



Act sustainably,  
shape the future

# Working together for a more sustainable future!



## Dear Readers,

As a company, we are part of a global community – and hence part of the solution too. For us, sustainability means being attentive to how we exercise our influence and actively contributing to change. We believe in the power of cooperation that extends beyond departments, locations and value chains. That is the only way to arouse confidence and be truly effective. With this fourth Sustainability Report, we are giving you a frank and comprehensive summary of our progress so far, our measures in hand, and our goals for the future.

### **Olaf Fait**

Managing Director of Axxum Innovation GmbH  
and Head of Sustainability

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About this report

# Foreword

Over the past years, we have achieved significant progress in the field of sustainability – a course we continued to pursue resolutely in 2024. We are proud of the fact that this is now already the fourth edition of our Sustainability Report since we presented the first version in 2021.

We are pleased to be looking back on an eventful and successful year. One of the special highlights was the 25th anniversary of AXXUM Packaging Hungary, which was suitably celebrated together with staff, partners and friends.

## Awareness for sustainability

A further milestone was the sustainability workshop that we carried out at several locations, the central focus of which was to raise awareness for sustainability and expand knowledge. At the same time, we used valuable fresh ideas contributed by our staff to develop our sustainability strategy further.

And we have also updated our management organisation – an important step as we move further ahead with our 2023 rebranding campaign, consciously driving change and progress. Besides which there was a changeover in the management of our HR and Finances & Controlling departments. You will find further details in the **Company Portrait chapter**.



## Top marks in employer ranking

We are particularly pleased that there has also been recognition of this dedication from beyond the Group. In 2024, for example, we received the “Most Wanted Employer” award in transport, traffic and logistics. This was based on the annual assessment by the ZEIT publishing group and the platform kununu, in which AXXUM was given an outstanding score of 4.7 out of five stars. As well as this, in October, we had the honour of accepting the “kununu Top Company Award 2025” – thus making us one of the top five per cent of the most employee-friendly companies on the platform. Splendid affirmation of our open corporate culture and the positive working environment we are shaping together.



Awarded a score of

# 4.7

for the “kununu Top  
Company Award”



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### Making responsibility visible

As in past years too, we have continued to attach great importance to transparent and holistic communication and so, in producing this report, we have once again used the recognised criteria of the German Sustainability Code (DNK) as orientation.

Further to this, we have submitted declarations on 20 DNK criteria and the complementary non-financial performance indicators to the DNK database with the aim of enabling our specifications to be formally verified. Our Sustainability Report 2023 was the first that we sent directly to customers, asking them for their feedback – and the overwhelmingly positive response is an encouragement for us in our work.

Beyond that, we are also represented on established sustainability platforms such as EcoVadis, CDP, Integrity-Next and Supplier Assurance as a means of achieving even greater transparency and allowing our sustainability achievements to be assessed externally.

### Compliance – more than just a duty

For years now, compliance with statutory requirements has been an inherent part of our sustainability strategy. Like many other companies, we have prepared ourselves for fulfilling the duties arising from the Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). This has entailed us contacting hundreds of suppliers and implementing an external software to ensure compliance with the legal provisions. What is more, we have also begun actively driving forward our implementation of the Corporate Sustainability Reporting Directive (CSRD).

### Social commitment

Our social commitment was a very special concern of ours this year as well: For example, we dedicated our Christmas donation to supporting the Deutsche Lebensbrücke e. V., an organisation whose work includes advocating the rights of socially disadvantaged children in Germany.

In the year that lies ahead too, we will be reporting on our advances in the field of sustainability and – depending on the political parameters – choosing the appropriate reporting standard in the process.

**Thanks to all those helping us follow this track.  
We wish you highly enjoyable reading!**





# Company portrait



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# Company portrait



## Axxum GmbH

**Axxum GmbH was founded in 1992 by a consortium of investors and has since developed into one of Europe's leading providers of customised packaging and contract logistics solutions.**

### Expertise in packaging and logistics

As specialists in the packaging, assembly and transport of industrial goods, we operate flexibly, independently of location and in close cooperation with our partners.

Thanks to the expertise and experience we have accumulated over decades, we rise to all the challenges throughout the full logistics chain, and we develop individual

solutions that are precisely tailor-made to meet our customers' needs. We make targeted use of our professional know-how to offer all-round support to our customers in the production, packaging, and trade and commerce sectors.

With our passion for logistics, we are constantly optimising our supply chain, setting new standards in the industry.

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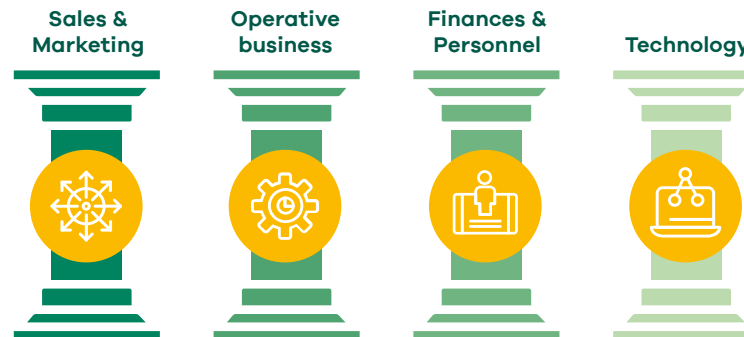
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## Clear structures for a successful future

**Following the success of our rebranding, we are now realigning our management organisation with the aim of attaining a broader, skills-based structure.**

In this regard, we have expanded our senior management level, allowing us to reinforce the central pillars of our company even more effectively. These fundamental pillars are:

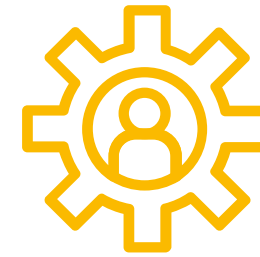


By pursuing this strategic alignment, we are establishing a basis that is fit for the future and will bring lasting growth as well as systematically developing our company further.

### Important new appointments to key positions

At the beginning of the year, we were given important reinforcement in our human resources sector when a new head was appointed to the AXXUM Group's HR department. With fresh ideas and a clear focus on moving forward with recruitment, the emphasis here will be on making our employer

brand even more powerful and gaining the best talent we can for our company. The future personnel strategy will be closely adapted to our corporate goals in order to bring about long-term success.



2

new appointments to key positions

The Finances & Controlling department is a further area in which we made a new appointment to a crucial position. The new Head of Finances & Controlling has wide-ranging expertise and will further optimise our financial controlling. In strategically refining our financial processes, we will be ensuring long-term economic stability and even greater transparency in our company's corporate management.

With these specific changes we will be lending greater strength to our organisation and positioning ourselves even more professionally and efficiently for the future. The new members of the management team bring with them valuable ideas and expertise that will help us achieve our ambitious goals and bring long-lasting developments to our company.



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### Optimised transport routes to reduce emissions

The strategic realignment will affect more than just our personnel – as was already the case a year ago, there are further changes to our locations this year too. Thus, for example, our operations in Glinde were closed in the summer and relocated to the Blohm + Voss site in the Port of Hamburg.

There are decisive advantages to this relocation: Our customers will enjoy the benefit of shorter transfer times to the terminals as well as the opportunity of transporting large parts by water. Not only will these measures optimise our logistics processes, but they will also help reduce transport routes and emissions.

### Flexible solutions for special packaging

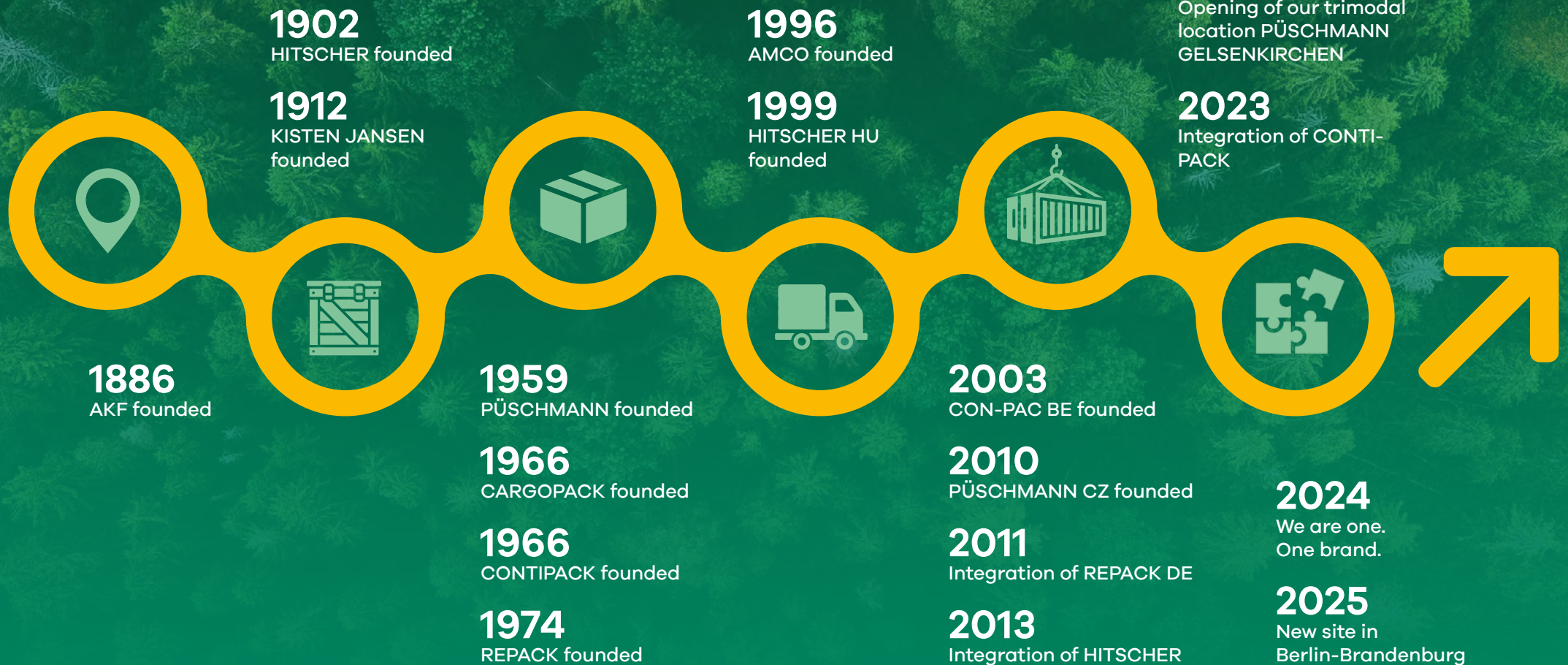
Besides the relocation of sites, AXXUM will be extending its network by a further location at the beginning of next year: AXXUM Packaging Berlin Brandenburg. This will be an in-house location on a customer's site with some 3,000 square metres hall space and 1,000 square metres open space that is compelling on account of its flexibility in implementing customers' individual requirements and can successfully master the challenges of packaging for heavy cargo and special machines.

This expansion will enhance our presence in eastern Germany as well as improving the efficiency of our supply chain.





# Milestones of the AXXUM Group







*Facts - figures - data*



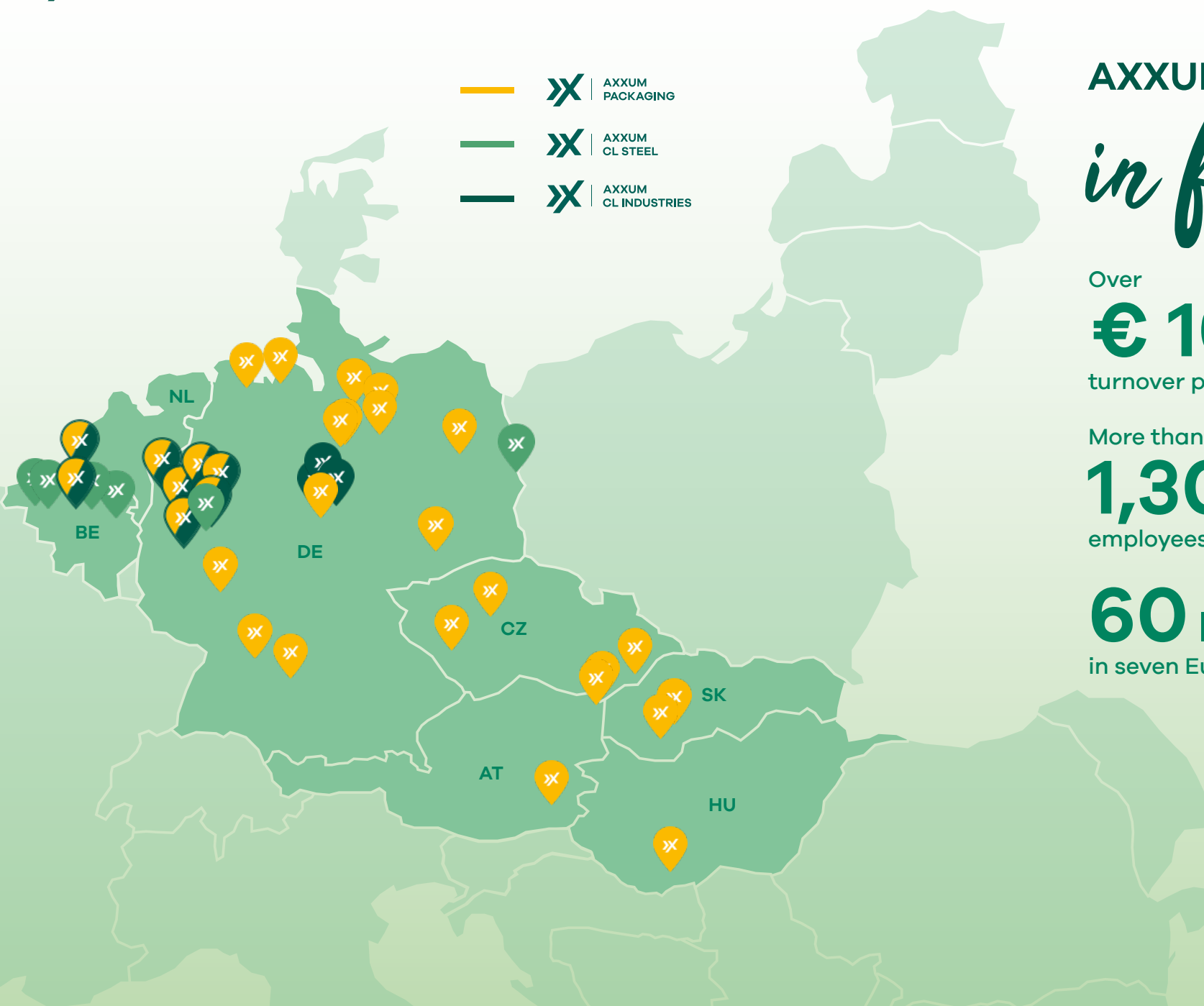
## AXXUM Group

*in figures*

Over  
**€ 162.4** million  
turnover per year

More than  
**1,300**  
employees

**60** locations  
in seven European countries





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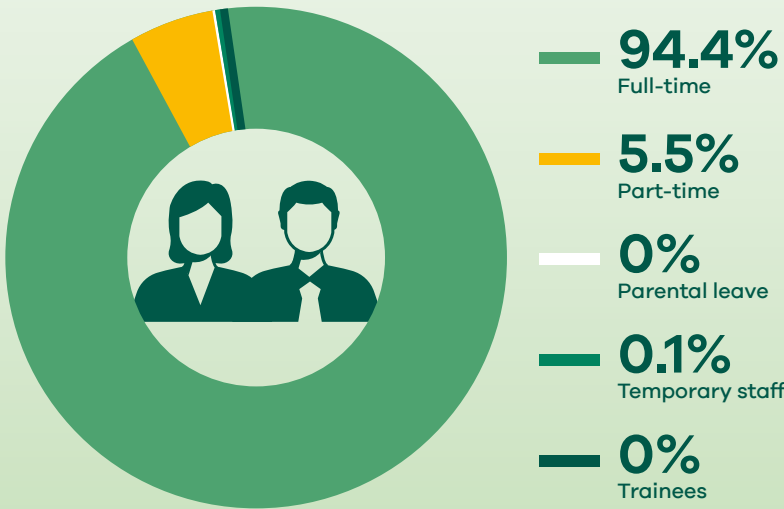
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# Our key figures

In our sustainability reporting, we place particular importance on continually developing our data collection and transparency further. In the first two years, the collection and evaluation of the partial KPIs for the report was done on the basis of our national locations. We have extended the range of our reporting as of the 2023 report, when we also began to systematically integrate the relevant data for our international locations.

## EMPLOYMENT GROUPS AXXUM AS A WHOLE



### SHARE AT THE NATIONAL LEVEL

|                         |      |
|-------------------------|------|
| Full-time staff         | 92%  |
| Part-time staff         | 7.9% |
| Staff on parental leave | 0%   |
| Temporary staff         | 0,1% |
| Trainees                | 0%   |

### SHARE AT THE INTERNATIONAL LEVEL

|                         |       |
|-------------------------|-------|
| Full-time staff         | 98.6% |
| Part-time staff         | 1.4%  |
| Staff on parental leave | 0%    |
| Temporary staff         | 0%    |
| Trainees                | 0%    |

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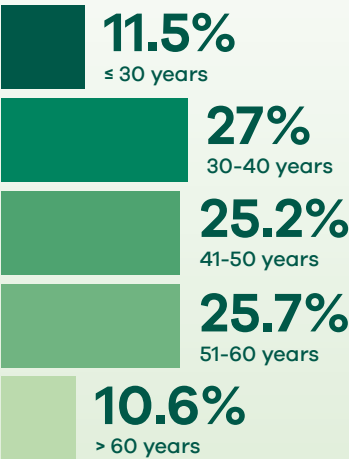
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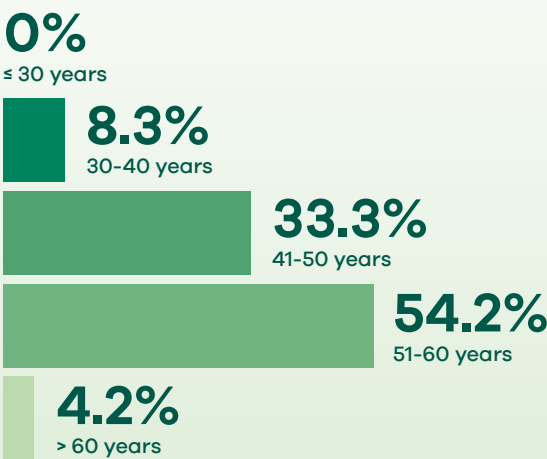
AGE STRUCTURE  
AXXUM OVERALL



| SHARE AT THE NATIONAL LEVEL |       |
|-----------------------------|-------|
| ≤ 30 years                  | 9%    |
| 30-40 years                 | 26.4% |
| 41-50 years                 | 22.5% |
| 51-60 years                 | 28.5% |
| > 60 years                  | 13.7% |

| SHARE AT THE INTERNATIONAL LEVEL |       |
|----------------------------------|-------|
| ≤ 30 years                       | 15.9% |
| 30-40 years                      | 27.8% |
| 41-50 years                      | 30%   |
| 51-60 years                      | 21%   |
| > 60 years                       | 5.3%  |

AGE STRUCTURE  
AT MANAGEMENT LEVEL  
AXXUM OVERALL



| SHARE AT THE NATIONAL LEVEL |       |
|-----------------------------|-------|
| ≤ 30 years                  | 0%    |
| 30-40 years                 | 10.5% |
| 41-50 years                 | 31.6% |
| 51-60 years                 | 52.6% |
| > 60 years                  | 5.3%  |

| SHARE AT THE INTERNATIONAL LEVEL |     |
|----------------------------------|-----|
| ≤ 30 years                       | 0%  |
| 30-40 years                      | 0%  |
| 41-50 years                      | 40% |
| 51-60 years                      | 60% |
| > 60 years                       | 0%  |



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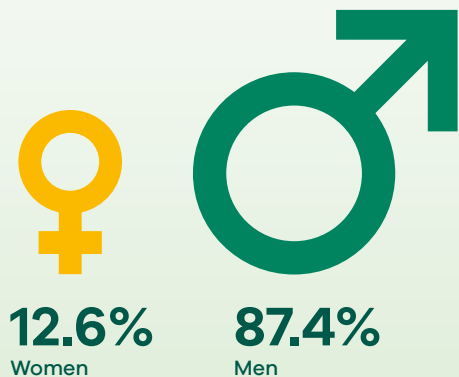
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GENDER DISTRIBUTION  
AXXUM OVERALL



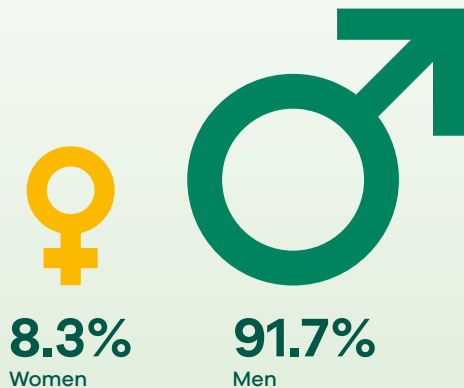
SHARE AT THE NATIONAL LEVEL

|            |       |
|------------|-------|
| Women      | 14.5% |
| Men        | 85.5% |
| Non-binary | 0%    |

SHARE AT THE INTERNATIONAL LEVEL

|            |       |
|------------|-------|
| Women      | 9.4%  |
| Men        | 90.6% |
| Non-binary | 0%    |

GENDER DISTRIBUTION AT  
MANAGEMENT LEVEL  
(CEO + PROCURATION)  
AXXUM OVERALL



SHARE AT THE NATIONAL LEVEL

|            |       |
|------------|-------|
| Women      | 5.3%  |
| Men        | 94.7% |
| Non-binary | 0%    |

SHARE AT THE INTERNATIONAL LEVEL

|            |     |
|------------|-----|
| Women      | 20% |
| Men        | 80% |
| Non-binary | 0%  |

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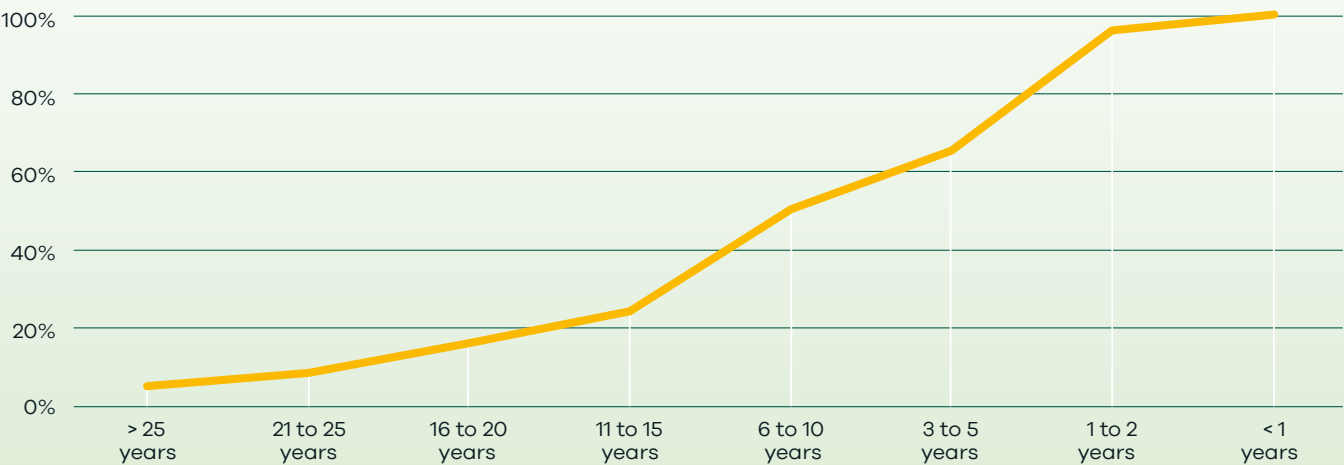
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SHARE AT THE NATIONAL LEVEL

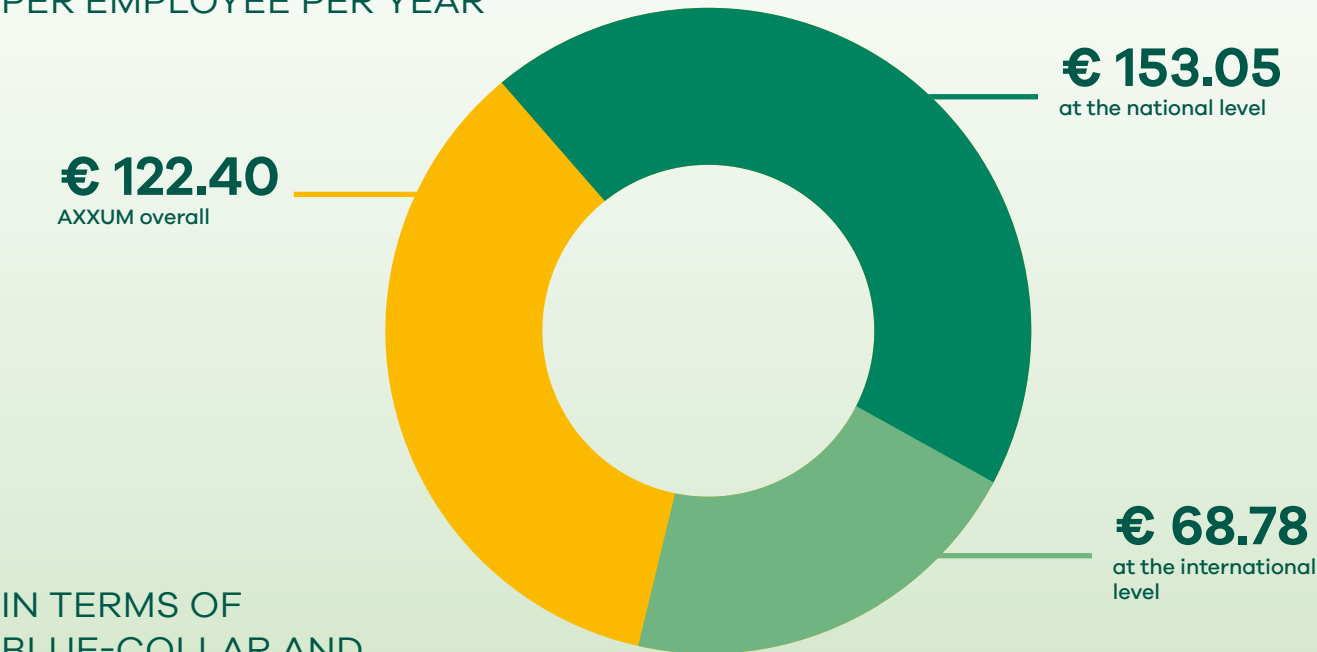
| Years    | > 25  | 21 to 25 | 16 to 20 | 11 to 15 | 6 to 10 | 3 to 5 | 1 to 2 | < 1 |
|----------|-------|----------|----------|----------|---------|--------|--------|-----|
| Per cent | 14.70 | 18.80    | 24.70    | 35.20    | 55.30   | 68.50  | 86.30  | 100 |

SHARE AT THE INTERNATIONAL LEVEL

| Years    | > 25 | 21 to 25 | 16 to 20 | 11 to 15 | 6 to 10 | 3 to 5 | 1 to 2 | < 1 |
|----------|------|----------|----------|----------|---------|--------|--------|-----|
| Per cent | 0.46 | 1.61     | 4.84     | 16.82    | 44.70   | 61.75  | 90.32  | 100 |



AVERAGE ANNUAL EXPENDITURE  
FOR FURTHER TRAINING  
PER EMPLOYEE PER YEAR



IN TERMS OF  
BLUE-COLLAR AND  
WHITE-COLLAR STAFF

| AT THE NATIONAL LEVEL |          |
|-----------------------|----------|
| blue-collar (68%)     | € 104.07 |
| white-collar (32%)    | € 48.98  |

| AT THE INTERNATIONAL LEVEL |         |
|----------------------------|---------|
| blue-collar (68%)          | € 46.77 |
| white-collar (32%)         | € 22.01 |

| AXXUM OVERALL      |         |
|--------------------|---------|
| blue-collar (68%)  | € 83.23 |
| white-collar (32%) | € 39.17 |

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## DEVELOPMENT OVER THE PAST THREE YEARS 2022 TO 2024

|  | SHARE AT THE NATIONAL LEVEL |       |       | SHARE AT THE INTERNATIONAL LEVEL |       |      | AXXUM OVERALL |       |      |
|--|-----------------------------|-------|-------|----------------------------------|-------|------|---------------|-------|------|
|  | 2024                        | 2023  | 2022  | 2024                             | 2023  | 2022 | 2024          | 2023  | 2022 |
| <b>EMPLOYMENT GROUPS</b>                 |                             |       |       |                                  |       |      |               |       |      |
| Full-time staff                          | 92%                         | 92.7% | 91.9% | 98.6%                            | 97.8% | –    | 94.4%         | 94.2% | –    |
| Part-time staff                          | 7.9%                        | 3.6%  | 4.2%  | 1.4%                             | 2.2%  | –    | 5.5%          | 3.2%  | –    |
| Staff on parental leave                  | 0%                          | 0.4%  | 0.4%  | 0%                               | 0%    | –    | 0%            | 0.3%  | –    |
| Temporary staff                          | 0.1%                        | 2.8%  | 2.8%  | 0%                               | 0%    | –    | 0.1%          | 2%    | –    |
| Trainees                                 | 0%                          | 0.5%  | 0.7%  | 0%                               | 0%    | –    | 0%            | 0.4%  | –    |
| <b>AGE STRUCTURE</b>                     |                             |       |       |                                  |       |      |               |       |      |
| ≤ 30 years                               | 9%                          | 12.2% | 14.2% | 15.9%                            | 16.9% | –    | 11.5%         | 13.6% | –    |
| 30–40 years                              | 26.4%                       | 47.5% | 47.2% | 27.9%                            | 56.2% | –    | 27%           | 50%   | –    |
| 41–50 years                              | 22.5%                       | 40.3% | 38.6% | 30%                              | 26.8% | –    | 25.2%         | 36.4% | –    |
| 51–60 years                              | 28.5%                       | –     | –     | 21%                              | –     | –    | 25.7%         | –     | –    |
| > 60 years                               | 13.7%                       | –     | –     | 5.3%                             | –     | –    | 10.6%         | –     | –    |
| <b>AGE STRUCTURE AT MANAGEMENT LEVEL</b> |                             |       |       |                                  |       |      |               |       |      |
| ≤ 30 years                               | 0%                          | 0%    | 0%    | 0%                               | 0%    | –    | 0%            | 0%    | –    |
| 30–40 years                              | 10.5%                       | 37.5% | 43.5% | 0%                               | 66.7% | –    | 8.3%          | 43.3% | –    |
| 41–50 years                              | 31.6%                       | 62.5% | 56.5% | 40%                              | 33.3% | –    | 33.3%         | 56.7% | –    |
| 51–60 years                              | 52.6%                       | –     | –     | 60%                              | –     | –    | 54.2%         | –     | –    |
| > 60 years                               | 5.3%                        | –     | –     | 0%                               | –     | –    | 4.2%          | –     | –    |

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|--|-----------------------------|---------|---------|----------------------------------|---------|------|---------------|---------|------|
|  | 2024                        | 2023    | 2022    | 2024                             | 2023    | 2022 | 2024          | 2023    | 2022 |
| <b>GENDER DISTRIBUTION</b>   |                             |         |         |                                  |         |      |               |         |      |
| Women  | 14.5%                       | 13.8%   | 13.3%   | 9.4%                             | 13.1%   | –    | 12.6%         | 13.6%   | –    |
| Men  | 85.5%                       | 86.2%   | 86.7%   | 90.6%                            | 86.9%   | –    | 87.4%         | 86.4%   | –    |
| <b>GENDER DISTRIBUTION AT MANAGEMENT LEVEL (CEO + PROCURATION)</b>           |                             |         |         |                                  |         |      |               |         |      |
| Women  | 5.3%                        | 4.2%    | 4.3%    | 20%                              | 16.7%   | –    | 8.3%          | 6.7%    | –    |
| Men  | 94.7%                       | 95.8%   | 95.7%   | 80%                              | 83.3%   | –    | 91.7%         | 93.3%   | –    |
| <b>STAFF AND THEIR PERIOD OF EMPLOYMENT WITH AXXUM (CUMULATIVE)</b>          |                             |         |         |                                  |         |      |               |         |      |
| > 25 Jahre   | 14.70%                      | 6.90%   | 4.92%   | 0.46%                            | 0%      | –    | 3.13%         | 4.87%   | –    |
| 21 to 25 years   | 18.80%                      | 15.25%  | 14.75%  | 1.61%                            | 0.32%   | –    | 4.83%         | 10.87%  | –    |
| 16 to 20 years   | 24.70%                      | 19.50%  | 20.08%  | 4.84%                            | 1.28%   | –    | 8.56%         | 14.15%  | –    |
| 11 to 15 years   | 35.20%                      | 25.73%  | 25.56%  | 16.82%                           | 3.51%   | –    | 20.26%        | 19.21%  | –    |
| 6 to 10 years  | 55.30%                      | 36.60%  | 34.69%  | 44.70%                           | 10.22%  | –    | 46.69%        | 28.87%  | –    |
| 3 to 5 years   | 68.50%                      | 57.56%  | 54.63%  | 61.75%                           | 39.62%  | –    | 63.01%        | 52.30%  | –    |
| 1 to 2 years   | 86.30%                      | 67.64%  | 69.52%  | 90.32%                           | 55.91%  | –    | 89.57%        | 64.20%  | –    |
| < 1 year   | 100%                        | 86.21%  | 83.29%  | 100%                             | 83.39%  | –    | 100%          | 85.38%  | –    |
| <b>AVERAGE ANNUAL EXPENDITURE FOR FURTHER TRAINING PER EMPLOYEE PER YEAR</b> |                             |         |         |                                  |         |      |               |         |      |
|  | € 153.05                    | € 58.97 | € 76.22 | € 68.78                          | € 56.53 | –    | € 122.40      | € 58.25 | –    |
| in terms of blue-collar and white-collar staff                               |                             |         |         |                                  |         |      |               |         |      |
| blue-collar (68 %)   | € 104.07                    | € 80.19 | € 83.15 | € 46.77                          | € 76.88 | –    | € 83.23       | € 79.22 | –    |
| white-collar (32 %)  | € 48.98                     | € 37.74 | € 69.29 | € 22.01                          | € 36.18 | –    | € 39.17       | € 37.28 | –    |



# Corporate carbon footprint

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### Scope 1

This category comprises direct emissions that are controlled by us or lie within our ownership. In our case, this means fuel and gas consumption. In 2024, the figure for Germany was **990 tons CO<sub>2</sub>e**, and the overseas amount was **927 tons CO<sub>2</sub>e**. This means that we have achieved an improvement of approx. **120 tons CO<sub>2</sub>e** compared to the previous year.

### Scope 2

This indicates indirect emissions that are subject to the ownership and control of third parties, and that must be declared separately. In our case, this means electrical power consumption. In 2024, the figure for Germany was **397 tons CO<sub>2</sub>e**, and the overseas amount was **187 tons CO<sub>2</sub>e**, which is equivalent to an improvement of approx. **135 tons CO<sub>2</sub>e** compared to the previous year.

### Scope 3

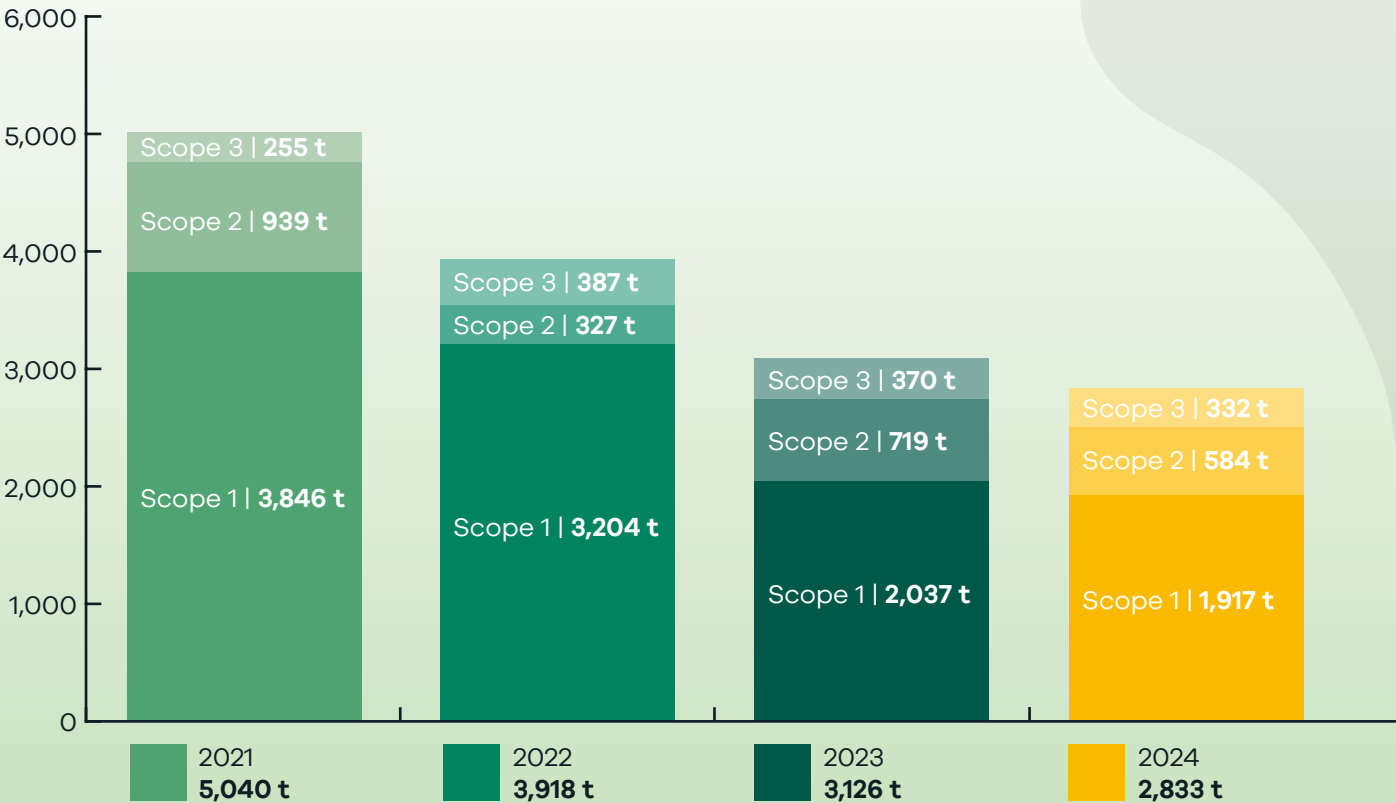
This category also includes indirect emissions that are subject to the ownership and control of third parties.

At present, declaration of these figures is voluntary. Consequently, we have selected just a few of the many possible emissions. These relate to our waste materials and to wastewater and fresh water consumption. In 2024, the figure for Germany was **316 tons CO<sub>2</sub>e**, and the overseas amount was **16 tons CO<sub>2</sub>e**. In other words, we have achieved an improvement of approx. **38 tons CO<sub>2</sub>e** in Scope 3 compared to the previous year.

On the whole, we were able to achieve improvement in all three scopes compared to 2023. This positive development is primarily due to increased awareness amongst our staff, specific efficiency measures and a more responsible use of resources overall. What is more the extended incorporation of our international locations and an improved data quality have contributed towards greater transparency and more finely focused controlling.

You can find further information [here](#) on our endeavours to make our operations as environmentally friendly as possible.

CORPORATE CARBON FOOTPRINT  
CO<sub>2</sub> EMISSIONS IN TERMS OF SCOPE



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# Transparency

## in our processes

Our integrated management systems help us to be forward-looking and structured in our operations. And so, it goes without question for us that we keep on developing them further and driving them forward with the help of CIPs (continuous improvement processes) or PDCA (Plan, Do, Check, Act).

**The following management systems have already been introduced or are in the planning:**



**ISO 14001**  
Environmental management  
(planned by 2030)



**ISO 45001**  
Occupational health and safety management  
(introduction in the individual companies, if necessary)\*



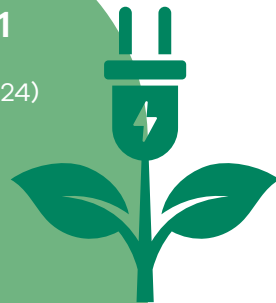
**ISO 27001**  
Information security management  
(introduced in 2022)



**ISO 50001**  
Energy management  
(planned by 2030)



**ISO 9001**  
Quality management  
(introduced in 2018)



**DIN EN 16247-1**  
Energy audit  
(implemented in 2024)

\* In-house occupational safety standard at AXXUM, based on ISO 45001



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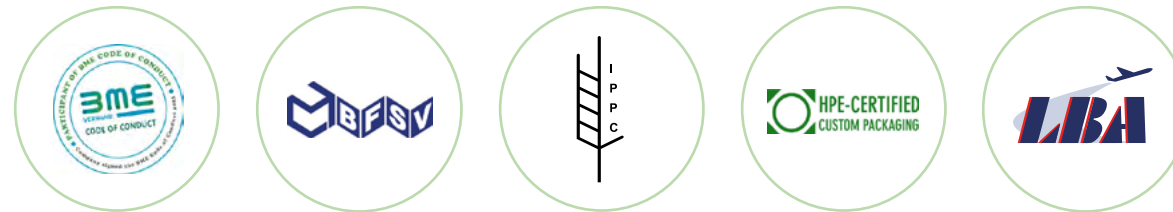
## Structured approach

By means of meaningful and informative key figures, we can make the effectiveness of our campaigns and activities measurable. This puts us in a position to identify and implement potential for improvement as best possible and to constantly enhance our sustainability performance in all segments.

## Certification of the management systems



## Specific product, process and site certification\*



In addition to the management system certification, we also have further types of specific process and product certification at our disposal allowing us to achieve focused and structured compliance with the demands of sustainability and those of our customers. Further to this, we are active in various associations so that we remain in constant dialogue with customers, partners and suppliers. This enables us to identify new trends and developments at an early stage. As an integral part of the Federal Association for Wood Packaging, Pallets & Export Packaging (HPE) working group, we were, in 2024, thus able to feed our know-how into the revision of the HPE guideline.

Back in 2023, our then subsidiary Günter Püschmann GmbH & Co. KG was already registered on the EcoVadis sustainability platform. 2024 was then the first time that Axxum GmbH itself was also assessed. What is more, since last year we can also be found on the CDP platform.

\* These certificates are site-related and do not apply to AXXUM as a whole.



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## A clear course and firm principles

### Acting responsibly

Our leading principle in all our activities is compliance with the prevailing laws, provisions, binding obligations, internal standards and contractual agreements. It was for this reason that, at the end of 2023, we implemented the EU Whistle-blower Directive, that is, the law protecting persons providing or divulging information. Personal or vested financial interests should have no influence on business decisions. We make such conflicts of interest known wherever they exist and work together to find a solution in which the interests of the company are not negatively affected.

### Systematic data protection

We put into practice the data protection provisions in terms of the General Data Protection Regulation (GDPR) on the protection of personal data. We have the support in this of an external data protection officer to ensure that all provisions on the handling of internal and external personal data are correctly and completely implemented. All employees who come into contact with personal data are trained in matters of data protection.

### Being open starts on the inside

We maintain transparent and open communication in our dealings with our customers and business partners as well as with our employees. They have access via notice boards and our AXXUM intranet to the contents of our company guideline and to further guidelines and provisions. This comprises all currently valid central AXXUM documents.

### For greater trust and transparency on the market

No price agreements are made with our competitors or with other independent parties, nor are there any agreements in relation to a joint business policy. The prices are wholly independently determined. What follows from this is a fair treatment of customers, suppliers, service providers and other parties involved at all times. The provisions of monopolies and competition law are adhered to. We do not tolerate any form of corruption, bribery and blackmail. Potential incidents will be rigorously prosecuted.



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### Success begins with the customer

The satisfaction of our customers is of the highest priority for us. Only if our customers are successful can we ourselves be successful too. The needs and wishes of our customers and of the market therefore determine our strategy and our day-to-day decisions.

### Partnerships with principles

In the interests of the lasting and economic success of the company, AXXUM relies on long-term partnerships with suppliers and customers who themselves also operate responsibly and sustainably. This is the only way to secure and expand our growth and our competitiveness in the long term.

When it comes to our supply management, we make sure that our partners share our sustainability principles – in respect both of eco-



logical and of social aspects. In introducing a software solution this year, we have taken an important step forward in creating transparency along our entire supply chain and systematically monitoring compliance with our standards. At the same time, this is a further contribution on our part towards implementing the requirements of the Act on Corporate Due Diligence Obligations in Supply Chains (LkSG).

### My AXXUM: process flow all the way in our logistics

We regard innovations as a core factor in our economic success. We therefore promote a culture that expedites transparent and open communication and stimulates the contribution of potential improvements and the creation of commercially successful products. This gave rise a few years ago to the “My AXXUM” customer platform, which offers a digital complement to the substantial know-how of the Group. This ensures long-term supply chain management and allows our customers to map and manage the entire value chain digitally.



### Data for building trust

By connecting data loggers to “My AXXUM”, we are in a position to depict tracking and tracing for temperature, humidity, expediting and more. Our customers can access their own data in real time and see everything at a glance. This allows us to guarantee transparency and safety.

The AXXUM Group is politically neutral and is not a member of any political organisation. Generally, AXXUM exercises no influence on political processes and makes no contributions to governments, nor does it make any donations to parties or politicians.



# Our stakeholders



Shareholders



Employees/  
management



Banks



Trade association/  
occupational safety  
office/company doctor



Insurance and  
legal parameters



Customers



Suppliers



Neighbours



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## CUSTOMERS

### Demands/expectations

- › Fair dealings with each other
- › Delivery reliability/prompt fulfilment/provision
- › Source of raw materials / sustainability/environment

### Measures/action

- › Code of conduct/legal requirements/contracts
- › Process reliability by means of quality management
- › Supply management/legal requirements



## SUPPLIERS

### Demands/expectations

- › Fair, punctual payment
- › Long-term supply relationships
- › Legal compliance

### Measures/action

- › Contracts
- › Fair interaction/reliability
- › Supplier self-declaration/legal requirements



## EMPLOYEES/ MANAGEMENT

### Demands/expectations

- › Equal opportunities/diversity
- › Fair payment
- › Ongoing capacity building/basic and advanced training
- › Good working atmosphere

### Measures/action

- › Sustainability strategy/legal requirements
- › Contracts/bonuses
- › Qualification guidelines/training courses/development programmes
- › Fair and open dealings with each other



## SHAREHOLDERS

### Demands/expectations

- › Information on fundamental changes, opportunities and risks
- › Innovation
- › Transparent reporting/economic action

### Measures/action

- › Annual risks and opportunities analysis in quality management
- › Innovation management
- › Annual financial report/regular monthly reporting

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## NEIGHBOURS

### Demands/expectations

- › Regular examination of mutual interests
- › Environmental aspects (e.g. neighbours: noise pollution or environmental impacts)

### Measures/action

- › Standard requirement/risk radar/issue map (PR)
- › Permit requirements/official directives



## TRADE ASSOCIATION/ OCCUPATIONAL SAFETY OFFICE/ COMPANY DOCTOR

### Demands/expectations

- › Compliance with current provisions
- › Health and safety compliance

### Measures/action

- › Compliance with occupational safety measures
- › Risk assessments and instructions



## INSURANCE AND LEGAL PARAMETERS

### Demands/expectations

- › Compliance with statutory and official regulations

### Measures/action

- › Compliance with occupational safety measures/contracts/procedural instructions



## BANKS

### Demands/expectations

- › Compliance with contractual conditions

### Measures/action

- › Contracts/information as required



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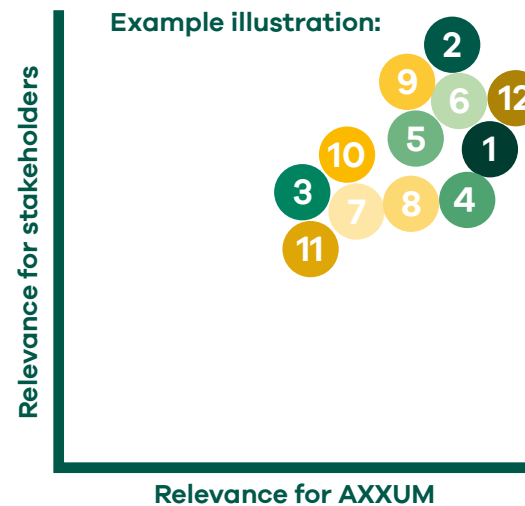
## MATERIALITY ANALYSIS

It is important that the corporate management understands and can respond to concerns and current issues that affect AXXUM. Besides instruments such as dialogue with stakeholders and risk analyses, materiality analysis is a method which allows key issues to be identified and priorities to be set in devising the appropriate measures.

We already began incorporating the most relevant stakeholders with their demands and concerns in our first Sustainability Report. As a means of improving ourselves further in this aspect and of enabling us to set the right priorities for our work, we then took the next step of assessing the key topics for AXXUM in terms of their relevance. To this end, at a joint event, the AXXUM management and authorised representatives voted on the various topics and evaluated them from their viewpoints.

This gave rise to a materiality matrix, which we can use as a guide in our sustainability reporting.

The twelve key topics were therefore assessed with regard to their relevance for stakeholders and their relevance for AXXUM.



- 1 Good working atmosphere, fair dealings with each other
- 2 Delivery reliability
- 3 Source of raw materials/ sustainability
- 4 Fair, punctual payment
- 5 Long-term supply relationships
- 6 Compliance with legislation/ provisions/requirements
- 7 Equal opportunities/ diversity
- 8 Basic and advanced training
- 9 Innovation and digitalisation
- 10 Examination of mutual interests
- 11 Environmental aspects, e.g. noise pollution or environmental impacts
- 12 Occupational safety

### Central topics identified

The findings of the assessment reveal that occupational safety and a good working atmosphere are especially important for AXXUM. Topics viewed by our stakeholders as being of particular relevance are delivery reliability and innovation and digitalisation. We intend using our sustainability strategy to drive these topics forward, but without losing sight of the other

subjects. In the various chapters of this Sustainability Report, we deal with the key topics and report on the measures and progress that have been achieved or are in the throes of being implemented. With regard to the forthcoming CSRD requirements, we have started on the double materiality analysis and are aiming for completion by the end of 2025.





# *Sustainability strategy* of AXXUM



# On a clear course of sustainable action: *holistic and fair*

**Sustainability is a key priority for us and we are constantly working on further refining our sustainability strategy.**

In doing so, we are guided by the 17 Sustainable Development Goals (SDGs) of the United Nations. These function as a global action plan. We have identified the SDGs that are relevant for us and added to them more goals of our own. To provide a better overview, we have assigned these to the categories of strategy, process management, environment and community as defined by Germany's Sustainability Code (DNK), whereby some SDGs can be assigned to several segments. We have derived concrete measures based on these goals.

One major focus in 2024 was on improving communication, both internally and externally, with the aim of informing our stakeholders more regularly about our sustainability activities. We have pursued this plan further and, amongst other things, have held the sustainability workshops announced in the last Sustainability Report in several locations. A further substantial

component of the subjects for 2024 consisted in preparing for the legal requirements regarding sustainability reporting (CSRD) and a sustainable supply chain (LkSG).

We were able to achieve a major accomplishment in finalising our CO<sub>2</sub> calculator. As a pioneer in our industry, we succeeded in developing a certified process for determining carbon emissions in production and packaging.

**You will find detailed information on these as well as on further developments and progress within AXXUM in the following chapters.**





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# Strategy

## Progress and development

**Our company strategy is based on sustainable and responsible development and on long-term growth, both organically and in the form of strategic partnerships.**

We rely on clearly defined goals in order to monitor our progress transparently and to control our many and varied activities with precision. We draw up these goals together with our employees and other stakeholders, the aim being to derive concrete measures from them and to integrate these into our processes.

One central component of our strategy is a regular analysis of risks and opportunities, making well-founded decision-making possible and ensuring sustaina-

bility in the continuing development of our company. This also includes progressively evolving a risk analysis for compliance that we started this year within Germany and that we will be extending at home and abroad in the year to come.

### **Risk analysis 2024: focus on compliance topics of ESG relevance**

In 2024, we conducted a risk analysis in the area of compliance – giving special attention to topics of ESG (environment, social, governance) relevance. This involved systematically analysing central business units such as purchasing, sales, employment law, data protection, environmental law and the integrity of business transactions as well as assessing them nationally with regard to potential risks.

There was a major focus on compliance with ESG standards within our supply chain. For this, we make use of digital tools such as Integrity-



Next, contractual clauses on ESG compliance and a phased monitoring and escalation system. The findings of this analysis flow directly into the continuing development of our company and they form the basis for specific training, internal audits and the communication of our standards – both internally and throughout our value chain. There are plans to conduct this risk analysis in the international AXXUM companies as well by the end of 2026.

In the chapter on Strategy, we mainly concentrate on the SDGs 8 and 12.



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## Growth starts with the employees

**“Decent work and economic growth” (SDG 8) have a central role to play in the AXXUM company strategy, for boosting our economic efficiency every year is one of our key targets.**

At the same time, we place great importance on safeguarding our jobs as well as securing stable economic growth. But sustained

growth can only succeed in the long term if it is combined with a carefully considered sustainability strategy. This enables us not only to act responsibly, but also to strengthen long-term customer relations and ensure our competitiveness.

### Active involvement and workshops to promote sustainability

Our employees play a central role in our economic growth and they are essential when it comes to implementing our sustainability strategy. Thanks to the workshops conducted by the sustainability team, it was possible to involve

the staff actively in this process. Valuable ideas and perspectives were gathered, and they were then prioritised and presented to the management to ensure their implementation in accordance with our company strategy. This means we have moved an important step closer to achieving our goal of promoting a sustainable and forward-looking corporate culture.



More than

**1,300**

employees at more than 60 locations in seven European countries



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## Transparency in ecological and social aspects

The CSRD policy is also a factor in driving forward the development of our sustainability strategy, and it has a substantial influence on our company strategy.

The increasing importance of sustainability in legislation presents fresh challenges for companies – besides economic aspects, we also have to ensure transparent documentation of ecological and social aspects. The CSRD vastly extends our reporting duties beyond their present state, and it requires

detailed disclosure of sustainability-related data, including KPIs, a double materiality analysis and the extensive collection of data throughout the full value chain.

Our sustainability team has already made a start this year in preparing to comply with the requirements. Using focused measures, we ensure that we are not simply law-abiding in our operations, but are also actively contributing towards a lasting transformation of the economy. The structured collection of this data helps us in the early recognition of risks and

opportunities, in optimising processes and in boosting our stakeholders' confidence and trust.



## GOALS ALREADY ACHIEVED

- ✓ Employees actively involved in the sustainability process
- ✓ Preparing for the forthcoming CSRD policy



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## Sustainability in the supply chain

**“Responsible consumption and production” (SDG 12) are of importance not only for AXXUM, but also for our customers and suppliers.**

Sustainability is not just an internal matter within our own company – it also requires close cooperation throughout the full supply chain to ensure that our partners uphold similar values and standards to our own.

Promoting sustainable production is a strategic priority that we have already been working on for several years. We implement specific measures to help us use resources more efficiently, reduce emissions and make our production processes constantly more sustainable. You will find further information on this [here](#).

### Early recognition of supply chain risks

An important step in this area is implementing the current provisions of the Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). We introduced a software solution this year to ensure our compliance with the

requirements of the Act. This enables us to conduct supplier assessments, to manage relevant supplier information centrally and to identify risks in the supply chain early on.

### Supplies predominantly sourced from Europe

One central component of our sustainable supply chain strategy is our long-term focus on regional sourcing. As things currently stand, more than 99 per cent of our suppliers are already within Europe – including Germany – with a few partners in Scandinavia and individual suppliers in East Asia, South America and Turkey. In making this conscious choice, we are ensuring that our sustainability standards are also strictly implemented in procurement and that we minimise the environmental impact of long transport routes.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



### GOALS ALREADY ACHIEVED

- ✓ Introduction of a software solution for compliance with and checking the provisions of the LkSG
- ✓ Regional procurement
- ✓ Sustainability in the value chain



**99%**  
of our suppliers  
come from Europe



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We meet with our

**partners**  
on  
**equal terms**

## Focus on clarity: SDG 17 bracketed out

In light of the findings of our sustainability workshops at the beginning of this year, we decided not to pursue SDG 17 "Partnership for the goals" any further, as it does not

correspond to the prioritised goals and needs of our employees and stakeholders.





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# Process management

## Standardised process operations

For several years now, we have been working on optimising our processes and improving them constantly by means of a continual improvement process (CIP).

Standardising work processes is an ideal support for the value chain and it facilitates activities involving various sites. Consistent, clearly defined communication channels pave the way for this and offer the opportunity to pro-

vide mutual support. The benefit for our customers is that we also develop technical innovations to ensure the security and efficiency of our processes. At the same time, this ensures consistent quality and provides AXXUM with a basis for expanding its quality management and other management systems.

In the field of process management, we concentrate on the SDGs 8, 9 and 12.



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## Processes for the future

The focus in process management lies on SDG 8 (“Decent work and economic growth”).

As described in the introduction, we are continuously working on improving our quality management system as well as our processes. Consequently, in 2024, the central procedural instructions played a decisive role in the work of the QM department. In 2023, internal audits had revealed that some of the central processes cannot be implemented on the sites. For this reason, the various departments were asked this year to examine the practicability of the procedural instructions and, where necessary, to modify them. Specifically, employee on- and off-boarding processes and the claims management process were revised. Besides this, it was also discovered that

some responsibilities in the fields of quality management and occupational safety were not clearly defined vis-à-vis headquarters and the various sites. As a result of this, an individual summary of roles and responsibilities was created and successfully rolled out for each location.

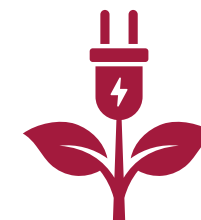
### Audits support CO<sub>2</sub> reduction goals

A further topic this year consisted in implementing energy audits in accordance with ISO 16247-1. These audits enabled a detailed analysis and assessment of the entire energy consumption in our production sites and they are an important element in our process management. As part of the audits, we not only checked our energy consumption, but also identified optimisation potential that will assist us in further improving our energy efficiency and achieving our goal of continuously reducing our CO<sub>2</sub> emissions.

### Protection of sensitive data rigorously implemented

In 2024, security of information was a further issue that played a crucial role. In terms of ISO 27001, a further external audit was on the cards, which we successfully passed. In introducing and implementing the standard, we have reemphasised our clear advocacy of the responsible handling of confidential information. The focus was especially on the topics of awareness, guidelines

and procedural instructions, data protection and how to deal with cyberattacks and phishing mails. The IT department offered a series of information and training sessions as a means of further sensitising our employees for this important topic.



## Successful implementation

of ISO 16247-1

### GOALS ALREADY ACHIEVED

- ✓ Summary of roles and responsibilities produced for each location
- ✓ Energy audits conducted according to ISO 16247-1
- ✓ ISO 27001 recertification



## Innovative and digital into the future

**We are keen to be drivers of innovation in the industry, and we are constantly working on new digital solutions for ourselves and our customers. That is why SDG 9 (“Industry, innovation and infrastructure”) ties in so excellently with AXXUM’s own goals.**

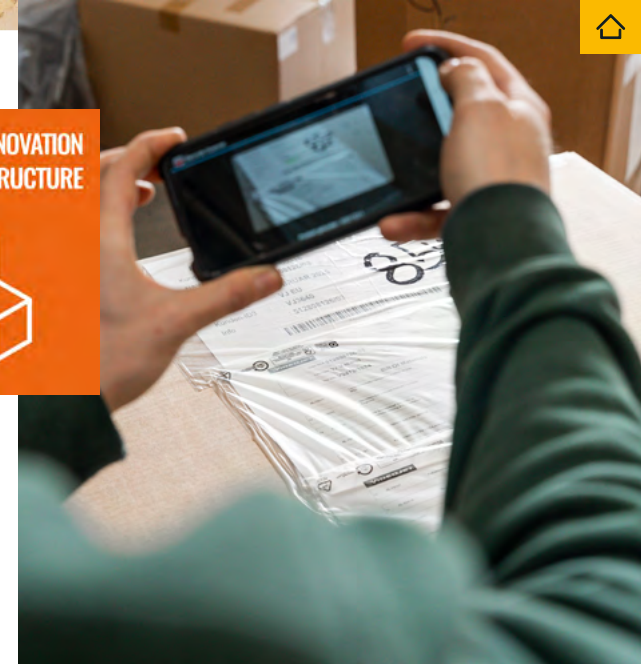
The question of a standardised merchandise management system at all locations plays a central role in this. We still have our sights firmly set on our goal of improving the standardisation, digitalisation and homogenisation of all processes and, in 2022, we initiated the project to introduce a uniform ERP system.

### Digital tools for optimised work processes

As regards innovation, we were able to achieve initial successes last year. One of the central aims of our work is to develop resource-saving packaging solutions for our customers – our objective being to use as little wood as possible but as much as is needed to ensure the safety of goods in transit. Since 2023, the introduction of a special digital

measuring app has been helping us fulfil this ambition. Besides that, the incoming goods app was finalised and introduced in February of this year. This has enabled us to secure our processes while at the same time reducing the effort required of our employees without any loss of quality. We successfully introduced the digital check-in at some initial locations this year. This makes sure that, even before they enter the site, outside persons such as lorry drivers, customers and visitors are thoroughly informed of our safety standards – a crucial factor in avoiding accidents. Taking linguistic variety into account, these safety instructions are available in several languages. A successive extension of the digital check-in to further sites is planned for 2025. Another milestone was the finalisation of the CO<sub>2</sub> calculator, and this is described in fuller detail in the **Environment section**.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



### GOALS ALREADY ACHIEVED

- ✓ Successful application of the digital measuring app
- ✓ Introduction of the incoming goods app
- ✓ Finalisation of the CO<sub>2</sub> calculator



**Development**  
of digital and sustainable solutions



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# Environment

## Taking responsibility

**Protecting the environment as one of the three main pillars of sustainability has already been on the AXXUM agenda for a good number of years.**

For many years now, the protection of the environment has been a key element of our company strategy, and it constitutes one of the three main pillars of sustainability at AXXUM. In the light of the global challenges of climate change and the increasing incidences of ecological crises, we take our responsibility very seriously and are actively committed to playing our part

in protecting natural resources. We have set ourselves the goal of significantly reducing our CO<sub>2</sub> emissions by 2030. In doing so, we recognise that zero emission is not something that can be achieved in our line of business. Our approach is therefore to reduce our carbon footprint to an absolute minimum and to offset unavoidable emissions by means of sustainable and recognised compensation projects.

We are guided by established environmental management practices and are constantly adapting our processes to increase the efficiency and effectiveness of our measures even further. In taking this systematic approach, we ensure that we fulfil all contractual and legal environmental requirements. Our

processes are regularly reviewed in the course of internal audits, and each decision that might potentially impact on the environment is carefully planned and monitored.

In recent years, we were already able to achieve impressive progress in reducing our ecological footprint. Our continuous optimisation and our investments in green technologies have contributed towards a constant improvement in our environmental performance. We have further ambitious measures planned for the coming years that will provide support for us as we make our way towards an even more sustainable future.

In doing so, we take guidance from the SDGs 7, 12 and 13 in the interests of having a positive impact on the environment in the long term.





## Renewable energies for sustainable growth

**The subject of “Clean energy” (SDG 7) is of immense importance for us at AXXUM and it presents us with an excellent opportunity to drive forward environmental protection.**

In the form of our forward-looking strategy and of effective measures, we have set ourselves ambitious targets for both the short and the medium term in the interests of constantly increasing the use of renewable energies and promoting sustainability within our company.

The regular analysis of our energy consumption is an important component of our strategy. This year, we carried out energy audits in

accordance with DIN EN 16247-1 for the systematic identification of savings potential and to consciously improve our energy efficiency.

### More photovoltaic facilities

The most important progress made in our energy supply was the conversion to green electricity and green gas in 2022. These measures have achieved a noticeable drop in our total emissions, and they mark an important step towards a more sustainable and more climate-friendly business management.

Besides this, we are building up our own in-house energy supply, expanding it by installing more photovoltaic (PV) facilities. This year, we succeeded in installing a PV facility in Pécs, Hungary. Although we had already begun planning for a PV facility in Peine, these plans had to be put on ice because of static-related challenges.

### Electromobility as inherent part of the car policy

A further forward-looking project is the conversion of our vehicle fleet to electromobility. Starting with the first electric vehicles in 2020, we have been constantly increasing our number of electric vehicles. At present, some 20 per cent of our car pool consists of electric vehicles and we have set ourselves the target of increasing this percentage

even further over the coming years. In order to quicken the pace of the changeover to electromobility, we are constantly installing additional charging points at our various sites in accordance with our car policy.

But it is not only our company vehicles that are being changed in favour of electrical technology – our fleet of forklifts is being progressively electrified too. We have already replaced more than 50 per cent of our forklifts with electric equivalents, and nine of our locations of our locations exclusively use this environmentally friendly alternative. All these measures make a significant contribution to reducing our CO<sub>2</sub> emissions.



**57%**

electric forklifts throughout the company, and nine sites with only electric forklifts

### GOALS ALREADY ACHIEVED

- ✓ Identification of energy saving potential and improvement of energy efficiency
- ✓ Reduction of total emissions
- ✓ Installation of a PV plant in Pécs
- ✓ Increase in the proportion of electric vehicles in the vehicle fleet



## Sustainable packaging and waste reduction

**“Responsible production and consumption” (SDG 12) are central elements of our company strategy.**

Although wood is a renewable resource, we are aware of the environmental impact of our operations. We have therefore set ourselves the target of optimising construction so that we can cut our wood consumption by ten per cent by 2030. To conserve natural resources, we are making increasing use of calamity timber – wood that is available as a result of storm damage, drought or pest infestation. In addition, a software solution ensures that we fulfil all the requirements of the EUDR Regulation, which is designed to prevent deforestation and forest degradation.

### Eco-friendly materials

A further element of our sustainability strategy is the ongoing improvement of our resource efficiency. Thus, we have already converted the lighting in most of our locations to LED – the last of these being the site in Salzgitter.

As well as this, we are making increasing use of environmentally friendly materials, including recycled PE film, which we hope will constitute more than 50 per cent of the film we use as of 2025. Initial test runs were successfully carried out this year.

### Innovation: wooden nails

In our past Sustainability Reports, we presented wooden nails as an innovative product that can result in cutting CO<sub>2</sub> emissions by between five and nine per cent in the construction of our crates. As the only company in the industry to use wooden nails, we offer a sustainable alternative to conventional connecting elements. The nails are made of domestic beechwood and they also allow the packaging components to be recycled more readily. Their type-approval certification permits use of the nails primarily for air freight or for spare and small parts crates with a maximum gross weight of 1.5 tons. Internal tests have shown that their use has no negative effect on quality and that there



are no problems with handling. Apart from that, the wooden nail will soon be included in the HPE directive and it also meets up to actuarial requirements.



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### Focus on waste avoidance and recovery

Optimising our waste management is also a key component of the AXXUM sustainability strategy. At two of our sites, we make use of waste wood to generate heat, thereby making more efficient use of resources. Besides the strict separation of waste, we also concentrate on reducing waste and making the best possible use of it in order to further improve our recycling rate, which is currently 80 per cent at a national level.

In cooperation with an external service provider, customised concepts were developed this year for

our sites. These include a site overview with all the waste collection points, a detailed waste balance and a potential analysis with proposals for optimisation. Measures already implemented include the differentiated separation of wood fractions A1 and A2, the separate disposal of coloured and clear films and the introduction of special spray can containers.

### Digital controlling

In addition, for years now, we have been managing our waste disposal orders via a digital tool that facilitates efficient operations and ensures compliance with the Commercial Waste Ordinance. Finally,

we wish to emphasise that none of our waste reprocessing is subject to the REACH regulation.



Recycling rate of over

**80%**



### GOALS ALREADY ACHIEVED

- ✓ Ongoing changeover to LED
- ✓ Use of wooden nails extended further
- ✓ Initial test runs for introducing a recycled PE film
- ✓ Optimised waste management



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# Reducing our carbon footprint

**Measuring and optimising our carbon footprint is a central component of our environmental strategy.**

Since 2021, we have been producing detailed carbon footprints as a means of quantifying our environmental impact and systematically identifying potential for improvement. Besides direct (Scope 1) emissions, we also register indirect emissions in the Scope 2 and Scope 3 categories, taking as guidance the provisions of the Greenhouse Gas Protocol (GHG Protocol) and DIN EN ISO 14064.

## Extended data collection

Whereas only German sites were included in the corporate carbon footprint in the first few years, last year was the first time that we also integrated our foreign companies in the CO<sub>2</sub> balance. This extended data collection renders an even more precise analysis and a comparison of our emissions possible and it forms a sound basis for future reduction measures.

## Certified CO<sub>2</sub> calculator

A further important milestone is our product carbon footprint for wooden crates and packaging, which was developed several years ago and was brought up to date this year. With the help of a certified CO<sub>2</sub> calculator, we can precisely determine emissions occurring in production. This tool is augmented by a new sales strategy that offers our customers the opportunity to purchase climate-neutral packa-

ging solutions. As compensation for unavoidable emissions, we employ high-grade Gold Standard or comparable certificates, which demonstrably contribute towards the reduction of greenhouse gases while at the same time supporting social and ecological projects.

## Extended environmental reporting

As part of the forthcoming CSRD policy, we plan to extend our collection of Scope 3 emissions in 2025, and preparations for this were already initiated this year. This further development in our environmental reporting will allow us to intensify our commitment to sustainability even more and to set it out transparently.

13 CLIMATE ACTION



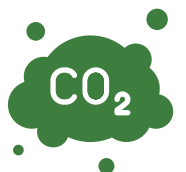
## GOALS ALREADY ACHIEVED

- ✓ CO<sub>2</sub> calculator introduced
- ✓ Foreign companies integrated in the CO<sub>2</sub> balance
- ✓ Preparations for the forthcoming CSRD policy

More than

**3,000**

tons of CO<sub>2</sub> already saved over the past two years





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# Community

## Employee satisfaction as key objective

**We received double accolades this year for our commitment to being an employee-friendly company: as “Most Wanted Employer 2024” in transport, traffic and logistics as well as the “kununu Top Company Award 2025”. We are especially proud of the fact that this places us among the top five per cent of the highest rated employers on kununu.**

In 2024 too, we continue to see ourselves as having a responsibility as a medium-sized company to offer a pleasant working atmosphere for our workforce and to nurture openness in our relations with each other. This openness also applies beyond the company in our behaviour towards our service providers and suppliers. Our aim is to successfully

expand our company in the long term, thereby creating lasting jobs. Our guiding principle in this is to continuously increase satisfaction amongst our employees. To achieve this goal, AXXUM continues to rely on the implementation of the SDGs in the company strategy.

Our focus in the Community section is on the SDGs 1, 3, 4, 5, 8 and 10.







## Social responsibility in the work environment

The “No poverty” goal is for AXXUM an essential component of our social and entrepreneurial commitment.

Fair payment and the protection of human rights are key principles that we strictly adhere to when it comes to the sustainable expansion of jobs. Compliance with minimum wage legislation forms an important basis for just wages within our company.

### Digital risk management

Since 2024, we have had the additional support of a software solution in implementing the Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). This places companies under obligation

to identify, assess and minimise human-rights or environment-related risks in their supply chains. Thanks to the digital solution, we are in a position to set up structured risk management that recognises potential breaches at an early stage and allows appropriate measures to be undertaken. This enables us to ensure that our supply chains not only are in accordance with statutory provisions, but also actively contribute towards the implementation of our sustainability goals.

### For a good cause

Besides which, we were keen to send out a concrete sign of solidarity again this year: On behalf of AXXUM, we presented a Christmas donation to the Deutsche Lebens-

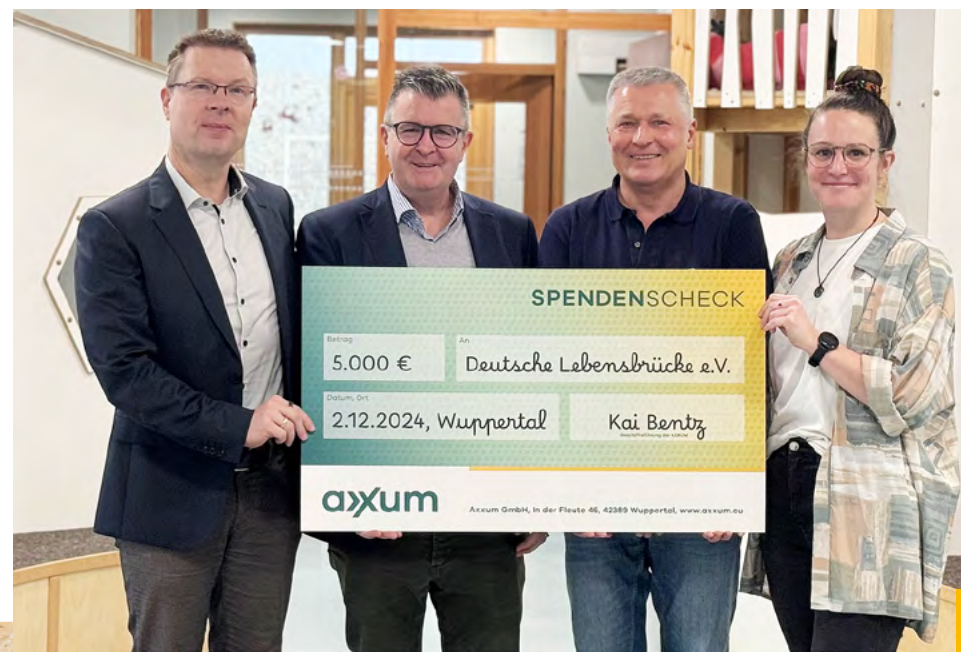
brücke e. V. In offering this support, we seek to make our own small contribution in the battle against poverty and in consciously promoting social aid projects.



Implementation of the  
**LkSG**

### GOALS ALREADY ACHIEVED

- ✓ Use of a software solution for implementing the LkSG
- ✓ Gesture of solidarity: Christmas donation to the Deutsche Lebensbrücke e. V.



From left: Oliver Jochims and Kai Bentz (AXXUM), Joachim Lippold and Anne-Britt Sommer (GBS School Max-Eichholz-Ring)



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Employees' suggestions scheme for occupational safety

## Responsibility for employees' health

**SDG 3 "Good health and well-being" is also an important item on the AXXUM agenda.**

We firmly believe that the health of our workforce is indispensable for the sustainable expansion of jobs. As employers, we therefore ensure safety and health protection in the workplace and we comply with the statutory provisions in doing so. In addition, we give annual briefings to all employees to ensure that they are always informed of the latest health and safety guidelines. These regular briefing sessions help instil

an increased appreciation of health and safety standards as well as ensuring compliance with them.

### Defined processes

Processes, such as dealing with accidents at work, are defined and communicated in the form of procedural instructions. The occupational safety specialists for the respective companies help us in complying with and constantly improving these processes in order to optimise our industrial safety and health protection within the company.

### Extending occupational safety standards

We continue to work on improving our long-time injury rate (LTIR) figure. In introducing an employees' suggestions scheme, it is our intention to offer our staff the opportunity to become actively involved in helping devise these measures.

This is currently a pilot project with AXXUM Packaging Rhein-Ruhr. If it succeeds in finding acceptance with the workforce, we would like to implement it at the other AXXUM sites as well.



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## Structurally embedding occupational safety

Since the middle of the year, occupational safety has also been firmly embedded as an item on the agenda of the executive management's meetings and, as of 2025, the aim is for it to be discussed in the monthly business review meetings with the individual companies. This involves discussion of the latest work accidents, of the LTIR and of new input on the subject of occupational safety, so that relevant measures can be derived from them.



## Improving work-life balance

Since the COVID-19 pandemic, mobile working has become a matter of course for some employees. AXXUM has therefore decided to integrate this working method permanently in its work model

and to offer employees in certain functions the opportunity to work from home as well. This model is augmented by more flexible working times in many commercial segments, and this brings about a clear improvement in the compatibility of working life and private life. The experience of the past years has confirmed the success of this approach: Not only does it increase employees' motivation and productivity, but it also promotes family friendliness within the company.

## Stronger focus on maternity leave

We have established a clearly defined process, including hazard assessment in line with legal provisions, to support employees who are pregnant so that suitable health protection measures can be undertaken early on. These focused measures also serve to raise the attractiveness of AXXUM as an employer for women and, in the long term, to increase the proportion of women.

## Improving staff retention

Small-scale team events are also organised at regular intervals to keep the team spirit alive.



## GOALS ALREADY ACHIEVED

- ✓ Occupational safety firmly embedded as an item on the agenda of the executive management's meetings
- ✓ Mobile working as a permanent work model
- ✓ Employees' suggestions scheme introduced
- ✓ A clearly defined process established for expectant mothers



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## (Further) training and promotion of young talent

In promoting high-quality education with equal opportunities and supporting lifelong learning, our company is actively committed to the achievement of SDG 4 (“Quality education”).

Education is a central lever for sustainable development and social progress. For that reason, we hold firmly to this principle and offer our employees a wide range of further training programmes. Not only does this increase individuals’ skills, but it also improves the innovative strength of our company. With these measures, we are moving towards achieving the objectives of SDG 4.



Wide range of further

## training programmes on offer





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## An equitable strategic and operative mindset

In keeping with SDG 5, “Gender equality”, we actively advocate gender equality – at the operative level as well as in strategic areas.

We see this not just as an important social remit, but also as a clear opportunity for enhancing innovative strength, togetherness and the long-term success of the company. Our objective is to create a working environment in which talent is given equal opportunities regardless of gender, origin or age.



12.7%

women's quota in AXXUM  
as a whole





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## An open company culture

**In line with SDG 8 (“Decent work and economic growth”), we advocate a safe work environment that promotes the well-being of our employees as well as the long-term development of our company.**

In the period of the last report, we implemented specific measures for this and lent fresh impetus to developing our workplace culture. As far as this is concerned, we pledge ourselves to responsible, transparent action and reject each and every form of illegitimate gain or unlawful behaviour. In addition, we expressly pledge ourselves to eschew all money laundering and to observe all statutory provisions relating to it.

### Structured welcome process

One priority was on optimising our onboarding process. New employees benefit from a structured and standardised introduction. Just some of what this entails is a revised welcome folder and a comprehensive onboarding presentation. We wish to ensure that every employee understands AXXUM and at the same time to facilitate their getting to know their

other colleagues. What is more, our new recruits will in future be given a starter kit that will ease getting under way with us for them. These measures create transparency, orientation and a positive onboarding experience.

### Open working atmosphere for a positive company culture

We organised celebrations (e.g. a Christmas party) to bolster the team spirit and internal cooperation and to promote personal exchange and a sense of togetherness on the ground. In addition to this, a company-wide digital Christmas lottery took place that provided a shared experience for all employees throughout the Group, no matter where they were located. Both measures are conducive to social bonding and they encourage an open, respectful working atmosphere.



**8 DECENT WORK AND ECONOMIC GROWTH**



For us,

**people**

have priority.



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### Investing in making working environments fit for the future

A further important project at the end of 2024 consisted in renovating our office facilities at one location in North Germany. Modernised working surroundings help us create not just greater comfort, but also a motivational environment that does justice to modern requirements as regards ergonomics and the workplace.

### Bolstering cooperation

In 2025, we intend to take the next step forward in developing our organisation and we will be introducing a systematic assessment of central departments. The aim is to recognise potential in cooperation and in processes and to develop that potential further. It is hoped that this will reinforce the bonds between headquarters and the various sites and that it will facili-

tate even more efficient cooperation irrespective of location.

With these measures, we are making an active contribution to creating decent working conditions and sustainable development in the sense of SDG 8.



### GOALS ALREADY ACHIEVED

- ✓ Structured welcome process
- ✓ Various events to boost the team spirit
- ✓ Creation of a modernised work environment
- ✓ Process for systematic assessment of central departments is being prepared
- ✓ Reinforcing the employer branding with the Christmas lottery



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## Commitment to greater equality

**AXXUM pursues the objective of helping reduce all forms of social inequality in the long term – especially by facilitating jobs for persons with disabilities. In this regard, we are looking into greater cooperation with sheltered workshops for people with disabilities.**

Besides that, we also regard it as being our responsibility to create age-appropriate jobs. Especially employees who carry out physically demanding work should in future have the opportunity for professional reorientation: Thus, for example, experienced blue-collar workers could increasingly take on the role of trainers so that they can pass on their knowledge to the next generation.

**Our aim is to have firmly established this method in the entire Group by 2030.**



Heading for the future  
**together**

### GOALS ALREADY ACHIEVED

- ✓ Once again, no report was made in connection with the Whistleblower Protection Act

### No place for discrimination

As a matter of principle, we have an unconditional commitment to respecting human rights and we tolerate no form of discrimination whatsoever – regardless of gender identity, ethnic origin, disability, religion, age, pregnancy or sexual orientation. This principle is firmly enshrined in our company guideline and, amongst other things, it is actively aided and abetted by our whistleblower system.

### Responsible action

As in the previous year, so too in this report's year, there were no reports received via the "Compliance. One\*" whistleblower system. We understand this as affirmation of our responsible conduct and of the value-based company culture we practise.

\* Compliance.One is a digital whistleblower system that offers companies the opportunity to set up a safe and anonymous reporting point for internal tips on breaches of compliance rules and legislation.





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# Looking ahead



**This fourth Sustainability Report demonstrates the advances we were able to achieve in recent years.**

At the same time, we are fully aware that sustainable action is an ongoing process – there are many topics that still lie ahead of us. We therefore wish to undertake further decisive steps in the coming years to rigorously expand our sustainability strategy. The focus continues to be on our central goal: the con-

tinued reduction of our greenhouse gas emissions. The savings achieved so far of more than 2,000 tons of CO<sub>2</sub> within the last three years motivate us to continue ambitiously with this direction of travel.

A significant milestone for our future reporting will be implementing the requirements of the Corporate Sustainability Reporting Directive (CSRD). To that end, we will conduct a double materiality analysis with

all the relevant stakeholders, the findings of which will form the basis for further developments. Parallel to that, we plan to set up a comprehensive data basis that will enable us in future to systematically depict Scope 3 emissions that have not been recorded up until now. The challenge lies in dovetailing the new CSRD requirements meaningfully with our existing sustainability strategy.



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At the same time, we see this as an opportunity to purposefully develop our sustainability management further and to ensure it is fit for the future.

In addition to that, we will also be dedicating ourselves to social and structural topics. One such topic that we foresee is the launch of a project for developing a Group-wide trainee concept with the specific aim of consolidating our promotion of future employee generations and securing it for the long term. The presentation of the concept to the management and at the site level is anticipated around the middle of 2025. Besides this, we are planning a pilot project for measuring employee satisfaction – initially for AXXUM Innovation GmbH. It is hoped that, in the long term, this will generate the impetus for an integrated staff feedback system for the entire Group.

A further emphasis will be on standardising our waste management. Throughout AXXUM, standardised concepts and measures are to be established to channel waste flows even better and to increase recycling rates further.

Further developments are also planned in communication: The upgrading of our company website will be geared to providing information in a way that is even more

customer-friendly and structured besides having a modern and attractive design. Parallel to this, we are looking into how we can be more focused and more effective in organising our social commitment.

We will continue to monitor carefully all developments that are pertinent to our industry, regularly evaluate our progress and, next year as well, present a new Sustainability Report providing transparent information on our measures and achievements.

It remains our ambition to think holistically of sustainability – ecologically, economically and socially.

We wish to improve with every step we take and will therefore be concentrating on joint action, vision and personal responsibility.

# THINK AHEAD. ACT TOGETHER. BE PERSONAL.





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In our sustainability reporting we have followed the guiding principles contained in the German Sustainability Code (DNK).

| Indicator   | Requirement   | Reference/comment   |
|---|---|---|
| DNK   | GRI   |   |
| The AXXUM sustainability strategy – general information |   |   |
|   | Business model  | See <b>"Company portrait"</b>   |
|   | Additional remarks  | See <b>"About this report"</b>  |
| Chapter 1: Strategy                                     |   |   |
| 1.  | Strategic analysis and measures   | See <b>"The AXXUM sustainability strategy"</b>  |
| 2.  | Materiality   | See <b>"Corporate management"</b>   |
| 3.  | Goals   | See <b>"The AXXUM sustainability strategy"</b>  |
| 4.  | Depth of the value chain  | See <b>"Company portrait", "The AXXUM sustainability strategy"</b>                                      |
| Chapter 2: Process management                           |   |   |
| 5.  | Responsibility  | See <b>"Foreword", "The AXXUM sustainability strategy"</b>  |
| 6.  | Rules and processes   | See <b>"Corporate management", "Transparency in our processes", "The AXXUM sustainability strategy"</b> |
| 7.  | Monitoring  | See <b>"Facts – figures – data", "The AXXUM sustainability strategy"</b>                                |
|   | <b>SRS-102-16</b> Values, principles, standards and codes of conduct in an organisation                                     | See <b>"Company portrait", "The AXXUM sustainability strategy"</b>                                      |
| 8.  | Incentive systems   | See <b>"The AXXUM sustainability strategy"</b>  |
|   | <b>SRS- 102-35</b> Remuneration policy  | See <b>"The AXXUM sustainability strategy"</b>  |
|   | <b>SRS- 102-38</b> Proportion of total annual remuneration  | Not relevant  |
| 9.  | Involvement of interest groups / stakeholder management   | See <b>"Company portrait"</b>   |
|   | <b>SRS-102-44</b> The most important issues and concerns that were raised by involving stakeholders, and stakeholder groups | See <b>"Company portrait"</b>   |
| 10.   | Innovation and product management   | See <b>"The AXXUM sustainability strategy"</b>  |

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|------------------------|--------------------|---|--|
| DNK                    | GRI                |   |  |
| Chapter 3: Environment |                    |   |  |
| 11.                    |                    | Use of resources  | See <b>"The AXXUM sustainability strategy"</b>                     |
| 12.                    |                    | Resources management  | See <b>"The AXXUM sustainability strategy"</b>                     |
|                        | <b>SRS-301-1</b>   | Materials deployed according to weight and volume   | Not relevant   |
|                        | <b>SRS-302-1</b>   | Energy consumption within the organisation  | See <b>"Facts – figures – data"</b>                                |
|                        | <b>SRS-302-4</b>   | Reducing energy consumption   | See <b>"The AXXUM sustainability strategy"</b>                     |
|                        | <b>SRS-303-3</b>   | Water extraction according to source  | Not relevant   |
|                        | <b>SRS-306-2</b>   | Waste categories and their disposal method  | Not relevant   |
| 13.                    |                    | Climate-relevant emissions  | See <b>"Facts – figures – data"</b>                                |
|                        | <b>SRS-305-1</b>   | Direct greenhouse gas emissions (Scope 1)   | See <b>"Facts – figures – data"</b>                                |
|                        | <b>SRS-305-2</b>   | Indirect energy-related greenhouse gas emissions (Scope 2)  | See <b>"Facts – figures – data"</b>                                |
|                        | <b>SRS-305-3</b>   | Other indirect greenhouse gas emissions (Scope 3)   | See <b>"Facts – figures – data"</b>                                |
|                        | <b>SRS-305-5</b>   | Reducing greenhouse gas emissions   | See <b>"The AXXUM sustainability strategy"</b>                     |
| Chapter 4: Community   |                    |   |  |
| 14.                    |                    | Employee rights   | See <b>"Company portrait", "The AXXUM sustainability strategy"</b> |
| 15.                    |                    | Equal opportunities   | See <b>"Company portrait", "The AXXUM sustainability strategy"</b> |
| 16.                    |                    | Qualification   | See <b>"The AXXUM sustainability strategy"</b>                     |
|                        | <b>SRS-403-9</b>   | Nature and frequency of work-related injuries, workdays lost and absences plus number of work-related fatalities    | See <b>"The AXXUM sustainability strategy"</b>                     |
|                        | <b>SRS- 403-10</b> | Work-related illnesses  | Not relevant   |
|                        | <b>SRS- 403-4</b>  | Involvement of employees, and consultation and communication with them on occupational safety and health protection | See <b>"The AXXUM sustainability strategy"</b>                     |
|                        | <b>SRS-404-1</b>   | Average number of hours for basic and advanced training per employee per year                                       | See <b>"Facts – figures – data"</b>                                |



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|-----------|------------|---|---|
| DNK       | GRI        |   |   |
|           | SRS-405-1  | Diversity in controlling bodies and amongst staff   | See “Facts – figures – data”, “The AXXUM sustainability strategy” |
|           | SRS-406-1  | Incidences of discrimination and corrective measures adopted  | See “The AXXUM sustainability strategy”                           |
|           | 17.        | Human rights  | See “Company portrait”, “The AXXUM sustainability strategy”       |
|           | SRS- 412-3 | Substantial investment agreements and contracts containing human rights clauses or that were examined with regard to human rights aspects | Not relevant  |
|           | SRS-412-1  | Operating sites at which an examination of human rights observance or a human rights impact assessment was conducted                      | Not relevant  |
|           | SRS-414-1  | New suppliers subjected to an examination on the basis of social criteria   | See “The AXXUM sustainability strategy”                           |
|           | SRS-414-2  | Negative social impacts in the supply chain and measures adopted  | See “The AXXUM sustainability strategy”                           |
|           | 18.        | Corporate citizenship   | Nicht angewendet  |
|           | SRS-201-1  | Direct economic value generated and distributed   | See “Facts – figures – data”                                      |
|           | 19.        | Political influence   | See “Company portrait”  |
|           | SRS-415-1  | Donations to political parties  | See “Company portrait”  |
|           | 20.        | Lawful behaviour in compliance with directives, corruption  | See “Company portrait”  |
|           | SRS-205-1  | Operating sites inspected for risks of corruption   | Not relevant  |
|           | SRS- 205-3 | Verified incidents of corruption and measures adopted   | Not relevant  |
|           | SRS-419-1  | Non-compliance with laws and provisions in the social and economic sectors  | See “Company portrait”  |



# *About this report*



# Report parameters, scope and structure

**The period under review extends from 1 January 2024 to 31 December 2024. The contents of this report relate to the following AXXUM companies:**

- Axxum GmbH  
42389 Wuppertal, DE
- Axxum Innovation GmbH  
42389 Wuppertal, DE
- AXXUM Packaging Rhein-Ruhr GmbH & Co. KG,  
42389 Wuppertal, DE  
formerly Günter Püschmann GmbH & Co. KG &  
REPACK Industrieverpackung + Service GmbH)
- AXXUM Packaging Hamburg GmbH  
20539 Hamburg, DE  
formerly AKF GmbH & REPACK  
Industrieverpackung + Service GmbH)
- AXXUM Packaging Main-Neckar GmbH & Co. KG  
71706 Markgröningen, DE  
formerly Cargopack GmbH & Co. KG)
- AXXUM Packaging Schleswig-Holstein GmbH  
21493 Schwarzenbek, DE  
formerly Arthur Hitscher & Sohn GmbH
- AXXUM Packaging Hessen GmbH  
65439 Flörsheim, DE  
formerly Contipack Industrieverpackungen GmbH
- AXXUM CL Steel Westfalen GmbH & Co. KG  
42389 Wuppertal, DE  
formerly AMCO Industrieservice GmbH & Co. KG

- AXXUM CL Industries Niedersachsen  
GmbH & Co. KG, 31224 Peine, DE  
formerly Con-Pro Industrie-Service GmbH & Co. KG)
- AXXUM Packaging Hungary Kft.  
7630 Pécs, HU  
formerly Hitscher Hungaria Kft.
- AXXUM Packaging Austria GmbH  
8181, St. Ruprecht an der Raab, AT  
formerly Repack GmbH
- AXXUM Packaging Slovakia s.r.o.  
949 01 Nitra, SK  
formerly REPACK s.r.o
- AXXUM Packaging Czech Republic s.r.o.  
602 00, Brno, CZ  
formerly Püschmann s.r.o.

In the first instance, this fourth Sustainability Report serves as a source of information for our stakeholders. Beyond that, however, this report offers a condensed review of and outlook on our sustainability activities. The structure of the report reflects our sustainability strategy throughout our areas of activity. In selecting contents for reporting, we allowed ourselves to be guided by the principle of materiality. The Sustainability Report corresponds to the principles of the German Sustainability Code (DNK).

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About this report



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**Responsible:**

Mr. M. Agatz, Mr. K. Bentz,  
 Mr. U. Rolf, Mr. M. Westermann

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