

PLANNING AHEAD

FOR TOMORROW'S WORLD

SUSTAINABILITY REPORT 2024



FOREWORD

Dear readers,

we present to you the first sustainability report of Perga GmbH. As an experienced specialist for high-quality polyethylene films and packaging, we are aware of our responsibility towards the environment, our customers and society. Our vision of developing innovative and sustainable packaging solutions of the highest quality characterizes our actions and underlines our commitment to contributing to a sustainable world.

Sustainability is a central component of our corporate philosophy and is reflected in our mission: with highly specialized film applications, we not only create innovative products, but also generate sustainable added value for our globally active partners - yesterday, today and tomorrow. This aspiration requires us to continuously scrutinize existing processes, use resources more efficiently and promote environmentally friendly alternatives.

This report gives you a comprehensive insight into our progress to date, our current measures and our future goals on the road to greater sustainability. It shows how we are fulfilling our responsibility through innovative approaches and targeted strategies, while at the same time helping our customers to achieve their own sustainability goals.

We are convinced that sustainable action not only protects our environment but is also the basis for long-term economic success. With this report, we want to create transparency and intensify the dialog with our stakeholders. At the same time, we see it as the starting signal for us to continue to develop and make our contribution to a more sustainable future.

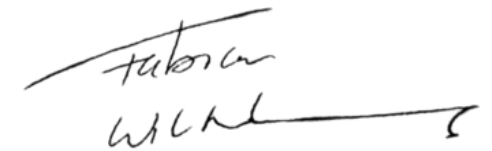
We invite you to join us on this journey. Together, we can create innovative solutions that are ecologically, economically and socially sustainable.



Marc Henninger
Director QHSEE & IT



Michelle Walter
Sustainability Manager



Fabian Wilhelms
Managing Director

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1

Production site

50 Mio. €

Revenue

20.000 to

Annual production

193

Employees

1970

Founding year

Fabian Wilhelms

Managing Director

Serafin Unternehmensgruppe GmbH

Shareholder

ABOUT PERGA

Every success story begins with an idea. In 1969, the concept that was to form the basis for today's Perga GmbH was born in Cape Town, South Africa. Willy Hummel, then technical manager of a polyethylene packaging film company, recognized the special properties of a newly developed film that was suitable as a sustainable alternative to conventional packaging paper. As no one in Germany was prepared to produce this innovation, Hummel sought an exchange with his long-time friend and fellow papermaker Horst Wiechert. Together they decided to set up their own production facility - the beginning of a success story.

In 1970, a suitable production site was found in Altheim: the “Kunstmühle”. Willy Hummel and Horst Wiechert then founded the company “Perga-Plastic” on March 26 of the same year. The name “Perga” is derived from the word “parchment” - an allusion to the traditional writing material known for its paper-like texture. This reflects the company's specialization in plastic-based films with similar properties.

The company purchased the property in Tiefenweg in Altheim back in 1975, where the company is still based today. In 1977, Perga-Plastic began training apprentices, thus assuming responsibility for future generations at an early stage.

The following decades the company continued to develop: in 1988 a new factory hall was built and modern high-performance machines were purchased. In 1990, Fritz Paul and three other equity investment companies took over Perga-Plastic as the founders retired from the company for reasons of age.



1970



1977



1987

ABOUT PERGA

Five years later, the company expanded its premises, followed by a comprehensive restructuring between 2001 and 2003, during the course of which the management was transferred to Uwe Schick Tanz, Bernhard Hansmann and Martin Wilhelms. Since 2010, Perga-Plastic has been part of Serafin Unternehmensgruppe GmbH, a group of companies operating throughout Europe that focuses on long-term values and sustainable growth. This philosophy also characterizes Perga and its efforts to combine innovation with responsibility.

Sustainability has always been an essential part of the corporate strategy. Even in the early years, environmentally friendly production methods were developed and continuously improved. Between 2016 and 2017, a new production hall for modern extrusion systems was built to further promote resource-saving production processes.

Fabian Wilhelms, son of former Managing Director Martin Wilhelms, has been the sole Managing Director of the company since 2018 and is consistently pursuing the sustainable course. In 2020, the company invested in a new recycling machine to make material cycles more efficient. In 2021, the company was renamed Perga GmbH, and in 2023, capacities were expanded with the construction of a new regranulating hall with additional storage space.

Perga has stood for innovation, quality and responsibility for over 50 years. The company's long history gives it stability, while sustainable solutions keep it looking to the future. By combining traditional values with modern, resource-saving technologies, the company remains a reliable partner for environmentally friendly solutions.



ABOUT PERGA

Structure and composition of the company management

Perga pursues a functional organizational structure in which the company's internal tasks and responsibilities are divided into various specialized areas. This structure enables a clear allocation of tasks, which leads to efficient and specialized processing of the respective tasks.

The division into functional areas allows the respective departments to make targeted use of their specific core competencies, which increases the overall efficiency of work processes. This type of structure not only promotes the targeted processing of tasks, but also more intensive cooperation between departments, which has a positive effect on the company's productivity. In addition, the functional organization helps to maintain the quality of the products at a consistently high level, as each department focuses on its specialist strengths.



Bernd Schell
Director Finance &
Administration

Joscha Jost
Director Operations

Marc Henninger
Director QHSEE & IT

Sascha Tausch
Director Sales &
Marketing

Fabian Wilhelms
Managing Director

Patrick Schmitt
Director SCM &
Logistics

PRODUCT PORTFOLIO

Our product range includes a variety of high-quality HD-PE, LD-PE and coextrusion film and packaging solutions made from different materials. We use both primary granulate and regranulate from post-consumer and post-industrial recycling. We also offer the option of manufacturing products from renewable raw materials. In this way, we create sustainable solutions that also guarantee the highest quality.

As well as being available in a variety of colors, our films can also be custom-printed to suit your design requirements. For creative, tailor-made concepts, our in-house graphic designer is on hand to work with you to develop innovative solutions. In addition to these individual designs, we naturally also offer a range of tried-and-tested standard products that impress in terms of quality and functionality.

By using the latest technologies and continuous process optimization, we ensure that our products are not only produced in an environmentally conscious manner but are also 100% recyclable. In this way, we actively contribute to the reduction of plastic waste and help to protect the environment.

With our pergafilm, allfolin and pergaloop brands, we combine excellent product quality with ecological responsibility - for a sustainable future.



PRODUCT PORTFOLIO

Brands and areas of application

pergafilm® Innovative solutions for industrial applications

The mono- and coextrusion films from pergafilm are characterized by their versatility and outstanding performance and meet the highest industrial requirements. They are available in the following versions:

pergafilm® HDPE

pergafilm® LDPE

pergafilm® COEX



Thanks to advanced coextrusion processes, pergafilm films can be produced thinner with the same stability. This increases efficiency and reduces material consumption.

Advantages:

- Excellent flatness and very good running properties
- High resistance to mechanical and climatic influences
- Excellent sealing behavior and tight thickness tolerances
- Environmentally friendly PE raw materials, EU and FDA compliant
- 100% recyclable

PRODUCT PORTFOLIO

Brands and areas of application

pergafilm® Innovative solutions for industrial applications

Areas of application:



- Laminating films for food and non-food applications
- Very good tear resistance at low and high temperatures



- Label and graphic films can be used in a variety of ways
- Water, oil and/or chemical resistance



- Sophisticated vending machine films
- Very good processing and excellent printability



- Innovative films for converters
- Hygienic, practical and with almost unlimited application possibilities



- Individual special films
- Innovative solutions for special industrial applications

PRODUCT PORTFOLIO

Brands and areas of application

allfolin® Ecological and hygienic packaging solutions

With allfolin, we offer an innovative packaging solution for food and non-food products. Our wide range meets individual requirements and ensures maximum freshness and hygiene.

By using selected raw materials and state-of-the-art processing technologies, the three product groups guarantee the highest quality and safety:

allfolin® sheet

allfolin® bag

allfolin® cup

Advantages:

- Wide range of materials, e.g. paper-like, tear-resistant, highly transparent
- Customized printing for tailor-made solutions
- Hygienic packaging with optimum freshness retention properties for food
- Practical dispensers and handy container sizes
- 100% recyclable

PRODUCT PORTFOLIO

Brands and areas of application

allfolin® Ecological and hygienic packaging solutions

Areas of application:



allfolin® sheet

- Pre-cut sheets and wrapping sheets
- Guarantees the best possible freshness retention properties for meat, sausage, cheese and fish



allfolin® bag

- Bags and carrier bags
- Excellent for packaging and transporting all kinds of goods



allfolin® bag

- Sacks and hoods
- The number of applications is almost endless



allfolin® cup

- Deli containers
- Guarantees sealed-in freshness for deli foods, salads, cream cheese, antipasti and much more

PRODUCT PORTFOLIO

Brands and areas of application

pergaloop® Sustainability through recycling

With pergaloop, Perga is taking a significant step towards a circular economy. We provide our high-quality, self-recycled regranulate, which can also be used externally. This sustainable practice promotes the conservation of resources by recycling plastic waste and actively contributes to reducing CO2 emissions.

With decades of experience in plastics processing, we understand the specific requirements for granulate and ensure that our recycled granulate meets the highest quality standards. It is available in the following two variants:

pergaloop® PCR

pergaloop PCR (post-consumer recyclate) comes from recycled plastic packaging from households. These materials are collected, sorted and processed via collection systems such as the Yellow Bag or Yellow Garbage can.

pergaloop® PIR

pergaloop PIR (post-industry recyclate) comprises plastic waste from industrial processes. As these are usually unmixed, they can be recycled particularly efficiently and converted back into high-quality products.

PRODUCT INNOVATIONS

In 2024, we systematically continued our existing projects in the area of product innovation and launched new, exciting projects. By successfully completing various initiatives, we were able to launch several innovative products on the market that meet both our customers' requirements and our high sustainability standards. Here we would like to present a few highlights that underline our commitment to sustainable solutions and pioneering technologies.

One outstanding example is our drawstring bag, which is used as a laundry bag. This bag was largely produced from PCR-generated material and therefore meets the high sustainability and processing requirements demanded by our customer. The challenge here was to ensure the strength, weldability, thickness and odor neutrality of the material - aspects that we were able to successfully master through targeted development work. The result is a high-quality product that is both ecologically sound and functional.

Another innovative product that we launched on the market in 2024 is the transparent strip bag with a paper-varnish combination. This bag replaces conventional, non-recyclable bread bags, which are often made from a combination of paper and film.

The new material combination allows us to offer a more sustainable alternative that facilitates recycling while meeting durability and functionality requirements. Available in different sizes, this bag offers an environmentally friendly solution for everyday use.



We were also able to develop a customized solution for a bag-in-box application that was tailored to a specific customer requirement. This film solution is characterized by its suitability for deep-freeze applications and meets the tightest tolerances. Here too, we used our expertise in materials technology to create a solution that is both innovative and sustainable.

QUALITY AND PRODUCT SAFETY

We see ourselves as a responsible player in the packaging industry and attach great importance to the quality of our products and compliance with the highest safety standards. This is reflected not only in our certificates, but also in the consistent implementation of comprehensive measures that we adhere to throughout the entire production process.

The quality of our products is guaranteed by our strict quality management system, which is certified in accordance with DIN EN ISO 9001. This standard confirms that we meet the highest requirements and maintain the quality of both our products and our services at a consistently high level. In addition, we have voluntarily submitted to the BRCGS Global Standard for Packaging Materials. This decision underlines our commitment to meeting the highest hygiene standards, particularly in the food packaging sector.

We attach particular importance to hygiene, especially through our allfolin brand, which contributes to product safety and quality with outstanding benefits. In accordance with the legal requirements of the Infection Protection Law, we have taken numerous preventive measures to avoid contamination of our packaging.

These include modern ventilation systems, air locks, fly screens on ventilation shafts and regular training for our employees to further increase hygiene awareness.



By taking these careful precautions, we ensure the quality of the packaged food and exceed the legal requirements in this area.

As a certified waste management company, we actively contribute to reducing CO₂ emissions. Another important step in our commitment to sustainability is our energy management system in accordance with DIN EN ISO 50001, which helps us to continuously increase our energy efficiency and thus make our contribution to environmental protection.

QUALITY AND PRODUCT SAFETY

Our certification with the “Blauer Engel”, a trademark for particularly environmentally friendly products, demonstrates our responsible use of resources. At the same time, we are constantly working on optimizing our production processes and developing sustainable solutions to meet both ecological and quality requirements.

Our holistic approach enables us not only to meet legal requirements, but also to constantly find innovative and future-oriented solutions in all areas.

Click here for our certificates:



<https://www.perga.com/en/download/>





Perga sets standards.
FOR GENERATIONS.
FOR FUTURE GENERATIONS.

SUSTAINABILITY

Sustainability is far more than just a trend for Perga - it is a central component of our corporate strategy and a guiding principle that shapes our daily actions. In our industry, we bear a special responsibility for the careful use of resources, the protection of our environment and the creation of added value for our customers and partners.

Our understanding of sustainability is based on three main pillars: ecological action, economic efficiency and social responsibility. These dimensions are interlinked in all our business areas and help us to develop future-oriented solutions that not only meet our own requirements but also support the sustainability goals of our stakeholders.

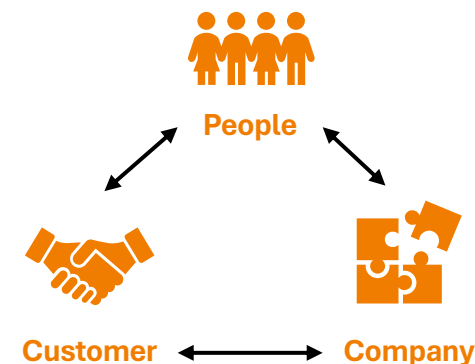
In this chapter, we would like to give you a comprehensive overview of how we define and live sustainability at Perga. You will learn about the steps we have taken to make our production processes more resource-efficient and to develop innovative and environmentally friendly products while ensuring the highest quality standards. We also provide insights into our long-term goals and our strategy, which is geared towards making our contribution to a more sustainable economy and society. This continuous development process is a journey that constantly challenges, inspires and motivates us.

Mission statement of the company

Perga's mission statement forms the foundation for our daily actions and shapes our corporate culture. It supports us in making the right decisions, building sustainable relationships and continuously developing ourselves.

We send out a clear signal with our three core values:

Sustainability starts with the people who work for and with Perga and is reflected in the way we interact with our customers and partners.



SUSTAINABILITY

Mission statement of the company

People – Leadership and team

We are convinced that the key to sustainable success lies in a strong corporate culture that promotes personal responsibility, reliability and open communication. At Perga, our employees act independently and on time, with transparency and reliability forming the basis of our collaboration. We do not see mistakes as setbacks, but as valuable opportunities for improvement. We take responsibility for our actions and promote a constructive error culture based on continuous learning. At the same time, we value the performance of our employees and see criticism as an impetus for personal and professional development. Our aim is to motivate and inspire our employees by creating an open environment that encourages targeted creativity and provides scope for innovation and forward-looking ideas.

Company – An arena of trust and appreciation

The trust and appreciation of our business partners and employees is a key driver for us. Respect and fairness are the basis of our dealings with partners, customers and employees.

We attach great importance to creating a working environment in which performance is recognized and each individual has the opportunity to develop continuously. This commitment enables us to establish sustainable relationships that go beyond short-term success. Everyone at Perga contributes to the success of the company through their actions, based on a solid foundation of trust, appreciation and cohesion.

Customer – Focus on the customer

The satisfaction of our customers is our top priority. The customer and the market always have priority, and all further decisions and measures are derived from this. We continuously question our processes and look for ways to optimize our products and services. Because for us, good is not good enough. With this in mind, we not only strive to meet our customers' expectations, but to exceed them.

STRATEGIC ORIENTATION AND MANAGEMENT

Our sustainability policy is based on clearly defined measures that aim to combine environmental, social and economic sustainability:

Field of activity	Topic	Goal
Circular economy	Use of environmentally friendly materials	Environmentally friendly materials with a high recycled content and good reusability are the focus when selecting our raw materials. We set standards in the industry by promoting the circular economy and sustainable product design.
Circular economy	Efficient waste management	At Perga, waste is not only minimized, but also consistently separated and disposed of by certified specialist companies. This approach guarantees environmentally friendly and sustainable waste management.
Climate protection	Environmental protection and optimization of work processes	We minimize the impact of our business activities on the environment by optimizing our processes. In doing so, we rely on innovative approaches that reduce the consumption of resources and the ecological footprint of our company.
Climate protection	Use of renewable energies and reduction of water consumption	To further reduce our environmental impact, we are increasingly focusing on renewable energies and optimizing our water consumption in all areas of production and administration.
Social responsibility	Promotion of training and further education	The continuous improvement of training quality and the promotion of further training for our employees are at the heart of our personnel development. In this way, we create the basis for long-term corporate success and a motivated, future-oriented workforce.

STRATEGIC ORIENTATION AND MANAGEMENT

Handlungsfeld	Thema	Ziel
Social responsibility	Support for charitable projects	Perga is actively involved in non-profit and charitable organizations and projects in order to make a positive contribution to society and take responsibility beyond the company's boundaries.
Governance	Compliance with legal regulations and international standards	At Perga, sustainability is not only a voluntary commitment, but also an integral part of our compliance strategy. We are guided by the international standards for environmental management DIN EN ISO 14001 and quality management DIN EN ISO 9001.
Governance	Transparency and documentation	Openness and transparency are core principles of our sustainability strategy. We are committed to documenting our results and making them accessible to all stakeholders in order to create trust and traceability.

In addition, specific measures are defined in our detailed guidelines on the main areas of sustainability: Environmental Policy, Waste Policy, Energy and Water Policy and Materials Policy.

Sustainable activities are firmly established in all organizational areas at Perga and are binding for all employees. In this way, we create the basis for successful, future-oriented corporate development that generates both ecological and social added value.

STRATEGIC ORIENTATION AND MANAGEMENT

Steering Committee for sustainability

As part of our increased efforts towards sustainable development, a new department for sustainability was established this year. This department is assigned to the QHSEE (Quality, Health, Safety, Environment and Energy) division. This assignment was made due to the close connection between sustainability goals and the central topics of QHSEE, such as compliance with regulatory requirements, the promotion of environmental standards and the continuous improvement of company processes.

The Sustainability department is currently headed by the Sustainability Manager, who acts as the central point of contact and coordinator for all activities in this area. At the same time, the department sees itself as an interface to the various corporate functions.

Experts from the company's individual departments are therefore also part of the sustainability team. This collaboration makes it possible to integrate sustainable approaches and solutions into all business areas and thus make a comprehensive contribution to our corporate goals.

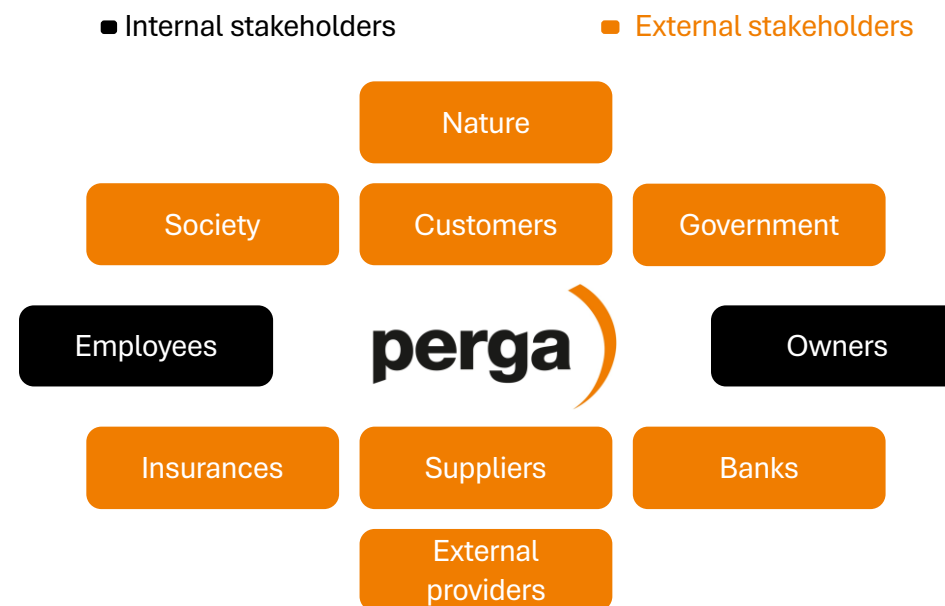
This platform brings together cross-divisional expertise, coordinates strategic decisions, and efficiently manages the implementation of measures through the Sustainability Steering Committee. This not only strengthens our commitment to ecological, social and economic responsibility, but also the innovative power of our company.

ENGAGEMENT AND TRANSPARENCY

Our risk management system is a key component of our sustainable corporate governance and focuses on identifying and minimizing both internal and external risks at an early stage. In this context, our commitment, which is based on trusting cooperation with all stakeholders who play a key role in the success and continuous development of our sustainability strategy, plays a fundamental role. Through open dialog, we gain valuable insights into their needs, which flow into our decision-making processes in a targeted manner and help us to develop sustainable and innovative solutions.

Continuous adaptation to new challenges and legal requirements enables us not only to mitigate risks, but also to seize opportunities for innovation. While overall responsibility lies with the Managing Director, the QHSEE and sustainability department monitors implementation and ensures that the system is applied effectively in all areas of the company.

Through regular reviews and close collaboration with our stakeholders, we ensure that our risk management responds flexibly and proactively to future challenges, adding value along the entire supply chain to make a positive contribution to the common good.



ENGAGEMENT AND TRANSPARENCY

Whistleblower Software

In compliance with the requirements of the German Supply Chain Due Diligence Act (LkSG), we have implemented an online tool for complaints procedures that makes a significant contribution to sustainable and responsible corporate governance.

Our whistleblower software enables employees, business partners and external stakeholders to report legal or ethical violations securely and anonymously. The aim is to identify risks at an early stage, uncover irregularities and initiate appropriate measures. Every report is treated confidentially and carefully reviewed. The protection of whistleblowers and confidential treatment have top priority.

The tool enables us to:

- identify and avoid legal and regulatory violations,
- assume responsibility along our supply chain,
- strengthen open dialog with our stakeholders and live our claim to ethical conduct transparently and credibly.

Click here for our whistleblower software:



[https://whistleblowersoftware.com/
secure/Perga-LkSG](https://whistleblowersoftware.com/secure/Perga-LkSG)

ENGAGEMENT UND TRANSPARENZ

Company suggestion system

The company suggestion system at Perga is an important part of our corporate culture. It gives all employees the opportunity to actively contribute to the further development of the company beyond the fulfillment of their daily tasks. We firmly believe that innovative ideas and the involvement of everyone make a significant contribution to the continuous improvement of our processes and working conditions.

The aim of our suggestion system is to promote employee motivation, strengthen cooperation within the company and at the same time improve working conditions, occupational safety and health protection. It is also intended to contribute to increasing efficiency and profitability.

All managers are obliged to actively support and promote the suggestion system in order to establish an open and constructive culture of ideas and improvement. A bonus is awarded for particularly valuable suggestions, reflecting the recognition and appreciation of the contributions made to the company's success.

With this systematic approach, we are creating a working environment in which every employee has the opportunity to get involved and help shape the future of Perga.

Data protection

The protection of personal data is an expression of our responsibility towards customers, employees and partners. We strengthen trust through transparent and secure data processing and meet all relevant compliance requirements. We have appointed a data protection officer to implement our data protection strategy.

This officer advises and informs those responsible and employees in accordance with the General Data Protection Regulation (GDPR) and monitors compliance with data protection requirements. They provide regular training and raise awareness among employees. They also support data protection impact assessments and cooperation with the supervisory authority, including consultations in accordance with Art. 36 GDPR.

With his expertise, the data protection officer minimizes risks in data processing and ensures that Perga fulfils its data protection obligations.



CIRCULAR ECONOMY

A resource-conserving circular economy is a key component of sustainable business for Perga. By keeping raw materials in the cycle, we make an active contribution to reducing waste and protecting valuable resources.

Our focus is on designing products and processes in such a way that they enable maximum recyclability. In doing so, we rely on innovative technologies, close partnerships and circular solutions along the entire value chain.

We are convinced that:

circular economy creates not only ecological but also economic benefits and is the key to sustainable, responsible production.



RESSOURCE EFFICIENCY

Through the consistent and sustainable use of resources, we protect the environment and reduce our ecological footprint. A key element of our sustainability strategy is the recycling of production waste generated during the extrusion, printing and packaging of plastic films. We systematically collect this production waste and recycle it in our in-house regranulation plant. The regranulate obtained in this process is integrated into the production of new plastic films, if the conditions of the new films allow. In this way, we reduce the consumption of new raw materials and at the same time close the material cycle within the company.

In order to further optimize the resource utilization cycle, we invested in a modern single-shaft shredder this year. This device enables us to shred production waste that was previously unsuitable for regranulation into a form that allows it to be regranulated. This recovered material is also used in the manufacture of new products. This measure not only helps us to reduce waste and cut material costs, but also makes an important contribution to climate protection. The investment in the single-shaft shredder is expected to help us save 30,814 kg of CO₂ per year in future. This is another step on the way to resource-saving production that minimizes the use of new raw materials and improves our carbon footprint at the same time.

Product design in the packaging sector

Another step towards sustainability is targeted communication with our customers. We use informative printed information on our products to help end consumers support the recycling process and increase the recycling rate. These measures help to extend the life of our products in the recycling system and minimize waste.



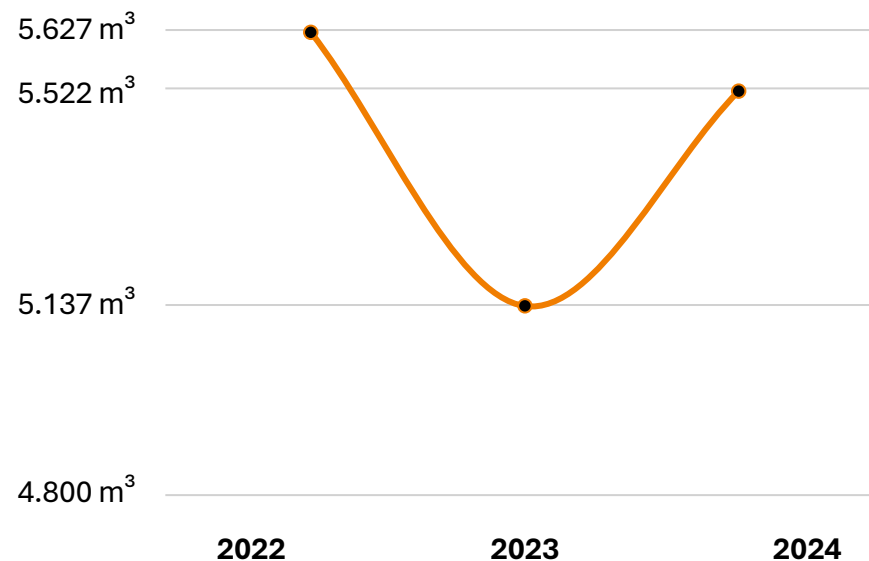
Nevertheless, we have certain limits to the full implementation of these goals, as the active involvement of our customers is crucial to success. Cooperation and commitment in this area are of great importance in order to achieve the full circularity of our products.

RESSOURCE EFFICIENCY

Water consumption

Water is a valuable resource, the importance of which we at Perga consciously recognize. We only take drinking water from the public network and return it to the cycle. In doing so, we rely on closed cooling circuits, which enable a particularly efficient use of water as a resource. All waste water is treated in the regional sewage treatment plant and recycled accordingly. Water consumption therefore plays a subordinate role in our sustainability strategy.

If there is an interruption in one of the closed water circuits, we act immediately to restore regular operations.



RESSOURCE EFFICIENCY

Waste management

A central component of our commitment to sustainability and resource conservation is the responsible handling of the waste and recyclable materials we generate. Through systematic waste management, we divide the materials we produce into three categories to ensure efficient and environmentally friendly disposal and recycling.

A small proportion of the recyclable materials we produce belong to the category of hazardous materials. We subject these materials to careful monitoring and separation. Like the non-hazardous recyclable materials, they are diverted from disposal through internal or external recycling. This ensures that these materials are treated in a professional and environmentally friendly manner.

The majority of our recyclable materials consist of non-hazardous materials, primarily from our production waste. These are recycled through our internal regrenulation process and returned to the production cycle.

In addition to recyclable materials, there is only a small amount of residual waste. This is disposed of by an external waste disposal company and represents the smallest part of our waste balance.

Hazardous waste	10.546 kg
Preparation for reuse	-
Recycling	10.546 kg
Other recovery processes	-
Incineration	-
Landfill	-
Other disposal processes	-
Non-hazardous waste	2.269.976 kg
Preparation for reuse	-
Recycling	2.214.966 kg
Other recovery processes	-
Incineration	55.010 kg
Landfill	-
Other disposal processes	-
Total amount of recycled waste	2.225.512 kg
Total amount of non-recycled waste	55.010 kg
Total amount of waste generated	2.280.528 kg

PROMOTION OF ENVIRONMENTAL PROJECTS

In an industry that is often the focus of environmental debates, Perga bears a special responsibility. We have been aware for decades that plastics can cause damage to the environment if manufactured and used improperly. This is why we switched our production to sustainable processes and 100% recyclable products at an early stage.

For us, sustainability is not just a promise, but an obligation. We see it as our duty to actively tackle environmental problems such as the littering of the oceans, the illegal disposal of plastics and the exploitation of natural resources. That is why we are involved in various projects that offer concrete solutions to these challenges.

Two initiatives are particularly close to our hearts:

One Earth – One Ocean – The maritime waste collection

Plastic waste poses an enormous threat to marine ecosystems. In order to specifically eliminate existing pollution, the organization One Earth – One Ocean relies on an innovative concept: Special collection vessels recover plastic waste from coastal regions and river estuaries, then process it by type and return it to the recycling cycle.

„Meere ohne Plastik“ – Protecting wildlife and oceans

To sustainably reduce marine pollution, it is just as important to prevent plastic waste from being generated in the first place. That's why we support the NABU project "Meere ohne Plastik", which advocates for clean coastlines and the prevention of plastic waste. Through education, research, and targeted measures, the project helps to stop plastics from entering nature in the first place.

By supporting these initiatives, we at Perga actively contribute to reducing environmental pollution and protecting the oceans – for a cleaner and more sustainable future.

Read more about the projects:



<https://oneearth-oneocean.com/en/>



<https://www.nabu.de/spenden-und-mitmachen/spenden/plastik.html>



7

AFFORDABLE AND
CLEAN ENERGY



13

CLIMATE
ACTION



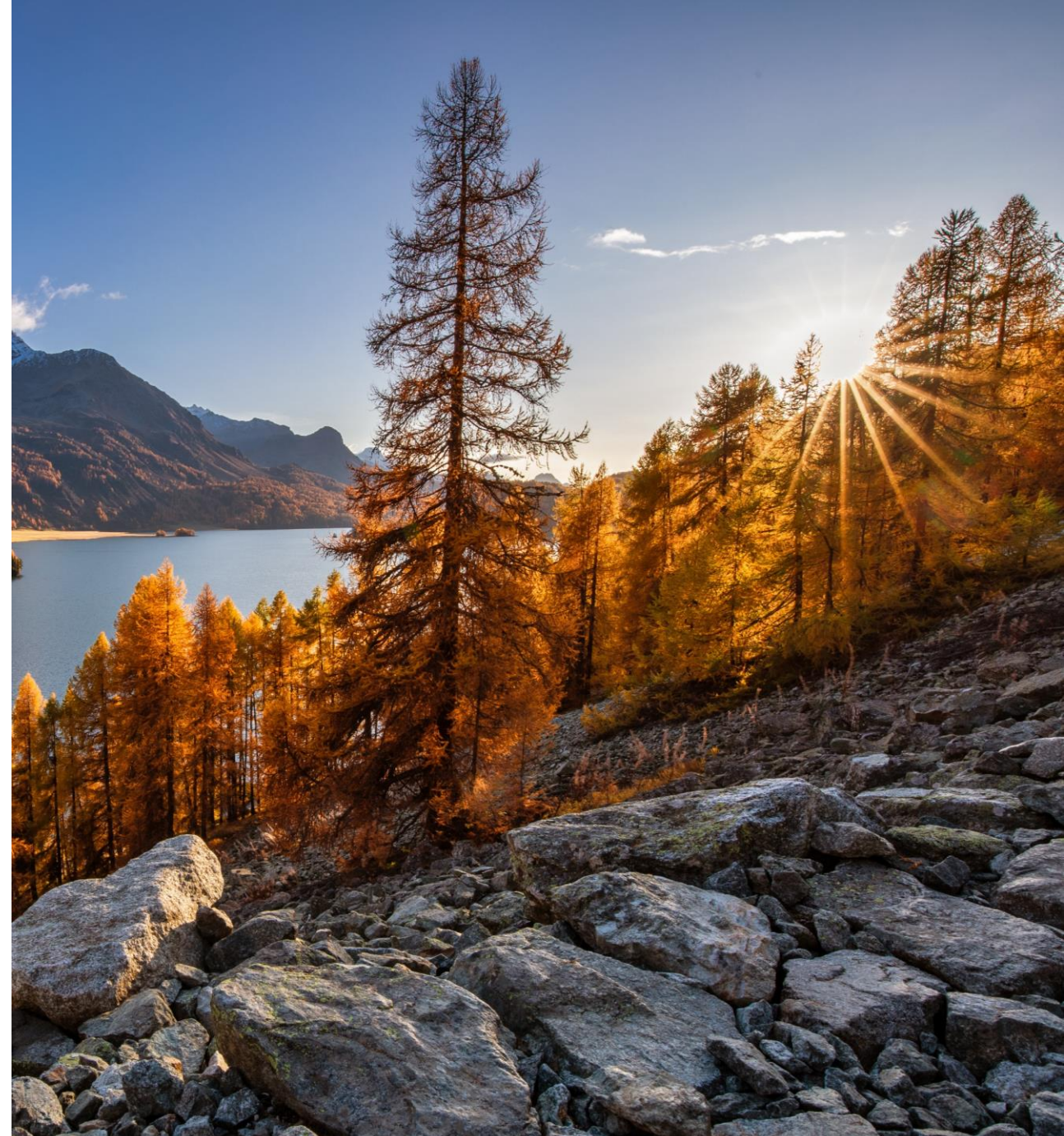
CLIMATE PROTECTION

Climate protection is one of the greatest challenges of our time and a top priority for Perga. We see it as our responsibility to actively contribute to limiting climate change – not only out of legal obligation, but also as an opportunity to make a real difference.

The first step starts with us:

By optimizing our production processes, we focus on energy-efficient technologies, the conscious use of resources, and an increasing reliance on renewable energy. At the same time, we work closely with partners and customers to set sustainable impulses across the entire value chain.

Our goal is a climate-friendly transformation, which we actively drive forward with clear strategies, measurable progress, and innovative approaches. We aim for a significant reduction in our CO₂ footprint and the development of long-term climate-neutral solutions. For us, climate protection is not an option, but a commitment that we embrace with full conviction and passion.



ENERGY MANAGEMENT

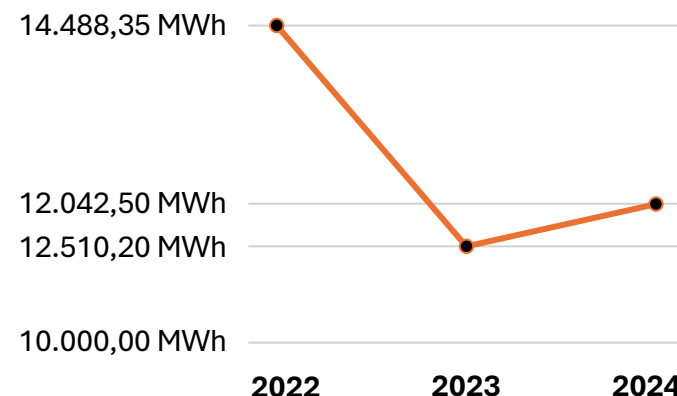
With an energy share of around 5% of our total output and the current challenges in the energy market, optimizing our energy consumption is of strategic priority. Our goal is to continuously improve energy efficiency and sustainably reduce consumption. We consistently meet this commitment through the introduction and regular certification of our energy management system according to ISO 50001.

To achieve this goal, we have established a dedicated energy manager and a specialized energy team, who are jointly responsible for continuously monitoring and further developing our energy management. This continuous improvement process is based on clearly defined measures that are firmly embedded in our corporate strategy. We create the financial and structural conditions for successful implementation and actively involve our employees by transparently and clearly communicating responsibilities.

Compliance with legal requirements and energy-related obligations is as natural for us as the regular analysis and auditing of our energy consumption to avoid unnecessary resource use. Furthermore, we specifically implement projects to promote energy efficiency and continuously optimize them.

All employees are encouraged to actively contribute to energy savings through initiative and innovative suggestions.

When sourcing products and services, we also place great emphasis on energy performance to ensure the entire energy usage along the value chain is managed sustainably.



As our production is highly energy-intensive, we always assess energy consumption in relation to production volume. Despite a slight increase in total electricity consumption, the specific energy consumption per kilogram of product was reduced in 2024 compared to 2023. This demonstrates that optimized processes and targeted efficiency measures have led to improved energy utilization.

CLIMATE PROTECTION INITIATIVES

To reduce our CO₂ emissions, we implemented several effective measures in 2024. These projects help increase our energy efficiency, reduce emissions, and use resources more sustainably.

We would like to give you an insight into these initiatives and show how we actively contribute to climate protection through targeted optimizations and innovative approaches.

Installation of a photovoltaic system

As the first step in our long-term sustainability strategy, we installed a photovoltaic system on the newly built production and warehouse facility in 2024, meeting all the legal requirements of the Building Energy Act. This measure allows us to generate the necessary electricity on-site from renewable sources. The generated solar power is used to supply the machines and lighting, reducing our external energy demand. We expect an annual savings of approximately 81,645 kg of CO₂. In doing so, we make an important contribution to climate protection while also increasing our independence from external energy sources.



CLIMATE PROTECTION INITIATIVES

Compressor replacement

Another sustainable project was the replacement of an outdated compressor from 2008 with a more energy-efficient model. The new, variable-speed compressor system operates much more efficiently and reduces electricity consumption by approximately 57,600 kWh annually. This results in a CO₂ reduction of about 20%. In addition, the new technology improves the reliability of our production, as it operates without idle times, significantly minimizing the risk of failures.

Lighting technology modernization

To reduce energy consumption, we optimized our lighting technology. All fluorescent tubes were replaced with modern LED lamps, which are not only more energy-efficient but also have a longer lifespan and are more environmentally friendly as they do not contain mercury. This switch allows us to save about 48% of CO₂ emissions in the affected areas annually, while also improving working conditions, as LEDs provide flicker-free and pleasant lighting.

Optimization of the cooling system in extrusion

By replacing the cooling system in the extrusion process with an energy-efficient modern model, we have improved our energy efficiency. The new system requires about 50% less power than the previous one, significantly contributing to the reduction of our energy consumption while also increasing the reliability of our production.

Use of thin clients

To improve energy efficiency in our IT infrastructure, we replaced traditional PCs with modern, energy-efficient thin clients. These consume approximately 83% less power, resulting in an annual saving of about 17,790 kWh and a CO₂ reduction of around 83%. In addition to the environmental benefits, thin clients also offer greater flexibility and optimize operational workflows, as they are more space-efficient and easier to deploy in different work areas.



SOCIAL RESPONSIBILITY

Sustainable business practices for Perga not only mean responsible management of natural resources but also a strong commitment to our employees and society. Social responsibility is a central part of our corporate strategy, as we believe that long-term success can only be achieved through a fair, safe, and appreciative work environment, as well as through social engagement.

We are dedicated to the development of our employees by creating safe working conditions, ensuring equal opportunities, and offering individual development opportunities. At the same time, we take responsibility beyond our company by supporting social initiatives and making a positive contribution to our region.

Our goal:

Through sustainable and responsible actions, we lay the foundation for a successful future – for our employees, our business partners, and society as a whole.



CODE OF CONDUCT AND COOPERATION

A trusting and transparent collaboration with our employees, customers, and suppliers forms the foundation for Perga's sustainable success. To establish these partnerships on a clear, shared values basis, we have developed binding guidelines for behavior. These reflect our values and commitments regarding ethics, responsibility, and sustainability throughout the entire value chain.

Our Code of Conduct for Suppliers ensures that our business partners also adhere to social, ecological, and ethical standards. This includes fair working conditions, environmental awareness, and respect for human rights.

The Code of Conduct for Employees and Customers focuses on integrity, fairness, and mutual respect in daily interactions. It fosters a work environment characterized by openness, equal opportunities, and sustainable actions.

Read here the Code of Conducts for our suppliers, employees and customers:



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https://www.perga.com/wp-content/uploads/_media/downloads/wichtige-dokumente/Code-of-Conduct-Employees-customers.pdf



CODE OF CONDUCT AND COOPERATION

Diversity Management

Diversity and equality are core values of our corporate culture. At Perga, we see it as our duty to promote equality and diversity in all activities and to consistently prevent any form of discrimination. This commitment is firmly anchored in our guidelines and shapes all our business activities.

Our goal is to create a positive and respectful work environment where all employees feel valued and supported. We ensure that the selection, hiring, and promotion of our employees are based solely on their skills, qualifications, and experience – without any form of discrimination. Every employee is given equal opportunities for personal and professional development within our company.

Perga does not tolerate any direct or indirect discrimination, unfair treatment, or bullying – whether intentional or unintentional. Should such misconduct occur, disciplinary action will be taken immediately.

To achieve our goals in diversity management, we act openly and transparently and commit to documenting the tracking of our progress. In line with our corporate policy, no one will be disadvantaged based on religion or belief, gender, sexual orientation, nationality, skin color, ethnic or national origin, disability, or age.

For more information about our commitment, please refer to the OECD Guidelines, which serve as the foundation for our responsible and sustainable actions:



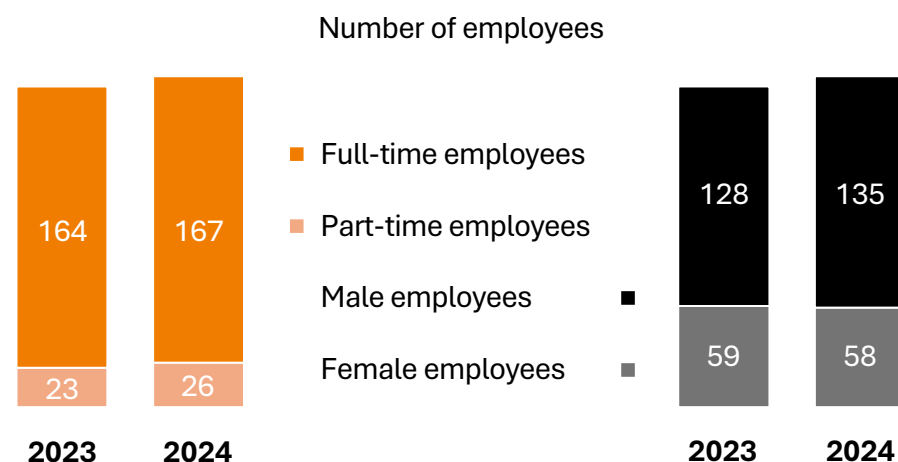
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EMPLOYEE ORIENTATION AND DEVELOPMENT

Our employees are the key to our success. Therefore, we foster a culture of appreciation and respect that encourages individual growth and continuous development. Open and honest communication is essential – we view the ability to give and receive feedback, as well as the capacity for learning, as core principles that we actively strengthen.

A key tool in employee development is regular conversations, in which we discuss individual growth opportunities and provide space for concerns and suggestions for improvement. These dialogues allow us to address the needs of our employees and identify growth opportunities together.



Continuous training is a central part of our sustainability strategy and plays a crucial role in ensuring the safe and efficient work of our employees. Through a comprehensive training program, which includes regular briefings and safety instructions in all departments, we ensure that our employees are always informed about current safety regulations, legal requirements, and operational processes. At the same time, they continuously expand their knowledge, which promotes both their personal development and the sustainable success of the company.

Our training program covers a wide range of topics, including:

- Occupational Safety & Health
- Sustainability & Environment
- Hygiene & Quality Management
- Technical & Operational Processes
- IT & Data Protection

EMPLOYEE ORIENTATION AND DEVELOPMENT

Occupational safety

To ensure the safety and health of our employees, we rely on a comprehensive occupational safety management system that is continuously improved through targeted training, regular analyses, and external expertise.

In case of an emergency, Perga has 21 first responders ready to act quickly and effectively. Their training was carried out in cooperation with the German Red Cross Buchen and took place in our own facilities. Additionally, nine fire safety officers are responsible for protecting our employees and facilities. The related training sessions were held on two occasions with the fire chief of the volunteer fire department in Altheim.

We have outsourced all occupational safety management to an external specialist company, which supports us with its expertise and ensures that all measures comply with current legal requirements.

Number of work-related illnesses

2022

24

2023

13

2024

10

EMPLOYEE ORIENTATION AND DEVELOPMENT

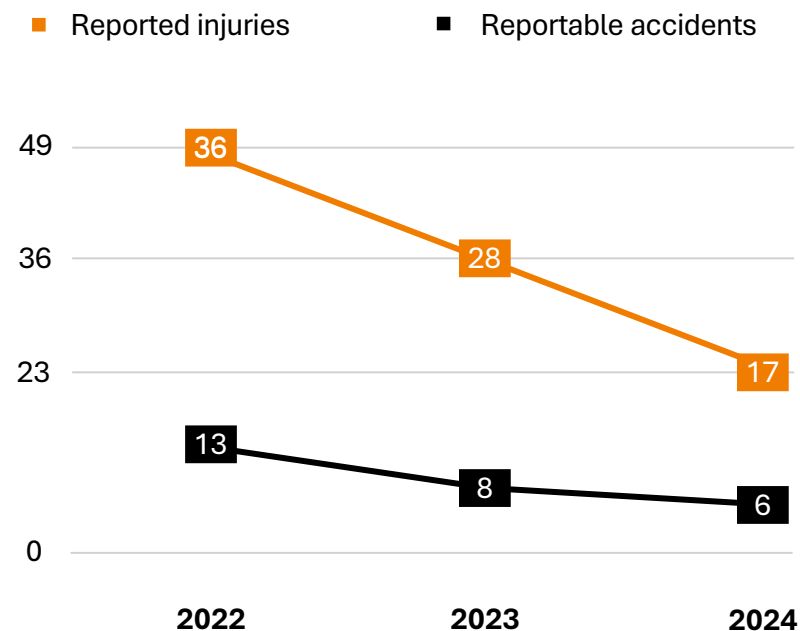
Occupational safety

An important component of our safety strategy is accident prevention and analysis. Every reportable accident is investigated through a 5M-analysis (Man, Machine, Material, Method, Milieu) to identify the causes and prevent similar incidents in the future.

In addition, quarterly occupational safety committee meetings are held, where all accidents and safety-related incidents are analyzed. Based on these findings, targeted measures are derived and integrated into regular operations, risk assessments, and operating instructions. After revision, these operating instructions are communicated to employees by the respective supervisors.

To ensure compliance with and effectiveness of the occupational safety measures, they are monitored and validated through monthly inspections by the external specialist company.

With these measures, we ensure a safe and healthy working environment for all employees and promote a sustainable safety culture that prevents accidents and minimizes risks.



EMPLOYEE ORIENTATION AND DEVELOPMENT

Furthermore, we place great importance on fostering young talent. With a wide range of training and study programs, we offer young people a future-oriented perspective and prepare them optimally for their professional careers. Through hands-on training, close supervision, and targeted development, we lay the foundation for a successful professional future - for both our trainees and our company.

This comprehensive commitment forms the basis of our shared vision for a sustainable future. Only through continuous learning and targeted support can we actively drive Perga's long-term sustainability forward.

Since 2019, we have also been offering student and holiday internships to provide early insights into the professional world. This represents a sustainable approach for us, as we build a bridge between school and career, promote vocational orientation, and actively contribute to the development of young talent. We are particularly pleased that this year we were able to welcome 21 holiday assistants who gained valuable practical experience.

Additionally, we continuously support our employees through training opportunities and courses with external partners to foster their professional and personal development. We firmly believe that lifelong learning is the key to innovation, progress, and sustainable growth.

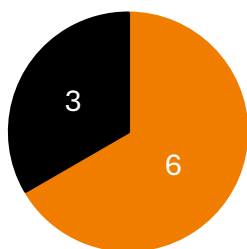


EMPLOYEE ORIENTATION AND DEVELOPMENT

Our training programs

- Industrial Clerk [m/f/d]
- Machine and Plant Operator [m/f/d]
- IT Specialist [m/f/d]
- Process Mechanic for Plastics and Rubber [m/f/d]
- Warehouse Logistics Specialist [m/f/d]

In 2024, the training programs were conducted in cooperation with regional vocational schools, including Frankenlandschule in Walldürn, Zentralgewerbeschule in Buchen, and Ludwig-Erhard-Schule in Mosbach.



- Number of trainees in 2023
- Number of trainees in 2024

Kathrin, 3rd year apprentice, about her training as an Industrial Clerk at Perga:

“The industrial clerk apprenticeship is highly diverse and provides comprehensive insight into the various departments of an industrial company. From purchasing raw materials to sales and shipping, as well as quality assurance, production planning, financial accounting, and human resources, the program offers a well-rounded, hands-on preparation for future career opportunities.

In addition to on-the-job training, apprentices attend vocational school, where they acquire valuable theoretical knowledge that can be directly applied and deepened in the company.

The entire team at Perga GmbH is always supportive and welcoming. You are not only encouraged but also challenged, allowing you to grow both personally and professionally.

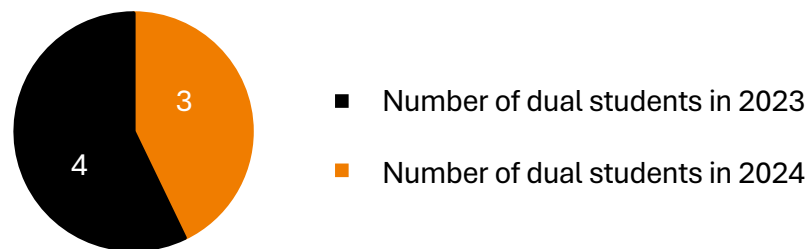
I particularly enjoyed this varied and dynamic apprenticeship at Perga GmbH, and I highly recommend it to anyone interested in business processes and looking to develop in a motivated and dynamic team.”

EMPLOYEE ORIENTATION AND DEVELOPMENT

Our study programs

- Bachelor of Arts – Industrial Management [m/f/d]
- Bachelor of Science – Applied Computer Science [m/f/d]
- Bachelor of Science – Infotronics [m/f/d]

This year, our dual study programs were conducted in collaboration with the Duale Hochschule Baden-Württemberg (DHBW) in Mosbach.



Salma, dual student in the 4th semester, shares her experience in the Bachelor of Science – Applied Computer Science Program:

“For me, the dual study program is the perfect combination of theory and practice. During the theoretical phases at university, I focus on topics such as databases, network technology, and project management. In the practical phases, I can immediately apply this knowledge, which proves how valuable this concept is. The alternating three-month periods of theory and practice bring variety and ensure that I am continuously learning.

During the practical phases, I take the opportunity to dive deep into new projects and developments at Perga. I familiarize myself with current implementations and gain a profound understanding of the innovations driving the company forward. These experiences allow me to actively contribute to the team's success and apply my knowledge meaningfully.

I am grateful to be part of Perga and truly appreciate the recognition and support I receive here. My dual study program has shown me how important it is to connect theory with practice to develop sustainable solutions. For anyone who values this combination, I can highly recommend a dual study program.”

EMPLOYEE ORIENTATION AND DEVELOPMENT

Working time models

At Perga, we offer various working time models tailored to the specific requirements of different departments. The well-being of our employees is especially important to us, which is why we strive to ensure a healthy balance between working hours and personal time while maintaining efficient production.

In administration, we offer our employees a flexible working time model that allows them to organize their working hours individually and achieve a good balance between their professional and personal lives. However, core working hours must be observed to ensure smooth collaboration and communication within the team. This setup gives employees the freedom to adapt their working hours to their personal needs while still meeting operational requirements.

The working time models in production vary depending on the production area to meet different requirements and promote the well-being of employees. In the extrusion department, which operates in a 7-day continuous shift system, the weekly working hours are 37.5 hours. Employees work in early, late, or night shifts and are given days off after seven working days to ensure adequate rest.

The roll packaging department also follows a 7-day continuous shift system, where employees work six consecutive days in early, late, or night shifts before receiving days off.

In the printing department, employees work from Monday to Friday, with weekly rotating early, late, or night shifts. This rotation provides variety and flexibility, while ensuring a balanced distribution of working hours.

The packaging department also works from Monday to Friday, with employees working early or late shifts for one week. This is followed by a week of night shifts from Sunday to Friday morning. This ensures efficient production while maintaining a balanced workload.

In the warehouse and shipping department, the working hours are 40 hours per week, distributed over 8 hours per day. Employees work in either early or late shifts.

The technical service also works 40 hours per week, divided into 8-hour shifts daily. Employees alternate between day and late shifts and are on call during weekends and holidays.

EMPLOYEE ORIENTATION AND DEVELOPMENT

Working time models

Our break policy follows the legal regulations of the Working Hours Act, which defines break and rest periods to promote the health and well-being of our employees. The legally required break times are observed in all areas to ensure that our employees receive adequate rest during their working hours.

Overtime hours are determined in all areas with approval from supervisors and are compensated at the end of the month.

Health care

As part of our in-house health care program, we offer our employees the opportunity to receive a flu vaccination annually. These vaccinations are provided directly at the company to ensure easy and convenient access. In addition, we have a company doctor available, where all employees have the chance to undergo regular health checks. These measures not only contribute to the individual health of our employees but also promote a health-conscious working environment and maintain high work capacity throughout the company.

Compensation policy

A fair and transparent compensation system is a key component of our responsible and sustainable corporate management. We value the performance and qualifications of our employees and ensure that their compensation is always above the legal minimum wage.

Our compensation policy is aligned with clear legal requirements and guarantees equal and fair pay for all employees, regardless of gender, origin, or individual limitations.

Through fair compensation, we not only create economic security but also foster a respectful and motivating work atmosphere. In this way, we actively contribute to social sustainability and strengthen our corporate culture in the long term.

Company pension plan

As we care deeply about the long-term financial security of our employees, we offer a company pension plan. This allows our team to save for the future in addition to the statutory pension. With this offering, we support our employees in building a stable retirement plan.

EMPLOYEE ORIENTATION AND DEVELOPMENT

Employee benefits

Our employees benefit from attractive corporate benefits, which offer exclusive discounts on a wide range of products and services. To ensure a relaxing commute to work, we provide monthly fuel vouchers worth €50.

During breaks, relaxation is also important: our football tables offer a fun way to strengthen team spirit and recharge energy. Additionally, our canteen was renovated this year to provide an even more pleasant atmosphere. In addition, fresh fruit is available to our employees every day so that they can enjoy a healthy snack at any time.

Another highlight this year was our summer party, where we provided a great time not only for our employees but also for their families. During the event, there was also the opportunity to participate in company tours and get an exclusive insight into our work environment.

In addition, we support our employees during significant life events by granting paid special leave for occasions such as marriage, the birth of a child, or similar milestones.

These benefits reflect our commitment to creating an attractive and supportive work environment for long-term and successful cooperation.



COMMUNITY SUPPORT

As a company aware of its social responsibility, we regularly support charitable organizations and projects that create positive change in society. Our donation activities are an important part of our commitment to a sustainable and supportive future.

In the past year, we supported the following organizations and projects:

- Erzbischöfliches Kinder- und Jugendheim St. Kilian Walldürn
- Männergesangsverein Altheim
- Katholischer Kindergarten Altheim
- Kirchliche Sozialstation Hardheim-Höpfingen-Walldürn e.V.
- Katholisches Pfarramt St. Georg
- Heimatverein Altheim
- Sozialstation Walldürn
- Kinder und Jugenddorf Klinge
- Evangelischer Verwaltungszweckverband Odenwald-Tauber
- Förderverein der Jakob-Mayer-Grundschule Buchen
- Förderverein des Walter-Hohmann-Schulverbunds Hardheim
- TSV Höpfingen
- HELP-Sommermärchen



AUSBLICK AUF DAS JAHR 2025

In 2024, we have already made important preparations as part of the EU Corporate Sustainability Reporting Directive. These included carrying out the double materiality analysis, stakeholder engagement and collecting qualitative and quantitative data. We will continue to build on these foundations in the coming year in order to create a solid structure and database that will enable us to meet our legal obligations and the requirements of our stakeholders.

A key project for 2025 is the calculation of our product carbon footprint. We will start setting up a CO2 accounting system in accordance with the Greenhouse Gas Protocol in order to record our emissions precisely and reduce them in a targeted manner. To this end, new processes will be implemented to support us on our path to climate neutrality.

We also plan to further improve our EcoVadis scorecard in order to make our sustainability performance even more transparent and comprehensible. At the same time, responsibility along our entire supply chain remains a key concern that we will continue to develop.

We are looking forward to the coming year with excitement and confidence and are ready to take the next steps towards a sustainable future.

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OUTLOOK FOR THE YEAR 2025

At this point, we would like to express our sincere thanks to all stakeholders of Perga. Without your continuous support and commitment, the implementation of our sustainable and responsible vision would not be possible.

We value the trust of our customers, who, through their partnership with us, make an important contribution to promoting responsible consumption. We thank our suppliers and partners for their collaboration and the shared responsibility we carry in the value chain. A special thanks goes to the employees of Perga for their daily dedication, innovation, and commitment that drive our company forward.

Equally, we extend our gratitude to the local and global organizations and projects that actively contribute to improving living conditions and fostering sustainable development in their own way. Their tireless efforts in ecological and social projects have a direct positive impact on the community. We thank you for your valuable contributions and are pleased to continue supporting your initiatives with donations to make a sustainable difference together.

We thank you all for your support and the trust you place in us. We look forward to continuing our successful cooperation and to the next steps we will take together.

IMPRINT

Editor, conception and realization

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