

The Important Areas Where We Are Taking Action



Proudly working for the future – As a family business, Koehler wants to make a sustainable contribution to society and the environment through its business operations.

Area of Action 1

Successful, Future-Proof Products and Services

One of the most important development goals for us revolves around bio-based recyclable and biodegradable paper. This will not only help us achieve our own goals, but will also provide our customers with a powerful tool that they can leverage to reach their own sustainability objectives.

Area of Action 2

Renewable Raw Materials and Responsible Sources

As a company with a global reach, we can promote sustainable development along our entire value chain together with all stakeholders. Our suppliers share our high standards in relation to environmental, social, and ethical principles. Moreover, we are continuously improving the transparency of our supply chain.

Area of Action 3

Resource Efficiency

Material, energy, and resource efficiency are subject to continual improvement. Production waste is always a potential source of secondary raw materials, and we are already using it for this purpose or are developing methods to do so. Our packaging paper is recyclable, providing it with much greater material efficiency than plastic. This way, we make it possible to replace linear value add with circular value add.



Area of Action 4

A Visionary Approach to Climate Action

Back in 2014, we set an ambitious goal to produce more renewable energy by 2030 than we need for paper production. We are pushing the expansion of renewable energy production forward and further reducing our greenhouse gas emissions through energy efficiency. This way, we are making a positive long-term contribution to climate action and energy security.

Area of Action 5

People, the Key to Success

The key to our success is the people who work at our company. This is why our employees' health and safety take topmost priority. We also invest in training and development programs and actively promote diversity. We aim to employ talented individuals who are driven and highly capable.

Area of Action 6

Growing the Company's Value

We want to achieve sustainable growth for our company through our sustainability goals and the actions derived from them. Success and profit make it possible for us to make the investments we need for sustainable development. In addition, we arrange independent audits of our sustainability approach, as well as our actions and their results.

The 2030 Objectives for the Areas of Action



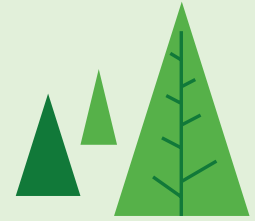
Area of Action 1

Successful, Future-Proof Products and Services



Area of Action 2

Renewable Raw materials and Responsible Sources



Target value		SDG
100%	All innovations meet the relevant circularity criteria in technical and/or biological terms.	
> 90%	Our raw materials are of renewable or mineral origin.	
80%	Our customers manage to reduce their CO ₂ e ¹ emissions thanks to our products.	
100%	Our newly developed products are subject to an environmental performance evaluation and perform better than comparable products on the market.	
< 0.3%	Complaint rate	
	Selected partnerships with companies and external organizations support development.	

Target value		SDG
100%	Our virgin fibers originate from sustainable forestry and controlled sources.	
≥ 90%	Our virgin fibers are FSC® or PEFC certified.	
100%	The biomass we use either as a material or for generating energy comes from responsible sources.	
80%	Retail sales should take place at least on the basis of the EcoVadis Standard (rating >60%) or an equivalent Supplier Code of Conduct.	
3	New biomass materials are identified and tested every year.	

¹ CO₂ equivalents (CO₂e) are a unit of measurement used to standardize the climate impact of various greenhouse gases.

The 2030 Objectives for the Areas of Action

Area of Action 3

Resource Efficiency



Target value

SDG

5%	We are reducing the use of raw and auxiliary materials per square meter of paper.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
5%	We are reducing the use of fuel per kilowatt hour of energy generated.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
5%	We are improving our environmental performance indicator.	6 CLEAN WATER AND SANITATION

Area of Action 4

A Visionary Approach to Climate Action



Target value

SDG

80%	We are reducing our direct emissions from the use of fuels (Scope 1).	7 AFFORDABLE AND CLEAN ENERGY
100%	We are reducing our indirect emissions from the purchase of energy (Scope 2).	7 AFFORDABLE AND CLEAN ENERGY
20%	We are reducing indirect emissions along the upstream and downstream supply chain (Scope 3).	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
100%	We produce more energy from sustainable sources than is required for our paper production (2030 Koehler Promise).	7 AFFORDABLE AND CLEAN ENERGY

Area of Action 5

People, the Key to Success



Area of Action 6

Growing the Company's Value



Target value		SDG
≥4%	Training rate	4 QUALITY EDUCATION
∅ 25 ^h	Further training (per employee, per year)	4 QUALITY EDUCATION
0	LTIFR (number of accidents per 200,000 hours worked)	3 GOOD HEALTH AND WELL-BEING
0	LTISR (average duration of absence after an accident in days)	3 GOOD HEALTH AND WELL-BEING
≥ 95%	Health rate (inverted representation of sickness rate)	3 GOOD HEALTH AND WELL-BEING
	Good neighbor	3 GOOD HEALTH AND WELL-BEING
100%	We uphold the values and culture of the Koehler Group.	5 GENDER EQUALITY
≤1.5%	Fluctuation (employee-determined departures as a percentage of the average workforce)	3 GOOD HEALTH AND WELL-BEING
≥ 90%	Retention rate (employee retention over a three-year period)	3 GOOD HEALTH AND WELL-BEING
75%	Leadership fill rate (proportion of vacant leadership positions filled by internal applicants)	3 GOOD HEALTH AND WELL-BEING

Target value		SDG
>1.75	Revenue in billions of euros	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
>15%	Revenue share of product innovations and services	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
>650,000	Paper turnover in metric tons (per year)	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
>650	Electricity generation in gigawatt hours (per year)	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
>920	Heat generation in gigawatt hours (per year)	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
>50%	Equity ratio	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
>80%	EcoVadis Platinum rating (or EcoVadis rating >80%)	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
>85	Expenditure for maintenance and modernization measures in millions of euros (per year)	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
>1.3%	Research quota (R&D spending as a percentage of turnover)	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
>18%	Patent usage rate (proportion of patents that are registered to us and are actively used)	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE