security. Whilst our information technology (IT) primarily processes business and administrative data, operational technology (OT) controls physical processes in our production facilities. The increasing integration of these two areas in the course of the digital transformation brings with it additional security-related requirements.

Our security architecture is designed to protect these IT and OT systems. To assess the effectiveness of our existing security measures, we regularly carry out internal and external security audits, which cover both externally accessible and internal systems.

We are aware that the human factor plays a key role in information security, which is why we launched an awareness-raising programme for our employees in 2023. It serves to raise awareness about safety-related risks and to provide practical guidance on how to behave so that potential threats can be promptly identified and effectively dealt with.



5.4 Community engagement

We see ourselves as an integral part of the regions and communities in which we operate and, for that reason, we are committed to supporting local community initiatives. As a family-run business, we maintain a wide range of partnerships and, in particular, support regional projects involving families, children, education, the environment or culture.

One example of this engagement is the 'antonius: gemeinsam Mensch' foundation in Fulda, on whose board of trustees the managing partner of the Jass Group serves. Employees at various sites are also involved in making the Christmas wishes of children in need come true. At the Schwarza site, proceeds from the honey produced by the company's own bees are channelled into social causes, for example by way of making donations to the local heritage society or sponsoring a theatre production.

Our Polish sites are also involved in the nationwide campaign run by the Great Orchestra of Christmas Charity (WOŚP), one of the largest social initiatives in Poland. This initiative supports the Polish healthcare system, in particular by funding medical equipment for hospitals. Our involvement in this campaign is a clear demonstration of our social responsibility and solidarity.

In addition, we support the leisure activities of our employees and their families, for example by sponsoring kits for sports teams. Employees also have the opportunity to nominate their own charity initiatives for our financial support or in-kind contributions, provided that they remain within the limits of our resources and are in accordance with our internal donation policy. The annual JassAward is also presented in connection with employee volunteering. We additionally support the valuable work of various clubs and social organisations.









6. Sustainability metrics

Sustainability metrics	Tonnes (t)			Change (%) 2024–2025
	2023	2024	2025	
Net production[1]	1,039,983	1,091,301	1,124,250	3%

6.1 Environmental metrics[2]

Greenhouse gases and climate change		Tonnes of CO_2 equivalent (tCO_2e)			Change (%) 2024–2025
		2023	2024	2025	
Scopes	Scope 1	144,503	152,336	157,444	3%
	Scope 2 (market-based)	178,369	146,155	127,898	–12%
	Scope 2 (location-based)	160,527	153,129	146,653	–4%
	Scope 3	358,906	396,472	399,249	1%
	Total S1 and S2	322,873	298,491	285,341	–4%
	Total S3	358,906	396,472	399,249	1%
	Total	**681,779**	**694,963**	**684,590**	**–1%**
Specific greenhouse gas intensities	**Specific greenhouse gas intensity per metric tonne of product**[3]	**0.656**	**0.637**	**0.609**	**–4%**
	Product-specific greenhouse gas intensity per metric tonne of product[4]	**0.516**	**0.492**	**0.476**	**–3%**

Energy		Megawatt-hours (MWh)			Change (%) 2024–2025
		2023	2024	2025	
Purchased energy	Renewable	184,468	237,125	245,027	3%
	Non-renewable	479,581	436,040	425,052	–3%
	Total	**664,049**	**673,164**	**670,079**	**0%**
Used fuels	Renewable	66,127	68,270	60,873	–11%
	Non-renewable	699,146	740,713	768,185	4%
	Total	**765,273**	**808,983**	**829,058**	**2%**
Photovoltaics	Renewable	162	714	1,492	109%
Total energy consumption	Renewable	250,757	306,109	307,392	0%
	Non-renewable	1,178,728	1,176,753	1,193,237	1%
	Total	**1,429,485**	**1,482,862**	**1,500,629**	**1%**
Specific energy consumption	**Total energy consumption (MWh) / product (t)**	**1.37**	**1.36**	**1.33**	**–2%**

1 Net production corresponds to the quantities of finished products which, after deduction of off-cuts and rejects, are available to our customers as goods.
2 The metrics shown are based on the underlying company data. Rounding may result in minor discrepancies in the totals.
3 Specific greenhouse gas intensity comprises the Group's total greenhouse gas emissions (Scope 1, 2 and 3).
4 The product-specific greenhouse gas intensity encompasses all relevant emissions from the three scopes that arise in connection with the provisioning of our products up to the factory gate.

Water		Cubic metres (m^3)			Change (%) 2024–2025
		2023	2024	2025	
Total	Water withdrawal	5,137,645	5,242,615	5,120,190	–2%
	of which treated production wastewater	3.18%	6.10%	5.55%	–9%
	Water discharge	4,141,597	4,221,499	3,873,111	–8%
	Water consumption	996,048	1,021,115	1,247,078	22%
Specific water withdrawal	**Water withdrawal (m^3) / product (t)**	**4.94**	**4.80**	**4.55**	**–5%**
Sites in regions experiencing water stress	Water withdrawal	2,869,174	2,901,648	2,844,452	–2%
	of which treated production wastewater	5.69%	11.02%	9.98%	–9%
	Water discharge	2,451,180	2,489,298	2,368,038	–5%
	Water consumption	417,994	412,350	476,414	16%
Specific water withdrawal	**Water withdrawal (m^3) / product (t)**	**2.76**	**2.66**	**2.53**	**–5%**

Resource use and circular economy		Tonnes (t)			Change (%) 2024–2025
		2023	2024	2025	
Total resource use		**1,085,263**	**1,160,812**	**1,144,929**	**–1%**
Proportion of organically produced resources[5]	Percentage	98.89%	98.84%	98.89%	0%
Proportion of recycled resources[6]	Percentage	93.43%	93.44%	92.84%	–1%
Specific use of resources	**Resource use (t) / product (t)**	**1.04**	**1.06**	**1.02**	**–4%**

Waste management and circular economy		Tonnes (t)			Change (%) 2024–2025
		2023	2024	2025	
Total waste generated		**136,489**	**135,683**	**142,486**	**5%**
Risk categories	Non-hazardous waste	136,390	135,590	142,400	5%
	Hazardous waste	99	93	86	–7%
Treatment pathways	Recovered waste	136,358	135,529	142,365	5%
	of which recycled waste	10,023	6,148	4,674	–24%
	Waste disposed of	132	154	121	–22%
Specific waste generation	**Waste generated (t) / product (t)**	**0.131**	**0.124**	**0.127**	**2%**

[5] Biologically produced resources comprise materials of biogenic origin that come from renewable natural sources.
[6] Recycled resources are materials derived from recycling processes, which are reintroduced into the production process as secondary raw materials.

6.2 Social metrics

The social metrics relate to the situation as at 31 December of the relevant reporting year.

Country of employment	Headcount			Change (%) 2024–2025
	2023	2024	2025	
Germany	477	478	488	2%
Poland	375	365	376	3%
Total	**852**	**843**	**864**	**2%**

Gender distribution	Headcount			Change (%) 2024–2025
	2023	2024	2025	
Male	710	709	720	2%
Female	142	134	143	7%
Other[7]	0	0	1	0%
Unknown[8]	0	0	0	0%
Total	**852**	**843**	**864**	**2%**

Type of employment contract	Headcount			Change (%) 2024–2025
	2023	2024	2025	
Permanent contract	724	727	720	-1%
Temporary contract	128	116	144	24%
Total	**852**	**843**	**864**	**2%**

Further social metrics	Headcount			Change (%) 2024–2025
	2023	2024	2025	
Pay below the minimum wage[9]	0	0	0	0%
Employees covered by collective agreements (%)	31%	31%	31%	0%
Employee turnover rate (%)[10]	13%	15%	11%	-27%

Occupational health and safety	No.			Change (%) 2024–2025
	2023	2024	2025	
Number of recordable work-related accidents[11]	39	42	25	-40%
Number of fatalities resulting from work-related injury or ill health	0	0	0	0%
Rate of recordable work-related accidents[12]	5.91	6.27	3.73	-40%

[7] This figure represents the number of employees who have stated a gender other than male or female.
[8] This figure represents the number of employees who have not provided their gender to us.
[9] The statutory minimum wage applicable in the country in which the person concerned is employed always applies.
[10] The staff turnover rate includes all new hires and departures, regardless of the reason for leaving (e.g. expiry of a temporary contract, retirement, voluntary and involuntary resignations).
[11] The number of recordable work-related accidents includes all accidents, regardless of the number of lost days.
[12] The rate is calculated as follows: (Number of recordable work-related accidents / total hours worked) x 200,000. The number of recordable work-related accidents includes all accidents, regardless of the number of lost days.

6.3 Governance metrics

Topics covered in the Jass Code of Conduct	Included (Yes) / Not included (No)			Change 2024–2025
	2023	2024	2025	
Child labour	Yes	Yes	Yes	–
Forced labour	Yes	Yes	Yes	–
Human trafficking	Yes	Yes	Yes	–
Discrimination	Yes	Yes	Yes	–
Accident prevention	Yes	Yes	Yes	–

Serious negative incidents relating to infringements of human rights	Yes (the incident took place) / No (no incident has taken place)			Change 2024–2025
	2023	2024	2025	
Child labour	No	No	No	–
Forced labour	No	No	No	–
Human trafficking	No	No	No	–
Discrimination	No	No	No	–

Convictions and fines relating to corruption and bribery	Quantity / Amount (€)			Change (%) 2024–2025
	2023	2024	2025	
Convictions	0	0	0	0%
Fines (€)	0	0	0	0%



jass
for people and nature.

fibre paper board

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