



Sustainability Key Figures Update 2025

Public

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THiMM

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Foreword



Dear Ladies and Gentlemen,

With this 2025 Key Figures Update, we are continuing our transparent reporting and once again providing you with an insight into the development of our sustainability performance.

Circularity and resource conservation are at the heart of everything we do, as these issues took on particular significance in 2025: with the EU Packaging and Packaging Waste Regulation (PPWR), which was adopted at the end of 2024, stricter requirements regarding the recyclability of packaging will apply in future. We have used the past year to prepare thoroughly for the new requirements. This enables us to provide our customers with expert support in implementing them.

Another key focus in 2025 was the development of our climate targets: we have drawn these up in accordance with the guidelines of the Science Based Targets initiative (SBTi) across all three emission scopes (Scope 1, 2 and 3) and submitted them for verification. At the same time, we have devised a transformation plan that sets out the measures and steps we intend to take to achieve these targets. →

Foreword



Our sustainability management was externally validated in November 2025: we were awarded the Silver Medal by EcoVadis for our sustainability performance¹. This medal is given to the top 15% of assessed companies. With a percentile rank of 90, THIMM is therefore among the top ten per cent of all companies assessed by EcoVadis.

Outlook:

In 2026, we expect our climate targets to be validated by the SBTi and will continue to work on the measures needed to achieve them. At the same time, the phased implementation of the PPWR will begin in August 2026 – we are preparing for this together with our customers.

We would like to thank all our employees and partners for their support and commitment. Through close collaboration, we are laying the foundations for quality, progress and sustainable development.

A handwritten signature in blue ink, appearing to read 'Holger Dunker'.

Holger Dunker
Managing Director

A handwritten signature in blue ink, appearing to read 'Carlos Morales'.

Carlos Morales
Managing Director

Company

Company Key Figures & Company Profile



	Revenue: €541 million
	Investments: €24 million
	Operating profit: €274 million
	Raw paper purchased: 456,855 t
	Corrugated board sales volume: 870 million m ²
	Total emissions: 494,946 tonnes of CO ₂ e
	Employees: 2,423 Administrative: 860 Production: 1,473 Apprentices: 90 (as of 31 December 2025)

THIMM is a leading provider of sustainable corrugated cardboard packaging and display solutions. Its product portfolio includes transport, shipping and retail packaging for consumer goods, standardised retail displays and high-quality pre-printed rolls for industrial further processing.

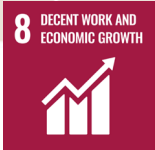
With innovative and sustainable solutions, the company enables its customers to position their products effectively in the market, thereby generating a high level of customer satisfaction.

Founded in 1949, the independent family-owned company employs 2,423 staff across 11 sites in Germany, France, Poland, Romania and the Czech Republic as of 2025.

Christiansen Print is a division of the THIMM Group and the European market leader in web printing and paper finishing. Since 2005, the company has been printing and coating paper rolls using innovative digital and flexographic printing processes for packaging manufacturers and the branded goods industry.

At its sites in Ilsenburg (Germany) and Garancières-en-Beauce (France), the company will employ 102 staff in 2025.

THIMM Group sites in 2025

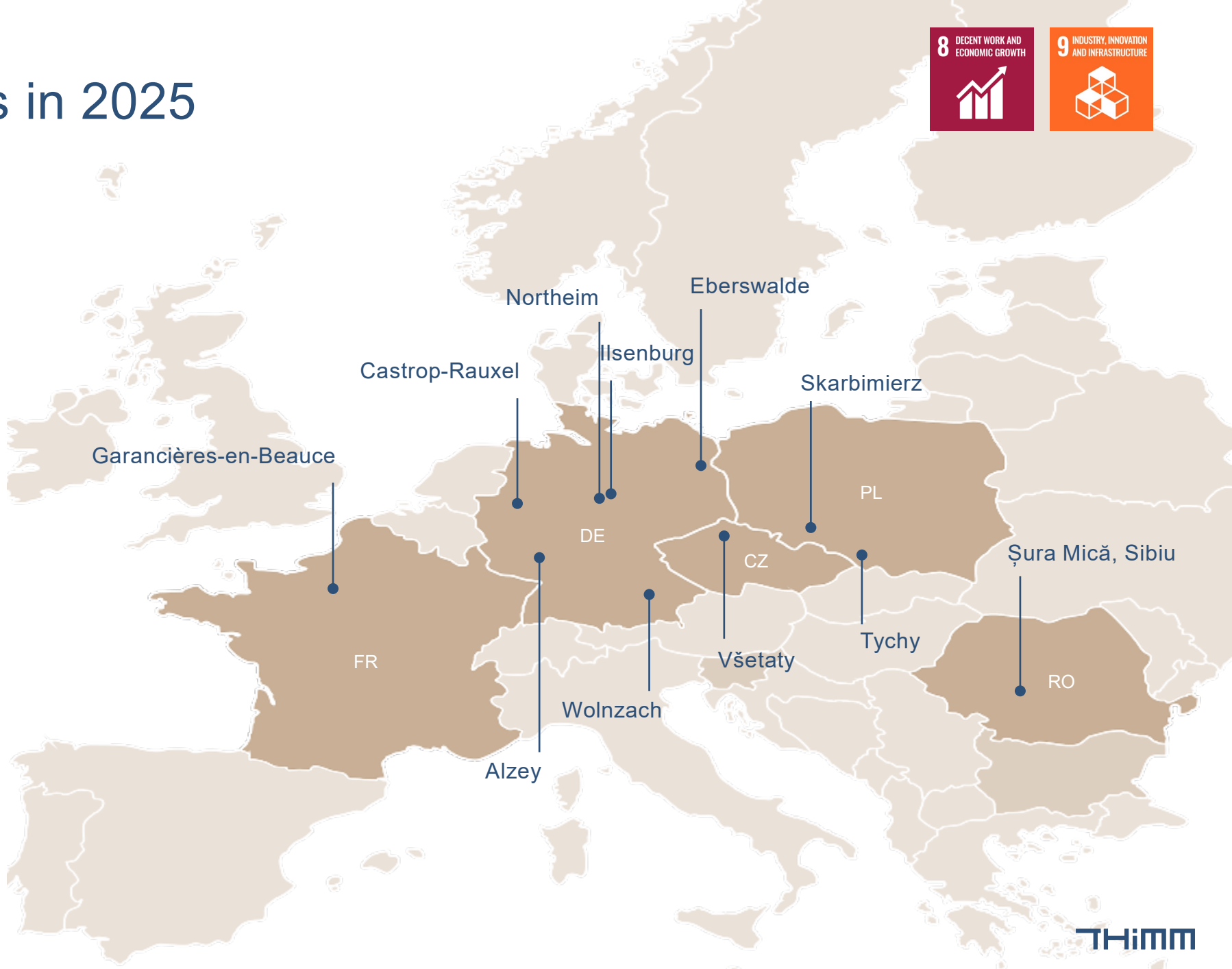


11



Sites in 5 countries

- Germany (DE)
- France (FR)
- Poland (PL)
- Czech Republic (CZ)
- Romania (RO)



Environmental

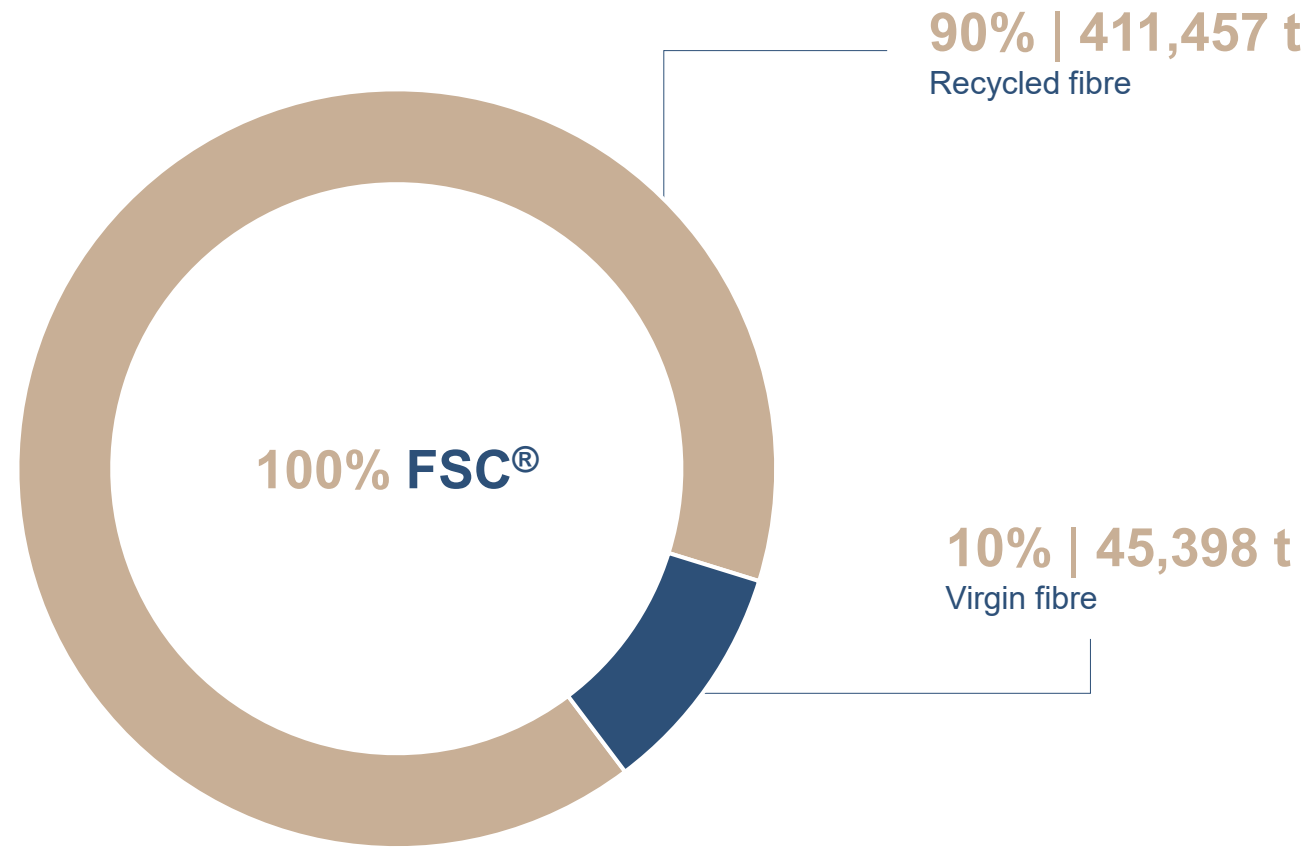


Raw material usage

Raw material usage | Raw paper

456,855 t
Total volume of raw paper

The percentage of recycled wood or recycled wood products / wood-based materials was 0% in 2025.



Raw material usage | Input materials



1,656 t
Ink



8,244 t
Starch and glue
[dry matter]

As part of efforts to improve material efficiency, a residual ink management system has been set up in the printing department. This means that unused inks, including spot colours, are mixed by machine to create new colour codes, e.g. anthracite.

Surplus materials were used to produce **18,758 kg** of ink using 871 formulations. This enables us to avoid approximately **20,000 kg of CO₂e emissions** associated with producing new ink.

Water

Water



As part of our water treatment process, we reuse treated wash water from the corrugated board machines (gluing system) for glue production. An exact summation of the **total volume of recycled and reused water** is estimated here at **approximately 10%** of the total volume used.

The THIMM Group's total water consumption across all operations amounts to 127,520 m³.

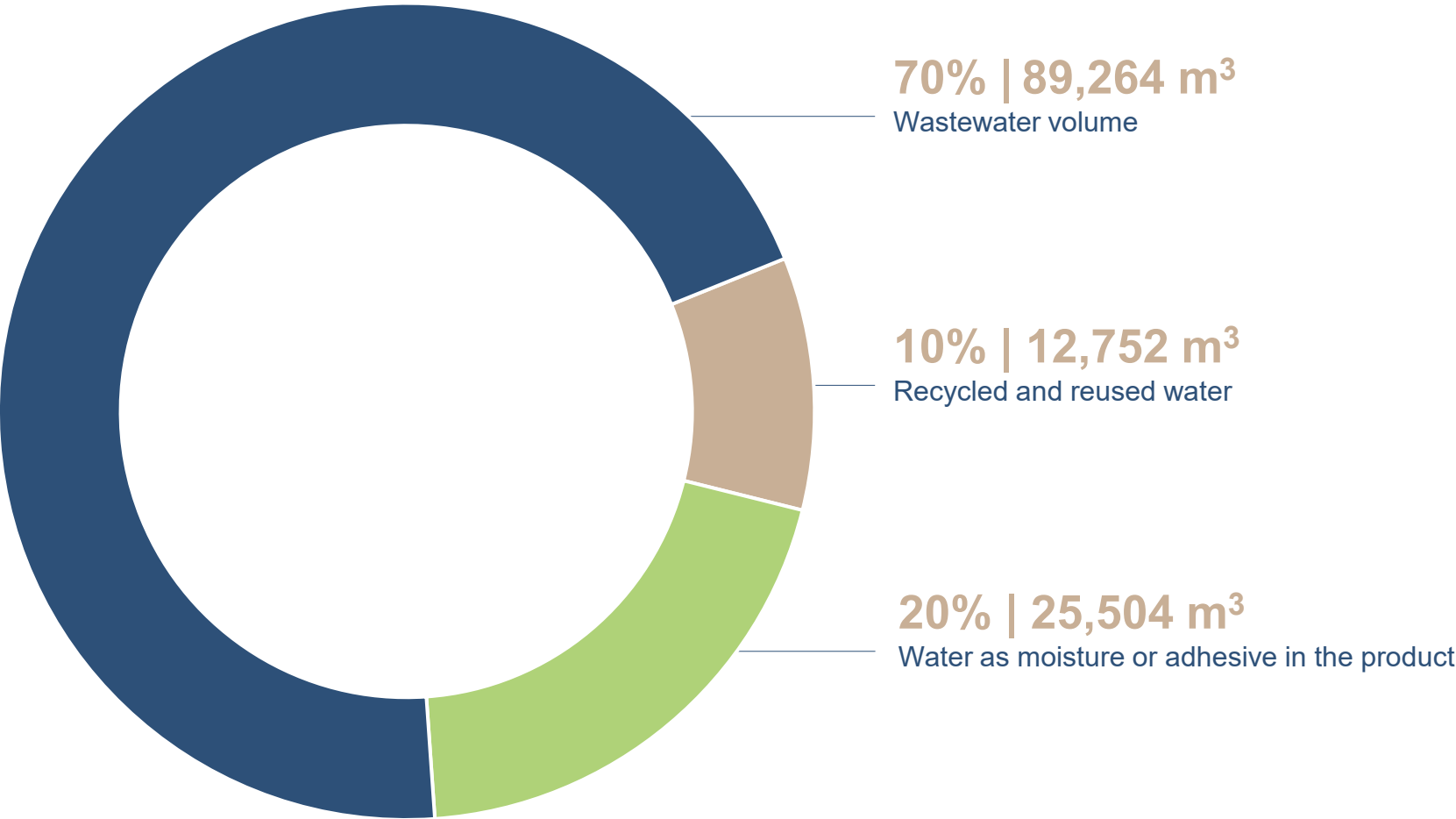
The **volume of wastewater** is estimated here at **approximately 70%** of the total input volume. **Continuous monitoring of the wastewater is ensured by the 'Compressor Heat Recovery' process.**

It should be noted that **approximately 20%** of the total water used in the conversion of paper into corrugated board and in further processing stages to produce corrugated board packaging **remains in the product in the form of moisture or adhesive.**

Water



127,520 m³
Total water consumption



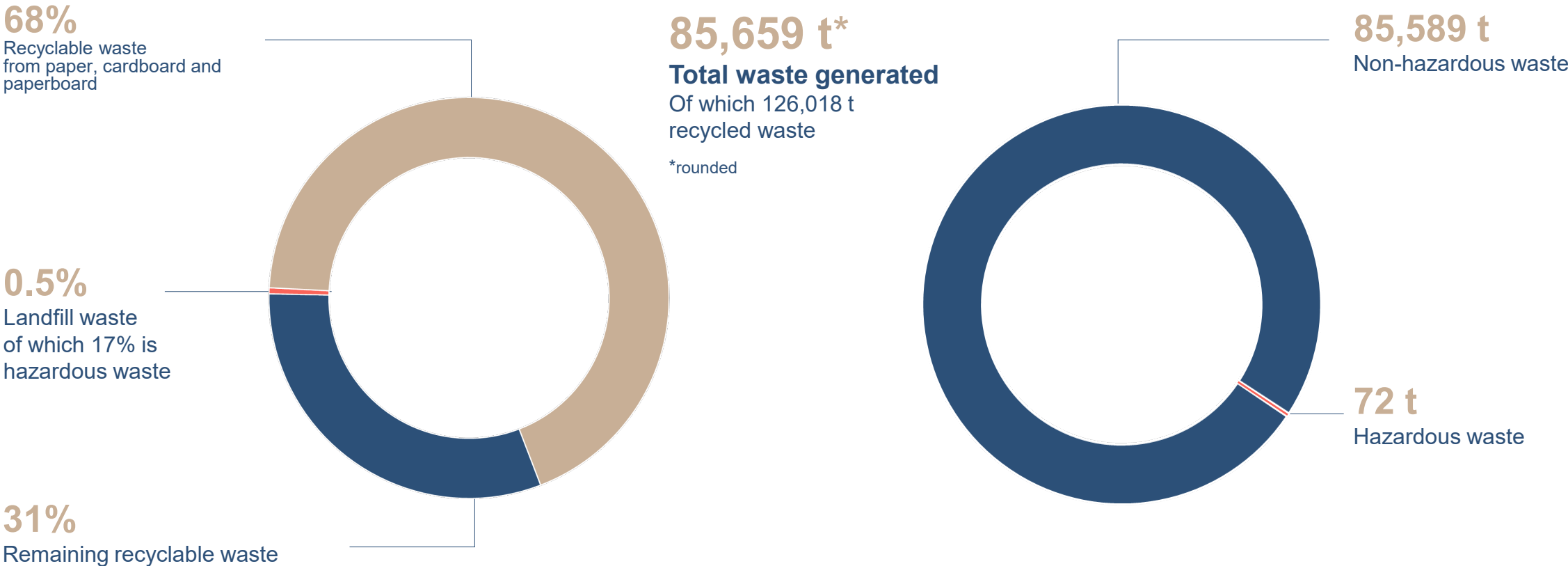
Waste

Waste generation per site



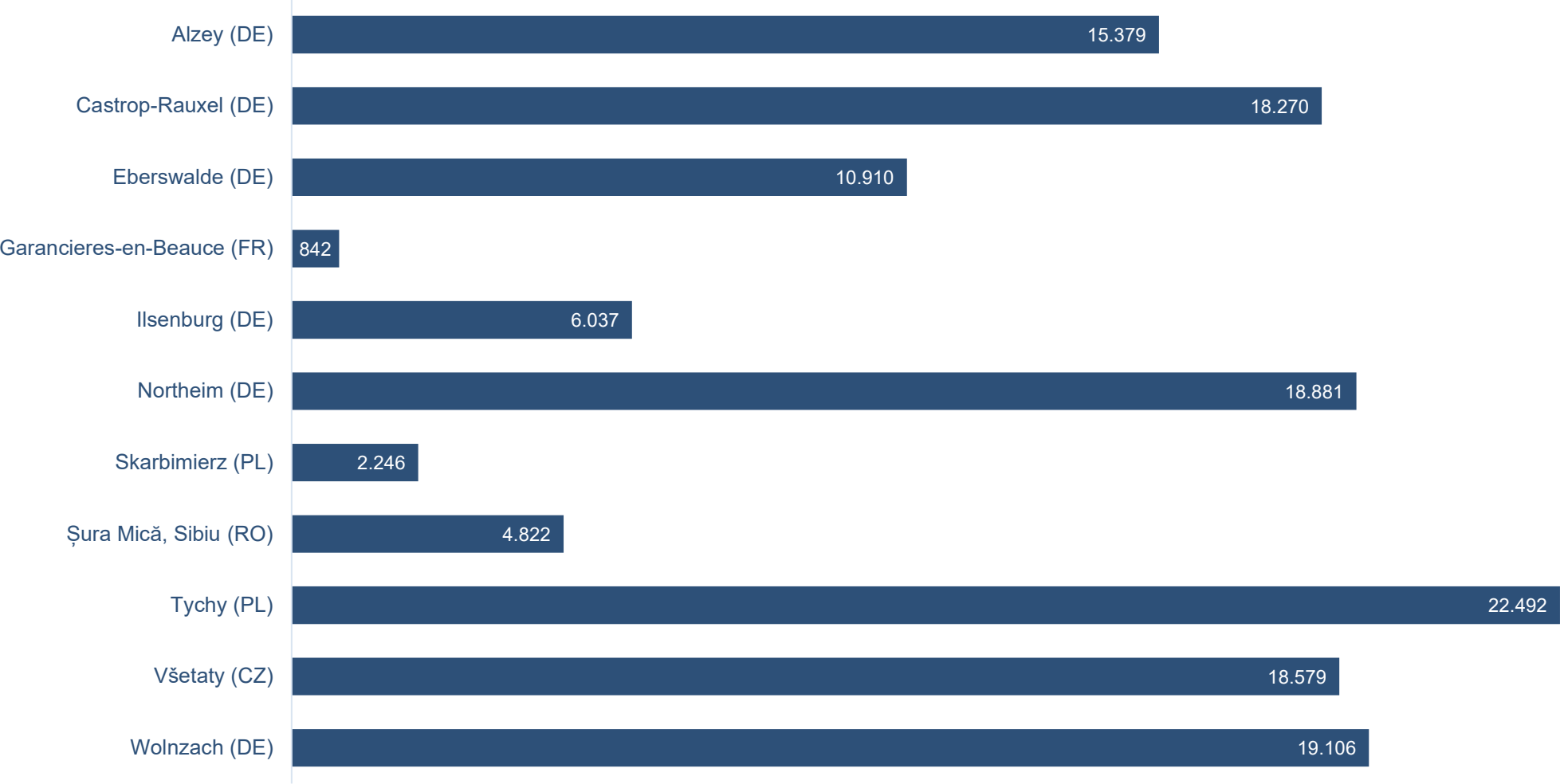
Alzey (DE)	10,649 t
Castrop-Rauxel (DE)	12,303 t
Eberswalde (DE)	6,432 t
Garancières-en-Beauce (FR)	4 t
Ilseburg (DE)	2,831 t
Northeim (DE)	6,420 t
Șura Mică, Sibiu (RO)	7,468 t
Skarbimierz (PL)	460 t
Tychy (PL)	12,640 t
Všetaty (CZ)	15,791 t
Wolnzach (DE)	10,658 t

Total waste generated by the THIMM Group

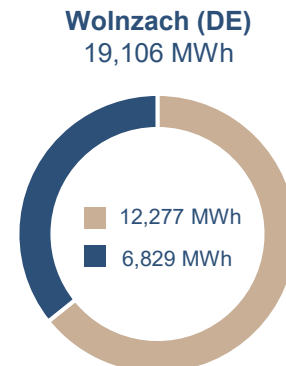
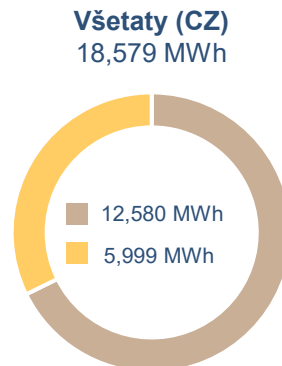
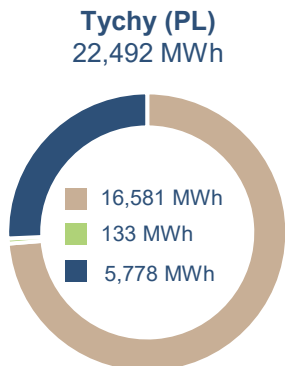
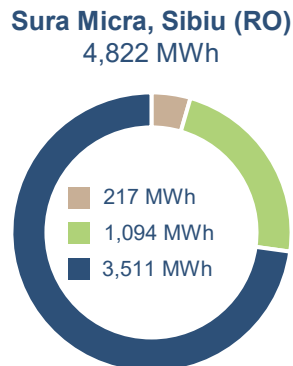
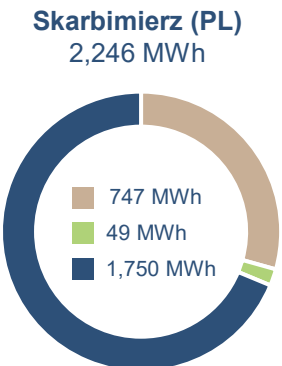
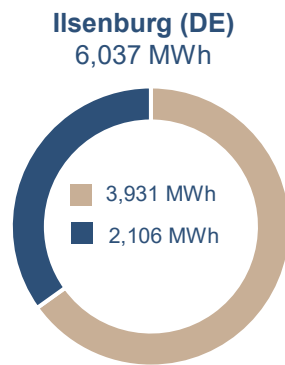
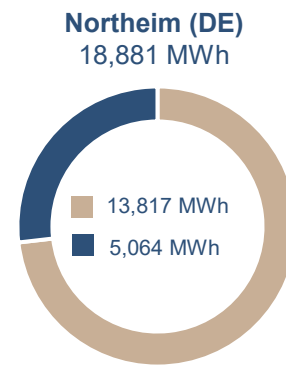
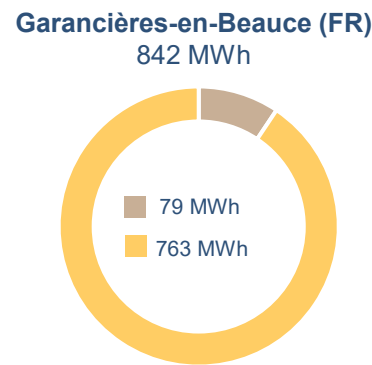
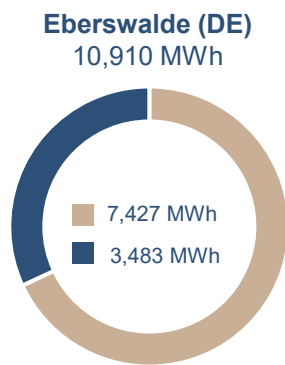
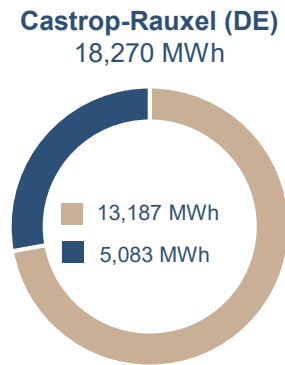
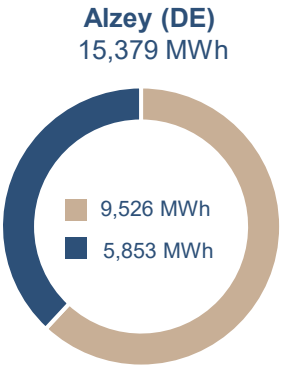


Energy

Energy consumption | Total per site in MWh



Energy consumption | Breakdown by site



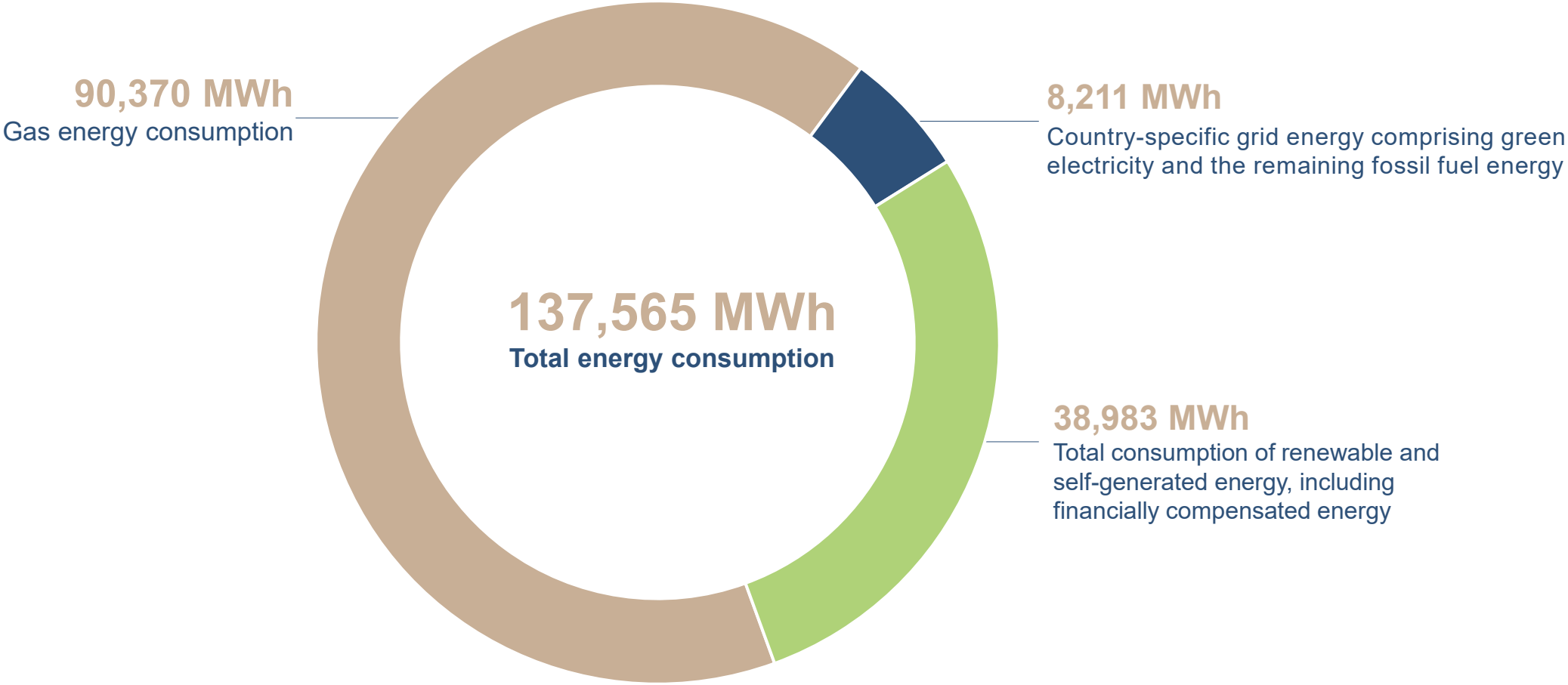
- Gas
- Entirely non-fossil (renewable) energy
- Fossil energy
- Grid energy typical of the country, with residual fossil energy that has been financially compensated (certificates), corresponds to renewable energy.

Energy consumption | Breakdown by site

Site	Gas [MWh]	Electricity [MWh]	Electricity [MWh]	Electricity [MWh]	Electricity [MWh]	Energy [MWh]
	Grid-connected	Financially compensated	Self-generated (PV)	Typical for the region – grid-connected	Total	Total
Alzey (DE)	9,526	5,853	0	0	5,853	15,379
Castrop-Rauxel (DE)	13,187	5,083	0	0	13,187	18,270
Eberswalde (DE)	7,427	3,483	0	0	3,483	10,910
Garancières-en-Beauce (FR)	79	0	0	763	79	842
Ilseburg (DE)	3,931	2,106	0	0	3,931	6,037
Northeim (DE)	13,817	5,064	0	0	5,064	18,881
Sibiu (Sura Micra) (RO)	217	3,511	1,094	0	4,605	4,822
Skarbimierz (PL)	747	0	49	1,450	1,499	2,246
Tychy (PL)	16,581	5,778	133	0	5,911	22,492
Vsetaty (CZ)	12,580	0	0	5,999	5,999	18,579
Wolnzach (DE)	12,277	6,829	0	0	12,277	19,106
Totals	90,370	37,707	1,276	8,212	61,888	137,565

Total green electricity 38,983

Energy consumption | THIMM Group total



Energy Efficiency & Green Electricity Certificate

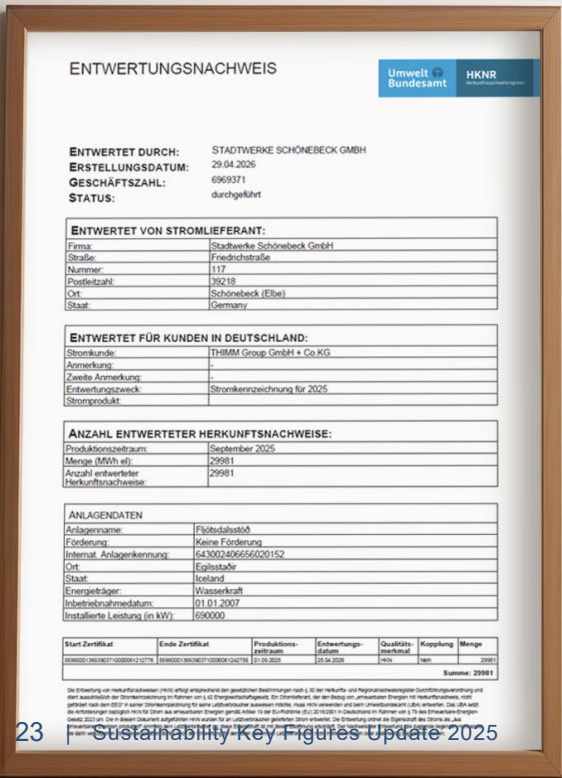


Energy efficiency ISO 50001

At THIMM, we are systematically improving our energy efficiency and are certified according to the energy management system standard **ISO 50001**.

Green Electricity Certificate

Over 60% of our sites will be using 100% green electricity by September 2025. To achieve this, we are utilising subsidies for hydroelectric power stations in Europe. We are using photovoltaic systems at our sites in Skarbimierz, Tychy (Poland) and Sibiu (Romania).



Mobility | Company vehicles



Within the THIMM Group, there is a rolling average of **99 commercial vehicles with petrol engines**, primarily used for passenger transport.



The associated **fuel consumption is 194,975 litres** (90% diesel).

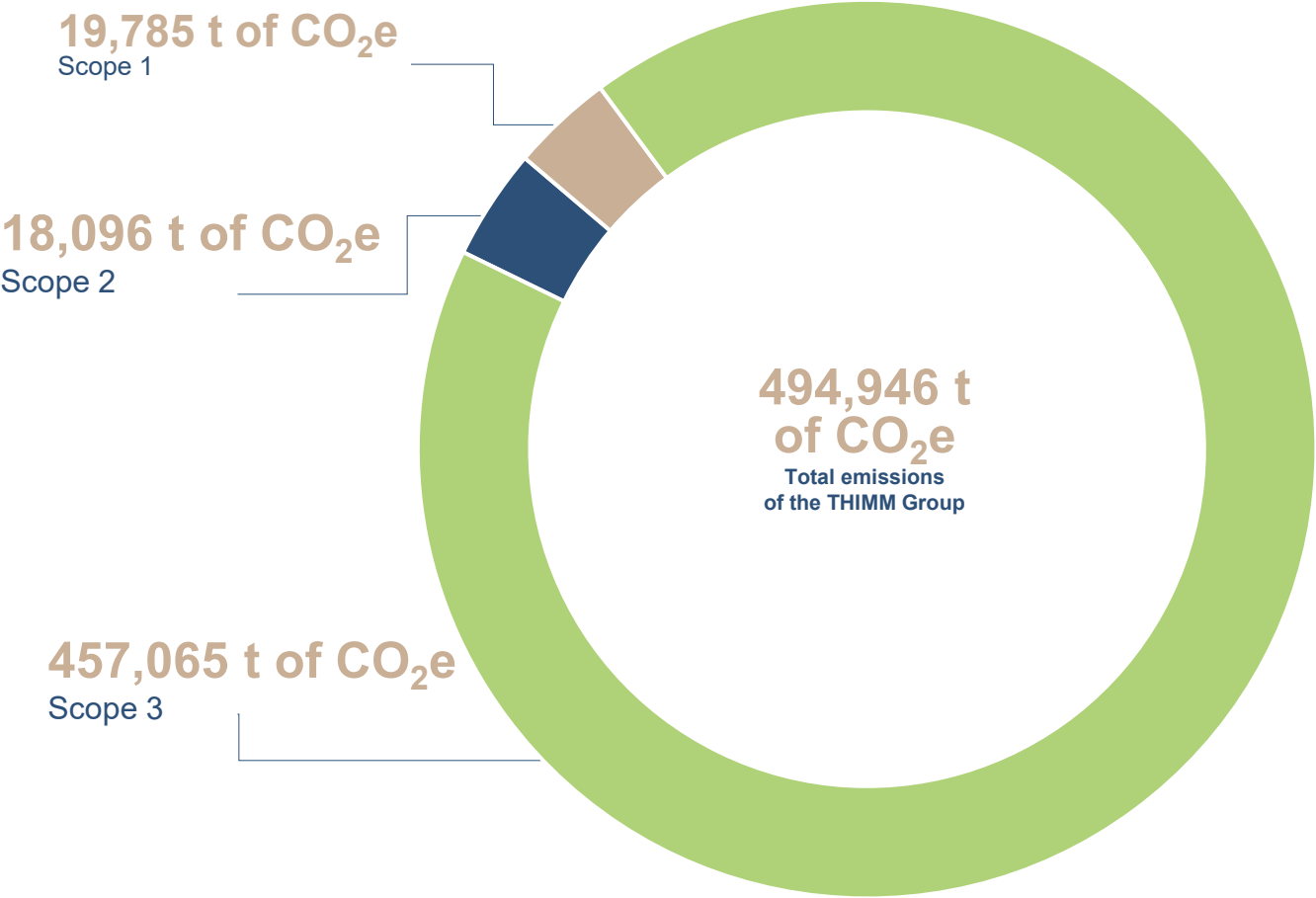


In 2025, **a hybrid** and **5 fully electric cars** were in use.



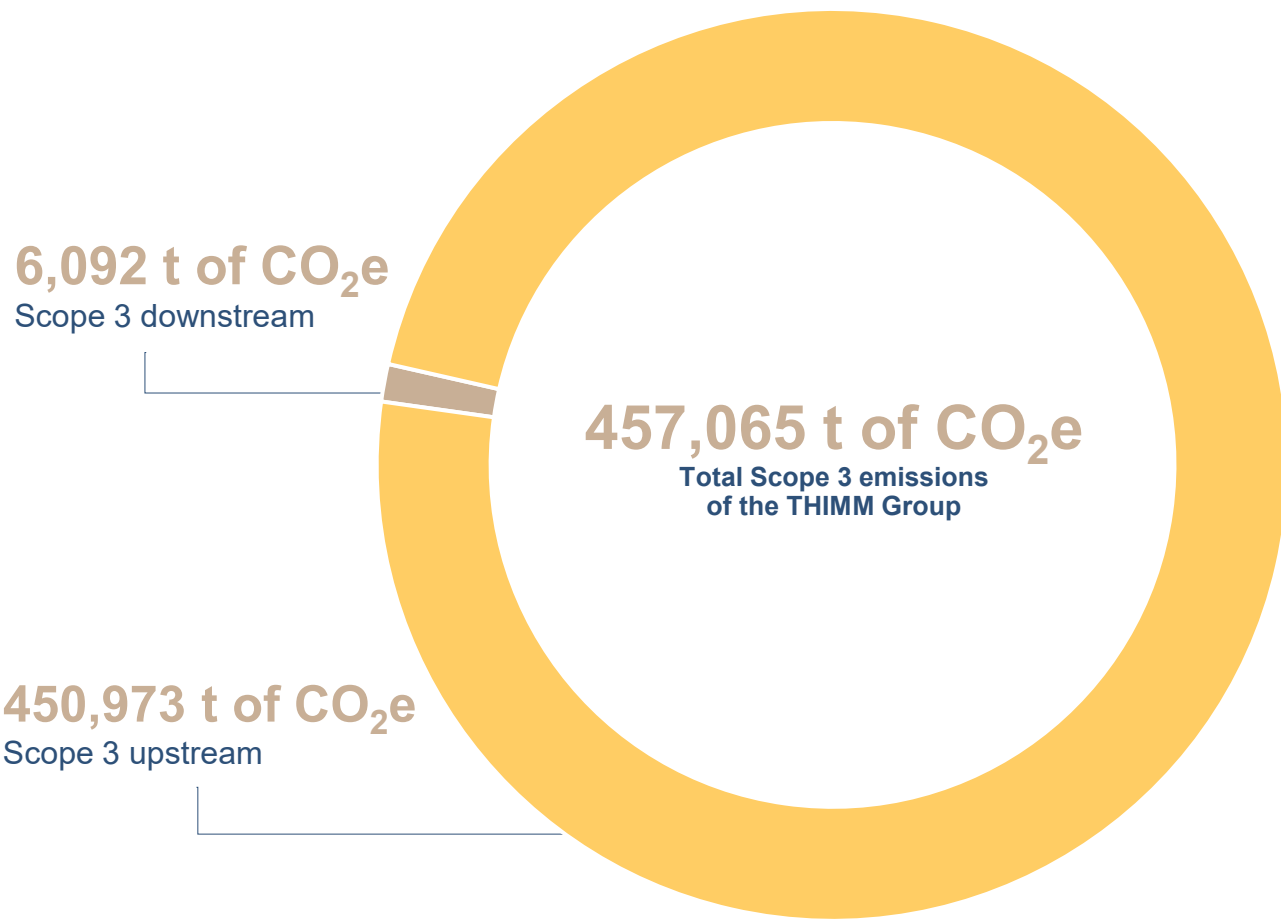
Emissions

Emissions by Scope 1–3



- Scope 1**
 - Direct emissions from the company (consumption of energy sources, e.g. for heating)
 - direct emissions from the company's vehicle fleet (own fleet)
 - direct emissions from the use of refrigerants (buildings, machinery and plant)
- Scope 2**
 - Indirect emissions from purchased electricity (stationary electricity)
- Scope 3**
 - Purchased goods and services (production and consumable materials, water)
 - Upstream and downstream transport, including storage (raw materials, semi-finished goods, finished goods)
 - Fuel- and energy-related emissions (Upstream electricity, upstream heat, upstream vehicle fleet)
 - Processing of products sold (Handling, assembly and sealing, electricity)
 - Employees (commutes)
 - Business travel (flights, rail journeys and business trips, including overnight stays)
 - Operational waste (All waste from production and administration)

Scope 3 emissions



- Scope 3 – upstream**
 Upstream Scope 3 emissions include emissions from purchased goods and services (including production and consumable materials as well as water), upstream transport and storage of raw materials and semi-finished goods, fuel- and energy-related upstream emissions, employees’ commutes, business travel, and the disposal of waste from production and administration.
- Scope 3 – downstream**
 Downstream Scope 3 emissions comprise emissions arising from the transport and storage of finished goods sold, as well as from the further processing and use of the products sold by customers, for example during assembly, sealing and the associated energy consumption.

Total emissions of the THIMM Group



494,946 t of CO₂e
Total emissions of the THIMM Group

The corporate carbon footprint for the base year 2025 was developed and compiled using ClimatePartner’s Carbon Footprint Reporting Tool in accordance with GHG standards.

Despite very homogeneous business processes and also very similar product designs, there are in some cases considerable differences in total emissions between production sites. This is due to exceptionally varying levels of investment locally, which are clearly reflected in the corporate carbon footprint.

The underlying data is sourced from our businesses; all consumption figures correspond to the reported values. Where primary data was not available to us, we used the emission factors from the standards of ClimatePartner (ecoinvent, GEMIS, etc.).

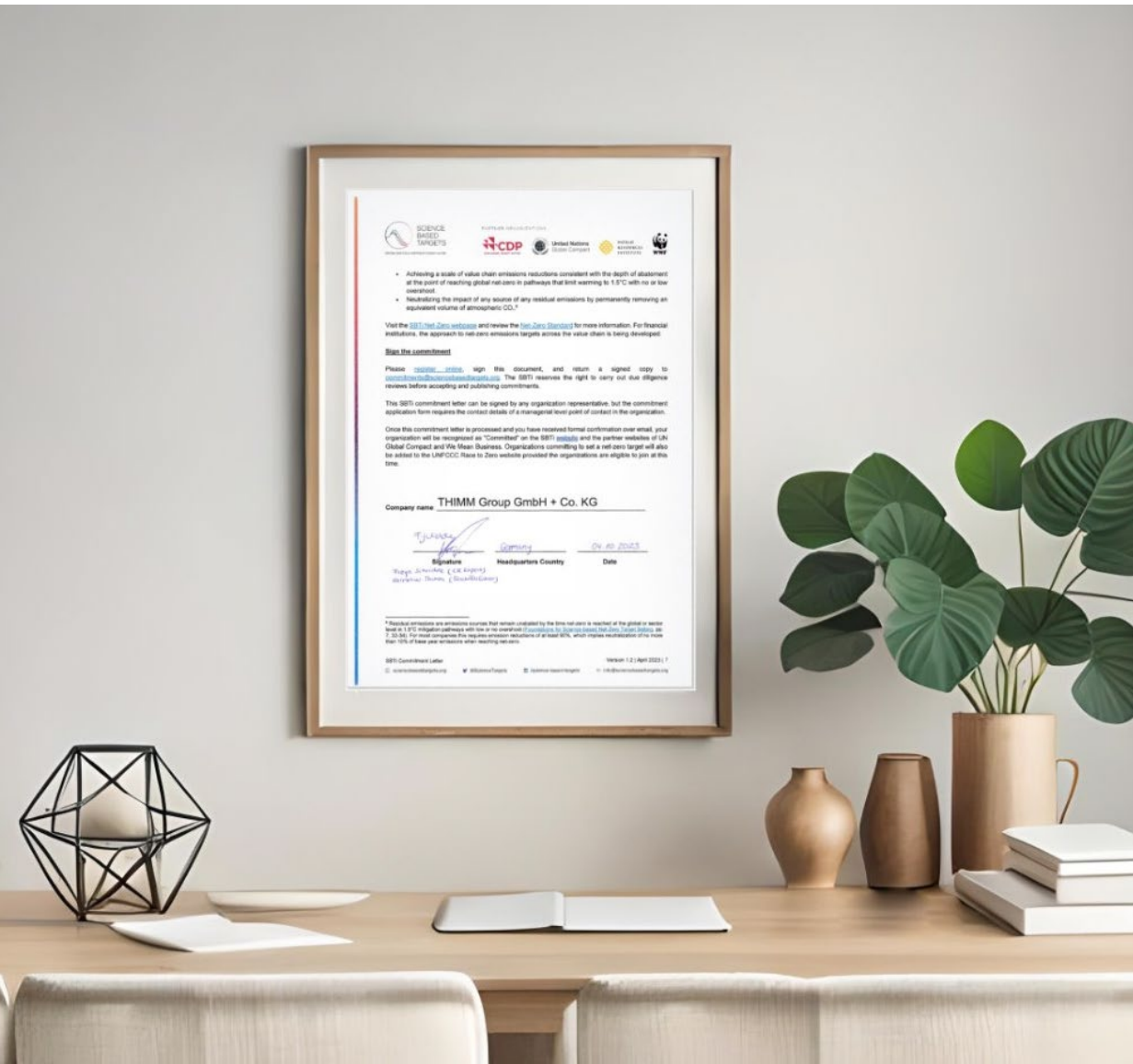
The increase in emissions compared with those in 2025 is due to the discontinuation of offsetting measures for green electricity and the expanded inclusion of operational emissions. This change is particularly evident in Scope 2 and 3. This picture reveals clear potential for action throughout the entire supply chain right up to our product.

Total emissions from sites

Site	Total	Scope 1	Scope 2	Scope 3	Scope 3	Scope 3	Other direct emissions [t CO ₂ e]
	[t CO ₂ e]	[t CO ₂ e]	[t CO ₂ e]	[t CO ₂ e]	Goods & services [t CO ₂ e]	Upstream transport & distribution [t CO ₂ e]	
Alzey (DE)	36,738	1,748	0	34,990	28,724	4,893	1,374
Castrop-Rauxel (DE)	59,840	2,423	3,657	53,760	44,622	6,612	2,526
Eberswalde (DE)	37,510	1,374	2,506	33,630	24,914	6,291	2,425
Garancières-en-Beauce (FR)	1,784	23	20	1,741	752	645	344
Ilseburg (DE)	19,341	726	0	18,615	15,427	2,381	807
Northeim (DE)	51,057	2,923	3,644	44,489	35,225	6,554	2,709
Skarbimierz (PL)	23,063	211	1,102	21,750	19,171	1,737	842
Șura Mică, Sibiu (RO)	60,633	2,184	0	58,448	37,769	10,024	10,656
Tychy (PL)	74,084	3,059	4,390	66,634	51,633	10,268	4,733
Všetaty (CZ)	73,049	2,750	2,776	67,524	55,135	9,525	2,864
Wolnzach (DE)	57,848	2,363	0	55,485	45,178	8,541	1,766
Total THIMM Group	494,946	19,785	18,096	457,065	358,551	67,469	31,699

Science Based Targets initiative

Science Based Targets initiative (SBTi)



On 4 October 2023, the SBTi commitment was made with the aim of submitting concrete near-term science-based emissions reduction targets, in accordance with the SBTi criteria, for SBTi validation within a maximum of 24 months.

- Calculation and reporting of the company's annual CO₂e-footprint, as well as the ongoing calculation of the CO₂e-footprint of products using data from key suppliers, subject to the availability of raw materials such as paper, ink, starch and adhesives.
- Further objectives include the continuous article-based PCF and automated reporting with every quotation.

The SBTi-compliant target definition is as follows:

Near-Term Targets: THIMM Group GmbH + Co. KG commits to reduce absolute scope 1 and 2 GHG emissions 50.0% by 2034 from a 2024 base year. THIMM Group GmbH + Co. KG also commits to reduce absolute scope 3 GHG emissions 30.0% within the same timeframe.

Example of PCF calculation

	Type 1 packaging	Type 2 packaging	Type 3 packaging	Type 4 packaging	Type 5 packaging	Type 6 packaging	Type 7 packaging
Specification number	546951	551262	525401	549388	517336	549411	518051
Sheet length (mm)	1,005	1,005	1,547	1,069	1,079	1,112	1,202
Sheet width (mm)	1,205	1,092	669	971	1,220	707	953
Sheet area (m ²)	1.21	1.10	1.03	1.04	1.32	0.79	1.15
Flute type	E	E	E	E	E	E	E
Quality of outer liner	GD2	GD2	GD2	GD2	GD2	GD2	GD2
Grammage of outer liner (g/m ²)	210	210	210	210	210	210	210
Quality of corrugated paper	WST	WST	WST	WST	WST	WST	WST
Grammage of the corrugated paper (g/m ²)	105	105	105	115	105	115	135
Quality of inner liner	TLB3	TLB3	TLB3	TLB3	TLB3	TLB3	TLB3
Grammage of inner liner (g/m ²)	105	105	120	150	170	150	195
Annual quantity (units)	1,561,038	931,703	1,885,333	7,234,624	847,613	724,941	60,000
Annual volume (Tm ²)	181,283.34	98,154.91	305,966.92	1,197,142.17	178,676.82	134,973.87	16,453.44
CO ₂ e-emissions* (t/1,000 units)	0.26828	0.24312	0.23690	0.25949	0.33363	0.19654	0.32627
Total annual* CO ₂ e emissions (t)	418.80	226.52	446.63	1,877.35	282.79	142.48	19.58

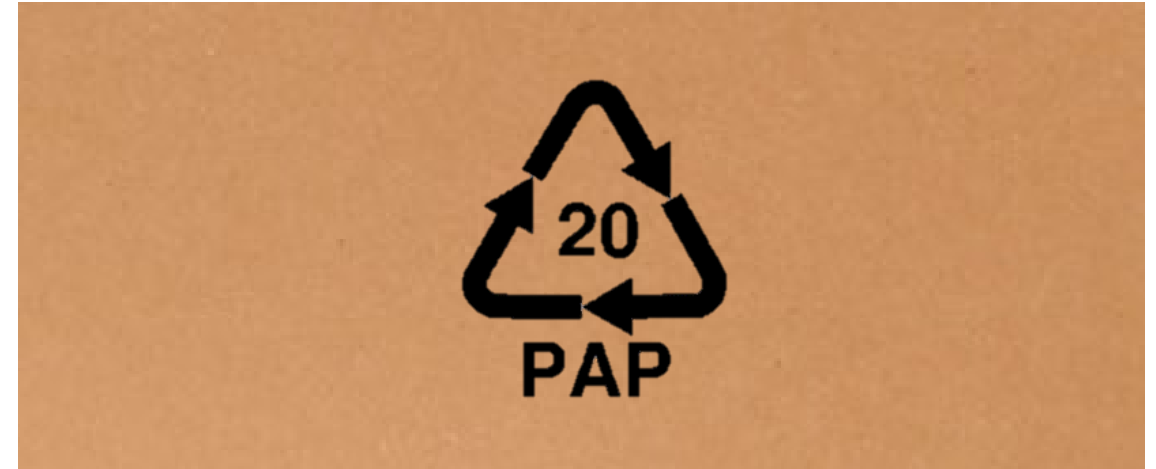
* FEFCO data: CO₂e-footprint across the entire life cycle of 491 kg CO₂e/t of corrugated board

End of product life

End-of-life of products manufactured by THIMM

Recycling Code PAP 20

- This eco-label indicates the materials from which a product's packaging is made.
- The label facilitates recycling. End consumers can quickly identify the relevant material and thus sort it accordingly.
- The code PAP 20 on the eco-label stands for corrugated cardboard (German Packaging Act).
- Note: Under the PPWR and the EmpCo, these pictograms are likely to be amended or discontinued.



RESY symbol

- It symbolises the comprehensive disposal and material recycling of transport and outer packaging made of paper and cardboard.
- This fulfils the requirements of the German Packaging Act (VerpackG) for transport packaging.
- Authorisation is required to use this eco-label. THIMM holds such authorisation, and the RESY symbol is always applied to the packaging in combination with our own identification number.
- This classification under the German Packaging Act (VerpackG) demonstrates that our products are fully recyclable.
- Note: Under the PPWR and EmpCo, these pictograms are likely to be amended or discontinued.



Corrugated cardboard recycling rate in 2025

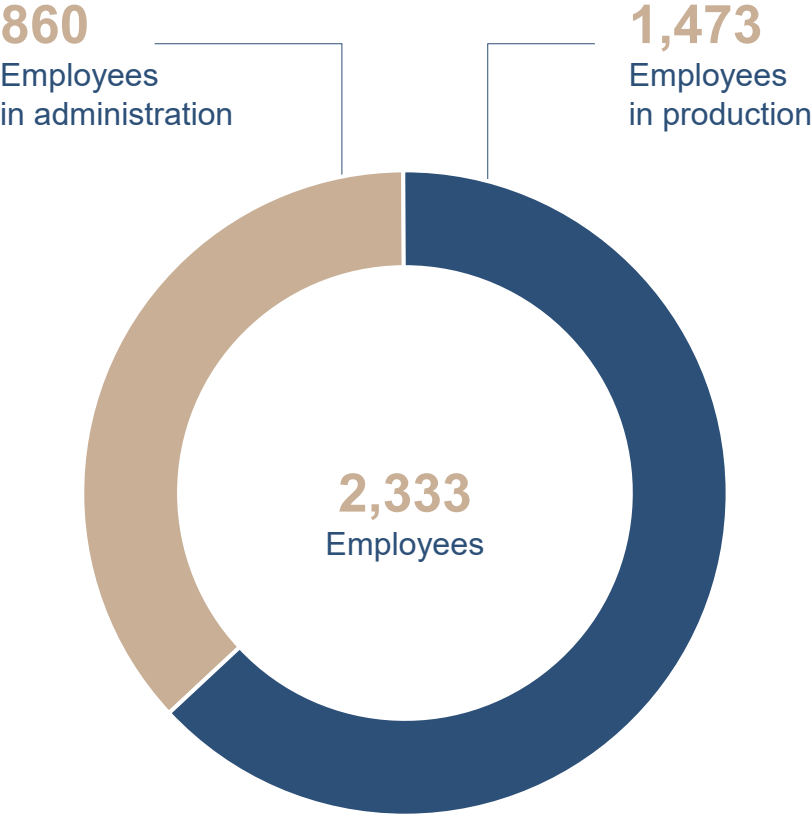


- Classification under PAP 20 under the German Packaging Act (VerpackG) demonstrates that our products are fully recyclable.
- The recycling rate for corrugated cardboard is >95%. This demonstrates that corrugated cardboard represents an exemplary material cycle and accounts for a high proportion of the return rate. (Source 2025: [vdw – Association of the Corrugated Board Industry e. V.](#))
- Our aim is to maintain recyclability at 100% and to design our packaging in such a way that the recycling loop remains closed. In doing so, we avoid the use of foreign materials and additives that would impair recyclability.
- Our corrugated cardboard products are fully integrated into existing national and European paper recycling systems (e.g. municipal waste paper collection). The end-of-life stage of the product is therefore managed by established public and private-sector recycling systems and lies outside our direct operational sphere of influence. Corrugated cardboard waste, together with paper waste from private households and industry, constitutes a raw material.
- We make a significant contribution to environmental performance at the end of the product life through the following measures:
 - 100% recyclability of our products through the use of single-type materials without disruptive composite materials
 - use of an average of 83% recycled fibres (waste paper)
 - a 'design for recycling' approach to product development, avoiding coatings and plastic components
 - Optimisation of material efficiency to reduce resource consumption

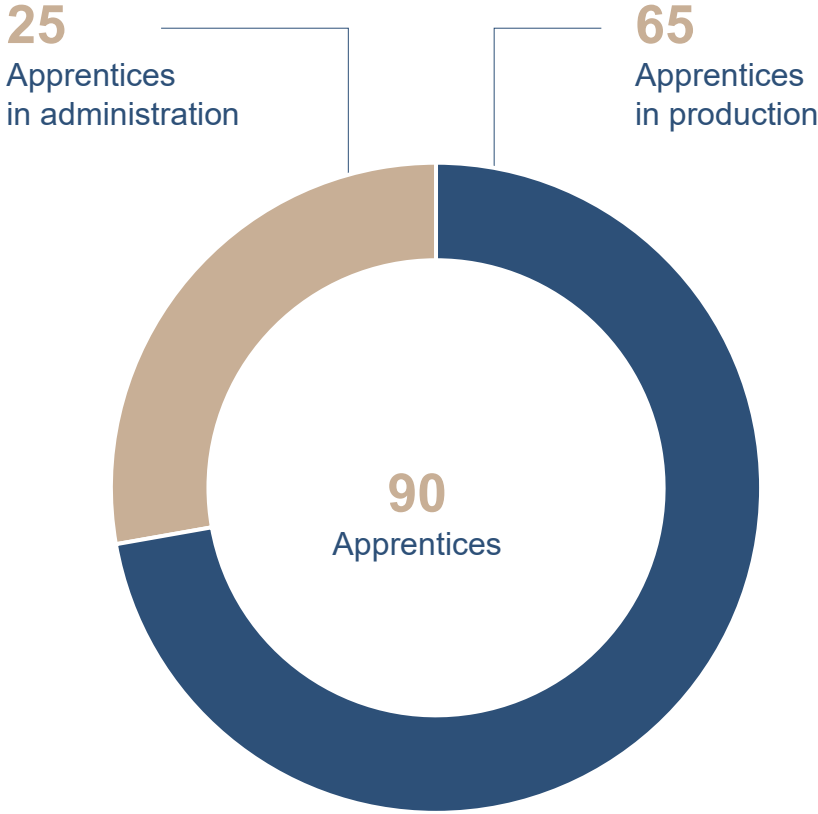
Social



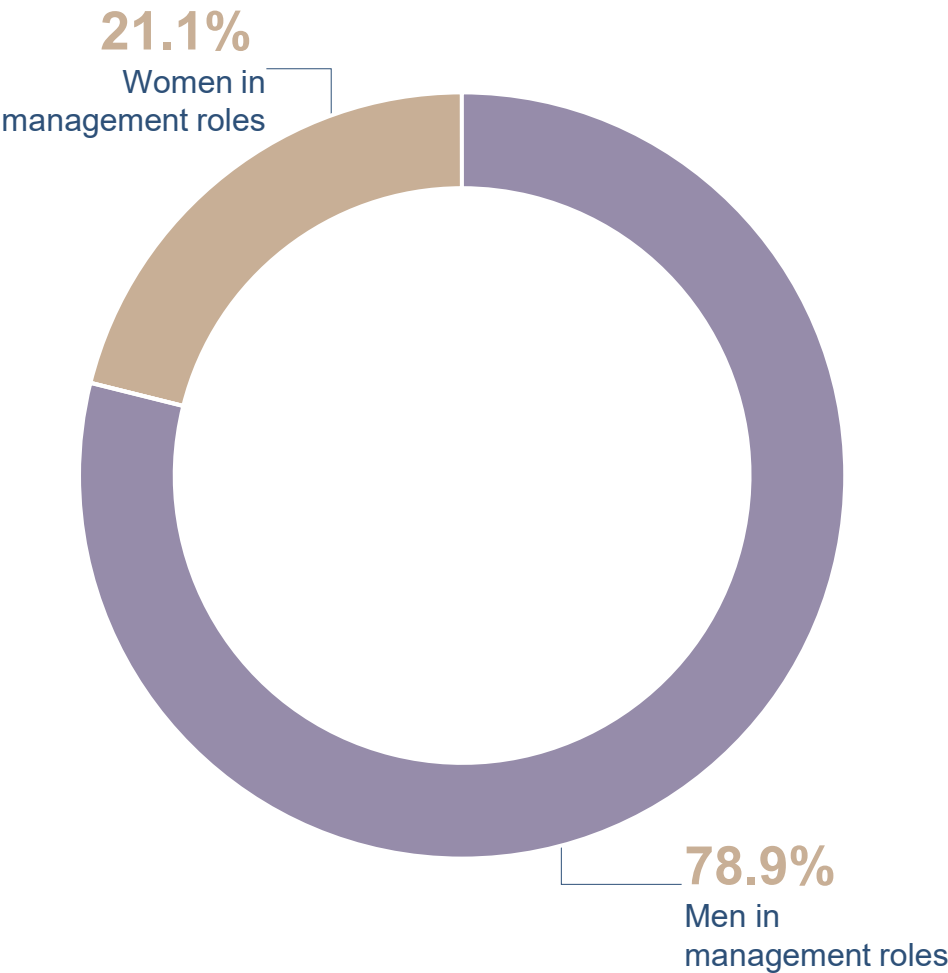
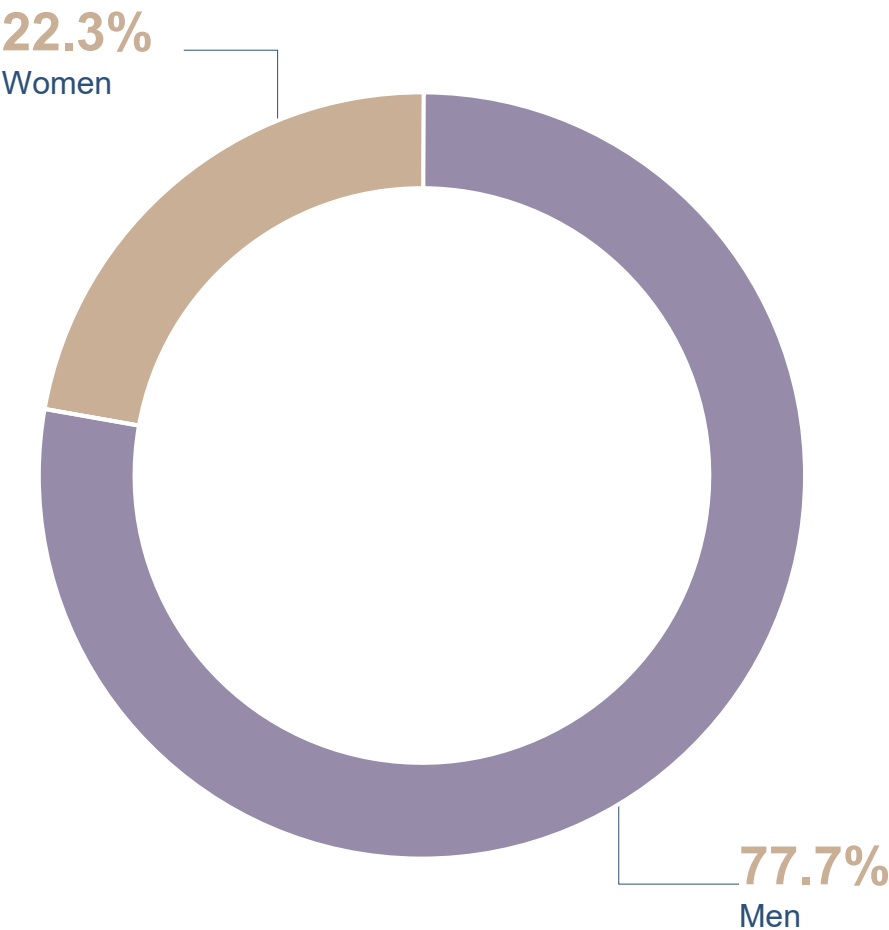
Proportion of employees by area of work



2,423
Employees
in total



Proportion of staff by gender



Occupational Safety | Accident Statistics for Germany

Number of occupational accidents	Jan 25	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Total
with loss of working time > 3 days	1	2	4	2	3	2	7	3	1	3	2	3	33
with 1–3 days' loss of working time	2	0	0	0	0	1	0	1	1	2	1	1	9
with loss of working time < 1 day	15	9	10	17	7	11	20	14	20	14	11	14	162
TOTAL	18	11	14	19	10	14	27	18	22	19	14	18	204

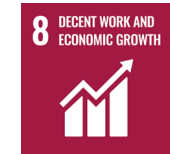
Number of days lost due to work-related accidents	Jan 25	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Total
with loss of working time > 3 days	46	204	459	25	33	137	132	115	7	27	26	29	1,240
with 1–3 days' loss of working time	3	0	0	0	0	1	0	3	2	2	2	2	15
with loss of working time < 1 day	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	49	204	459	25	33	138	132	118	9	29	28	31	1,255

Occupational Safety | Accident Statistics for all Countries

	Number of days lost due to work-related injuries	Number of workplace accidents ¹	Number of fatalities due to work-related accidents or work-related illnesses
DE	1,255	204	0
PL	278	7	0
CZ	360	11	0
RO	0	0	0
Total	1,893	222	0

¹An accident is an incident that results in an injury or a resulting illness.

Hours worked



2,422,034 hours per year

Total hours worked in 2025

1,497,411 hours per year

Hours worked in production in 2025

924,623 hours per year

Hours worked in administration in 2025

Data applies to all German THIMM sites.
(Alzey, Castrop-Rauxel, Eberswalde, Ilsenburg, Northeim, Wolnzach)



Staff training



20,518 h

Training hours for all staff within the group

8.2 hours per employee per year

average number of training hours per employee

This includes face-to-face training, individual sessions, webinars and training courses.

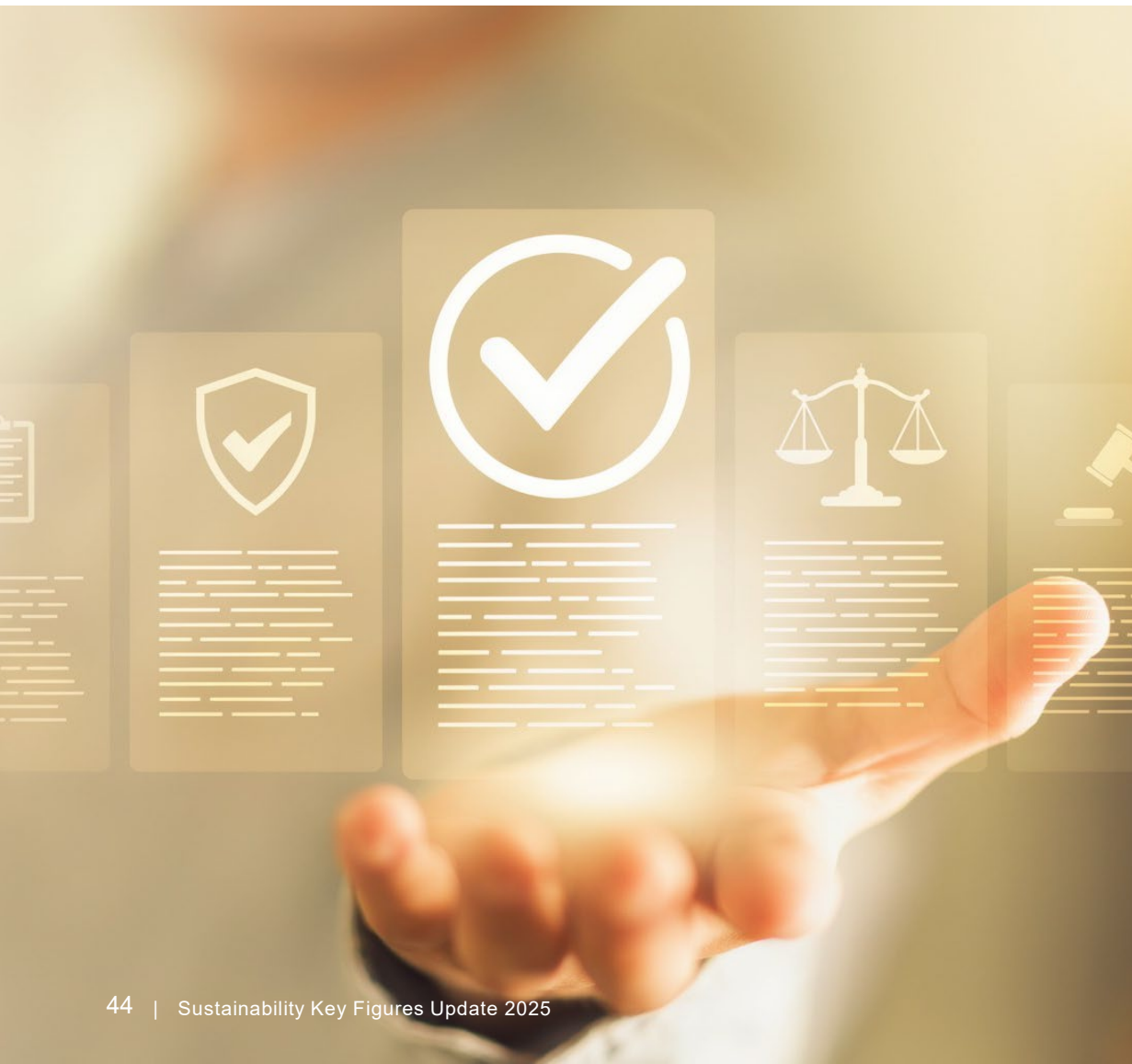
Social Engagement | Donation Volume



€2,700

was donated in total across all THIMM Group sites in 2025.

Protection of human rights at our sites



During the reporting period, the survey of key figures on child labour, forced labour and human trafficking covered 100% of the company's business activities, measured in terms of employees and sites.

Binding guidelines on the protection of human rights, as well as an explicit ban on child labour, forced labour, compulsory labour and human trafficking, apply at all sites covered by the survey.

During the reporting year, no cases of child labour, forced labour, compulsory labour or human trafficking were reported or identified within the company's own business operations. Furthermore, no relevant reports or complaints were received via the existing reporting and complaints channels.

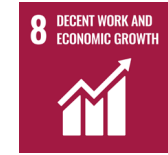
Regular monitoring of compliance with human rights requirements forms part of the existing compliance and management processes. Furthermore, internal and external audits and checks were carried out at the relevant sites, with no breaches being identified. Consequently, no corrective or remedial measures were required.

The company continues to assess the risk of child labour, forced labour and human trafficking within its own business operations as very low and pursues a zero-tolerance approach towards such violations.

Governance

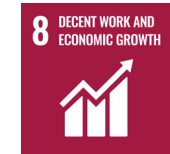


Expenditure in 2025



- **33,5%**
Balance sheet equity ratio
- **€23,5 million**
Investments
- **€16,0 million**
Energy costs
- **€119,0 million**
Staff costs
including social security contributions and staff-related expenses
- **€277,0 million**
Cost of materials
including energy

Certifications at our sites



	ISO 9001	ISO 14001	ISO 28000	ISO 45001	ISO 50001	BRC GS	FSC	SEDEX	SMETA
Alzey (DE)	✓	✓		✓	✓	✓	✓	✓	✓
Castrop-Rauxel (DE)	✓	✓		✓	✓	✓	✓	✓	✓
Eberswalde (DE)	✓	✓		✓	✓	✓	✓	✓	✓
Garancières-en-Beauce (FR)							✓		
Ilseburg (DE)	✓				✓	✓	✓		
Northeim (DE)	✓	✓		✓	✓	✓	✓	✓	✓
Sibiu (RO)	✓	✓				✓	✓	✓	✓
Skarbimierz (PL)	✓	✓		✓		✓	✓	✓	✓
Tychy (PL)	✓	✓	✓	✓		✓	✓	✓	✓
Všetaty (CZ)	✓					✓	✓	✓	✓
Wolnzach (DE)	✓	✓		✓	✓	✓	✓	✓	✓
Percentage of sites	91%	73%	9%	64%	55%	91%	100%	82%	82%

Appendix

Notes on methodology

Our key figures update is compiled using a structured and transparent methodology. It is based on the systematic collection and processing of relevant data from all business divisions of the THIMM Group. Both quantitative key figures and qualitative information are recorded, reflecting our environmental, social and economic performance and developments.

To ensure comparability and transparency, we formally align ourselves with the reporting standards of the Global Reporting Initiative (GRI). The GRI Standards are internationally recognised as a framework for sustainability reporting and ensure that the content is presented in a clear, consistent and transparent manner.

The selection of reported content is based on the principle of materiality: we consider topics that are of particular significance to our business activities, our stakeholders and the impacts along the value chain. All data collected is checked for plausibility and completeness prior to publication.

Through this methodological approach, we create transparency, foster trust among our stakeholders and help to present the progress of our sustainability strategy in a way that is measurable and comparable over the long term.

GRI Index

THIMM Group GmbH + Co. KG has reported in accordance with the GRI Standards for the period 1 January 2025 – 31 December 2025.

Used GRI 1: Principles 2021
 Applicable GRI sector standards: none

GRI Standard	Disclosure	Page
General information		
GRI 2: General disclosures 2021	2-1 Organisational details	6 – 7
	2-2 Entities included in the organisation’s sustainability reporting	53
	2-3 Reporting period, frequency and contact point	49, 52–54
	2-4 Restatements of information	49, 52–54
	2-5 External assurance	23, 25–32, 47
	2-6 Activities, value chain and other business relationships	3 – 4, 6 – 7
	2-7 Employees	36–44
Resource use and the circular economy		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	9–11
	301-2 Recycled input materials used	9–11
GRI 306: Waste 2020	306-3 Waste generated	15–17, 33–35

GRI Index

GRI Standard	Disclosure	Page
Energy consumption and emissions		
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	18 – 24
	302-3 Energy intensity	18 – 24
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	25 – 29
	305-2 Indirect energy-related GHG emissions (Scope 2)	25 – 29
	305-3 Other indirect GHG emissions (Scope 3)	25 – 29
	305-4 GHG emissions intensity	25 – 32
	305-5 Reduction of GHG emissions	30 – 32
Water		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	12 – 14
	303-3 Water withdrawal	12 – 14
	303-4 Water discharge	12 – 14
	303-5 Water consumption	12 – 14
Occupational health and safety		
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	39 – 40
Training and Development		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	42

Notes on the report

Sustainability is an integral part of our corporate identity and shapes our actions across the environmental, economic and social dimensions. The year 2025 was characterised by new regulatory frameworks, digital innovations and growing demands for transparency – developments which we are addressing with determination and a sense of responsibility.

Since 2014, we have been reporting voluntarily and comprehensively on our sustainability activities across the entire THIMM Group. With the 2025 Key Figures Update, we are continuing this ongoing and transparent reporting. It summarises the key progress and results of the 2025 financial year – corresponding to the calendar year – using clear key figures and demonstrates how we make sustainability measurable.

2025 was also marked by important milestones. The processes for implementing the European Deforestation Regulation (EUDR) were adapted in line with the latest updates. The focus was on preparations for implementing the Packaging and Packaging Waste Regulation (PPWR) and for the report under the Corporate Sustainability Reporting Directive (CSRD). To support our energy and climate protection measures, we have finalised our target definitions with Science Based Targets. In doing so, we are laying the foundations for long-term legal certainty, competitiveness and trust throughout the entire value chain.

Unless otherwise stated, the key figures and information presented in this report relate to the THIMM Group companies listed on page 53, including their national and international sites.

The 2025 key figures update takes into account employees on unpaid leave (maternity leave, parental leave, long-term sick leave).

All forward-looking statements in this report are based on current assumptions and insights.

Notes on companies

Figures from the following companies are included:

- THIMM Group GmbH + Co. KG, Northeim, Germany
 - Including THIMM Corporate Services GmbH + Co. KG, Northeim, Germany
- THIMM Verpackung GmbH + Co. KG, all plants in Germany (Alzey, Eberswalde, Castrop-Rauxel, Northeim)
- THIMM Obaly, k.s., Všetaty, Czech Republic
- THIMM Packaging srl, Sibiu, Romania
- TOP-THIMM Opakowania Sp. z o.o., Tychy, Poland
- TOP Packaging S.A., Skarbimierz, Poland
- THIMM Verpackung Süd GmbH + Co. KG, Wolnzach, Germany
- Christiansen Print GmbH, Ilsenburg, Germany
- Christiansen Print Garancieres S.A.S., Garancières-en-Beauce, France



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