ENVIRONMENTAL DECLARATION STEINBEIS PAPIER GMBH

2026



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STEINBEIS

FOREWORD

“RETHINKING PAPER” –
With this guiding principle, we at Steinbeis Papier are entering a new phase of our corporate strategy.

Steinbeis Papier has been shaping Germany as an innovative location for decades. As early as the 1970s, in true pioneering spirit and thanks to uncompromising sustainability standards, we set the course for a consistently environmentally friendly company in Glückstadt. A company that thinks and acts in terms of cycles. Innovation and resource conservation have gone hand in hand at Steinbeis Papier ever since. Now it is our turn to inspire, animate and encourage others to rethink their own approach.

SUSTAINABILITY IN TERMS OF ECOLOGY
is not only manifested in our product lines, as it is also meant to constitute the central message we send out to the world. Sustainability is more than just a corporate goal – it’s the essence of the entire company.

THE HIGH STANDARD OF TECHNOLOGY
and the expertise of our employees give rise to development and production processes that ensure the efficient – i.e. conservative – use of natural resources.

Our attention continues to be given to the continual optimisation of all work processes in terms of quality, ecology and economy in order to satisfy our customers. We are now going one step further and are combining our sustainable products with the call to “rethink paper”.

KEEPING OUR STANDARDS HIGH AND CONVINCING OTHERS OF OUR IDEA IS THE CHALLENGE WE FACE EVERY DAY.



Marc Gebauer



Dr Frank Wenig

COMPANY PROFILE

BUSINESS LINES AND PRODUCTS

Steinbeis Papier develops and produces coated and uncoated copying, printing, communication and label paper exclusively from 100% recycled paper.

Coated and uncoated offset paper

- For applications such as catalogues, magazines, advertising brochures and others.
- Available in two gloss levels and various grammages.
- Our coated and uncoated offset paper have been awarded the Blue Angel ecolabel (DE-UZ 72 and DE-UZ 14a) and the EU Ecolabel due to their environmental compatibility.

Printing and copying paper

- For classic office applications such as printing, copying, pre-printing, inkjets etc.
- Available in four brightness levels and four different pastel tones.

Thanks to its environmental compatibility, our printing and copying paper have been awarded the Blue Angel certificate (DE-UZ 14a) and the EU Ecolabel. All products and their environmentally friendly production processes have also been awarded the “Nordic Swan”.

Digital printing paper

- For high-quality mailings, brochures, magazines, transaction printing and book printing.
- Available as rolled goods in different brightness levels and different grammages.

Label paper

- For wet-strength and alkali resistant labels
- For labels that are not wet-strength or alkali resistant
- Available as rolls or cut to size.

As is the case with Steinbeis printing and copying paper, all Steinbeis digital printing and label paper have been certified in accordance with the Blue Angel (DE-UZ) ecolabel and the EU Ecolabel in recognition of their environmental compatibility.

The paper factory also has an integrated management system covering:

- ISO 9001 Quality management
- ISO 14001 Environmental management
- ISO 45001 Occupational health and safety management systems
- ISO 50001 Energy management
- EMAS EU Environmental management

COMPANY PROFILE

THE COMPANY LOCATION

The Steinbeis GmbH plant in Glückstadt is located on the edge of the historical old town right on the harbour and very close to the River Elbe.

As early as 1911, Peter Gerhard Temming began operating a cotton bleaching plant here. In the years that followed, paper production operations were continuously expanded. Due to the growth of the company and the development of the town of Glückstadt, the factory site is now directly adjacent to surrounding residential and urban structures.

As part of Steinbeis Holding GmbH, Steinbeis Papier GmbH develops, manufactures and markets copying, printing, communication and label paper in Glückstadt with 309 highly qualified employees (FTE) as well as 44 trainees and student workers.

Along with Steinbeis Papier GmbH, three other companies from the Steinbeis Holding are located at the Glückstadt site:

Steinbeis Energie GmbH (STE) provides electricity and steam for paper production. EBS Concept GmbH (EBSC) produces the fuel used to supply energy. AP Concept GmbH & Co. KG (APC) procures and sorts the waste paper which, as a 100% recycled raw material, forms the foundation for paper production.

Along with these primary connections between the companies, there are further links in that EBS Concept GmbH also recycles the residual sorted materials in the commercial waste from APC and STP.



COMPANY PROFILE

HISTORY – RECYCLING PAPER SINCE THE 1970S

1976 Production of recycled printing and copying paper starts.

1982 Commissioning of the fully biological waste treatment plant.

1984 Construction of a floor furnace to make full thermal use of sewage sludge and production waste.

1986 Construction of paper machine 4 (PM4) and conversion of the raw material model to 100% recycled paper.
Technological development enabled the overwhelming use of paper from household collection.

1987 Received the award of an “environmentally friendly business”.

1991 Construction of paper machine 6 (PM6). Doubling of production capacity with the same low level of waste and waste water volume.

1996 Full completion of production conversion to 100%-recycled paper.

1997 Received the Blue Angel and Nordic Swan ecolabels for printing and copying paper.
Quality certification in accordance with DIN EN ISO 9001.

1998 Market launch of the most modern printing and copying paper available at the time with 80% brightness (ISO).

1999 Printing and copying paper awarded the Dutch environmental certification “Milieurkeur”.

2000 Second recognition as an “environmentally friendly business” after 1987.
Environmental certification in accordance with DIN EN ISO 14001 and EMAS.

2002 Modification of paper machine 4. This leads to an increase in production of 30,000 tonnes/year with the same level of waste water.

2005 Construction and commissioning of recycled paper preparation plant 2.
Production of recycled paper from 100% waste paper, with 90% brightness (ISO).
Construction and commissioning of an aerobic high load phase for purifying waste water.

2007 Conversion of HKWG Heizkraftwerk Glückstadt GmbH into an independent company.

2008 German Sustainability Award.

2009 Further modification of paper machine 4, resulting in a further production increase of 25,000 tonnes/year.

COMPANY PROFILE

2011 Introduction of OHSAS 18001 Workplace Safety/DIN EN ISO 50001 Energy Management.

2012 Modification/expansion of the calendar on the PM 4, facilitating the production of Steinbeis Charisma Brillant.
C_2C certification of all products.
Joined the German Sustainability Index.
WWF Environmental Paper Awards.

2013 Expansion of paper machine PM 6.
Nominated for the German Federal Government's CSR Prize.

2014 Construction and commissioning of a fully automated roll storage system.

2015 Support roll slitter on the PM 6

2018 Received the award "Germany's Most Valuable Company", Deutschland Test Focus Money

2019 Performance increase for cross-cutter 3 with the 2nd packaging line and decommissioning of cross-cutter 2.
Received the "SAP Quality Award".
Received the award "Germany's Most Valuable Company" for the second time, Deutschland Test Focus Money
Nominated for the Federal Government's Ecodesign Award
Honoured as a top training organisation by the Kiel Chamber of Commerce

2020 Construction and commissioning of a high-efficiency sludge dehydration centre
Received the award "Germany's Most Valuable Company" for the third time, Deutschland Test Focus Money
Awarded the "1st PBS Green Award" in the category of "Office Supplies & Paper"

2021 Construction and commissioning of fully automatic palette warehouse.

2023 Construction and commissioning of special grades line

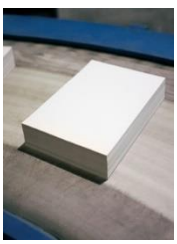
2024 German Sustainability Award

2025 Anniversary: 25 years of environmental certification in accordance with DIN EN ISO 14001 and EMAS

German Ecodesign Award








COMPANY PROFILE

Corporate strategy

Steinbeis Papier is pursuing the goal of becoming the most ecological and economic alternative to fresh fibre paper and expanding this leading position through sustained economic success over the long term. As a pioneer for high-quality recycled paper, the company consistently combines sustainability with competitiveness. In a market that is shaped by digitalisation, declining demand and extensive price pressure, we safeguard our future with efficient processes, product innovations, a strong brand and the highest quality standards. With our Towards Zero sustainability strategy, we are systematically pursuing the goals of resource conservation and emission reduction, as well as climate-neutral production by 2040. Environmental responsibility, financial stability and operational excellence from the basis for all of our activities in this regard.

Our strategy is therefore as follows:

1. **Environmental excellence and economic competitiveness** combined in a systematic approach that also includes the continuous expansion over the long term of a position that establishes Steinbeis as the leading alternative to fresh fibre paper.
2. **Continuous further development of high-quality recycled paper** through innovation, application-specific solutions and strong brands in order to exploit new market potential and highlight the added value offered by sustainable paper products.
3. **Utilisation of Towards Zero in order to further establish sustainability as a strategic foundation** of our business model, make efficient use of resources, consistently lower emissions and pursue the goal of achieving climate-neutral production by 2040 at the latest.
4. **Strengthening our competitiveness over the long term through greater efficiency, facility availability and process stability, as well as targeted investments** and the development of attractive niche and special markets in order to improve value creation.
5. **Promotion of the further development of a high-performance organisation with short decision making processes, transparency and responsible collaboration**, as well as the establishment of a foundation for sustainable business success with the help of digitalisation, standardisation and consistent management and leadership.

CORPORATE POLICY

Steinbeis Papier has been pioneering a green revolution for more than 40 years now. The product portfolio is made from 100%-recycled paper. One of the most modern paper mills in Europe ensures that high-quality products are manufactured under particularly energy-efficient, low-emission and resource-saving conditions. As the market leader for recycled printing and copying paper, Steinbeis Papier is rethinking many aspects of the business – and discussing sustainability aspects that go far beyond paper. This way of thinking is manifested across all value chains.

Our Towards Zero strategy brings together all of the company's sustainability activities within the framework of a holistic approach, and with the clear aim of achieving climate neutrality by 2040. Key elements here are measurable interim targets and complete transparency with regard to our carbon footprint along the entire value chain. Along with the green electricity campaign and energy efficiency improvements, specific measures include the incorporation of our suppliers (Scope 3) into our emission-reduction activities and our planned investments in forward-looking technologies.

Steinbeis Papier has identified sustainability as the most important topic for the future, which is why the company works to make people aware of the need to contribute to preserving the environment by switching to recycled paper made from 100%-recycled materials.

The use of paper as a raw material, virtually closed cycles and intelligent process management have been shown to lead to significant reductions and therefore to the avoidance of environmental pollution.

In this context, the topic of energy consumption and effective energy use plays an essential role. Steinbeis started addressing the subject of energy conservation at a very early stage and continues to provide the necessary resources for this. In doing so, we set the ideal stage to continually improve our energy performance.

In order to expand and safeguard the strategic company goals, we promote and encourage research and development with a view to the practical utilisation of the results in the form of new technologies for company processes.

The risks that arise within the scope of these activities as part of our business processes are systematically identified and assessed, and this forms an integral part of corporate management activities. This is intended to ensure that the potential for risk is minimised over the long-term, while at the same time enabling the highest possible level of security for the company's business processes. This relates to all business risks, including those involving occupational health and safety.

Improving customer satisfaction and a consistent service-oriented approach are our top priorities. The consistency and transparency of our business activities are of central importance to us.

Our employees are the cornerstone for continuous improvement on all levels. As an essential requirement, they receive continuous qualification and training tailored to their needs in addition to the modern workplaces that Steinbeis Papier provides them with.

Occupational health and safety, customer satisfaction, environmentally friendly production and economic success are all equally important to us.

If we are required to choose between these, we will always decide in favour of people's safety.

It is only natural to us that we would involve our employees in this process.

The company is committed to equal opportunities, diversity, employees' rights to participation, integrating migrants and people with disabilities, appropriate salaries and a harmonious balance between work and family life.

Any form of exploitation or discrimination based on age, gender, race, ethnic origin, religion, belief, health or sexual identity are not tolerated. We ensure fair working conditions and comply with other provisions relating to labour law.

Compliance with all binding obligations, such as the relevant laws, regulations and official requirements, is a matter of course for us. Internally, we additionally set even stricter standards and base our actions on state-of-the-art technology at any given time.

This enables us to meet the demands placed on us and to continually improve our management system, including the quality of its content, environmental performance and occupational health and safety, in addition to our technical processes.

We are constantly looking for new approaches and ideas with regard to workplace safety, quality, energy and the environment in order to offer our customers the best product currently obtainable. Our management system safeguards this process. It is not only an obligatory part of orientation for all employees; it also serves to motivate them to actively participate.

Glückstadt, April 2026

Marc Gebauer
Managing Director

Dr. Frank Wenig
Managing Director

CORPORATE POLICY

EMPLOYEES IDENTIFY WITH THE CORPORATE OBJECTIVES

Steinbeis Papier has a clear objective: the company wants to offer products to its customers that ensure the highest standards in terms of environmental impact, quality and safety. Visionary thinking and adaptation to constantly changing conditions determine internal processes and provide a strong foundation for our standards. Our employees identify with this corporate policy and ensure competitiveness with their commitment.

ENVIRONMENTAL PROTECTION IS A QUESTION OF KNOWLEDGE

Each and every employee at Steinbeis Papier knows about the importance of environmental protection and they therefore also know the principles that our company is committed to. The transparency of the objectives and programmes ensures the greatest possible motivation. The management system officer is responsible for implementing and continuously improving the company's management system. Laying down all operational processes in written form helps to implement this system. A written policy defined by management also forms the basis of this system. Ongoing training ensures that all company employees are aware of the current status of the management system.

Results from these training measures, the degree of implementation of the processes and any necessary corrective measures are monitored regularly and documented by the responsible manager and through internal and external audits. As part of a comprehensive management review, the management team evaluates the management system's development. In order to respond immediately to any operational defects, clear instructions that are known to all employees are laid down. This leads to an integrated management system in which the individual departments stand side by side with equal importance – which is a key factor for the success of an efficient corporate policy.

ENVIRONMENTAL COMMITTEE AS AN ELEMENTARY PRODUCTION FACTOR

In parallel, an environmental committee that meets regularly has been established and has taken on a central control function. Suggestions for improvements with a specific environmental reference are also discussed and prepared here, and these relate to training, new legislation and statutory requirements. The environmental committee comprises the representatives appointed by management:

- Pollution control officer
- Water protection officer
- Waste officer
- Hazardous goods officer
- Fire safety officer
- Radiation protection officer
- Specialist for occupational safety
- Contact person for the 42nd Ordinance on the Implementation of the Federal Immission Control Act (BImSchV) (Legionella)
- Hazardous substances officer
- Management system officer for quality and environmental management, DRM and energy
- Energy management officer
- Coordinator for environmental management and approvals

In order to minimise any environmental burdens that arise during potential operational defects, a comprehensive risk defence plan has been established that is known by all employees.

MONITORING ENSURES STANDARDS

With fixed objectives, an environmental audit is carried out annually by those appointed to the environmental committee. This overarching monitoring entity uses the guidelines and regulations defined by the legislator as a basis for investigating all of the environmentally relevant processes in the company. In addition, it monitors the compliance of all of measures and programmes. In this regard, the most important environmental regulations for Steinbeis Papier are:

- Waste: Closed Cycle Management Act (Kreislaufwirtschaftsgesetz - KrWG)
- Water: Federal Water Act (WHG) and
  Ordinance on Installations for Handling Substances Hazardous to Water (AwSV)
  Wastewater Ordinance (binding obligations arise from the Wastewater Ordinance within the framework of the limit values approved for STP as a direct discharger)
- Pollution control: Federal Immission Control Act (Bundes-Immissionsschutzgesetz, BImSchG)

CORPORATE POLICY

To ensure that changes in legislation are taken into account at STP, we have been working closely with an external legal advisory service provider since the end of 2020. This service provides the corporate officers with detailed information every six months.
The findings from 2025 are presented in the section “Environmental incidents”.

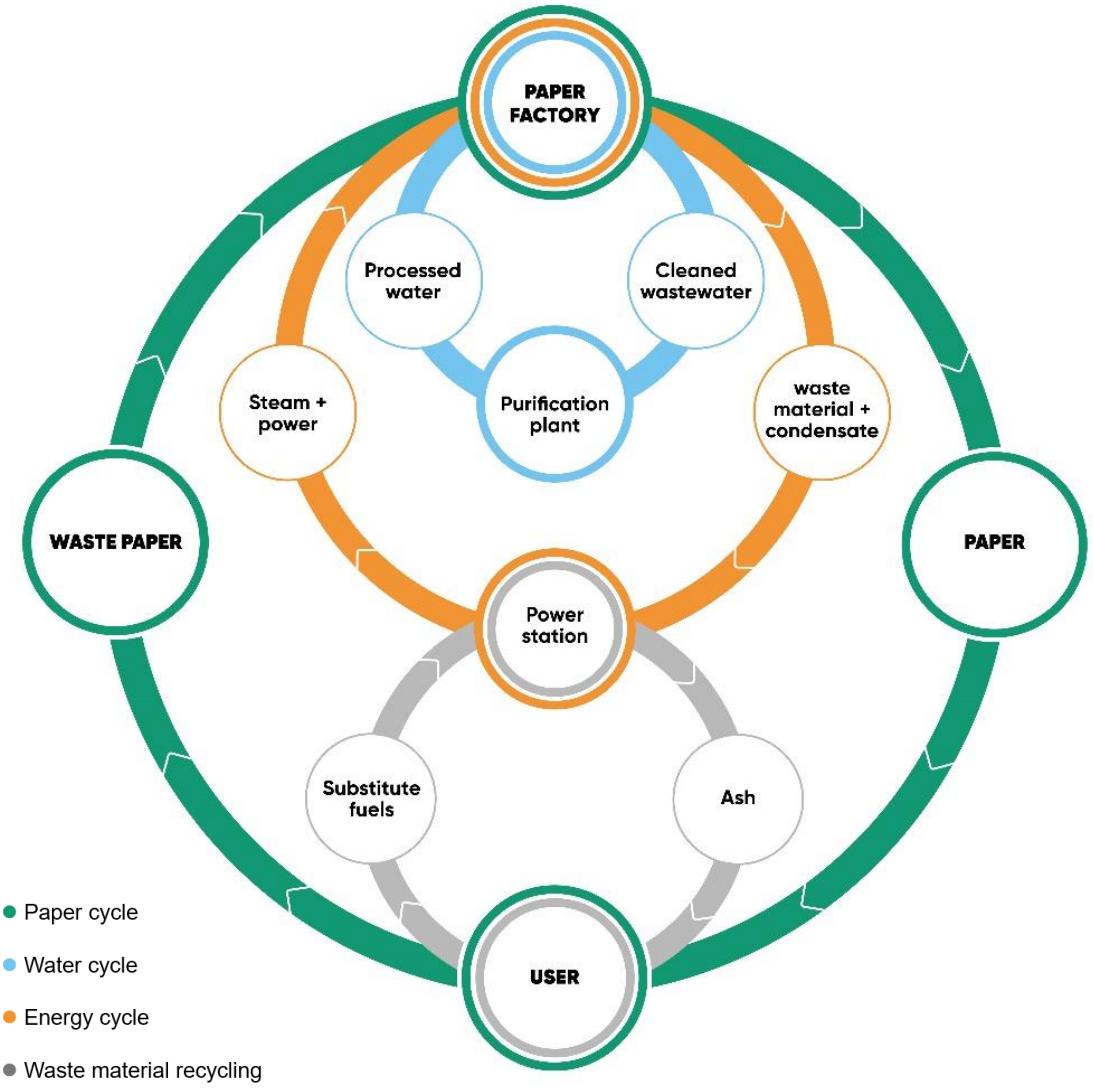


PRODUCTION PROCESS

THERE IS NO WAY TO AVOID RECYCLED PAPER THESE DAYS

The special expertise of Steinbeis Papier lies in the technology and technical implementation of the material preparation of recycled paper. This results in the continuous development of new, attractive printing and copying paper as well as offset, digital printing and label paper.

The operating sites have been producing paper from recycled materials since 1976. The constant increase in environmental awareness among the population and by corporate decision makers has made Steinbeis Papier the market leader for recycled printing and copying paper in Europe for years.



STEINBEIS

PRODUCTION PROCESS

THE RECYCLING PROCESS – THE MOST NATURAL THING IN THE WORLD

The production of recycled paper is divided into four areas:

1. **Accepting used paper for recycling**

   Sorted paper is delivered in bales and in loose form via acceptance sites, after which it is classified and stored on the operating site.

2. **Recycled paper preparation**

   Using environmentally friendly auxiliary materials, the used paper is prepared in an optimised process that conserves energy and water, whereby dirt is detached mechanically.
   The subsequent de-inking process removes printed inks in a highly efficient manner in two successive process loops. Each loop also has an environmentally friendly, completely chlorine-free bleaching stage that can be used to achieve the desired brightness level in a targeted manner.

   The so-called special grades line is a key feature of recycled paper preparation. Since May 2023, paper grades that were previously not suitable for the recycling process due to their specific properties and composition have been recycled there. These include wet-strength labels and photo base paper.
   With these innovative technologies, the company is making a further important contribution to high-quality material utilisation of valuable resources and the strengthening of the circular economy. The project was backed with funds from the Environmental Innovation Programme of the Federal Ministry for the Environment, Climate Action, Nature Conservation and Nuclear Safety.

3. **Paper production**

   The prepared recycled paper fibres move in the next process step to paper machines 4 (primarily printing and copying paper) and 6 (primarily offset, copying and label paper). After mechanical dehydration, the sheets of paper are guided into steam-heated cylinders and dried. Depending on the paper type, the paper will be coated or pasted.

4. **Processing and dispatch**

   The completed recycled paper is processed as required in the devices to form rolls or formats, after which it is assembled, packaged and prepared for delivery.



PRODUCTION CONCEPT

THE ECOLOGICAL AND ECONOMIC MISSION

In light of increasing ecological and economic requirements, a problem-free process is essential. All production factors within the company must therefore be optimally matched to each other.

The aim is to ensure ongoing process optimisation and thus a consistently high level of quality for the products. Steinbeis Papier has therefore invested hundreds of millions of euros in the development and testing of new processes.

THE ENVIRONMENTAL TECHNOLOGY SETS STANDARDS

Steinbeis Papier works with an overall production concept that operates to a high degree in a loop, both in terms of water supplies and energy requirements. With regard to waste, the focus is on avoidance. The unavoidable portion is recycled in an environmentally friendly manner, as fuel as well. As part of our improvement processes, we make a constant effort to further reduce noise levels. Compliance with air emission limit values is ensured by deploying state-of-the-art technology. Requirements according to environmental law are complied with when dealing with chemicals and materials that could be hazardous to water.

WATER | WASTE WATER

The water requirement for production is met with treated surface water from the River Elbe. Internally purified recycled water is used for the majority of the necessary tasks. Treated surface water is only used where it is essential in the production process.

A consistent water cycle with water collection by means of precipitation enables an efficient production process that conserves resources. Steinbeis Papier has developed a process in which pollutants are removed from waste water in a targeted manner.

Steinbeis Papier operates a fully biological treatment plant on the company's site that is used to purify the company's waste water with the help of state-of-the-art technology. The plant has a modern process control system. Any operational faults are immediately recognised when they occur and are resolved quickly. There are automatic sampling points in the inflows and outflows of the treatment plant. The samples are analysed in the company's own lab for self-monitoring. With regard to the quality of the waste water, appropriate early warning and forecasting systems result in a high level of security. Waste water can be seamlessly monitored using a sampler that works automatically around the clock in the treatment plant process.

ENERGY SUPPLY

Energy in the form of electricity, steam and natural gas is needed to make paper. Although much less energy is required to produce recycled paper than when using fresh fibres, energy is still an important environmental aspect and cost factor for Steinbeis Papier. To reduce the emissions resulting from energy production, Steinbeis Papier obtains its energy from a modern combined heat and power plant operated by a sister company in the Steinbeis Group. Most of the energy required is provided by secondary fuels and waste fibres from the recycling process.

ENVIRONMENTAL RESULTS

The important direct environmental aspects are shown in the form of inputs in the following table:

INPUT

		Unit	2023	2024	2025
Ground	Total area used	m²	961,750	961,750	961,654
	Sealed area	m²	208,267	208,267	225,410
	Near-natural areas at the site	m²	77,503	77,503	60,262
	Near-natural areas off the site	m²	675,980	675,980	675,980
Recycled goods	Recycled paper raw material	t	295,874	300,961	288,809
Raw materials / auxiliary materials	Filling material	t	51,308	53,562	50,485
	Coating pigments	t	38,186	41,678	37,394
	Auxiliary materials for de-inking	t	13,027	13,440	13,134
	Auxiliary materials for making paper	t	16,647	18,107	17,734
	Material efficiency	t/t	1.48	1.52	1.49
Energy	Fuel for vehicles	MWh	2,225	2,309	2,376
	Electrical energy	MWh	220,700	229,805	222,514
	Steam (net)	MWh	325,205	334,012	329,637
	Gas	MWh	33,182	34,098	27,599
	Total specific energy consumption*[1]	kWh/t	2,071	2,126	2,114
of water	Surface (process) water	1000m³	2,919	3,014	2,912
	Public network STP	1000m³	31	30	41
	Specific water consumption for production	m³/t	10.5	10.7	10.8

*[1] Does not include fuels; return delivery of condensate to the power plant is taken into account
*[2] Remeasurement of the real estate properties

ENVIRONMENTAL RESULTS

OUTPUT

		Unit	2023	2024	2025
Products	Production per roll cutter	t	279,668	281,250	274,185
Waste	Total	t	148,109	149,501	140,523
	Fibre and paper sludge	t	132,645	129,465	127,313
	Rejects and recycled paper	t	8,477	9,273	6,378
	Commercial waste	t	529	668	551
	Metals	t	1,646	1,513	1,587
	Paper, cardboard, pressed containers	t	4,618	8,351	4,553
	Wood, palettes	t	85	75	89
	Other types of waste	t	109	156	52
	Specific proportion of waste (in relation to production volume)	t/t	0.530	0.532	0.513
	Hazardous waste	t	88	68	71
	Specific proportion of hazardous waste	kg/t	0.315	0.242	0.259
	Waste for recycling (recyclable material)	%	100	100	100
	Waste for removal	%	0.0	0.0	0.0
Waste water	Production waste water	m³	2,850,268	3,053,222	2,761,924
	Spec. production waste water	m³/t	9.3	9.3	9.1
Waste water freight	CSB	t/a	639	672	599
	BSB_5	t/a	48	58	39
	AOX	t/a	0.6	0.6	0.4
	Total nitrogen	t/a	5	8	6
	Total phosphate	t/a	1	2	1
	TNb	t/a		26	25
	TOC	t/a	215	231	208
Emissions[*1]	CO_2 Scope 1	t/a	6,091	6,225	5,026
	CO_2 Scope 2	t/a	113,839	63,220	39,767
	CO_2 Scope 3	t/a	176,221	161,216	145,829

*1

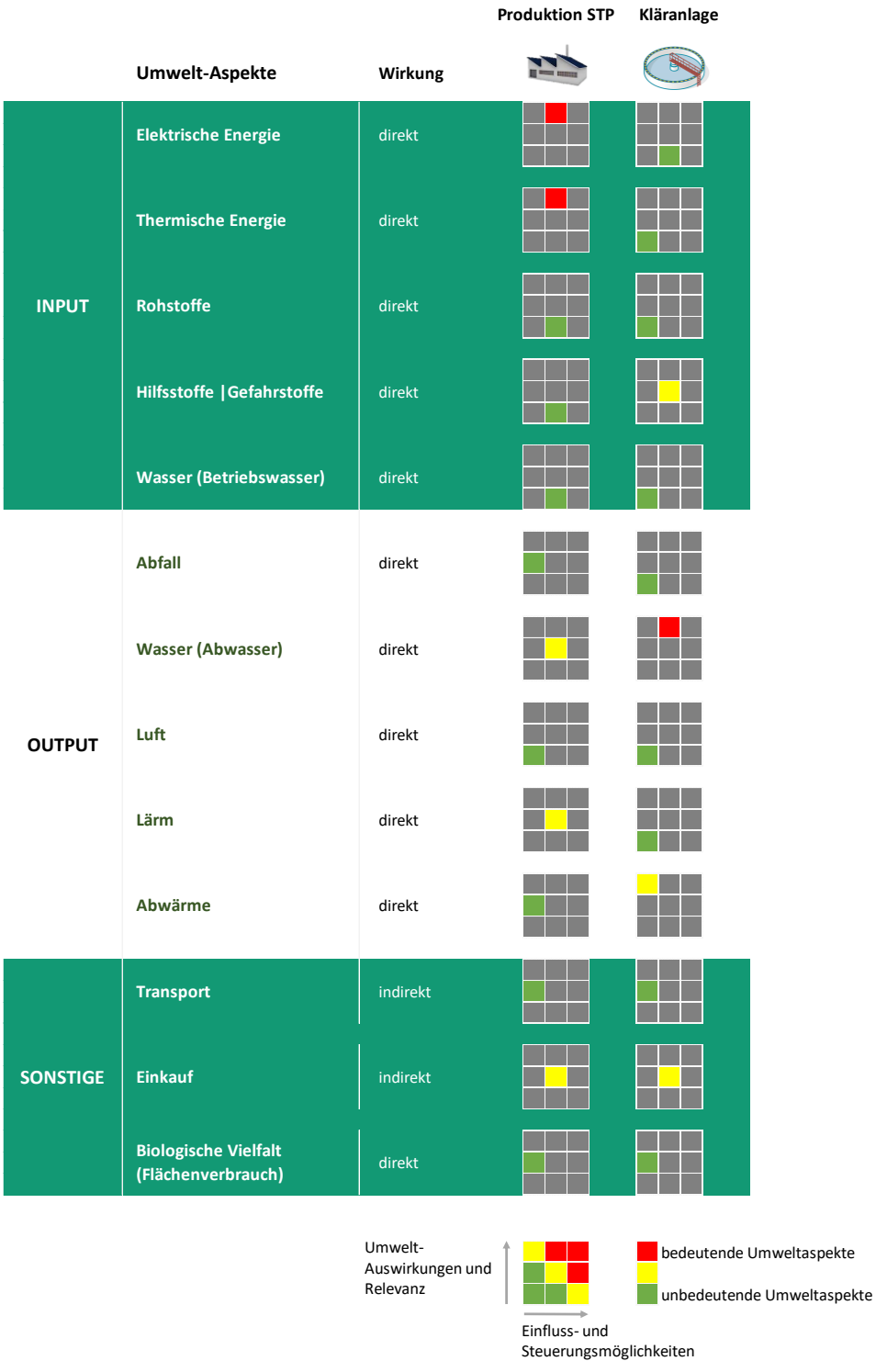
Scope 1 emissions are direct emissions from the company's activities.
Scope 2 emissions are indirect emissions resulting from purchased energy.
Scope 3 emissions are indirect emissions from the upstream and downstream value chain.
The significant improvement to Scope 2 emissions was achieved through an increase in the share of green electricity.

ENVIRONMENTAL RESULTS

ENVIRONMENTAL ASPECTS

In addition to the direct environmental aspects, the indirect environmental impacts were considered and assessed. In 2025, the waste heat aspect was incorporated into the analysis as a new factor to be considered. The waste water from the treatment plant represents the largest waste heat component. Its potential utilisation is being examined.

The key environmental aspects at the site are still the energy requirements for production and waste water quality.



STEINBEIS

COMPANY OBJECTIVE PROGRAMME 2025

As part of the continuous improvement process, work is currently being carried out on the following lighthouse projects:

AREA/GOAL	MEASURES	ABILITY TO QUANTIFY
WORKPLACE SAFETY Reduction in accident numbers	› Further development of the safety culture › Strengthening of the behaviour-based approach	Annual halving of the accident frequency
ENERGY Reduction in energy consumption at production facilities	› Critically review established processes › Expansion of heat recovery at the site	Project-related savings in kWh/t
ENVIRONMENT Resource conservation through greater use of special types of waste paper	› Make full use of production resources › Continuous expansion of the range of raw materials	Use of 30,000 t/a
QUALITY Qualitative market leader for labels made using 100% recycled paper	› Optimisation of paper properties › Further development of analysis and testing methods	Sale of 30,000 t/a
COMPANY-WIDE Improvement of internal communication	› Increased information and involvement of employees › Implementation of employee forums	At least two employee forums per year

OBJECTIVE ACHIEVEMENT 2025

WORKPLACE SAFETY

REDUCTION IN ACCIDENT NUMBERS

The target for the reduction in accident numbers could not be fully achieved in the 2025 reporting year. Nevertheless, accident numbers were further reduced as compared to the previous year, meaning that accident frequency was lowered.

Objective achievement aside, we systematically continued the further development of the workplace safety culture. The focus here was on increasing the responsibility managers have for ensuring safe operations, as well as the promotion of a behaviour-based approach that encourages employees to act in a safety-conscious manner and openly voice any concerns they may have. Activities can be stopped if safety concerns are raised.

The cultural transformation with regard to workplace safety is also being further developed through workshops on a regular basis with the executive management team, the HR department, the works council and the occupational safety specialist. These measures form the basis for further reducing accident numbers and strengthening the safety culture over the long term.

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ENERGY

REDUCTION IN ENERGY CONSUMPTION AT PRODUCTION FACILITIES

The energy efficiency of production facilities was increased in 2025 through the implementation of technical projects.

The following projects, among others, were implemented in 2025:

Optimisation of the compressed air supply through the use of new and more efficient compressors, replacement of 500 lights in order to optimise the energy requirement for lighting, and process optimisations with regard to energy consumption during downtime.

ENVIRONMENT

RESOURCE CONSERVATION THROUGH GREATER USE OF SPECIAL TYPES OF WASTE PAPER

The goal of processing a total of 30,000 tonnes of special types of waste paper in 2025 was not achieved. The deviation from the target was essentially due to a lower overall production volume, technical downtime in connection with certain system components, temporary raw material bottlenecks and operational and raw material tests in which the use of special types of waste paper was intentionally reduced.

The operation of the special grades line is continuously monitored and the causes of deviations are systematically analysed. The objective remains to increase the use of special types of waste paper and to achieve the targeted capacity utilisation for the special grades line in future.

OBJECTIVE ACHIEVEMENT 2025

QUALITY

QUALITATIVE MARKET LEADER FOR LABELS MADE USING 100% RECYCLED PAPER

In 2025 as well, quality measures focused on the improvement of the quality of our label paper. One important measure involved the optimisation of label adhesion. To this end, a standardised testing procedure was developed that enables a reproducible assessment and which is now an integral component of our quality control system. We also established an additional procedure for evaluating printability which allows us to evaluate quality in an even more reliable manner.

Along with the optimisation of wet-strength applications, the product range was also expanded systematically to include non wet-strength (single-use) applications, which increases the range of applications for label paper.

The long-term sales target of 30,000 tonnes per year remains in effect. Due to the necessary market launch and the increased expense in connection with technical support for customers, the market ramp-up proceeded more slowly than originally planned. Sales in 2025 were 27% higher than in the previous year.

COMPANY-WIDE

IMPROVEMENT OF INTERNAL COMMUNICATION

In order to improve internal communication, an employee forum was conducted in March 2025. The forum provided employees with information about company objectives and key figures. Employees' opinions were also queried in an employee survey, the results of which will be used to formulate and implement measures for further increasing employee satisfaction.

In addition, the FIORI platform, which regularly provides the latest information about the company, remains available to employees. The forum, the survey and the platform all contribute to transparent communication, more extensive involvement of employees and a positive work environment.

EMERGENCY PLANNING AND ENVIRONMENTAL INCIDENTS

EMERGENCY PLANNING

Emergency plans have been introduced at the site in order to minimise any possible negative effects of operational disruptions on people and the environment.

Any breaches of limit values or complaints from the neighbourhood will result in immediate corrective measures.

Partner companies are trained and monitored by internal contacts.

A basic component of emergency planning is the company fire brigade, which is firmly established in the company at Steinbeis Papier GmbH.

ENVIRONMENTAL INCIDENTS

Complaints

A good relationship with the residents of Glückstadt is particularly important to STP, which is why we take complaints from residents very seriously. The number of complaints has generally been at a very low level for years. There were 2 complaints from residents in 2025. In both cases, we contacted local residents and remedial action was taken immediately.

Limit value exceeded

Environmental officers did not find any permanent breaches of the binding obligations during their review.

All statutory waste water limits are safely complied with in normal operations. This is checked through daily self-monitoring and random checks by the competent authority. If individual limits are exceeded for a short period of time, as detected by self-monitoring, immediate action is taken and the authorities are informed.

No exceeded limit values were detected during inspections by authorities in 2025.

Within the scope of self-monitoring of the relevant limit values under water law, four events that led to parameters being exceeded were identified. The necessary countermeasures to eliminate these deviations were introduced in close consultation with the responsible authorities.

The cause in the first case was the failure of a TOC measuring device. The cause in the second case was an increased volume of waste water due to heavy rainfall and a defective pump, while the fourth case was caused by an excessive dose of urea. Despite extensive analysis, the cause of the third event could not be determined.

Further investment projects were implemented in 2025 that will lead to an increase in process stability and help ensure that limit values are not exceeded:

- Performance increase for flock pumps.
- New dry cooler for the HLS.
- UV protective measures for waste water pipes to the Elbe.
- Modernisation of instruments, control boxes, networks and automation systems.

LATEST NEWS

TOWARDS ZERO – Our path to climate neutrality



Sustainability requires clear goals, understandable measures and transparent reporting. With our TOWARDS ZERO programme, we have established a binding framework for systematically measuring the impact of our business activities on the climate, continuously reducing this impact and making our production operations climate neutral by 2040.

The foundation for all of this is our corporate carbon footprint (CCF), which is measured in accordance with the internationally recognised Greenhouse Gas Protocol (GHG Protocol) standard. The CCF includes all greenhouse gas emissions along our value chain (Scopes 1, 2 and 3) and creates a reliable data basis for identifying reduction potential and assessing the effectiveness of implemented measures.

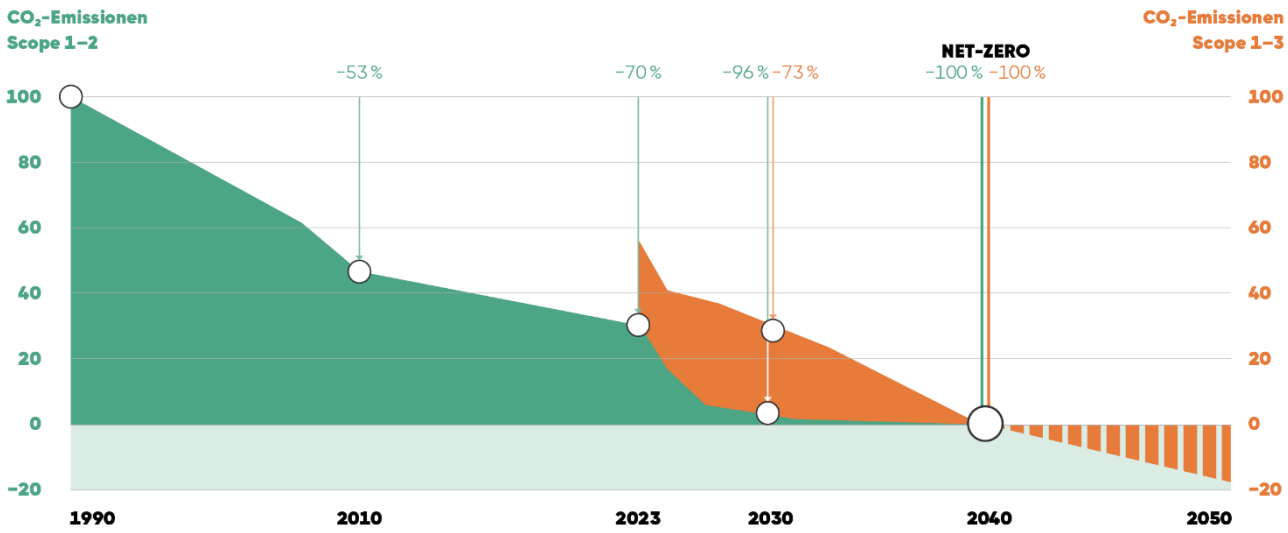
The CCF also serves as a central controlling instrument in our climate strategy. It makes progress transparent, enables continuous monitoring of our success and helps us target our measures at the biggest emission sources.

Link to our brochure:

2026_TowardsZero_EN.pdf

LATEST NEWS

Our journey to Net Zero:



1990

Kyoto Protocol / Base year

1990 – 2010

Introduction of EMAS certification

Modification of paper machine 4

Construction of a new recycled paper system

2010

Commissioning of the Glückstadt power plant

2011 – 2024

Modification of paper machine 6

Acquisition of an interest in the combined heat and power plant in Papenburg

Implementation of CO_2 emissions reporting in accordance with the GHG Protocol

2024 – 2030/2040

Increase in the share of green electricity to 100%

Energy efficiency gains of more than 1.5% (base year: 2023)

Incorporation of our suppliers (Scope 3)

Climate protection contracts

Green hydrogen

Heat pumps

2040 – 2050

CCS

Capture of CO_2e

LATEST NEWS

German Ecodesign Award

In recognition of its exemplary, effective and sustainable contribution to the circular economy and resource conservation, Steinbeis received the German Ecodesign Award in the “Products” category in 2025 for its “Recycling Labels in a Closed Loop” project.

The award is presented by the Federal Environment Ministry (BMUV), the German Environment Agency (UBA) and the International Design Center Berlin (IDZ).

Link to article and video:

Award-Winning Design for the Circular Economy: Steinbeis Papier Wins the German Ecodesign Award 2025 | Steinbeis Papier Blog



COMPANY OBJECTIVE PROGRAMME 2026

As part of the continuous improvement process, work is currently being carried out with respect to the following issues:

AREA/GOAL	MEASURES	ABILITY TO QUANTIFY
WORKPLACE SAFETY Reduction in accident numbers	› Further development of the safety culture › Strengthening of the behaviour-based approach	Annual halving of the accident frequency
ENERGY Reduction in energy consumption at production facilities	› Make full use of production resources › Expansion of heat recovery	Project-related savings in kWh/t
CO_2-EMISSIONS / TOWARDS ZERO Reduction of CO_2emissions in order to achieve climate-neutral production	› Green electricity campaign (Scope 2) *1 › Improvement of energy efficiency (Scopes 1 & 2) *1 › Incorporation of suppliers (Scope 3) *1 › Investments in forward-looking technologies	Green electricity: 2026: 80%, 2030: 100% Energy efficiency: 1.5% better by 2040 (base year: 2023) Scope 3: −25% by 2030 (Base year: 2023)
ENVIRONMENT | RESOURCES Resource conservation through greater use of special types of waste paper	› Expansion of the range of raw materials › Process reviews	Use of 30,000 t/a
ENVIRONMENT | WATER Reduction of water consumption in production	› Process reviews › Definition of limit values for divisions	Reduction of process water requirement by 6% compared to 2025
QUALITY Qualitative market leader for label paper made using 100% recycled paper	› Optimisation of paper properties › Analysis and testing methods	Planned future sales of 30,000 t/a
COMMUNICATION Improvement of internal communication	› Implementation of employee forums › Involvement of employees	At least two employee forums per year

*1
Scope 1 emissions are direct emissions from the company's activities.
Scope 2 emissions are indirect emissions resulting from purchased energy.
Scope 3 emissions are indirect emissions from the upstream and downstream value chain.

CERTIFICATES



CERTIFICATE

EMAS
VERIFIED ENVIRONMENTAL MANAGEMENT

Steinbeis Papier GmbH

Stadtstraße 20
25348 Glückstadt

Registration-No.: DE-140-00033

Date of first registration: 4th December 2000

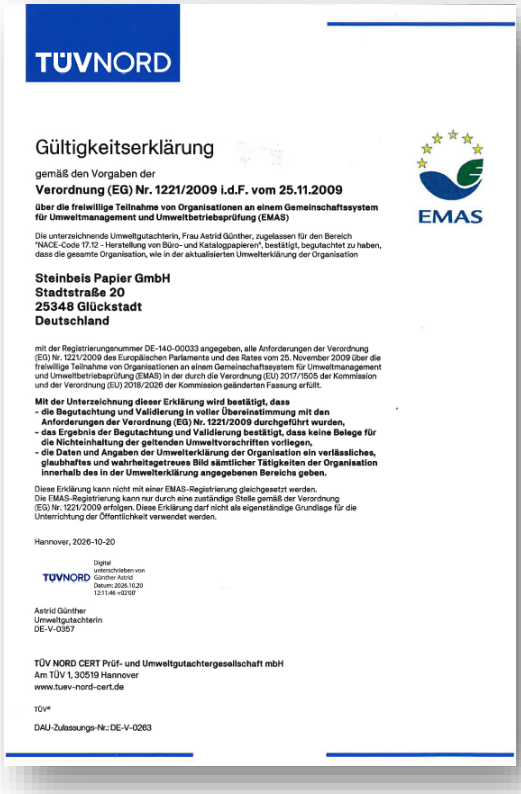
This certificate is valid until: 22nd September 2029

This organisation has established an environmental management system according to Regulation (EC) No. 1221/2009 and EN ISO 14001:2015 (sections 4 to 10) to promote the continual improvement of environmental performance, regulary publishes an environmental statement, has the environmental management system verified and the environmental statement validated by an independent and accredited verifier, is registered under EMAS (www.emas-register.de) and therefore is entitled to use the EMAS-Logo.

IHK Industrie- und Handelskammer Hannover
Chamber of Industry and Commerce

Dr. Mirko-Daniel Hoppe

Hannover, 9th November 2026



TÜVNORD

Gültigkeitserklärung

gemäß den Vorgaben der

Verordnung (EG) Nr. 1221/2009 i.d.F. vom 25.11.2009

über die freiwillige Teilnahme von Organisationen an einem Gemeinschaftssystem für Umweltmanagement und Umweltbetriebsprüfung (EMAS)

EMAS

Die unterzeichnende Umweltgutachterin, Frau Astrid Günther, zugelassen für den Bereich "NACE-Code 17.12 - Herstellung von Büro- und Katalogpapieren", bestätigt, begutachtet zu haben, dass die gesamte Organisation, wie in der aktualisierten Umwelterklärung der Organisation

Steinbeis Papier GmbH
Stadtstraße 20
25348 Glückstadt
Deutschland

mit der Registrierungsnummer DE-140-00033 angegeben, alle Anforderungen der Verordnung (EG) Nr. 1221/2009 des Europäischen Parlaments und des Rates vom 25. November 2009 über die freiwillige Teilnahme von Organisationen an einem Gemeinschaftssystem für Umweltmanagement und Umweltbetriebsprüfung (EMAS) in der durch die Verordnung (EU) 2017/1505 der Kommission und der Verordnung (EU) 2018/2026 der Kommission geänderten Fassung erfüllt.

Mit der Unterzeichnung dieser Erklärung wird bestätigt, dass
- **die Begutachtung und Validierung in voller Übereinstimmung mit den Anforderungen der Verordnung (EG) Nr. 1221/2009 durchgeführt wurden,**
- **das Ergebnis der Begutachtung und Validierung bestätigt, dass keine Belege für die Nichteinhaltung der geltenden Umweltvorschriften vorliegen,**
- **die Daten und Angaben der Umwelterklärung der Organisation ein verlässliches, glaubhaftes und wahrheitsgetreues Bild sämtlicher Tätigkeiten der Organisation innerhalb des in der Umwelterklärung angegebenen Bereichs geben.**

Diese Erklärung kann nicht mit einer EMAS-Registrierung gleichgesetzt werden. Die EMAS-Registrierung kann nur durch eine zuständige Stelle gemäß der Verordnung (EG) Nr. 1221/2009 erfolgen. Diese Erklärung darf nicht als eigenständige Grundlage für die Unterrichtung der Öffentlichkeit verwendet werden.

Hannover, 2026-10-20

TÜVNORD Digital unterschrieben von Günther Astrid Datum: 2026.10.20 12:11:46 +02'00'

Astrid Günther
Umweltgutachterin
DE-V-0357

TÜV NORD CERT Prüf- und Umweltgutachtergesellschaft mbH
Am TÜV 1, 30519 Hannover
www.tuev-nord-cert.de

TÜV®

DAU-Zulassungs-Nr.: DE-V-0263

We will publish the next consolidated environmental declaration at the end of 2029. We also
produce an updated environmental declaration every year.

STEINBEIS

INFORMATION

CONTACT INFORMATION

RIEKE WIEHE
ENVIRONMENTAL MANAGEMENT OFFICER

T +49 4124 911- 482
Rieke.Wiehe@stp.de

SUSANNE SIEBERT
COORDINATOR FOR ENVIRONMENTAL MANAGEMENT AND APPROVALS

T+49 4124 911 - 405
Susanne.Siebert@stp.de

COMPANY INFORMATION

Steinbeis Papier GmbH
Stadtstrasse 20, 25348 Glückstadt, Germany
T +49 4124 911- 0
stp.de