



# Sustainability Key Figure Update 2024

Public

Version: 01 | 2026

**THIMM**

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# Foreword



Dear Ladies and Gentlemen,

With the 2024 KPI update, we are continuing our transparent reporting.

We are consistently developing our products and processes with a view to environmental compatibility and recyclability. Our core product, corrugated board, is an inherently sustainable material: it consists of over 80 percent recycled paper on average and the paper fibers it contains can be recycled more than 20 times. These characteristics make our corrugated cardboard packaging and displays the ideal circular product – a key requirement of the new EU Packaging and Packaging Waste Directive Regulation (PPWR), which was approved at the end of 2024.

In addition, we are consistently pushing ahead with the expansion of our innovative strength: With the investment in a state-of-the-art digital printing system at the Alzey site, we are strengthening our position as a provider of individual and efficient packaging solutions.

With our vision of the "Internet of Packs", we are opening new opportunities for our customers for smart, connected packaging and creating added value along the entire supply chain. →

# Foreword



In addition, we celebrated our 75<sup>th</sup> anniversary in 2024 – an anniversary that underlines our commitment to continuous development.

Our thanks go to all employees and partners who are walking this path with us. Together, we ensure quality, promote innovation and shape a sustainable future.

Thomas Meier  
Managing Director

Holger Dunker  
Managing Director

# Company

# Company key figures & company profile



 Revenues: €539 million

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 Investments: €31 million

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 Operating result: €258.3 million

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 Purchased raw paper: 470,931 t

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 Sales of corrugated cardboard: 877 million m<sup>2</sup>

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 Total emissions: 481,499 t CO<sub>2</sub>e

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 Employees: 2,550  
Administrative: 931 | Industrial: 1,527 | Apprentices: 92 (as of 31.12.2024)

**THIMM** is a leading provider of sustainable packaging and display solutions made from corrugated cardboard. The product portfolio includes transport, shipping and sales packaging for consumer goods, standardised promotional displays and high-quality preprints for industrial processing.

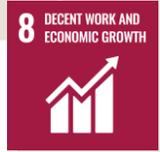
With innovative and sustainable solutions, the company enables its customers to position their products effectively on the market and thus generate high customer satisfaction.

Founded in 1949, the independent family business employed over 2,550 people at twelve locations in Germany, France, Poland, Romania and the Czech Republic in 2024.

**Christiansen Print** is a business division of the THIMM Group and a European market leader in preprinting and paper finishing. Since 2005, the company has been printing and coating paper rolls in the innovative digital printing and flexo printing processes for packaging manufacturers and the branded products sector.

In 2024, the company employed over 140 people at its sites in Ilsenburg, Northeim (Germany) and Garancières-en-Beauce (France).

# THIMM Group sites in 2024

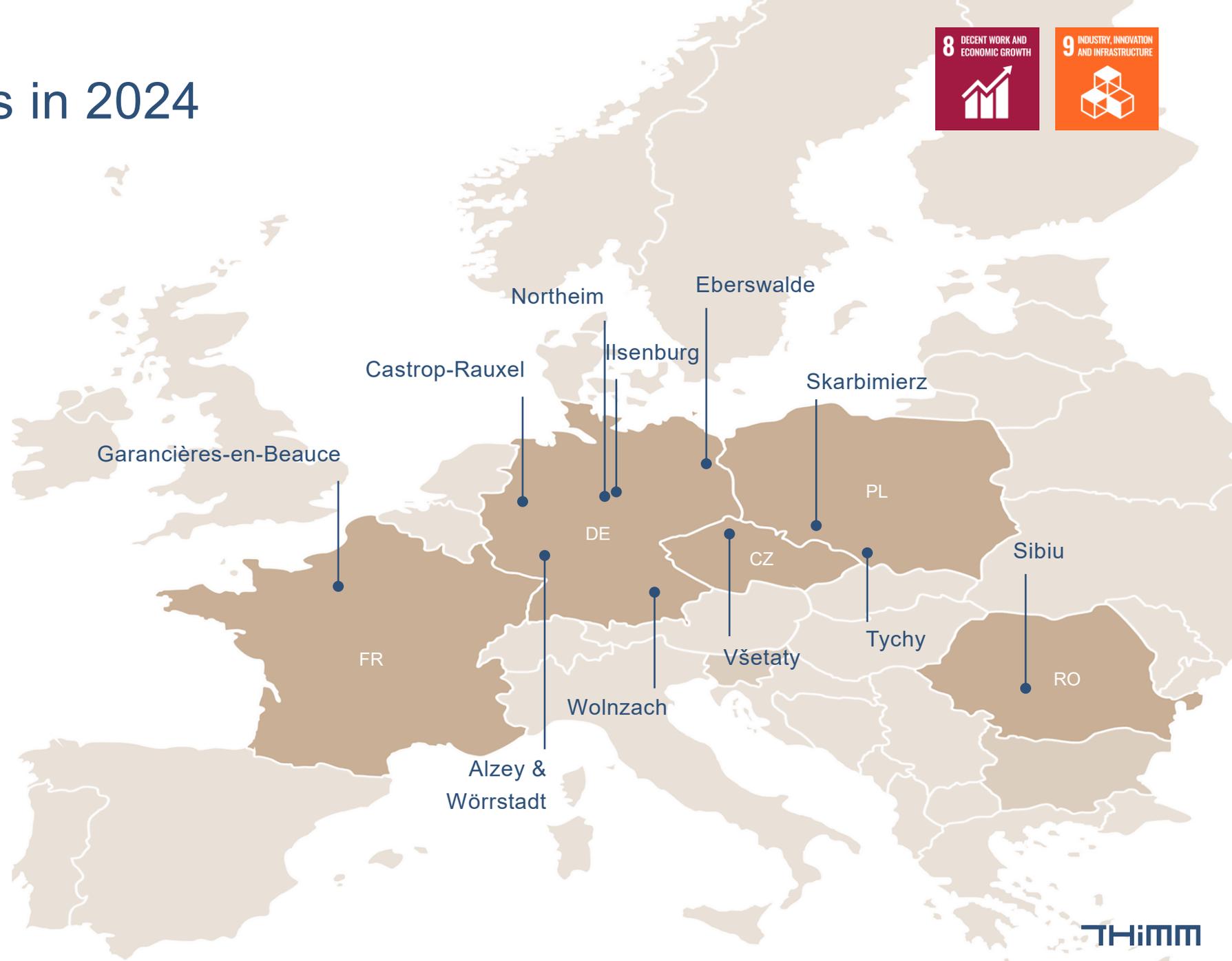


# 12



## Sites in 5 countries

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



# Environmental

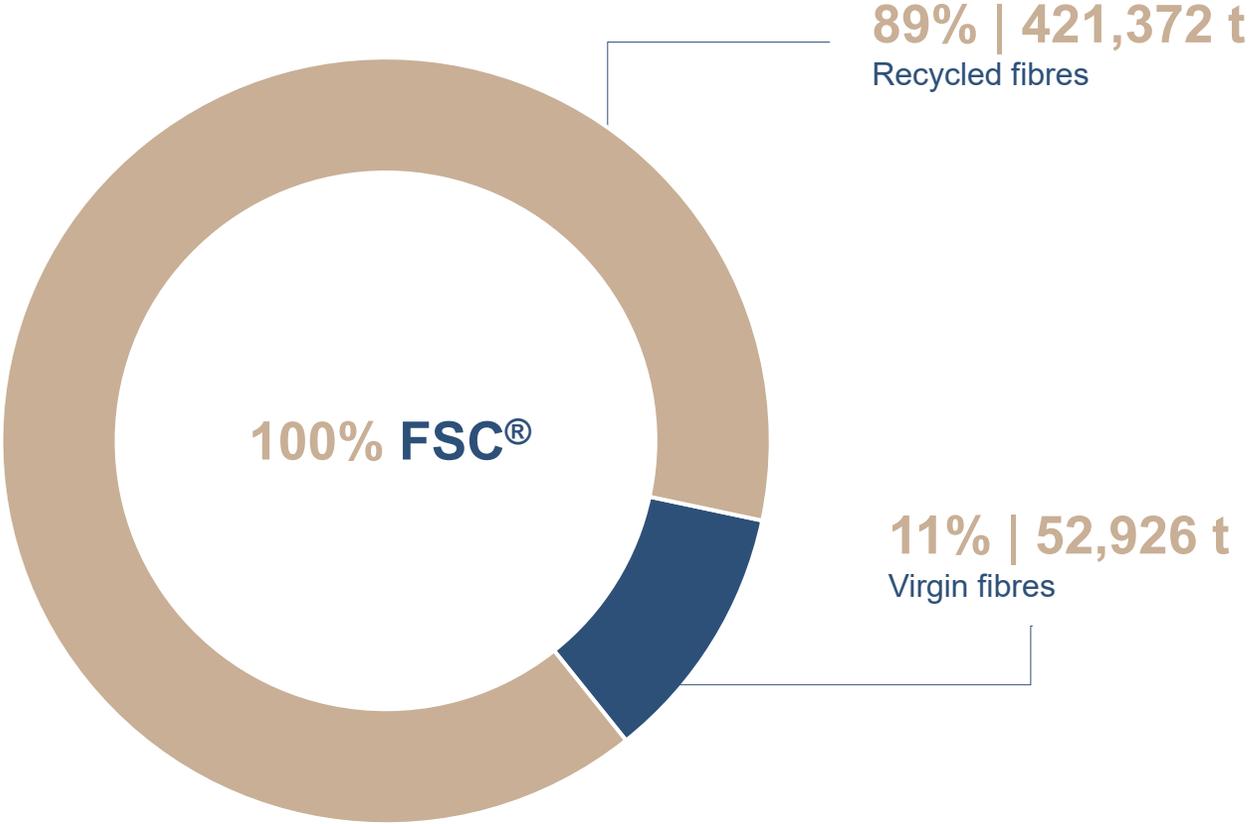


# Raw material usage

# Raw material usage | Raw paper

**474,298 t**  
Total amount of raw paper

The percentage of recycled wood or recycled wood products/materials made from wood was 0% in 2024.



# Raw material usage | Input materials



**1,990 t**  
Ink



**8,5113 t**  
Starch and glue  
[Dry matter]

As part of efforts to increase material efficiency, a rest ink management system was set up in the print area. This means that unused inks, including special colours, are mixed by machine to create new colour codes, e.g. anthracite.

Newly configured colours from surpluses (black, blue, green, red, magenta, cyan) used: **13,705 kg** illustrated using the Ilsenburg site as an example. This avoids 13,388 kg CO<sub>2</sub>e for new paint.

# Water

# Water



As part of the water treatment process, we reuse, among other things, treated wash water from the corrugated cardboard machines (gluing system) for glue production. As there are quantity measuring systems that are not yet operational, the exact **total amount of recycled and reused water** is estimated to be **approximately 10%** of the total amount used.

**The total water consumption of the THIMM Group across all trades is 120,436 m<sup>3</sup>.**

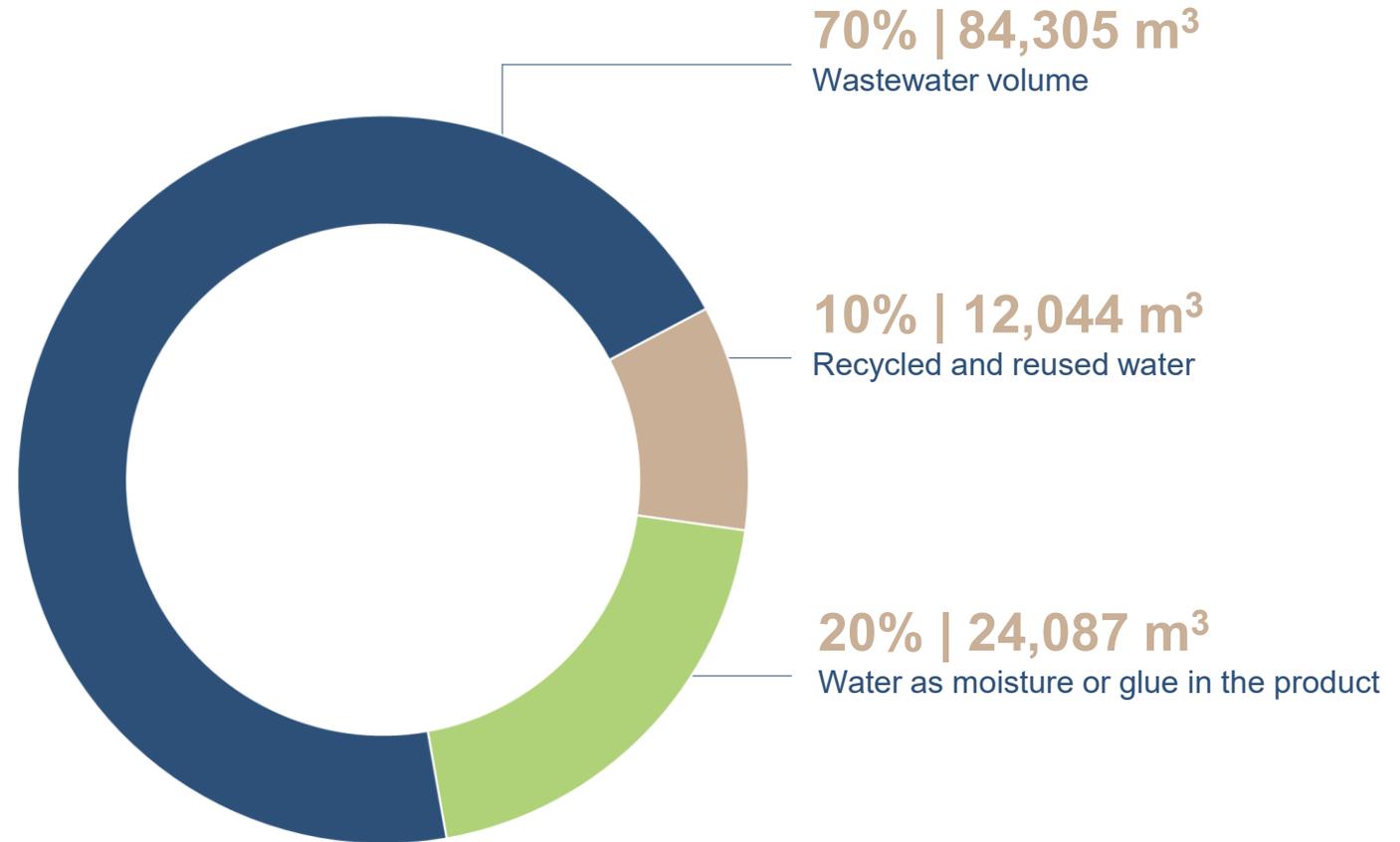
As there are quantity measuring systems that are not yet operational, the **wastewater volume** is estimated to be **approximately 70%** of the total amount used. **The continuous monitoring of wastewater is ensured by the “compressor heat recovery” process.**

It should be noted that **approximately 20%** of the total water used in the processing of paper into corrugated cardboard and in the further processing of corrugated cardboard into packaging **remains in the product in the form of moisture or glue.**

# Water



**120,436 m<sup>3</sup>**  
Total water consumption



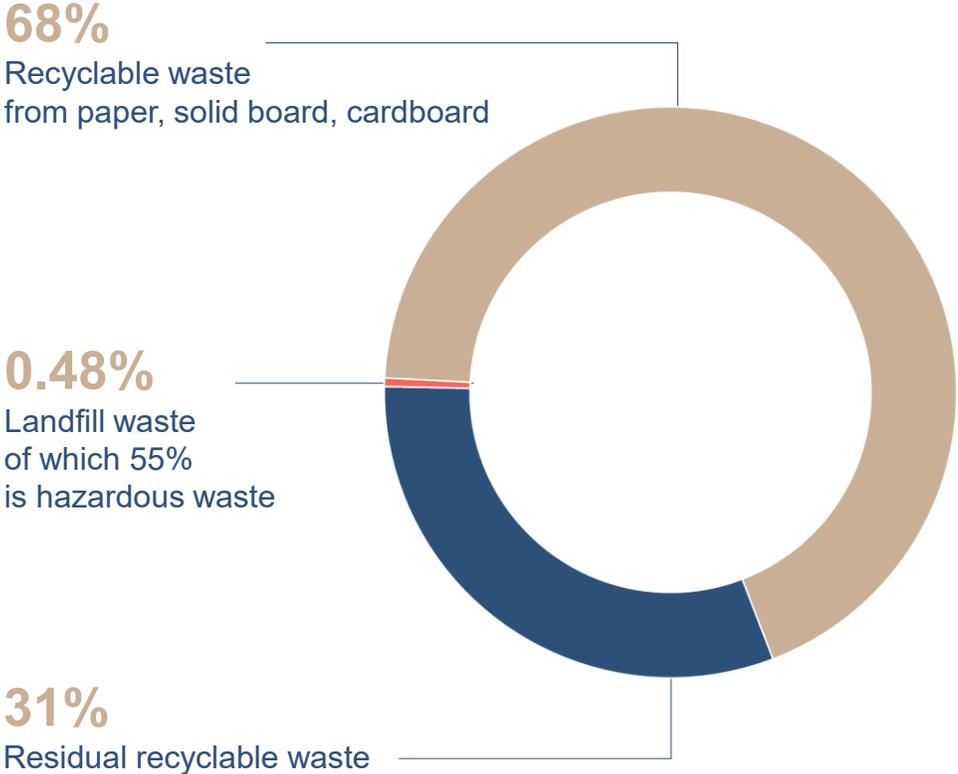
# Waste

# Waste generation per site

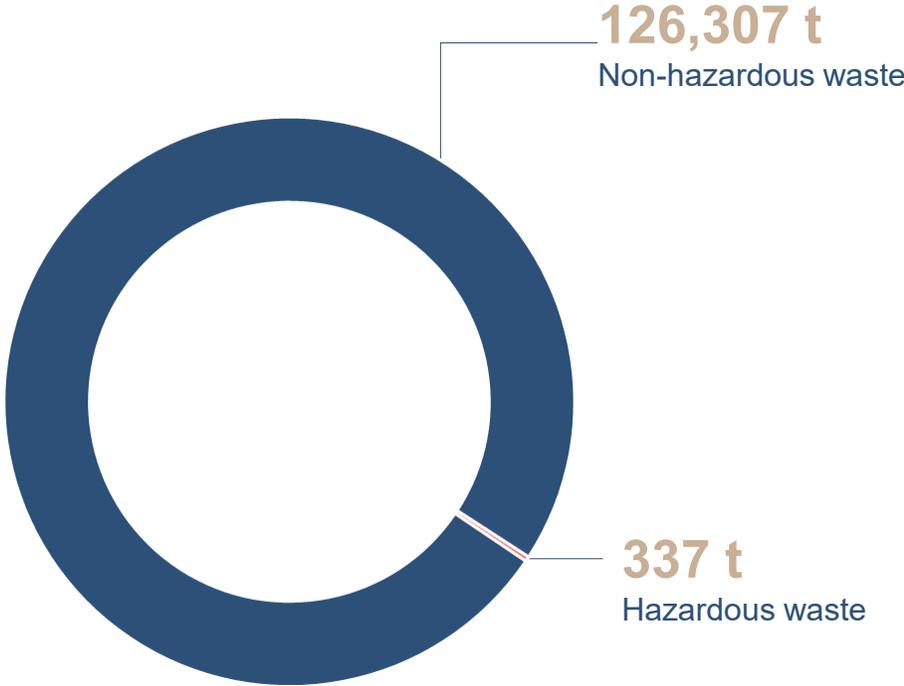


Alzey (DE)	11,552 t
Castrop-Rauxel (DE)	11,068 t
Eberswalde (DE)	14,093 t
Garancières-en-Beauce (FR)	196 t
Ilseburg (DE)	2,630 t
Northeim (DE)	15,630 t
Sibiu (RO)	7,351 t
Skarbimierz (PL)	2,534 t
Tychy (PL)	25,463 t
Všetaty (CZ)	15,211 t
Wolnzach (DE)	20,914 t

# Waste generated by the entire THIMM Group

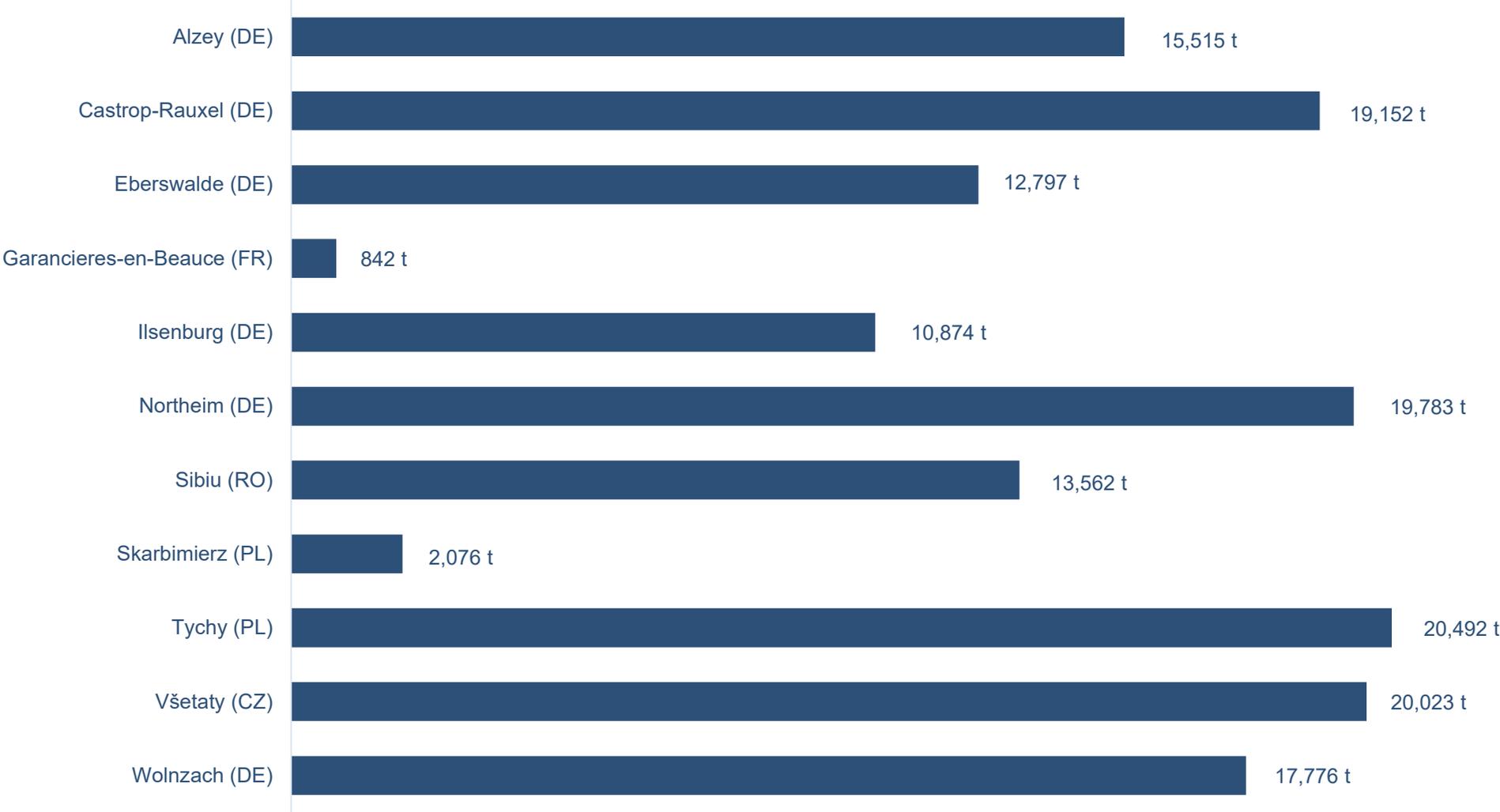


**126,644 t**  
Total waste generation of which 126,018 t are recycled waste

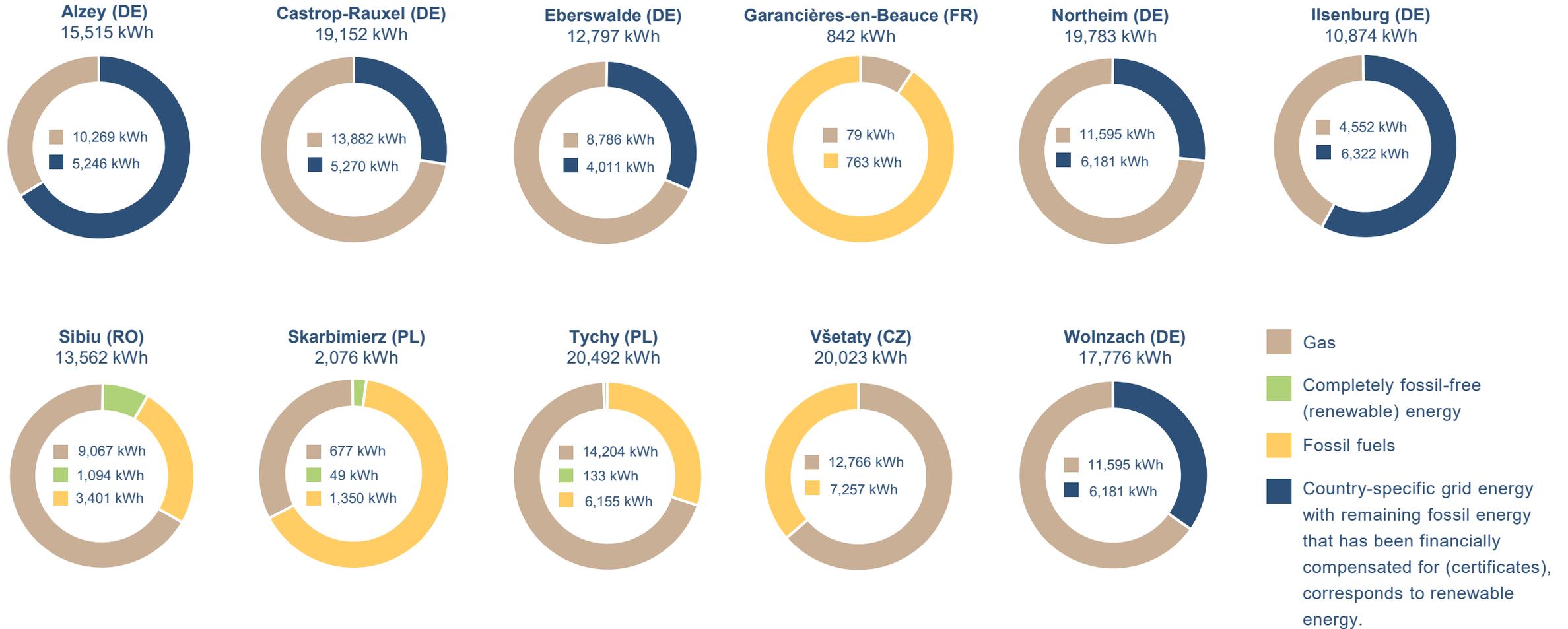


# Energy

# Energy consumption | Total per site



# Energy consumption | Composition per site



# Energy consumption | THIMM Group total

**100,414 MWh**

Gas energy consumption

**18,926 MWh**

Country-specific grid electricity mix, including renewable share and remaining fossil energy

**152,893 MWh**  
Total energy consumption

**33,553 MWh**

Renewable, self-generated energy incl. financially compensated energies

# Energy efficiency & green electricity certificate

## Energy efficiency ISO 50001

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

## Green electricity certificate

Over 60% of our sites use 100% green electricity. To this end, we utilise subsidies for hydroelectric power plants in Europe. We use photovoltaics at our sites in Skarbimierz (Poland) and Sibiu (Romania).



# Mobility | Company vehicles



On a rolling average, the THIMM Group operates **109 company vehicles**, which are primarily used for passenger transport.



The corresponding **fuel consumption is 190,399 litres** (90% diesel fuels).

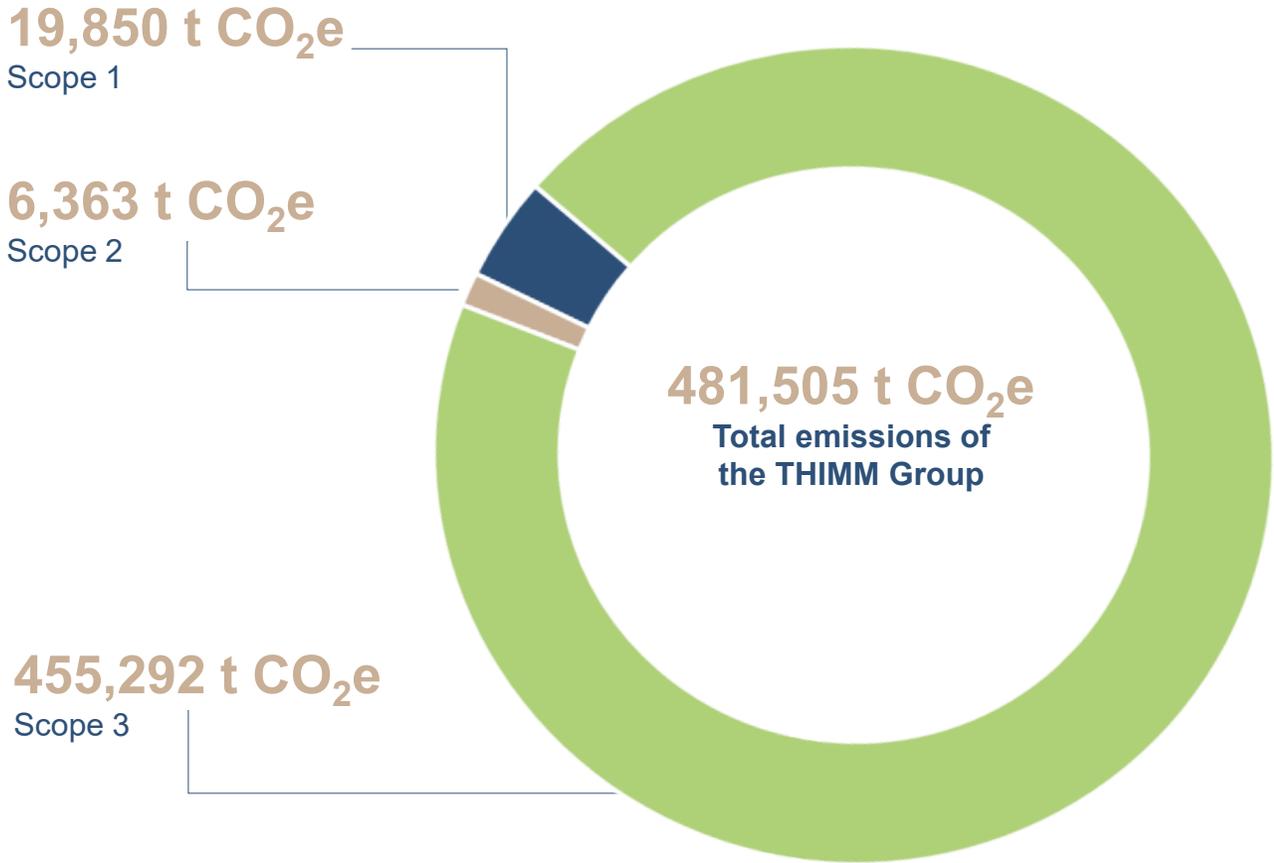


Of the 109 company vehicles, **5.5% are electric cars**.



# Emissions

# Emissions per Scope 1 – 3



- Scope 1**
  - Direct emissions from the company (consumption of energy sources, e.g., for heating)
  - Direct emissions from the company vehicle fleet (own fleet of vehicles)
  - Direct emissions from the use of coolants (buildings, machinery and equipment)
  
- Scope 2**
  - Purchased electricity for own use (stationary electricity)
  
- Scope 3**
  - Purchased goods and services (production and consumables, 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 sold products (handling, assembly and sealing, electricity)
  - Employees (commuting)
  - Business travel (flights, rail and business trips, including overnight stays)
  - Waste from operations (all waste from production and administration)

# Total emissions of the THIMM Group

**481,505 t CO<sub>2</sub>e**

**Total emissions of the THIMM Group**

The corporate carbon footprint for the reference year 2024 was compiled and created using the carbon footprint reporting tool from ClimatePartner in accordance with GHG standards.

Despite very homogeneous business processes and similar product design, there are sometimes considerable differences in total emissions between production sites. This is due to exceptionally varied investment volumes at local level, which are clearly reflected in the corporate carbon footprint.

The underlying data originates from our companies, and all consumption figures correspond to the reported values. If we did not have any primary data, we used the emission factors from ClimatePartner standards (ecoinvent, GEMIS, etc.).

The significant difference compared to our emissions in 2023 is due to the much more extensive inclusion of emission factors in Scope 3. While we are seeing slight decreases in emissions in Scope 1 and 2, Scope 3 has increased significantly. This picture clearly shows us that there is potential for action along the entire supply chain up to our product.



# Total emissions of the sites

Site   t CO <sub>2</sub> e	Total	Scope 1	Scope 2	Scope 3	Scope 3 Goods & Services	Scope 3 Upstream	Further direct emissions
Alzey (DE)	39,109	1,932	0	37,177	30,844	3,882	2,451
Castrop-Rauxel (DE)	54,677	2,549	0	52,127	43,360	4,781	3,987
Eberswalde (DE)	36,356	1,616	0	34,740	26,642	3,609	4,489
Garancieres-en-Beauce (FR)	1,797	23	36	1,738	743	458	538
Ilsenburg (DE)	24,340	1,054	0	23,286	19,755	1,507	2,024
Northeim (DE)	48,985	3,059	0	45,926	37,390	5,444	3,092
Sibiu (RO)	22,498	181	1,014	21,303	18,700	771	1,832
Skarbimierz (PL)	72,861	1,750	693	70,418	49,418	6,845	14,155
Tychy (PL)	72,887	2,881	4,621	65,385	49,340	7,676	8,368
Všetaty (CZ)	51,425	2,545	0	48,880	41,003	4,915	2,963
Wolnzach (DE)	56,570	2,259	0	54,310	44,150	5,869	4,291
<b>Total emissions of the THIMM group [t CO<sub>2</sub>e]</b>	<b>481,505</b>	<b>19,850</b>	<b>6,363</b>	<b>455,292</b>	<b>361,344</b>	<b>45,757</b>	<b>48,190</b>

# Science Based Targets initiative

# Science Based Targets initiative (SBTi)

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

- Calculation and reporting of the company's annual CO<sub>2</sub>e footprint and the continuous calculation of the CO<sub>2</sub>e footprint of products using data from the main suppliers based on the availability of raw materials such as paper, ink, starch and glues.
- Further goals include continuous article-based PCF and automated reporting with each inquiry.
- SBTi net zero target for 2030 in Scope 1 and 2.
- As part of the target setting process, a detailed action plan will be created for submission to SBTi.

THIMM already started the SBTi-compliant target definition and action planning in 2022 with a commitment to SBTi 1.5°C. We are currently developing the necessary measures to achieve the SBTi targets. The main objective of these measures is to achieve the near-term target of 42% emission reduction in 10 years for Scope 1 and 2.

In addition, in line with the SBTi net zero target, we are committed to reducing Scope 1 and 2 emissions to net zero by 2045. We also encourage our suppliers to follow or act according to the SBTi targets. Our science-based targets are expected to be validated by SBTi by January 2026.



# Example of PCF calculation

	Packaging type 1	Packaging type 2	Packaging type 3	Packaging type 4	Packaging type 5	Packaging type 6	Packaging type 7
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 <sup>2</sup> )	1.21	1.10	1.03	1.04	1.32	0.79	1.15
Flute type	E	E	E	E	E	E	E
Outer liner quality	GD2						
Grammage of outer liner (g/m <sup>2</sup> )	210	210	210	210	210	210	210
Corrugated paper quality	WST						
Grammage of corrugated paper (g/m <sup>2</sup> )	105	105	105	115	105	115	135
Inner liner quality	TLB3						
Grammage of inner liner (g/m <sup>2</sup> )	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 quantity (Tm <sup>2</sup> )	181,283.34	98,154.91	305,966.92	1,197,142.17	178,676.82	134,973.87	16,453.44
CO <sub>2</sub> e emissions* (t/1000 units)	0.26828	0.24312	0.23690	0.25949	0.33363	0.19654	0.32627
Total annual * CO <sub>2</sub> e emissions (t)	418.80	226.52	446.63	1,877.35	282.79	142.48	19.58

\* Data basis FEFCO: CO<sub>2</sub>e balance over the entire life cycle of 491 kg CO<sub>2</sub>e/t corrugated cardboard

# End of product life

# End of life of products manufactured by THIMM

## Recycling Code PAP 20

- This eco-label specifies which materials have been used to create the product packaging.
- The label facilitates recycling. End-users can quickly identify the respective material and then sort it appropriately.
- The code PAP 20 in the eco-label represents the material corrugated cardboard (German Packaging Act).



## RESY Label

- This symbolises the complete disposal and material recycling of transportation packaging and outer packaging made of paper and cardboard.
- The requirements of the German Packaging Act are hereby fulfilled for transportation packaging.
- Usage authorisations are required to use this eco-label. These are used by THIMM and the RESY label is always applied to packaging in combination with its own identification number.
- This classification by the German Packaging Act proves the complete recyclability of our products.



# Corrugated cardboard recycling rate in 2024

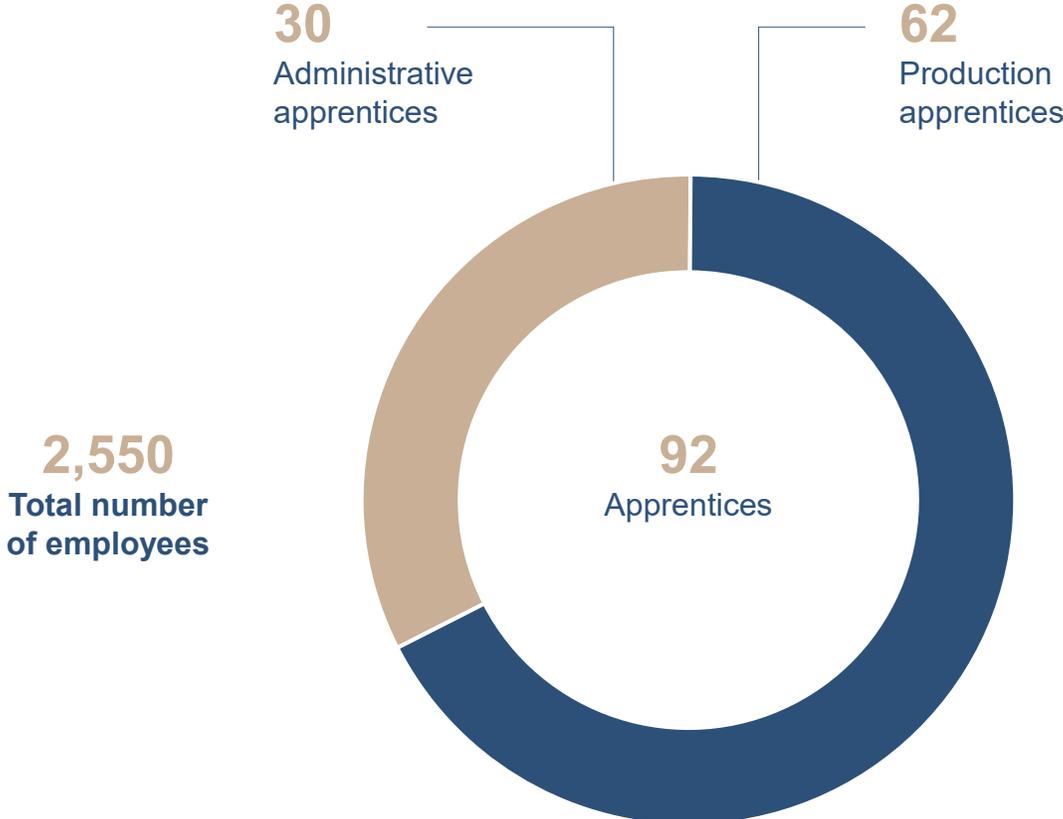
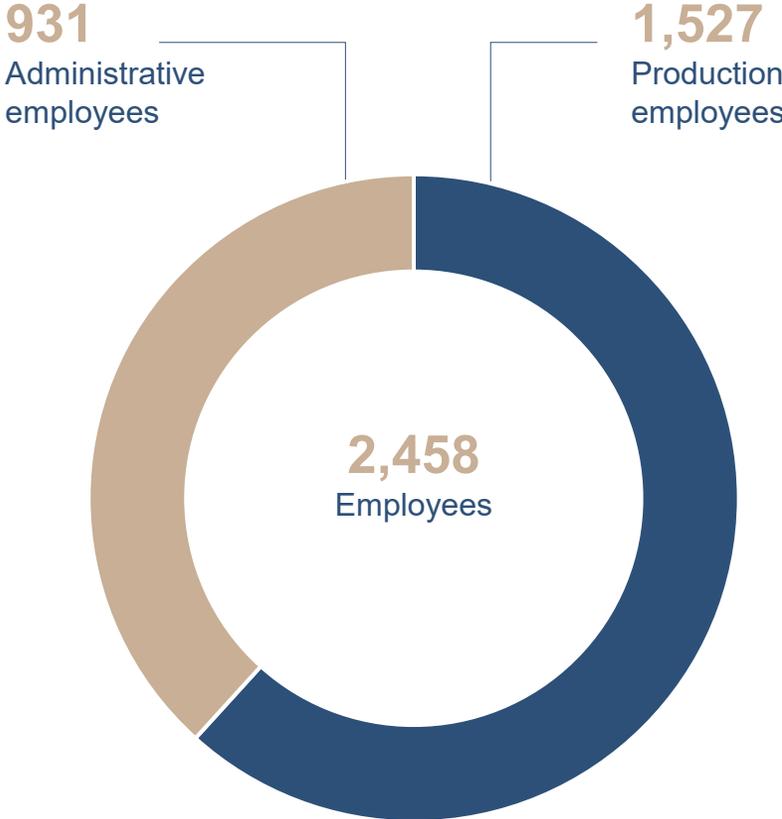


- This PAP 20 classification by the German Packaging Act proves the complete recyclability of our products.
- The recycling rate of corrugated cardboard in **2024 is 95.3 percent**. This shows that corrugated cardboard represents an exemplary material cycle and has a high return rate. (Source: [VDW – German Association of Corrugated Board Industry](#))
- Our goal is to maintain 100% recyclability and design our packaging in such a way that the recycling cycle remains closed. We do not use any external materials or additives that would impair recyclability.

# Social



# Proportion of employees by work areas



# Occupational safety | Accident statistics

Number of occupational accidents	Jan 24	Feb 24	Mar 24	Apr 24	May 24	Jun 24	Jul 24	Aug 24	Sep 24	Oct 24	Nov 24	Dec 24	Total
Accidents with loss of working time > 3 days	7	1	4	7	2	2	5	9	7	0	7	4	<b>55</b>
Accidents with loss of working time 1-3 days	0	1	4	0	1	1	1	1	2	2	0	1	<b>14</b>
Accidents requiring first aid	18	13	15	13	8	15	18	15	17	11	14	8	<b>165</b>
<b>TOTAL</b>	<b>25</b>	<b>15</b>	<b>23</b>	<b>20</b>	<b>11</b>	<b>18</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>13</b>	<b>21</b>	<b>13</b>	<b>234</b>

Number of lost days	Jan 24	Feb 24	Mar 24	Apr 24	May 24	Jun 24	Jul 24	Aug 24	Sep 24	Oct 24	Nov 24	Dec 24	Total
Accidents with loss of working time > 3 days	357	6	167	161	12	19	164	156	527	0	481	48	<b>2,098</b>
Accidents with loss of working time 1-3 days	0	2	8	0	2	1	1	2	4	5	0	1	<b>26</b>
Accidents requiring first aid	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>TOTAL</b>	<b>357</b>	<b>8</b>	<b>175</b>	<b>161</b>	<b>14</b>	<b>20</b>	<b>165</b>	<b>158</b>	<b>531</b>	<b>5</b>	<b>481</b>	<b>49</b>	<b>2,124</b>

# Hours worked in the production area



**2,743,960 h/year**

Total hours worked in 2024

**1,577,358 h/year**

Hours worked in production in 2024

**1,166,602 h/year**

Hours worked in administration in 2024

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



# Training of employees



**1,801 h**

Training hours for all employees

**0.74 h/employee/year**

Average training hours per employee

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

# Social commitment | Donation volume



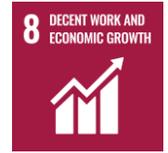
**€6,988**

was donated by all THIMM Group sites in 2024.

# Governance



# Expenditure in 2023



- **36%**  
equity ratio
- **€31 million**  
investments  
in fixed assets, including logistics facilities and warehouses as well as modern processing machines
- **€20 million**  
energy costs
- **€124 million**  
personnel expenses  
including social security contributions and operating expenses
- **€287 million**  
material usage  
including energy



# Certifications of our sites

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

# Appendix

# Notes on methodology

The preparation of our Key Figure Update follows a structured and comprehensible methodology. The basis is the systematic collection and processing of relevant data from all business divisions of the THIMM Group. This involves collecting both quantitative figures and qualitative information that reflects our environmental, social and economic performance and developments.

To ensure comparability and transparency, we formally adhere to the reporting standards of the Global Reporting Initiative (GRI). The GRI standards are recognised internationally as a framework for sustainability reporting and ensure that the content is prepared clearly, consistently and comprehensibly.

The contents reported are selected according to the principle of materiality: consideration is given to topics that are of particular importance to our business, our stakeholders and the impacts along the value chain. All collected data is checked for plausibility and completeness before publication.

With this methodical approach, we create transparency, foster the trust of our stakeholders and help to present the progress of our sustainability strategy in a measurable and comparable manner over the long term.

# GRI-Index

THIMM Group GmbH + Co. KG has reported in accordance with the GRI standards for the period 01.01.2024 – 31.12.2024.

GRI used 1: Standards 2021

Applicable GRI Industry Standards: none

GRI-Standard	Specification	Page
General information		
GRI 2: General disclosures 2021	2-1 Organizational details	6 – 7
	2-2 Entities included in the organization's sustainability reporting	49
	2-3 Reporting period, frequency and contact point	48, 50
	2-4 Restatements of information	44, 48, 50
	2-5 External assurance	26, 42
	2-6 Activities, value chain and other business relationships	3 – 4, 6 – 7
	2-7 Employees	35 – 38
	2-8 Workers who are not employees	35
Resource use and circular economy		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	10 – 11
	301-2 Recycled input materials used	10 – 11
GRI 306: Waste 2020	306-3 Waste generated	16 – 17, 32 – 33

# GRI-Index

GRI-Standard	Specification	Page
Energy consumption and emission		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	19 – 21, 23
	302-3 Energy intensity	20 – 22
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	25 – 27
	305-2 Energy indirect (Scope 2) GHG emissions	25 – 27
	305-3 Other indirect (Scope 3) GHG emissions	25 – 27
	305-4 GHG emissions intensity	25 – 27, 29
	305-5 Reduction of GHG emissions	29
Water		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	13 – 14
	303-3 Water withdrawal	13 – 14
	303-4 Water discharge	13 – 14
	303-5 Water consumption	13 – 14
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	36
Training and Education		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	38

# Notes on the Report

Sustainability is an integral part of our corporate identity and shapes our actions in the environmental, economic, and social spheres. The year 2024 was marked by new legal frameworks, digital innovations, and growing demands for transparency—developments that we are addressing with determination and responsibility.

Since 2014, we have been voluntarily and comprehensively reporting on our sustainability activities within the entire THIMM Group. With the 2024 key figures update, we are continuing this ongoing and transparent reporting. It summarizes the key progress and results of the 2024 fiscal year, in line with the calendar year, using clear key figures and shows how we make sustainability measurable.

2024 was also marked by important milestones. These included the implementation of the Supply Chain Due Diligence Act (LkSG) in the form of the BAFA report, the appointment of a human rights officer, and the introduction of a whistleblower system. Preparations for the European Deforestation Regulation (EUDR) and the Corporate Sustainability Reporting Directive (CSRD) in the form of an updated stakeholder and materiality analysis were also a focus. The integration of new energy and climate protection measures remained important core elements of our work. In this way, we are creating the basis for long-term legal certainty, competitiveness, and trust along the entire value chain.

Unless otherwise stated, the key figures and information presented in this report refer to the companies of the THIMM Group listed on page 48 with their national and international locations.

The 2024 key figure update includes employees on unpaid leave (maternity leave, parental leave, long-term illness).

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

# 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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