austrocel hallein



Transformation
Making Progress Measurable

Sustainability Report with
Integrated Environmental Statement 2026

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Wolfram Kalt
CEO AustroCel Hallein

1 Foreword

2025 was a year of decisive progress and important strategic developments for AustroCel Hallein. We have forged ahead on our path towards becoming one of Austria's and Europe's leading biorefineries – with the clear objective of increasingly replacing the use of fossil fuels with biogenic alternatives. At the same time, the change in ownership recently initiated represents a prominent milestone toward the future development and strategic direction of our company.

The change in ownership initiated had a particular impact on the reporting period: Following seven years of successful development under TowerBrook, AustroCel Hallein was sold to the Japanese Oji Holdings group in September 2025. This step created new opportunities for international collaboration, technological development and sustainable growth at the Hallein site. The closing was completed in January 2026. We would like to thank TowerBrook for more than seven years of responsible ownership during which important foundations accounting for the current resilience and strategic direction of AustroCel Hallein were laid.

Irrespective of these structural changes, we have further bolstered our role as an integrated biorefinery. Across our three business divisions, biomaterials, bioperformance and biofuels, we develop and produce biosolutions for diverse industrial applications. We add value by strictly adhering to the principles of a circular economy and make a tangible contribution to the Sustainable Development Goals, particularly SDG 7, 9, 12 and 13.

We also undertook important measures toward future growth during the reporting period. The start of the industrial-scale trial production of hydrogel represents a further step aimed at expanding our range of innovative biosolutions. Simultaneously, we are also active at the European level, including as part of the European Biosolutions Coalition, in which AustroCel Hallein is seen as an example of how biosolutions can be implemented and scaled up industrially.

We consider sustainability to be holistic. Besides environmental responsibility, our focus is also on a strong culture of corporate values and occupational safety as well as respect and collaboration. Our most recent EcoVadis Gold Medal, with a score of 82 out of 100 points, confirms our continuous efforts and the high level of commitment on the part of our employees.

This sustainability report demonstrates how we accept responsibility and are forging ahead with our transformation. I would like to take this opportunity to thank all our staff, partners and stakeholders for their engagement and trust as they accompany us on this journey.

2 About this report

2.1 Basis for preparing the sustainability statement

This sustainability report prepared by AustroCel Hallein GmbH (hereinafter referred to as AustroCel), with registered premises at Salzachtalstraße 88, 5400 Hallein, Austria, relates to the financial year 2025 (01.01.2025 – 31.12.2025). The report was published in August 2026 and has been reviewed independently in the course of an external EMAS audit. The associated environmental statement forms an integral element of this report.

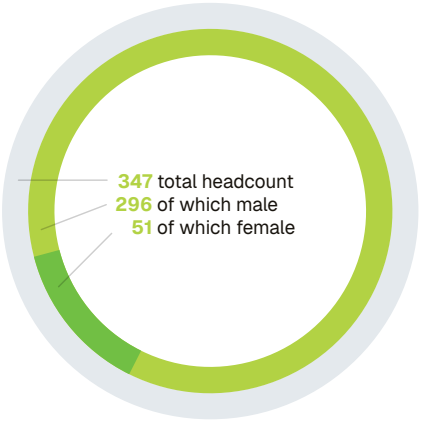
This report has been prepared on the basis of the Comprehensive Module of the VSME framework (Voluntary Sustainability Reporting Standard for non-listed SMEs) and discloses all the required data. In order to ensure fully comprehensive and transparent disclosure, the contents of this report have been supplemented by relevant data points of the European Sustainability Reporting Standards (ESRS) and the Global Reporting Initiative (GRI) standards. Refer here to Section 2.3 on restatements of information.

2.1.1 Company name and statistics

AustroCel is a long-established company in the Austrian pulp industry and today ranks among the industry's most innovative producers and regarded as one of the leading biorefineries both in Austria and beyond.
The company has an annual production capacity of up to 160,000 tonnes of pulp as well as related energy products such as residue-based bioethanol and biogas.



*incl. Gamma (Fibre) Holding Four GmbH
**related to production – standard pulp







2.1.2 Site

The site of AustroCel is located in Hallein, Salzburg, Austria. The premises extend to cover 34 hectares. All production, energy and environment processes are managed from here. Its close regional ties and supplies of district heating and power to surrounding communities highlight the importance of the site for the region.

2.1.3 Certifications

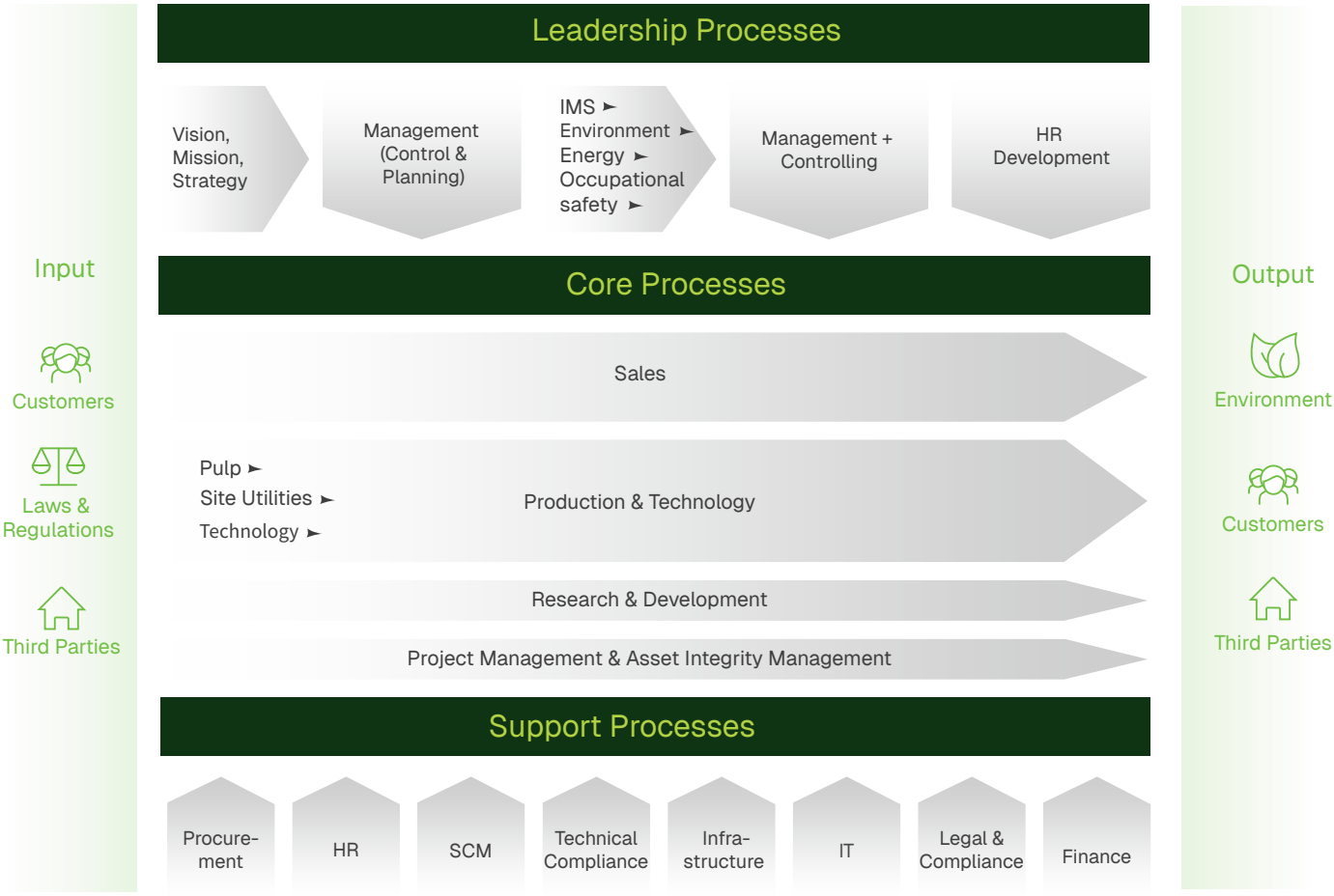
AustroCel operates an integrated management system which is regularly reviewed in the course of third-party audits. The company complies with ISO standards ISO 9001, ISO 14001, ISO 45001 and ISO 50001 in addition to EMAS requirements. Furthermore, AustroCel is also PEFC-certified and holds both ISCC and SURE certifications. AustroCel was certified with a B-Corp score of 105 points in 2023 and is therefore among the top 20% of certified companies. The company was also re-certified by EcoVadis at the end of December 2025, being awarded the status GOLD with a percentage score of 97 % and a total of 82 out of 100 points.



AustroCel
Sustainability Report 2025
austrocel.com/downloads/

EcoVadis
Sustainability Rating
recognition.ecovadis.com/9vkElivNH02yCBlyqbOlHw

2.1.4 Business model and value chain



2.1.5 The three business divisions

AustroCel unites commercial success with environmental responsibility. Pulp production, energy generation and the concept of a circular economy intertwine and form a sustainable business model which is actively promoting the transition to a bioeconomy.

The innovations at AustroCel's biorefinery impact the daily lives of many people – often without them being aware of this. Without pulp from renewable materials, products such as toothpaste, paints, sausage skins or tyres would not be conceivable in their current forms. AustroCel demonstrates how renewable raw materials can be transformed into products for everyday applications and also that sustainability has long become established in mainstream society.

2.1.5.1 Biomaterials

The biomaterials division produces top-quality pulp for demanding textile-based applications such as for filament or lyocell fibres as well as fire-resistant fabrics. This is based on renewable materials and strict environmental standards. As a result, AustroCel makes an active contribution to promoting sustainable alternatives to conventional fibres and can play a part in developing biogenic alternatives in the textile value chain.



2.1.5.2 Bioperformance

In its growing bioperformance division, AustroCel develops biogenic products for diverse sectors, ranging from the pharmaceutical and food sectors to building materials and agriculture. These include pulp products for the manufacture of cellulose derivatives such as nitrocellulose for industrial applications, cellulose ether and casings as well as lignin-based hydrogel, a natural component of wood. This range of products helps customers deploy innovative and resource-conserving solutions and improve their environmental impact.



2.1.5.3 Biofuels

The expanding biofuels division forms the backbone of AustroCel's energy and climate strategy. This division produces next-generation biofuels which can contribute to reducing fossil-based emissions in the transport sector and at the same time promote the transition to a bio-based chemical sector. In addition, biogenic residues are converted into power and heat which are used to supply internal processes and fed into public grids. AustroCel has sufficient bioethanol production capacity to cover around 1 % of Austria's demand for petrol.



2.1.6 Markets

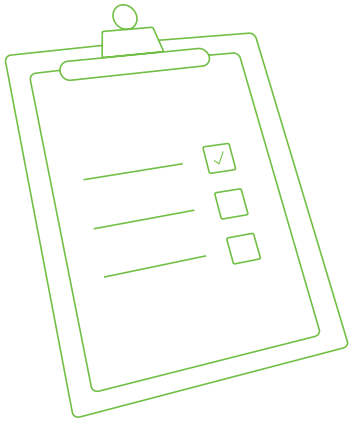
AustroCel mainly sells its products in Europe and Asia. Its premium cellulose is used in the textile industry, particularly in top-quality products such as lyocell, fire-resistant textiles and lyocell filaments. Besides this, AustroCel also supplies cellulose to the food, pharmaceutical and building materials sectors as well as for other industrial applications. The bioethanol produced is used as an advanced biofuel in Austria and other EU countries. The hydrogel which AustroCel is scaling up industrially for AgroBiogel GmbH is marketed in Europe and internationally under the Retentis® brand. By means of this product range and its high quality standards, AustroCel has firmly established itself as a reliable partner in sustainable value chains.

2.1.7 Business partnerships

AustroCel maintains long-term partnerships along its entire value chain – from regional suppliers of wood to energy and logistics providers as well as to international customers. Sustainability criteria play a central role in its selection of suppliers. Wood is sourced within an average radius of 180 kilometres. Its collaborations with partners are based on mutual trust, reliability and common environmental and quality standards. Regular audits and certifications safeguard compliance with these standards.



Atop the container of the activated sludge plant in which wastewater is treated further.



2.2 Practices, strategies and future initiatives for a transition to more sustainable business

AustroCel pursues a clear strategic direction: Safeguarding long-term competitiveness and actively contributing to environmental and climate protection. Sustainable business practices require treating economic stability, environmental responsibility and social engagement not as opposing interests but as a holistic whole. AustroCel is continuing to develop the Hallein site into a future-oriented biorefinery, by means of innovation, resource efficiency and based on a circular economy.

As a central document, its corporate policy (refer to page 64) acts here as the strategic foundation of AustroCel. It is based on the company's purpose, vision, corporate values and strategic objectives, therefore representing the core element of the corporate strategy. This foundation means that all the company's key decisions and activities are aligned with a common strategic framework and consistent with the long-term sustainability goals.

Key strategic focus areas



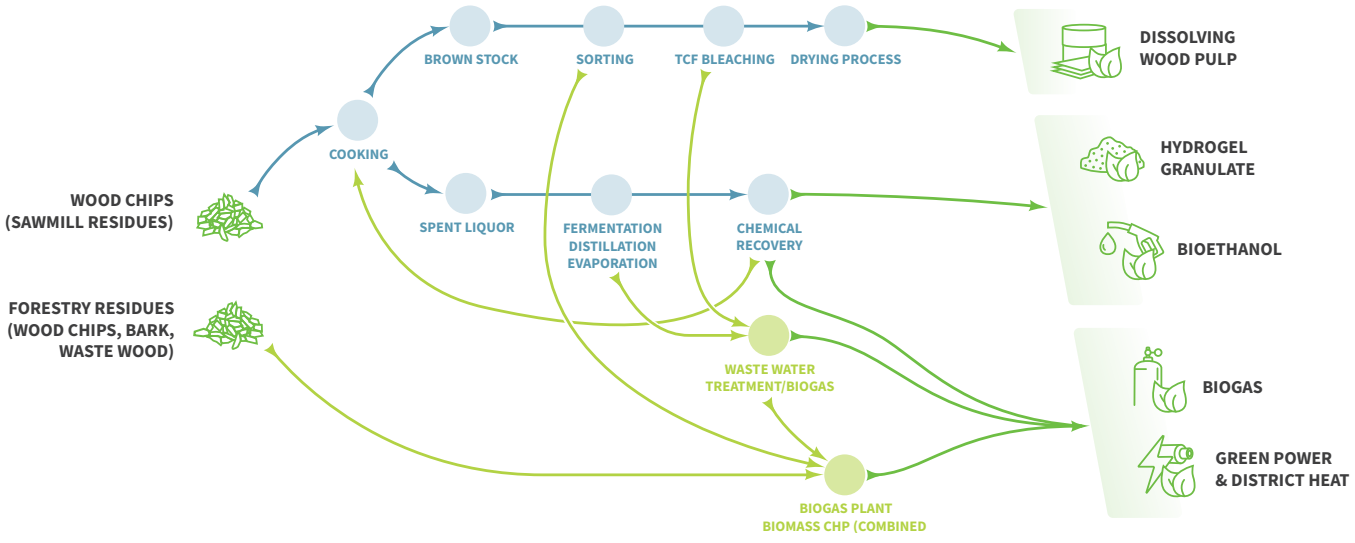
The implementation of the strategic sustainability focus areas is regularly reviewed by the ESG Committee and form part of the annual management review.

In 2025, AustroCel forged ahead with its core policy, namely replacing fossil-based materials with biogenic alternatives, and continues to develop toward being one of Austria's and Europe's leading biorefineries.

2.2.1 Sustainable value added through a circular economy mindset

All core processes comply with the principle of a circular economy. Biomass is used in its entirety, with by-products being recovered either thermally or as materials and waste avoided as far as possible. This integrated structure as a biorefinery means that AustroCel makes a tangible contribution to selected SDGs, particularly SDG 7, 9, 12 and 13, and is expanding its role as an innovative and reliable shaper of the ongoing sustainable transformation.

2.2.1.1 Core processes of the business model



Wood processing and pulp production
After being debarked and chipped, the wood is cooked to make pulp using a chemical refining process.

Circular economy and resource efficiency
AustroCel relies on closed water and heat recovery systems. Modern exhaust scrubbing systems considerably reduce emissions and waste volumes. Residual materials are processed further, meaning that 99.7 % of the wood employed can be exploited.

Use of by-products and bioenergy production
The residual materials from the pulp production process, including lignin, hemicellulose, rejects and sludge, are recovered either as energy or materials. AustroCel uses these to make bioethanol, biogas and hydrogel or to produce district heating and power.

Research, development and innovation
Continuously optimising processes, developing new biogenic products and expanding energy utilisation are at the heart of AustroCel's innovation strategy. Research partnerships and EU projects are helping AustroCel further expand the site as a future-oriented biorefinery.

2.3 Restatements of information

Organisational and structural changes
The change of ownership was an important event during the reporting year: Following seven years of successful development under TowerBrook, the Japanese Oji Holdings group successfully completed the acquisition process, including all the regulatory and official approvals, in January 2026.

During the course of this transformation process, AustroCel modernised its corporate identity via the company website and structured its product portfolio in the interests of defining its sustainable positioning. An explanatory video on the website, under the section Biorefinery ⟶ Innovation Hub, explains the integrated circular zero waste model according to which AustroCel fully utilises biogenic materials and adds value at all production steps.

An explanatory video on the AustroCel biorefinery:
austrocel.com/biorefinery/innovation-hub/

Revision of the materiality analysis to comply with ESRS (status: April 2025)
The materiality assessment was completely revised and repeated during the reporting year and now complies with the requirements of the European Sustainability Reporting Standards (ESRS, July 2023). The assessment was made more systematic and its methodology significantly strengthened, and, for the first time, assessed based on the double materiality principle (impact materiality and financial materiality). The new methodology employed includes clearly defined assessment criteria, thresholds and standardised consolidation processes (refer to Section 2.7). Compared to the analyses performed in 2024, this represents a fundamentally revised methodology. Although the materiality analysis in the VSME Comprehensive Module does not define mandatory report contents, this is nonetheless explicitly disclosed in this report since it offers a far clearer understanding of AustroCel's approach to sustainability.

First systematic climate risk analysis
A key restatement relates to the climate risk analysis. This has been performed for the first time in the 2025 financial year based on the KlimTAX Guide (2024) based on integrated climate model data. Climate risks were merely described in the 2024 report and this did not include a systemic assessment. The information disclosed in the previous year has therefore been fully revised and replaced by means of current risk assessments (refer to

Section 3.1).

Redesign of reporting based on the VSME Comprehensive Module

The structure of this report has been fundamentally revised compared to the 2025 Sustainability Report. While the prior-year report was based on the GRI standards, this report complies with the Comprehensive Module of the VSME Standard. In order to ensure the usual practice in terms of detailed contents and reporting transparency, the VSME standard has been supplemented with additional data points based on the GRI standards and relevant disclosure obligations pursuant to ESRS (status: July 2023). This ensures that all key information relevant to stakeholders continues to be fully disclosed.

Corrections and clarifications

While preparing this report, certain formulations have been clarified and both technical and methodological disclosures updated compared to the prior year where new measurement data, revised internal processes or new regulatory requirements were available. These revisions aim to ensure consistent, understandable and transparent reporting. The relevant content-based updates have been taken into account in the relevant sections of this report but are not highlighted as such.

The new 2026 Environmental Programme

The 2026 Environmental Programme further develops existing measures as well as incorporating new activities. The focus here is on the ongoing development of the greenhouse gas emission levels to include Scope 3 emissions, the material recovery of biogenic CO_2 flows associated with the planned e-methanol project as well as measures to reduce the consumption of water, COD emissions and volumes of waste. Additions also include projects to increase energy efficiency, optimise the use of water and promote biodiversity at the production site. The use of by-products from production activities is a further focus area. An example of progress to date was the first-time production of a hydrogel based on lignin in 2025, which represented a further step in the direction of recycling by-products from pulp production as materials. The expansion of the commercial vehicle fleet was also implemented in line with the Environmental Programme. The addition and updating of the fleet is based on requirements.

The 2026 Environmental Programme is presented in Section 9 from page 59.

2.4 Establishing sustainability within management and the organisation

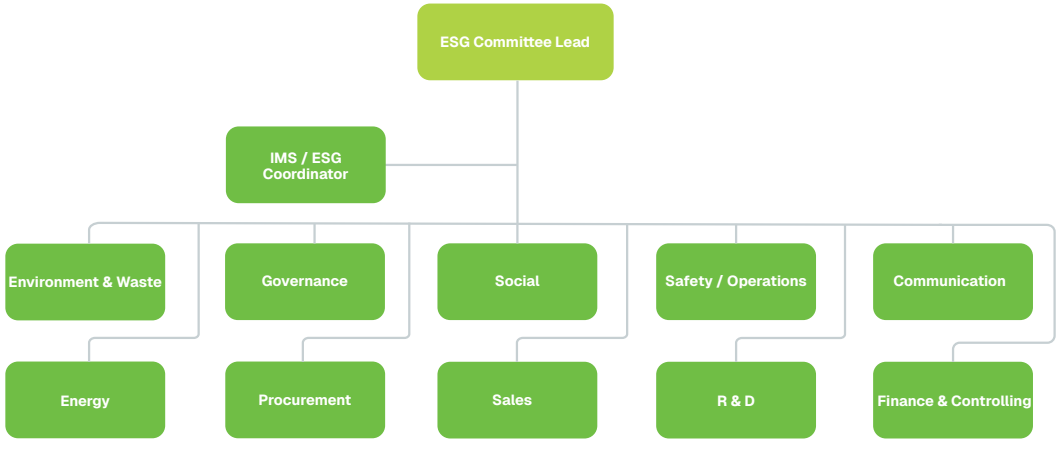
Sustainability is firmly anchored in the leadership and organisational structure at AustroCel. The Executive Board bears ultimate responsibility for the strategic direction, for integration and implementation of sustainability goals as well as for the content-based approval of sustainability reports. It ensures that the sustainability strategy is aligned with the corporate strategy and is regularly reviewed and further developed. The ESG Committee acts as an operational and coordinating body. It consists of representatives from the relevant specialist departments and supports the Executive Board when it comes to the planning, implementation and monitoring of ESG measures.

The tasks of the ESG Committee (among others)

- The identification and assessment of material sustainability issues as well as their implementation and monitoring
- Consultation with specialist departments
- The coordination of reporting data and key performance indicators
- Preparing the contents for the sustainability report

The Supervisory Board (owner) oversees the monitoring and formal approval of ESG activities. This ensures a clear separation between operational implementation (Executive Board), coordination (ESG Committee) and monitoring (Supervisory Board).
The relevant specialist departments are responsible for implementing measures. The IMS/ESG Coordinator supervises this process, ensures information flows and provides support during the further development of the integrated management system.

Sustainability is a fixed agenda item during Executive and Supervisory Board meetings. The annual ESG review assesses goal achievement, identifies risks and potential improvements, and also provides important inputs for the strategic planning process as well as the further development of the integrated management system.



2.4.1 Sustainability reporting

The contents for the sustainability report are developed by the members of the ESG Committee, on the one hand, and by personnel from the various specialist departments, on the other. These are presented to and reviewed by the ESG Committee before being approved by the CEO. Following the completion of an internal review, there is an external validation process during the course of the EMAS audit. The Executive Board reviews and releases the report prior to publication and ensures that the reporting is in line with the relevant internal policies, legal requirements and the standards defined by the VSME Comprehensive Module and EMAS.

2.5 Integrity, compliance and responsible management

AustroCel is committed to lawful, ethical and responsible measures in all its departments and divisions. The values of integrity, transparency, safety and sustainability form the foundation here and are firmly anchored in internal policies, codes of conduct and management systems. These values act as the basis for fair and respectful collaboration as well as a responsible approach to resources, partners and society as a whole.

A core element of this mindset is the company's code of conduct. This covers issues such as legally compliant conduct, fair business practices, the prevention of corruption, respect-based collaboration as well as accountability vis-a-vis the environment and society, including ILO (International Labour Organization) standards and the ban on child labour. All employees base their daily activities on the values enshrined in the code of conduct, with leaders bearing particular responsibility here as role models and ambassadors. Regular training and an open communication culture facilitate practical implementation in day-to-day working life and promote a common understanding of ethical behaviour.

In order to strengthen its culture of integrity, AustroCel attaches particular importance to open and trust-based dialogue. Employees, business partners and external stakeholders can contact their line managers, the human resources department or the sustainability coordinator with questions, concerns or evidence at any time. An internal whistleblowing system is available for confidential or sensitive issues through which possible violations of policies or legal requirements can be reported anonymously. All reported cases are treated with confidentiality and reviewed in accordance with a clearly defined process in order to identify issues at an early stage, transparently address these and initiate appropriate measures.

Compliance with all relevant legislation, regulations and standards is a matter of course for AustroCel and forms a central element of management work. The integrated management system based on ISO 9001, ISO 14001, ISO 45001, ISO 50001 and EMAS ensures that legal and regulatory requirements are regularly reviewed, evaluated and complied with. Internal and external audits safeguard continuous monitoring of legal compliance. Any deviations are documented, analysed and addressed by means of appropriate corrective measures. No significant breaches of prevailing law were identified during the reporting period.

The 17 Sustainable Development Goals (SDGs) of the United Nations form a central element of the Agenda 2030, a global framework for a sustainable future. AustroCel takes this responsibility seriously and transparently discloses in this report how its business activities and initiatives contribute to achieving the SDGs. The relevant sustainability goals are marked in the corresponding sections and clearly highlight their contribution to the global development goals.

Our compliance section can be accessed at:
austrocel.com/compliance





The processes at the biorefinery convert 99.7 % of a waste material from sawmills, namely spruce wood chips, into valuable products for our company.

2.6 Approach to stakeholder engagement

Open and continuous dialogue with internal and external stakeholders facilitates identifying expectations and demands at an early stage, building trust and supporting corporate development in the long term.
The most important stakeholder groups include employees, owners, customers, suppliers, public authorities, the municipality of Hallein, local residents, educational institutions and interested members of the public.
This dialogue takes place in various formats, such as regular information events, face-to-face meetings, audits, collaboration projects and surveys.

AustroCel systematically analyses stakeholder feedback and uses this to further develop both its sustainability strategy and materiality analysis. The feedback from stakeholders has been prioritised based on groups (employees, public authorities, customers, etc.) and issues (energy, occupational safety, transparency, etc.) and is taken into account in the annual review of the ESG strategy. This ensures that issues with significant relevance for AustroCel and its stakeholders are focussed on in its reporting and strategic direction.

2.7 Description of the procedure for identifying and assessing material impacts, risks and opportunities

2.7.1 Methodical procedure and process steps

In 2025, AustroCel implemented a systematic **double materiality assessment** in accordance with the European Sustainability Reporting Standards (ESRS, last updated in April 2025). This assessment is based on the principle of double materiality and takes into account both business activity impacts on the environment and society (impact materiality) as well as the financial impact of sustainability issues on the company (financial materiality). The first-time implementation took place as part of a structured, three-phase process between December 2024 and April 2025:

- Context analysis
- Identification and evaluation of impacts, risks and opportunities (IRO)
- Consolidation of results

The involvement of relevant internal and external stakeholders ensured that all material sustainability aspects were covered and assessed. The materiality assessment was conducted in accordance with ESRS IRO-1 and supported by independent third-party ESG experts.

Phase 1: Context analysis

The context analysis serves to systematically identify interfaces between the business activities of AustroCel and the relevant sustainability issues. This entailed holistically analysing both its own operations as well as its upstream and downstream value chains.

The methodological basis for this was a detailed business model analysis taking into account geographical and industry-specific characteristics. Parallel to this, the learnings from stakeholder dialogue processes (refer to the section on the involvement of stakeholders) were also integrated into this analysis.

The context analysis similarly considered the **Sustainable Development Goals (SDGs)** in order to identify links to existing ESG issues. The findings of the previous materiality assessment based on GRI formed the basis for the subsequent evaluation phase.

Phase 2: Identification and evaluation of impacts, risks and opportunities (IRO)

Phase Two identified and evaluated the impacts. Evaluations were based on the criteria scale, scope and remediality as defined by the ESRS.

In a second step, the financial impacts in the form of risks and opportunities were identified by the ESG Committee and subsequently evaluated applying the following criteria. This relied on the risk management system established at the company.

Criterion	Description	Scoring
Scale	Seriousness of the impacts (e.g. intensity of environmental emissions or detrimental social impact)	1 = minimal – 5 = critical
Scope	Covering the scope of the parties impacted, i.e. how many people, regions and ecosystems are affected.	1 = isolated / localised – 5 = global / transboundary
Irremediable character (only in the case of negative impacts)	How easy or difficult is it to reverse or resolve the impacts.	1 = easily remediable – 5 = completely irremediable

Criterion	Description	Scoring
Likelihood	The frequency or probability of occurrence	Factor 0.5 = very rare, occurring less frequently than once per year Factor 10 = continuously or permanently
Probability of detection	Probability that the risk or opportunity is identified	Factor 0.5 = nearly certain Factor 10 = inconceivable
Financial impacts	Monetary impacts of these risks or opportunities materialising.	Factor 1 = minimal, no material financial impacts Factor 100 = catastrophic impact of over three million euros, loss of trust and reputation or fatal incident

Phase 3: Consolidation of results

Based on the preceding evaluations, the relevant severity of the sustainability impacts was calculated in addition to a quantification of the risks and opportunities. Specific thresholds were defined in order to establish their materiality.

- **Impact materiality:** Impacts are considered material if the total is ≥ 8 or a single evaluation criterion is the highest possible.
- **Financial materiality:** Risks are considered to be material from a value of ≥ 70 and opportunities ≥ 50.

The consolidated results were validated and formally approved in consultation between the core team and the Executive Board in April 2025.

Next steps

Strategic steps as well as existing measures plans were reviewed and further developed on the basis of the findings. The material issues were consolidated to create strategic spheres of activity linked to the corporate strategy. The following sections of this report make reference to these spheres and their further development.

2.8. Material impacts, risks and opportunities and their interaction with strategy and the business model

2.8.1 Environment

2.8.1.1 Climate change (ESRS E1)

Impacts: AustroCel operates an energy-intensive pulp production site which both directly and indirectly leads to greenhouse gas emissions. A large share of the site's energy requirements is, however, covered by renewable energy generated on site.
Risks: A significant risk exists in connection with stricter regulatory requirements such as those associated with EU emissions trading or new energy efficiency directives which could lead to higher costs or investment expenditure.
Opportunities: At the same time, efficiency increases deliver opportunities through the further expansion of in-house power generation based on renewable energy sources and decarbonisation projects which contribute to long-term cost stability and competitiveness.

2.8.1.2 Pollution (ESRS E2)

Impacts: Production processes can cause airborne, water and soil emissions. These are largely minimised by means of modern filter and scrubbing systems. There are however potential impacts on local ecosystems, particularly in terms of wastewater and chemicals.
Risks: These arise in connection with possible changes related to legal emission limits and the need to make additional investments in reducing wastewater and emissions.
Opportunities: AustroCel sees opportunities through the continuous optimisation of systems, the introduction of innovative scrubbing technologies and the use of digital systems to precisely monitor environmental impacts.

2.8.1.3 Water and marine resources (ESRS E3)

Impacts: Pulp production is associated with high demand levels for water, energy and wood. AustroCel operates closed-loop systems in order to minimise the consumption of fresh water and attaches considerable importance to resource-sensitive usage.
Risks: These arise in association with global water scarcity, energy and commodity price increases and potential conflicting uses in the region.
Opportunities: Opportunities lie in further efficiency increases by means of process optimisations, the use of alternative materials and the systematic implementation of a closed-loop mindset.

2.8.1.4 Biodiversity and ecosystems (ESRS E4)

Impacts: The use of wood as a key raw material can have impacts on forests, soils and biodiversity. The exclusive procurement of wood from sustainably managed and certified forests largely reduces these impacts.
Risks: These arise in particular due to stricter requirements with regard to certificates of origin and revised environmental circumstances.
Opportunities: At the same time, opportunities arise due to the expansion of sustainable forestry collaborations, to precisely monitor environmental impacts and increasing biodiversity efforts in the supply chain. Strategic countermeasures include, for example, diversifying wood suppliers or species.

2.8.1.5 Resource use and circular economy (ESRS E5)

Impacts: The production process creates by-products and residual materials which are increasingly being used as valuable resources. Examples include the use of lignin, ash or biogas.
Risks: These are associated with changes to waste disposal methods, with examples being the switch from waste transportation from trucks to rail or a change in a waste management provider as well as rising waste disposal costs and new regulatory requirements for waste management and circular economies.
Opportunities: These arise in connection with technological innovations related to material recovery, reductions in external waste disposal and the company positioning itself as a pioneer of a circular industrial economy.

2.8.2 Social

2.8.2.1 Own workforce (ESRS S1)

AustroCel's workforce includes all employees with permanent employment contracts, including those who are on parental leave or currently undertaking military or community service. It also includes those employees with limited employment contracts such as interns working on a temporary basis as well as agency personnel.

Impacts: AustroCel accepts responsibility for safe and healthy working conditions, promotes diversity and equal opportunities and is committed to ensuring fair development opportunities.
Risks: The activities undertaken at the biorefinery entail certain potential risks which are systematically mitigated by means of preventative measures and training.
There are also risks associated with potential accidents, lost time injuries or the increasing scarcity of skilled personnel which can lead to higher stress levels. In addition, there are also risks in connection with an underrepresentation of women in technical and leadership positions as well as structural barriers relating to combining professional and family roles.
Opportunities: Boosting the occupational safety culture, modern training programmes and promoting health and preventative measures offer opportunities in terms of employee motivation, loyalty and long-term performance. This also boosts creativity, innovation and employer branding as well as contributing to a diverse and inclusive working environment.

2.8.2.2 Consumers and end users (ESRS S4)

AustroCel exclusively supplies business customers (B2B). The products manufactured, such as pulp, bioethanol, hydrogel and biogas, are used or traded by downstream companies. Only the electrical power and district heating are sold to a centralised infrastructure provider in Salzburg from where they are provided to end users.

Impacts: AustroCel is indirectly in contact with end users via downstream industrial sectors. Information-related impacts can arise if customers or end users are not adequately informed about the environmental and social impacts of the entire production chain. This applies in particular if downstream partners do not forward this information.
Risks: A significant risk exists of a lack of transparency which can lead to misunderstandings, accusations of greenwashing or compliance breaches. Insufficient communication relating to sustainability performance along the value chain also bears the risk of a loss of trust among customers and business partners.
Opportunities: Opportunities lie in pro-active and transparent communication about the environmental and social aspects of production activities as well as in increasing customer satisfaction levels and loyalty. Credible and transparent disclosure of the company's sustainability performance can help AustroCel build long-term trust among partners and end users in the long term and boost its reputation as a responsible producer.

2.8.3 Governance

2.8.3.1 Business conduct (ESRS G1)

Impacts: Integrity, transparency and legally compliant business practices form the basis of management activities at AustroCel. It is equally important to ensure responsible supplier management along the entire value chain.
Risks: These can arise as a result of possible violations of laws, ethical standards or sustainability requirements along the supply chain.
Opportunities: These can be found in the consistent implementation of ethical guidelines and codes of conduct, the introduction of an effective whistleblowing system and in close collaboration with suppliers in order to continuously improve environmental and social standards.



3 Environment

3.1 Climate risks

The following climate risk analysis was prepared between August and October 2025 in collaboration with independent, third-party ESG experts in accordance with the requirements defined by the VSME Comprehensive Module (C4) and the EU Taxonomy Regulation.

This evaluation relies on model-based climate data from the CLIMATIG platform and identifies climate-related risks and transitional events existing at the Hallein site. The period 1991-2023 acts as the baseline and the analysis period covers the years 2021-2050 in the scenarios RCP 4.5 and RCP 8.5. The process and the risk assessment were based on the KlimTAX 2024 guidelines for climate risk and vulnerability analyses issued by the Environment Agency Austria and on the IPCC risk concept.

Climate hazard	Type	Risk score	Areas affected
Flooding	Acute	Very high	Wood yard, fibre line, site utilities, water supplies and drainage
Heavy rain	Acute	High	Drainage systems, outdoor facilities
Storm/wind	Acute	Medium high	Buildings, outdoor facilities, trees
Hail	Acute	Medium	Roofs, vehicles and outdoor areas
Rising temperatures	Chronic	Medium	Cooling processes and energy efficiency

3.1.2 Risk evaluation

Risk evaluations are undertaken applying the IPCC risk concept considering exposure and vulnerability.
This initially entailed identifying relevant climate hazards based on CLIMATIG scores in a structured process. Subsequently, impact chains were created which represent the interlinkage between climate hazards, the areas affected and the potential impacts.
The associated exposure and vulnerability were then evaluated for every identified hazard based on a five-point scale (1 = very low, 5 = very high).
The overall risk score is calculated as the mean of the three components (hazard, exposure and vulnerability).
The relevant threshold for defining mitigation measures was defined as a score of ≥ 3. With a consistently high score, flooding is regarded as the most pertinent physical climate hazard.

3.1.3 Mitigation measures

Mitigation measures have been defined and/or is currently being implemented in the case of all identified relevant risks (score ≥ 3). The focus here is on improving flood protection infrastructure by technical means and early-warning systems, by increasing the capacity of drainage systems in order to cope with heavy precipitation and safeguarding critical infrastructure against storm and wind damage. Emergency and business continuity plans have been established and are regularly tested through drills and exercises. Responsibility here rests with the CTO in collaboration with the facility management and risk management departments.

3.1.4 Integration and monitoring

Identified climate risks have been integrated into the existing risk management concept. This includes regular reports to the Executive Board, the prioritisation of investments based on the risk assessment and continuously monitor the effectiveness of measures already implemented.
The plan is to update the climate risk analysis at least every four years in order to safeguard the long-term climate resilience of the site.

3.2 Energy and greenhouse gas emissions

Energy efficiency and conservation are core principles at AustroCel. Efficiency increases and resource conservation are at the heart of commercial decisions. With regard to the use of energy, the focus is on optimising systems, switching systems off when not required, minimising unnecessary lighting, efficient heating and minimising the use of pressurised air as well as optimising energy consumption in the vehicle fleet and associated with employee mobility (e.g. by means of e-vehicles and online meetings). The continuous optimisation of energy use not only increases cost efficiency but also reduces dependence on fossil-based energy sources. This puts AustroCel in a much stronger position to cope with fluctuations in energy prices and availability over the long term, while also actively contributing to a more sustainable future.

3.2.1 Climate-related goals and transition plan

AustroCel takes a holistic approach to efforts to reduce its carbon footprint – from the selection of raw materials and collaboration with suppliers to the mobility of employees and transportation routes. The measures taken to cut emissions focus on the entire value chain, including Scope 3 emissions that have not yet been fully recorded, in addition to direct (Scope 1) and indirect (Scope 2) emissions. A transition plan with specific measures is currently being prepared and is scheduled to be published in 2027 in the company's next sustainability report. Interdisciplinary collaboration helps identify the potential for reducing emissions and for suitable measures to be subsequently implemented.

3.2.2 Strategies and policies

Applicable legal regulations are complied with. The company's ISO 14001 and ISO 50001 certifications confirm that environmental and energy issues are firmly anchored in its corporate policy. Coordination activities are undertaken by an energy manager in conjunction with the site utilities team, the environmental manager and the compliance department.

The certified energy management system based on ISO 50001 relies on a clear organisational structure with an interdisciplinary team led by an energy manager specifically appointed to this role. This ensures the effective coordination and implementation of energy efficiency measures in all areas of the company. Regular audits, monitoring and evaluations of energy consumption are the key to identifying potential energy savings and taking targeted measures to improve energy efficiency. Energy and environmental meetings, as well as transparent internal and external communication, are fixed elements of the management system. In order to improve internal communication, monitors have been installed throughout the entire site as well as display boards in the entrance area near the porter, at the entrance to the site utilities area and at the nearby sports club, all of which provide information about environmental efforts and current issues. In accordance with the GHG Protocol, direct CO_2 emissions (Scope 1) are broken down into fossil and biogenic fractions based on the source of the carbon released. Given that AustroCel largely relies on biomass and in-house biogenic by-products as energy sources, the majority of direct emissions relate to biogenic CO_2. The fossil-based share of the company's direct CO_2 emissions in the last three years amounted to an average of only 1.5 %.
The volume of biogenic emissions fell from 420,428 tCO_2eq in 2024 to 404,213 tCO_2eq in 2025. The rise in fossil-based emissions is due to an increase in the production of special pulp grades which require changes in the energy cycle and as well as being a consequence of restarting systems after brief shutdown periods. In addition to reducing reliance on fossil fuels, another important issue remains reducing and making productive use of biogenic CO_2 emissions. There are pioneering projects under way here at present, including one to develop methods for utilising biogenic CO_2 from our processes.

3.2.3 Goals

As early as 22 years ago, AustroCel began implementing a comprehensive environmental programme based on the EMAS certification scheme (refer to page 59). The targets and measures taken in respect of the significant environmental aspects stem from the activities of the (EMAS) environmental programme. The top priority is to continuously reduce the use of fossil fuels and, therefore, to further improve energy efficiency and the company's greenhouse gas emissions.

3.2.4 Measures

Work is currently ongoing on a comprehensive analysis

and verification of the company's CO_2 footprint. This involves fully recording Scope 3 emissions from the upstream and downstream value chains, supplemented step-by-step by critically reviewing Scope 2 emissions in accordance with the GHG Protocol. In the interests of ensuring maximum transparency, this entails presenting both market and site-based calculations (cf Section 3.2.5 relating to figures on energy and greenhouse gas emissions). This forms the basis for developing a climate strategy with defined potential GHG reductions and paths. One of the key projects to optimise processes is a targeted reduction in chemical oxygen demand (COD). This plan combines water and climate protection since reducing energy requirements associated with processes can enable around 1,120 metric tons of fossil-based CO_2 emissions to be saved annually. This is equivalent to approximately 10.8 % of fossil-based emissions at the site and contributes significantly to increasing energy and resource efficiency. Moreover, plans are also in place to implement an e-methanol project to materially recover biogenic CO_2 flows in order to promote climate protection and the circular economy. E-methanol is synthetically produced methanol manufactured from hydrogen and carbon dioxide. The hydrogen used is manufactured from renewable power in an electrolysis plant. It can be deployed as a renewable fuel as well as a chemical raw material. The next planning stages of this project are scheduled for 2026. It will also be possible to more efficiently utilise excess steam following the optimisation of the combined heat and power system (DT4). This will lead to a further reduction in natural gas consumption and contribute to increasing the use of power generated in-house.

Ongoing measures	
A comprehensive analysis and verification of the company's CO_2 footprint	
Planned measures	
A reduction in fossil-based CO_2 emissions by recycling excess steam	2026/27
Energy saving: A pilot project to reduce process steam by relying on waste heat. Potential savings of around 1 t/h of steam.	2026/27
A reduction in airborne pollutants and the material recovery of biogenic CO_2, particularly in connection with the e-methanol project	Project design: Start in 2025
Capture relevant Scope 3 emissions	2026
Project to reduce COD and save around 1,120 t/a of fossil-based CO_2 emissions	2025/26

3.2 Energy and greenhouse gas emission statistics

As already set out in the previous section on related measures plans, the current figures are limited to the energy values and those related to the CO_2 footprint in 2025. Work is currently ongoing to capture and complete data associated with other business areas and these will be added over time.

Energy:	**Unit**	**2023**	**2024**	**2025**
Power, total*	MWh	143,403	142,224	140,632
of which sourced externally	MWh	3,825	1,862	1,176
Steam (heat generated in the boiler house)	MWh	1,157,260	1,163,431	1,163,803
Thick liquor (energy and chemical recovery)	MWh	799,829	830,171	857,333
Natural gas energy, total	MWh	15,343	30,222	47,538
Biomass from (rough wood chips, knotter pulp and rejects)	MWh	261,727	241,079	256,609
Sludge	MWh	5,731	11,673	8,412
Biogas from anaerobic plant	MWh	82,074	70,326	79,516

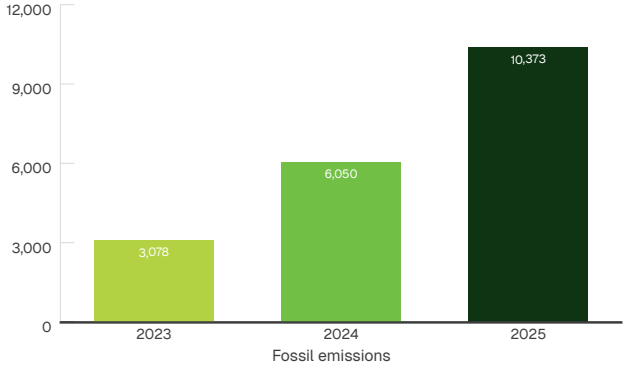
**Based on the available knowledge, the Scope 2 emissions are zero since the company sources its power from a provider which claims to emit no CO_2 emissions. However, we will take specific steps to verify this information as part of our plans to calculate our CCF (corporate carbon footprint) and present this in detail in our next report as per the requirements of the Greenhouse Gas (GHG) Protocol.

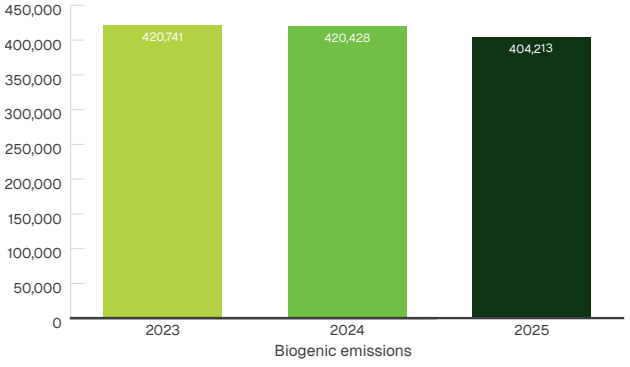
GHG emissions		Unit	2023	2024	2025
Direct (Scope 1) GHG emissions	Fossil	tCO_2eq	3,078	6,050	10,373*
	Biogenic CO_2 emissions	tCO_2eq	420,741	420,428	404,213
Indirect, energy-related GHG emissions (Scope 2)		tCO_2eq	0	0	0**
Total, incl. biogenic emissions		tCO_2eq	423,819	426,478	414,586
Total, excl. biogenic emissions		tCO_2eq	3,078	6,050	10,373

*2025: inc. diesel consumption in the wood yard. This was not included in previous years.

**Based on the available knowledge, the Scope 2 emissions are zero since the company sources its power from a provider which claims to emit no CO_2 emissions. However, we will take specific steps to verify this information as part of our plans to calculate our CCF (corporate carbon footprint) and present this in detail in our next report as per the requirements of the Greenhouse Gas (GHG) Protocol.

Scope 1 emissions in tCO_2





GHG intensity	Unit	2023	2024	2025
	Per thousand euros of revenues	0.02	0.03	0.07



Spruce wood chips and logs are stored in the wood yard.
Excess resin is extracted here before being used to make pulp and energy products.

3.3 Airborne, water and soil emissions

As an integrated biorefinery, AustroCel is particularly responsible for protecting the air, water and soil. The company's production processes have been specifically designed to minimise emissions into the environment as far as possible and to ensure that unavoidable material flows are monitored and managed. The targeted deployment of modern technologies and continuous process optimisation steps make it possible to reduce impacts to well below legally permitted limits. This means that AustroCel makes an important contribution to reducing its impact on the environment.

3.3.1 Strategies and policies

AustroCel manages the issue of emissions into the air, water and soil by means of a holistic environmental management system based on ISO 14001 and EMAS-certified. These systems facilitate the continuous monitoring and improvement of environmental performance and ensure compliance with all legal requirements.
This is coordinated by the site utilities and waste disposal departments in close consultation with the environmental management, public authority management and R&D departments. This ensures that any issues relevant to the environment are identified at an early stage and appropriate measures are initiated in good time.
Information displayed on notice boards and monitors throughout the premises, as well as special training courses, mean that employees are continuously informed and made aware of reducing emissions, plant safety and conserving resources.

3.3.2 Goals

- Ensuring compliance with all legal limits related to airborne, water and soil emissions
- Continuously reducing the wastewater load through technical innovations
- Further developing environment-friendly production processes

3.3.3 Measures

3.3.3.1 Water emissions

The two-stage biological wastewater treatment plant is state-of-the-art and continuously modernised in order to also comply with future production requirements.
Since 2024, AustroCel has been working on an innovative process to decrease its chemical oxygen demand (COD) by considerably reducing energy and chemical inputs. Following successful laboratory tests, AustroCel commissioned a pilot plant in 2026.
With regard to treating wastewater from the flue-gas desulphurisation plant, AustroCel has converted the ventilation system of the reaction stage to operate based on fine-bubble ventilation. This has increased energy efficiency, reduced emissions and improved process stability.

3.3.3.2 Airborne emissions

Besides continuously monitoring airborne emissions, AustroCel also regularly conducts audits and submits itself to third-party inspections. The latest results highlight: Emissions are well below most relevant limits. Details about EMAS core indicators are presented from page 67.
The development of emission levels is constantly monitored. Efforts to cut emissions are implemented in accordance with legal requirements and operational needs. The ventilation system in use since 2025, and the associated improvement in oxygen inflows, has already increased energy efficiency. In addition, this has also cut CO_2 as well as odorous and biogenic emissions associated with the wastewater treatment process. At the same time, the stability of the biological treatment process has also been improved, which can be seen, among other factors, in the more stable pH readings.

Ongoing measures	
Continuously modernising systems	
Continuously monitoring emissions	
Planned measures	**Timeline**
A reduction in airborne pollutants by optimising flue-gas scrubbing and energy-based improvements (details provided in the 2026 Environmental Programme)	2025 – 2030
A reduction in the wastewater COD load	2026

3.3.4 Environmental emission statistics

The emissions data over time are provided in the EMAS annex (page 67).

3.4 Biodiversity

As a producer of pulp and bioenergy, AustroCel takes its responsibility for protecting biodiversity seriously and places the sustainable management of wood at the heart of its strategy. Resource-sensitive wood use and close collaboration with certified and regularly audited suppliers minimise the impact on ecosystems and biodiversity. The aim here is to conserve natural habitats and safeguard environmental principles along the entire value chain.

3.4.1 Strategies and policies

AustroCel exclusively sources wood from sustainably managed forests and strictly opposes the use of wood from virgin forests, protected or endangered regions. Around 98 % of the wood used for production purposes comes from PEFC-certified or PEFC-controlled sources. Furthermore, the company generally sources its wood within an average radius of around 180 kilometres of the site. This minimises transportation and also boosts the regional economy. The aim is to maintain this high level of PEFC-certified wood in 2026.

The issue of biodiversity is firmly anchored in the company's environmental management system based on ISO 14001 and is supplemented by the procurement guidelines for chemical and technical purchases and for wood as well as by internationally recognised certification schemes such as ISCC (International Sustainability & Carbon Certification) and SURE (Sustainable Resources Verification Scheme). These certifications ensure that environmental and social standards are complied with along the entire supply chain. Ultimate responsibility for biodiversity lies with the ESG Committee led by the CEO.

Coordination work is undertaken by the purchasing, environmental management and R&D departments. Jointly, the above ensure that the requirements relevant to sustainable procurement – such as those in terms of sustainable forestry practices, traceability, biodiversity and green oxygen – are firmly implemented in procurement and production processes. With regard to green gases, AustroCel exclusively sources Linde Green, which is produced entirely using renewable energy sources. According to the Linde Green certificate (reference number LG14351225, dated 04.02.2026), it was possible in 2025 to save a calculated 1,449.32 t CO_2 equivalent compared to conventional products through the use of the product LOX. The production and reconciliation of Linde Green products are certified by TÜV SÜD based on the standards CMS89 and CMS93. The use of these certified gases makes a demonstrable contribution to reducing indirect emissions.

3.4.2 Goals

- Ensuring sustainable procurement practices in order to maintain biodiversity
- End-to-end traceability with regard to the sourcing of wood via certified supply chains
- Protecting sensitive ecosystems by adhering to strict exclusion criteria
- Promoting close-to-nature forestry practices in the region
- Share of PEFC-certified wood suppliers: In 2025 around 98 %, with the aim for 2026 being to maintain this high standard.
- Introduction of an onboarding process for suppliers: Target 100 %
- Share of regional (within a radius of 180 km) wood: Target ≥ 70 %
- To increase the share of sustainable suppliers certified under ISO 14001, EcoVadis or TfS (Together for Sustainability): Target 2026: 30 % of top 20 suppliers and 10 % of top 50 suppliers

3.4.3 Measures

In order to promote biodiversity, AustroCel attaches considerable importance to sourcing wood from sustainably managed, close-to-nature forests. All suppliers are regularly subjected to in-house and third-party audits in order to safeguard compliance with environmental requirements.
The wood procurement policy defines clear criteria for the procurement of wood as a raw material and excludes sources which could potentially have negative impacts on biodiversity or forest ecosystems. Furthermore, AustroCel is also actively engaged in restoring forests affected by ash dieback.
As part of a multi-year replanting programme, suitable replacement tree species, such as bird cherry, sycamore, Norway maple, large-leaf linden, fir, pine and various fruit tree species, have been planted. These efforts help promote domestic flora and fauna and safeguard the long-term survival of valuable habitats for nature and people. The planting plan developed in 2024 has already been largely implemented. A total of 1,500 resistant tree species, various bushes and biodiverse flowering plants have been planted on an area covering around 3,900 m².

Further measures are planned to promote biodiversity in 2026, including targeted improvements to habitats for various animal species and planting activities near the wood yard on Salzachtalstraße. Existing structures will be carefully taken into account and protected.

In addition, the company also replants its on-site bee meadow every spring with a diverse mix of flowering bushes such as lilac or buddleia. This ensures that the range of nutrition available to pollinators is expanded and also makes a valuable contribution to promoting species diversity on the site grounds.

Regular audits review the effectiveness of environmental management efforts the results of which are documented in-house and monitored as well as acting as a basis for the continuous improvement process as defined by ISO 14001 (Plan-Do-Check-Act). In-house training and targeted communication with suppliers raise awareness and the sense of responsibility along the value chain.

In 2025, AustroCel subjected its top 20 suppliers and strategically important suppliers to an annual evaluation. Third-party providers such as EcoVadis also perform additional CO_2 audits at suppliers. 100 % of the company's biomass suppliers are SURE-compliant and around 98 % of the wood used for production purposes is PEFC-certified or PEFC-controlled.

Ongoing measures	
Regular supplier audits in order to ensure compliance with environmental requirements	
Regular audits to review the effectiveness of measures implemented	
Planned measures	**Timeline**
Reforesting as a result of ash dieback – replanting resistant tree species (oak, beech, fir and pine)	2025 – 2030
Setting up and managing biodiverse green areas (bee meadow)	2026
Planting at the intersection of Salzachtalstraße and the wood yard	2026
Annual in-house inspection of the biotope areas as well as insect and bird housing	2026



In 2025, 79.5 GWh of biogas was produced at the site, which was used to generate power and district heating for up to 30,000 homes in the region.

3.5 Water

Water plays a central role at an integrated biorefinery like AustroCel – both as process and cooling water and as an energy source in the form of steam, which is produced by the plant itself. Having clean fresh water is essential for the production of high-grade chemical pulp. AustroCel's geographical location in a water-rich region means that a continuous supply of fresh water is guaranteed. The issue of water management is nonetheless growing in importance.

3.5.1 Strategies and policies

Compliance with legal regulations related to water is a matter of course for AustroCel. The company's ISO 14001 and EMAS certifications underline its efforts to ensure a responsible approach to managing water resources.
The team in the water utilities and disposal department coordinates efforts related to water management. Daily in-house and regular third-party inspections, as well as internal monitoring by site utilities personnel and the environmental management team at AustroCel, ensure compliance with all relevant environmental standards.
Details related to the issue of water-borne emissions can be found in the section on airborne, water and soil emissions as well as other key figures which are presented in the EMAS appendix on page 67.

3.5.2 Goals

- The long-term, sustainable and more resource-sensitive management of water along the entire value chain.
- The definition of a water management strategy which is based on the principles of resource efficiency, climate change and precautionary environmental protection.
- Expanding the water balance analysis enables AustroCel to better analyse water flows, identify potential efficiency increases and further develop its responsible management of regional water resources.

3.5.3 Measures

Initiating a detailed water balance analysis and an additional steam balance analysis in order to identify potential optimisation steps. A water-saving plan is being developed in order to ensure that the company continues to sustainably use water resources.

Although a water balance analysis already exists, this needs to be presented in more detail in future in order to identify more well-founded steps to reduce water consumption. A further important aspect here is the integration of the wastewater treatment plant into the company's energy cycles. Particular attention is being paid to using wastewater for value creation. As much as three quarters of the biogenic wastewater burden is converted into biogas, which is used to generate electricity and district heating for a large number of households. The sewage sludge generated here is also fully recovered and used as a source of energy.
Further information about wastewater treatment can be found in Section 3.3. on airborne, water and soil emissions.

Ongoing measures	
Continuously monitoring emissions	
Planned measures	**Timeline**
The further development of the existing water balance analysis in order to identify potential savings and optimisation steps	Start 2025/26
Technical implementation of a processing plant for minimising COD	Q2/Q3 2026

3.5.4 Water emissions statistics

2025		
Water consumption	**Unit**	**Water use**
Hallein	Million m^3/a	17.54
Specific fresh water consumption	m^3/t 90/100	133

2025		
Water consumption Key production processes	**Unit**	**Water use**
Process wastewater	Million m^3/a	8.46
Cooling water	Million m^3/a	8.1

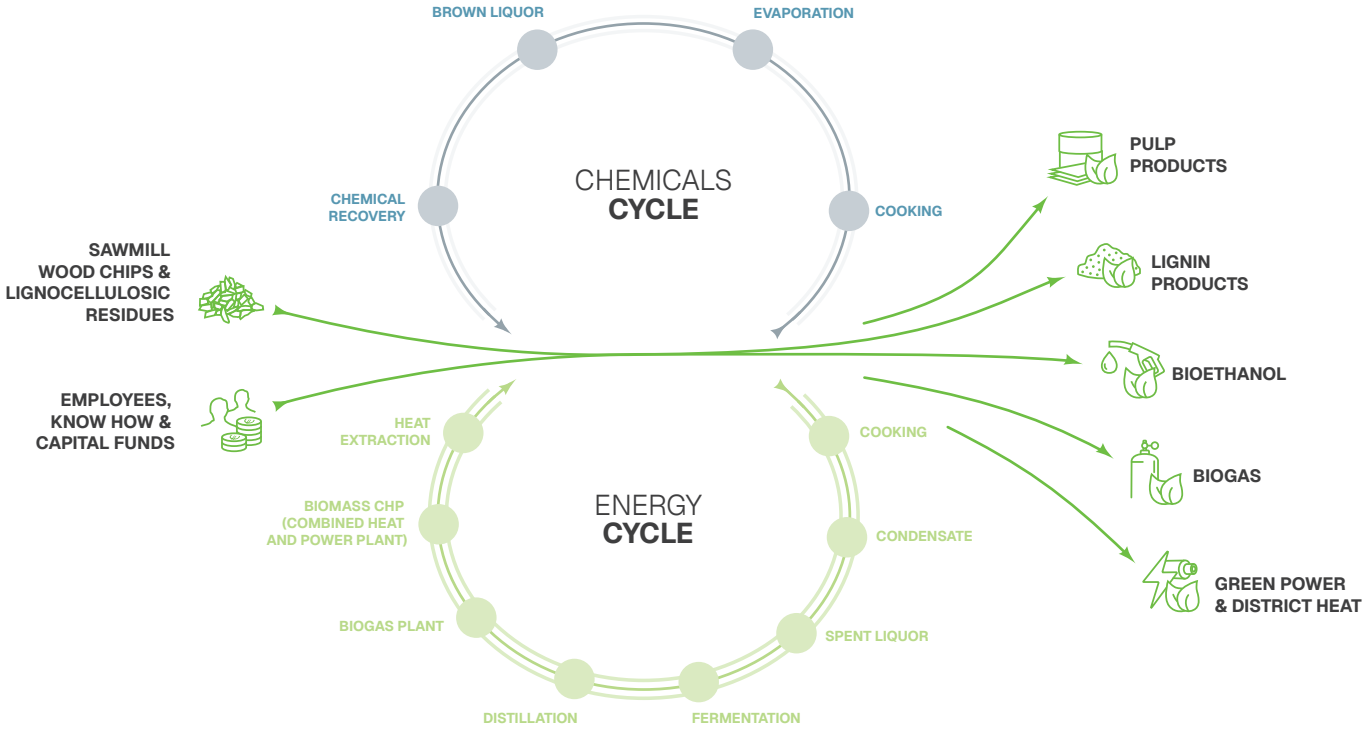
3.6 Resource use, circular economy and waste management

At AustroCel, there is a clear focus on a circular economy and the cascade-based usage of the raw material wood. 99.7% of the spruce wood is utilised (886 t disposed of externally, equivalent to approximately 0.3 % of the wood used). As an integrated biorefinery, AustroCel converts biological waste materials into valuable resources and aims to prioritise material recovery over energy recovery and to gradually achieve a completely circular economy at the site.

3.6.1 Strategies and policies

The issues of a circular economy are coordinated by the management, R&D and production teams as well as an interdisciplinary team made up of personnel from the environmental and waste management as well as the public authorities management departments.

At AustroCel, wood chips and cellulosic waste materials pass through two internal cycles - for energy and chemicals. After being used as a material, the cooking liquor, in which much of the wood is dissolved, is first used to produce bioethanol from wood sugars or to obtain lignin products, and is then burned on site to generate energy. Even after this, it is still possible to extract essential chemicals. Even after this, essential chemicals can still be recovered through exhaust gas scrubbing or electrostatic filters.



3.6.2 Goals

AustroCel is striving to achieve zero waste by completely closing loops, gradually reducing waste fractions and consistently expanding the use of residual materials. Waste is consciously avoided and existing material flows optimally exploited.

3.6.3 Measures

Research, development and production all work hand-in-hand at AustroCel with the common goal of reducing resource consumption and further and further closing loops. New approaches are developed in collaboration with employees whose in-depth knowledge and diverse expertise play a major role in implementing new solutions.

Innovative solutions are developed and implemented in collaboration with external partners. A noteworthy example of this is the construction of a wood-based bioethanol plant which marks important progress in establishing a circular economy at the site. In collaboration with the startup AgroBioGel, a novel hydrogel granulate was developed to improve soil moisture. This product has been produced on an industrial scale by AustroCel since July 2025 and is filled into big bags and shipped to the relevant partner. The granules store water and slowly release it back into the soil when it is dry – a real innovation for the agricultural and horticultural sectors. The granulate is available under the brand name Retentis® and is based on lignin from brown liquor, meaning that it is recycled as material.

The new project launched in September 2025 related to a material separator at the wood yard represents a further step by AustroCel to improve resource efficiency. The aim is to separate out metal and other foreign matter, such as stones, from the wood yard for the biomass CHP plant. This not only improves material purity and reduces waste but also mitigates the risk of damage to production facilities. The completion of this project is planned in early 2026.

In the interests of a circular economy, contractual agreements have also been reached with regional suppliers relating to the return of empty intermediate bulk containers. These containers therefore no longer need to be disposed of but are reused directly within the cycle.

Ongoing measures	
Continuously improving resource efficiency	
Hydrogel production from lignin (material recovery)	
Planned measures	**Timeline**
Retrofitting an additional material separator at the wood yard (reducing waste by around five metric tons per year)	Early 2026
E-methanol project: Planning of a new production facility for biogenic e-methanol.	2025 – 2030
Recycling further waste materials by means of moisture ash separation	By 2026



These pipes transport well water to the biorefinery where it is used as process water and a coolant as well as an energy source. The provision of well water to the neighbouring fishery association also supports the breeding of local fish species.



4 People

4.1 Occupational health and safety

Safety and the concept of safety first are among the top priorities in the corporate strategy of AustroCel. Occupational safety focuses on the goal of employees returning home healthy and unharmed in the same condition as they came to work in the morning.
The zero-accident concept and safety training minimise the risk of occupational accidents and, at the same time, create a culture of both self-responsibility as well as responsibility for colleagues, in line with the principle of “I keep an eye on you and you on me”.

4.1.1 Strategies and policies

Safety at AustroCel is not primarily an issue of regulations but one of personal responsibility – both to oneself and to colleagues. This responsibility extends across the entire organisation: from the CEO, COO and CFO to the management team, managers and every single employee. A universal safety organisation ensures that this goal is put into practice rather than just being a commitment. Why? Because a safe working environment not only creates better working conditions but also fosters efficiency. The health and wellbeing of employees is always central here.

AustroCel is certified under ISO 45001 and complies with the regulations defined by the Austrian Employee Protection Act (ASchG). This ensures that all employees work in accordance with high standards and implement processes as defined by these regulations.

Open communication plays a central role here: All employees are actively invited to propose ideas, express their concerns and point out potentially dangerous situations – without obstacles or detours.

Management attaches particular importance to this form of exchange being a matter of course and among equals, regardless of whether it relates to working conditions, occupational safety or other relevant issues.

Overall legal and operational responsibility for this is borne by the COO in conjunction with the site managers. Support is provided by safety specialists, safety officers and occupational first aiders as well as an occupational physician and an occupational psychologist on site. Progress is regularly discussed within the management team and with the Executive Board. The effectiveness of the steps taken is monitored based on defined key performance indicators (e.g. accident rate, fluctuation rate and training hours). In 2025, 85 % of the steps defined based on reported events were implemented. The related details and key performance indicators are reviewed in the course of internal audits and ESG reports.



A milestone for AustroCel:
The first shipment of hydrogel for AgroBiogel GmbH is loaded.

4.1.2 Goals

- Implementing the occupational safety strategy (zero accident concept)
- No occupational accidents involving more than three lost days
- Promoting employees' psychological and physical health by means of setting up and expanding health programmes
- Maintaining the ISO 45001 certification status and continuously improving safety processes
- Implementing the occupational safety goals in the production, engineering and R&D departments

4.1.3 Measures

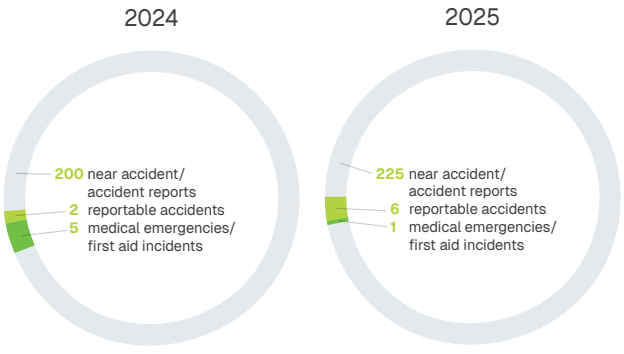
Ongoing measures	
Ensuring a high-safety culture by means of regular training and communication	
Implementing the occupational health programme	
Continually raising awareness among employees about safe conduct at work	
Quarterly in-house inspections together with managers, the occupational physician and works councillors	
Planned measures	**Timeline**
Quarterly feedback about the implementation of steps defined based on reported incidents	2026
SIWIP training plan	2026
Implementing a new site access system	2026

4.1.4 Occupational safety statistics

In 2025, the accident rate at AustroCel was 9.4 (number of accidents per million hours worked), which represents an increase (+6.2) compared to the prior year and signalises a need for measures. AustroCel is countering this trend through more awareness raising and targeted measures relating to occupational safety. The effectiveness of these measures will be monitored by means of accident statistics, internal audits and regular safety culture surveys.

Health protection and safety	Unit	2023	2024	2025
The number of fatal incidents as a result of work-related injuries and occupational illnesses	Number	0	0	0
Near accidents reported*	Number	164	200	225
The number of reportable occupational accidents	Number	3	2	7 (6 + 1 traffic accident)
Lost time incident frequency (LTIFR)	Rate (per million working hours)	5	3.17	9.37
Average number of days absent per occupational accident	Number	51	54	19
Injury-related absences, in working days	Rate (per million working days)	262	171	92
Hours worked	Hours (rounded)	583,000	631,800	640,226

Accident statistics



*Near accident: A situation which could potentially lead to an accident but which passed without damage or injury.
Intensified reporting since 2023

4.2 Own workforce

Stable employment and continuous personal development are important to AustroCel given that they promote strong performance, innovation, resilience and trust among employees.

AustroCel safeguards jobs by means of a profitable and sustainable corporate strategy and creates working conditions which boost employees' satisfaction levels: Flexitime rules, shift models and diverse training, promotion and specialist career paths are supplemented by a leadership development programme and a trainee programme. Further education and talent development therefore represent integral elements of the corporate strategy in order to facilitate employee loyalty over the long term and build up expertise with regard to future technologies.
Equal opportunities apply with regard to recruitment and promotion, particularly in connection with leadership development programmes. The success of these programmes is measured based on several annual feedback meetings and performance appraisals as well as promotion and internal development rates.

4.2.1 Strategies and policies

AustroCel encourages the active involvement of personnel in strategic and cultural issues. This is based on employee appraisal meetings, surveys and regular town-hall events as well as coordination meetings with works councillors. During the review period there were also workshops on the further development of the corporate culture, the results of which were presented to all employees in person and via monitors located all around the site. The outputs of the various dialogues are taken into account in the further development of the HR strategy and when selecting suitable training options. This ensures that employee development is systemically considered during decision-making processes.

Stable employment and high standards in terms of further education and training are key issues at AustroCel. Coordination takes place between the management team, the Head of HR, HR development experts and the Legal & Compliance Manager. This is based on the HR strategy, employment contracts, company-level agreements, standard operating instructions and the code of conduct. Legal & Compliance Management monitors compliance with internal and legal requirements and reports when necessary to the Executive Board.

Employment contracts at AustroCel are primarily long-term and indefinite. This safeguards continuity in terms of expertise and strengthens employees' ties with the company. Flexible working models, such as flexitime and shift systems, create additional potential for combining professional and private lives.

4.2.2 Goals

- Strategic personnel planning
- Promoting awareness of leadership and leadership culture
- Further developing occupational health management
- Strengthening the corporate culture
- Digitalisation projects

4.2.3 Measures

Targeted efforts, such as internal transfers, additional qualifications and talent promotion, make it possible to largely avoid any redundancies for operational reasons. The average length of service is currently 11.7 years (as at 31.12.2025) and the fluctuation rate 6.9 %, of which 2.5 % is due to retirements. These statistics are calculated annually and analysed as part of HR monitoring activities aimed at further strengthening job security.

Number of training courses



Ongoing measures
Regular training and further education
Initiatives to promote health as part of occupational health management
Boosting the corporate culture by rolling out the company values
Further development of digital learning platforms

Planned measures	Timeline
Skills, performance and potential matrices	Q4 2026
Development of leadership guidelines	2nd HY 2026
New, more digitalised and transparent company training process	Start in 2026

4.2.4 Workforce statistics

Total headcount	Unit	2023	2024	2025
Number of employees*'	Headcount	356	343	347

*AustroCel is a wholly-owned subsidiary of Gamma (Fibre) Holdings Three GmbH and Gamma (Fibre) Holdings Four GmbH. No significant sustainability impacts or risks which would require dedicated reporting in terms of the upstream value chain are associated with Gamma (Fibre) Holdings Four GmbH. The equity investments in Gamma (Fibre) Holding Three GmbH and Gamma (Fibre) Holding Four GmbH are therefore not reported on specifically in this sustainability report.

Total headcount	Unit	2023	2024	2025
Fixed-term contract	Headcount	16	1	5
Indefinite contract	Headcount	338	341	342
Self-employed status	Headcount	0	0	0
Temporary/leased personnel (12-month average during financial year)	Headcount	2	1	1
Employees, total	Headcount	356	343	348*

The difference is due to the following calculation method: The number of employees was calculated as an average over the course of the year. With regard to the form of employment, the reference date was 31.12., the date on which an additional temporary employee was taken on.

Gender	Unit	2023	2024	2025
Male	Headcount	308	295	296
Female	Headcount	46	47	51
Other	Headcount	0	0	0
Not reported	Headcount	2	1	0
Employees, total	Headcount	356	343	347

Distribution of employees by age group	Unit	2023	2024	2025
< 30 years old	Headcount	100	79	77
30 - 50 years old	Headcount	164	165	168
> 50 years old	Headcount	93	99	102

Employee turnover	Unit	2023	2024	2025
Fluctuation during reporting year	Rate	9.89 %	8.76 %	6.9 %

Compensation parameters (ESRS)	2025
Gender pay gap*	4.00 %

i.e. the difference between the average income of female and male employees expressed as a percentage of the average income of male employees

Collective bargaining agreements	2023	2024	2025
Percentage share of all employees who are covered by collective bargaining agreements	100 %	100 %	100 %

Training and skill development	2023	2024	2025
Number of hours invested in education and training per year (estimated)	3,416	4,768	4,421
Average hours of training/employee/year	9.6	13.9	12.7*
Number of training courses	120	120	119
Number of participants (estimated)	140	223	343

*Average number of hours of training per employee including Gamma (Fibre) Holdings Four GmbH per year

Training and skill development	2023	2024	2025
Percentage of workforce which have regular appraisal meetings	52	61	80

Women in management positions (at AustroCel: members of management team, excluding CEO)	**Unit**	**2025**
Male	Headcount	9
Female	Headcount	2
Other	Headcount	0
Not reported	Headcount	0
Ratio male/female	Ratio	9 : 2

People with disabilities	**2025**
Percentage of people with disabilities (subject to legal restrictions during data capture)	0.86 %

Confirmed incidents in own workforce with regard to	**2025**
Child labour	0
Forced labour	0
Modern slavery	0
Discrimination	0
Miscellaneous	0

4.3 Consumers and end users

At AustroCel, product safety and quality are intrinsically linked to form the basis for stable and trust-based customer relationships. Customers can fully rely on the quality and safety of the products they receive. This trust arises by providing consistently reliable quality levels, transparent processes and partnership-oriented communication. AustroCel regards this as part of its responsibility towards customers, partners and society.

4.3.1 Strategies and policies

The quality assurance, research and development, purchasing, sales and technical customer support departments work in close collaboration to continuously ensure product quality and safety. The Head of Quality Control regularly reports to the Executive Board on quality, safety aspects and possible risks. Governance processes are reviewed annually with regard to their effectiveness. These interfaces make sure that quality and safety requirements are complied with and continuously improved throughout the entire production process.

AustroCel carefully inspects purchased materials against defined specifications. During the entire production process, AustroCel constantly monitors a wide range of required parameters and performs standardised quality tests. Product specifications are defined in close collaboration with customers, supported by data from Research & Development and process analyses. These quality assurance processes are based on ISO 9001 certifications, compliance with which is ensured by regular internal and third-party audits. The findings and measures based on these are taken into account in an annual management assessment.

4.3.2 Goals

AustroCel ensures strict production standards and consistently high quality levels in line with constantly rising customer requirements related to speciality pulps.

4.3.3 Measures

AustroCel responds to customer change requests, demands from public authorities or production-related requirements by means of a structured change management system (Management of Change, MoC). This process includes carrying out a detailed impact assessment and ensures that all relevant documents and systems are promptly brought up-to-date.

In addition, changes to the quality data are reviewed by the respective departments, documented in technical data sheets and/or implemented and approved in the specifications catalogue. Approvals are granted by the MoC Coordinator. This ensures that technical changes in terms of production processes do not have negative impacts on quality and, therefore, product safety. AustroCel regularly evaluates quality-related data and presents these both visually and with statistical tools. Customer audits and certifications create additional, third-party transparency. Monthly quality reports provide a solid decision-making basis and safeguard traceability.

Ongoing measures	
Regular data analyses	
Regular third-party reviews (audits and certifications)	
Monthly quality reports	
Planned measures	**Timeline**
Optimising online measuring technology as the key to consistent quality levels	2026
Implementing technical optimisation projects to safeguard the quality of bioperformance products	2026, 2027

4.3.4 Product safety statistics

No violations or complaints were recorded in the 2025 reporting year with regard to product safety. This relates to the impacts of products and services on health and safety, product and service-related information and labelling as well as marketing and communication. These findings confirm compliance with all relevant legal and internal standards in these areas.

Product and service categories, the impact of which on health and safety were reviewed in terms of potential improvements in 2025.	
Product / service category	**Nature of review**
Bleached spruce sulphite pulp	ISEGA certificate: Harmless with regard to food contact according to the FDA (Food and Drug Administration), EC (European Committee), LFGB (German Food and Feed Code) and BfR (German Federal Institute for Risk Assessment)

The product safety and conformity of AustroCel's pulp products are facilitated by defined processes along the supply and value chains. The requirements in terms of PFAS are captured and traced by raw material suppliers (with the exception of those for wood) and packaging suppliers by means of a supplier management tool. Assessments of the suitability of pulp products for the relevant purpose take place in close consultation with customers and is based on the relevant application and market demands. If required, AustroCel also offers additional product-specific investigations. An ISEGA certificate confirming conformity with defined requirements relating to contact with food products also exists for selected applications.

AustroCel works with qualified and regularly audited suppliers when selecting the raw materials it uses. Furthermore, production processes are also monitored to ensure compliance with defined product specifications. Where required, this process monitoring also includes end-to-end traceability from the raw materials used to the end product. The PFAS-related information recorded in the supplier management system facilitates the evaluation of regulatory requirements and traceability along the supply chain.

A site-wide management-of-change (MoC) process was also introduced during the year under review. Among other factors, this takes into account changes with regard to raw materials, processes or systems in terms of possible impacts on product safety, product conformity and regulatory requirements.



Quality and safety throughout the production of specialty pulps – from the production process to customer shipments.

5 Governance

5.1 Business conduct

Integrity, transparency and fairness characterise all business conduct at AustroCel. As a company aware of its corporate responsibility, AustroCel is committed to dealing with business partners, customers and competitors fairly and respectfully. Any and every form of corruption, bribery or unfair competition is firmly rejected. Managers act as role models here – they create an environment in which open feedback, responsible measures and transparency are a matter of course.

5.1.1 Strategies and policies

Clearly defined principles for ethical business conduct are binding throughout the entire company:

- Total rejection of corruption, bribery and undue advantage
- Compliance with applicable cartel and fair competition law and, therefore, with fair and partneship-based collaboration with business partners
- Transparency in decision-making processes and communication
- Safeguarding confidentiality and data protection
- Equal opportunities and no discrimination

Overall responsibility is borne by the Executive Board. Legal & Compliance coordinates this issue in close consultation with Purchasing, Finance and HR. This interdisciplinary coordination ensures that the principles of fair and transparent business conduct are integrated into all relevant corporate processes. AustroCel evaluates commercial risks in its risk analysis and monitors measures by means of its internal control system (ICS). Strategic policies are coordinated with the Supervisory Board. In 2025, AustroCel introduced a learning management system (LMS), prepared a management review in accordance with ISO 37301 and evaluated its compliance management system.

AustroCel expects suppliers and business partners to implement these principles and monitors compliance by means of audits, supplier evaluations and regular meetings.

5.1.2 Goals

- Safeguarding a fair and transparent business environment
- Raising awareness of integral and responsible measures
- Zero tolerance with regard to corruption and unfair competition
- Promoting long-term, trust-based business partnerships

5.1.3 Measures

All employees are regularly informed about applicable legal and ethical standards in order to promote responsible business conduct. Training on issues such as integrity, corruption prevention, anti-discrimination and fair competition forms an integral element of the in-house training offered.

Business relationships are designed to be transparent and continuously monitored to make sure that all transactions and collaborations are in line with ethical principles. All benefits and gifts associated with business relationships are subject to clearly defined rules. These ensure that no conflicts of interest arise or no commercial decisions are inappropriately influenced.

A structured risk management and due diligence process facilitates the early identification and evaluation of potential legal or ethical risks. The internal control system safeguards compliance with internal rules and legal requirements.

The company's legal department monitors relevant changes in national and international law and ensures that these are compliantly implemented at the company. As part of in-house reporting procedures, the Executive Board is regularly informed about progress, risks identified and key measures related to business conduct.

Compliance with the principles of fair business conduct is regularly reviewed by means of internal (ICS) audits. The findings of these audits are documented in the context of the continuous improvement process and act to further develop the management system. AustroCel maintains an in-house whistleblowing system which allows employees and third-party partners to confidentially report possible violations of the company's compliance principles. All such reports are reviewed by the compliance department and whistleblowers are protected against any negative consequences.
Furthermore, feedback from business partners and customers related to transparency, integrity and fairness is systematically documented and taken into account in the further development of the relevant policies.

Ongoing measures	
Compliance training courses	
ICS audits	
Updating guidelines	
Promoting the culture of integrity	
Planned measures	**Timeline**
Preparation of the Compliance Annual Report 2025	Q1/2026
Updating of compliance risk analysis	Q1/2026

5.1.4 Convictions and fines due to corruption and bribery, including statistics

During the review period, the company was not subject to any convictions or fines due to violations of legislation related to preventing corruption or bribery.

Incidents of corruption or bribery	Unit	2023	2024	2025
Operations assessed for risks related to corruption	Number	1/1	1/1	1/1
Total number and percentage of governance body members that have been informed about the organisation's anti-corruption policies and procedures	Number	6/6	6/6	6/6
Total number of major violations of laws and regulations	Number	0	0	0

5.1.5 Income from certain sectors and exclusion from EU reference benchmarks

AustroCel is exclusively involved in biogenic value creation and does not generate any income from the sensitive economic sectors defined by the VSME Standard. These sectors include controversial weapons, tobacco, fossil fuels (coal, oil and gas) as well as the production of agrochemical products such as pesticides.

The company does not meet any of the exclusion criteria defined in the EU benchmarks aligned with the Paris Agreement and is therefore not excluded from the relevant EU reference benchmarks. Its exclusive focus on renewable raw materials and biogenic products underlines AustroCel's firm commitment to implementing its sustainability strategy.

5.1.6 Gender diversity at management level

The Executive Board represents the leading management forum at AustroCel.

Gender breakdown on the Executive Board	Unit	2025
Male	Number	3
Female	Number	0
Other	Number	0
Not reported	Number	0
Ratio male : female	Ratio	3 : 0

5.1.7 Social engagement as a contribution to commercial success

For AustroCel, social engagement represents an integral element of responsible corporate governance and contributes to long-term commercial success. During the 2025 reporting period, AustroCel supported selected regional initiatives related to youth employment, education, sport, culture and social integration. A particular focus was placed here on promoting young people through education and physical exercise.

Promotion of sport and physical exercise

The key activities included sponsoring the Hallein sports day event for children and youths as well as the first similar event in Tennengau. AustroCel also acts as a partner to the Soccer Academy in Hallein, a holiday camp for children and youths aged between 8 and 15 which combines sporting activities with learning English.



Promoting early education

Another focus area was promoting early education. Through sponsorship totalling 1,500 euros, AustroCel supported the establishment of a so-called research corner at the Burgfried kindergarten in Hallein. The aim of this project is to stimulate children's interest in the natural sciences and technology at an early stage and facilitate gender-neutral access to research and experimentation.



Social engagement for disadvantaged groups
Social engagement with direct support for disadvantaged groups was also a part of these activities. During the employees' summer party, in-company donations raised a total of 1,500 euros for the Hallein-based association San Hellos. This association supports children facing challenging family environments and therefore makes an important contribution to social stability in the region.



Promotion of sport and culture
AustroCel also supports the promotion of regional sport and culture. This included supporting the provincial boxing championship in Hallein, which aimed to boost regional sport and the development of young talent. Furthermore, AustroCel also provided the cultural association *artgenossen* with cellulose panels for children's creative educational projects.





The biotope on the company site promotes biodiversity and forms important habitats for indigenous flora and fauna – a contribution to our holistic understanding of sustainability.



5.2 Supplier management – sustainable procurement

Sustainable procurement is a central element of social and environmental responsibility at AustroCel. The principle of due diligence – as defined by the OECD guidelines and the UN Guiding Principles on Business and Human Rights – is firmly anchored in procurement processes in order to avoid negative impacts on people and the environment.

5.2.1 Strategies and policies

Coordination of these issues is undertaken by the procurement, compliance management and other specialist departments.

The procurement policy is based on the following four pillars:

- Safety as the top priority
- Profitability through bioperformance
- Innovation for sustainability
- Promoting a culture of togetherness and living competence

The integration of these cornerstones is the key to developing a holistic procurement strategy which considers both environmental and social aspects. A central element of this strategy is the responsible management of the raw materials used, particularly wood and sodium hydroxide, which act as the main inputs in production activities and account for around 75 % of AustroCel's procurement volume.

Environmental and social procurement risks are regularly assessed for the company's main raw materials (wood and sodium hydroxide). Wood is exclusively procured from legal, traceable and – in as far as possible – certified (PEFC) sources. Suppliers of chemicals must comply with the applicable environmental and safety regulations (e.g. REACH Regulation).

Overall responsibility for sustainable procurement is borne by the purchasing department, supported by Compliance Management and the sustainability team. These departments ensure that ESG criteria are taken into account in all procurement decisions.

Compliance with environmental and social minimum requirements is regularly evaluated.
All suppliers are obliged to implement a supplier code which defines requirements with regard to human rights, working conditions, environmental protection and business ethics. Suppliers with their own codes submit these for inspection. The legal department checks that these are in line with AustroCel's corporate values. Suppliers without their own code – particularly smaller companies – commit to complying with AustroCel's supplier code. Compliance is regularly reviewed in the course of supplier management activities.
In addition, suppliers are also evaluated based on criteria such as environmental standards, labour law and certifications such as PEFC and ISO 14001. The ESG risk assessment was performed in August 2025 using a third-party tool.

5.2.2 Goals

Sustainable procurement contributes to mitigating reputation and compliance risks and, at the same time, also makes it possible to optimise operating costs. This ensures that business activities are both ethically and environmentally justifiable and at the same time promote the company's long-term success.

The aim is to evaluate 50 % of all strategic suppliers based on ESG criteria by 2026. By 2030, AustroCel's objective is to ensure that at least 70 % of the purchasing volume is sourced from suppliers which comply with the company's sustainability requirements. Progress will be reported on annually in the respective sustainability reports.

5.2.3 Measures

Regularly performing risk assessments, audits and on-site inspections, as well as reviewing certifications of sustainable forestry management by means of independent third parties acts to prevent deforestation and contribute to ensuring responsible procurement practices. If the origin of wood is determined to be from debatable sources, the relevant supplier is immediately requested to revise its business practices to comply with the AustroCel wood sourcing policy. Wood from these regions is not used in the company's production activities. If the response is not satisfactory, AustroCel reserves the right to delist the supplier from its supply chain subject to reasonable lead times. No such case has arisen in recent years.

Ongoing measures	
ESG risk management using a third-party tool (including supplier on-boarding)	
Audits and on-site visits to supplier sites	
Planned measures	**Timeline**
The introduction of KPIs related to risk management in Purchasing	Q1/2026
The introduction of KPIs related to sustainable procurement	Q1/2026
CO_2 analyses of suppliers using a third-party tool	Q2/2026

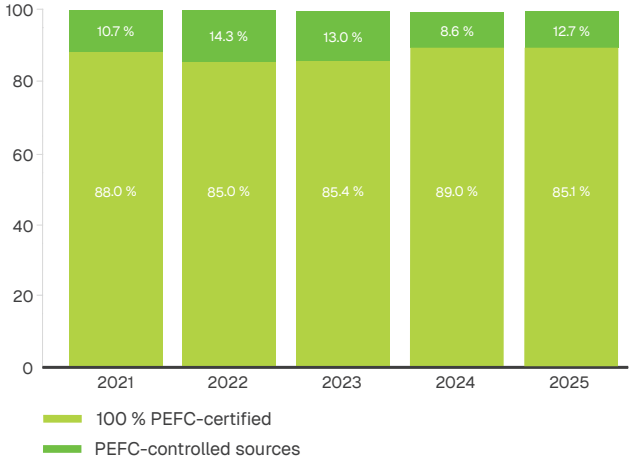
5.2.4 Supplier management statistics

In 2025, AustroCel was again awarded an EcoVadis Gold Medal and has continuously increased its score (total points) since joining in 2021 – from 63 points to 74 points (2024) and 82 points in 2025.

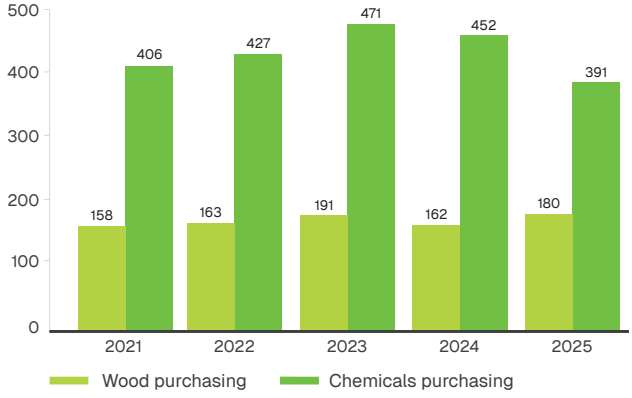
EcoVadis score - Sustainable Procurement



PEFC-certified & controlled wood



Wood and chemical purchasing, average distance [km]



Production wood	2022	2023	2024	2025
0 - 50 km	1.90 %	3.19 %	3.16 %	1.67 %
50 - 100 km	36.4 %	28.80 %	32.83 %	28.31 %
100 - 150 km	7.40 %	7.70 %	3.61 %	4.91 %
150 - 200 km	20.40 %	18.40 %	24.37 %	30.79 %
200 - 250 km	24.90 %	23.00 %	25.05 %	16.64 %
250 - 300 km	2.90 %	5.70 %	5.16 %	8.14 %
>300 km	6.10 %	13.20 %	5.83 %	9.54 %
Distance, weighted average	**163 km**	**191 km**	**162 km**	**180 km**

Chemicals	2022	2023	2024	2025
Sodium hydroxide	137 km	241 km	187 km	129 km
Hydrogen peroxide	807 km	692 km	853 km	726 km
Magnesium oxide	907 km	907 km	907 km	907 km
Sulphur	172 km	172 km	202 km	81 km
Oxygen	112 km	112 km	112 km	112 km
Distance, average	**427 km**	**471 km**	**452 km**	**391 km**
Distance, weighted average	**253 km**	**296 km**	**285 km**	**231 km**



From transport to processing:
wood from PEFC-certified forests forms the basis of a responsible supply chain.

6 Outlook

A new phase of the company's development commenced in early 2026 following the change in ownership at AustroCel Hallein. Building on the transformation undergone in previous years, the company's focus is now firmly on its next development steps.

The key focus area is consolidating the Hallein site as a high-performance, integrated biorefinery. Together with Oji Holdings, the aim is to more closely integrate technical expertise, accelerate innovation processes and establish new applications for biogenic products. Particular importance here is attached to expanding international marketing activities and selectively developing the company's product portfolio.

At the same time, AustroCel aims to forge ahead with its development of sustainable practices and associated reporting. Key here is even greater attention being paid to the requirements of our most important stakeholders and yet more transparency. This also includes a sharper focus of the company's certifications on those standards which provide the highest level of information and orientation.

A particular area in this regard will be the foundations for even more transparent and insightful sustainability management. This includes further developing the company's CO_2 footprint, more efficient reporting and documentation of environmental data as well as the step-by-step establishment of life cycle analyses.
At the same time, AustroCel will integrate new environment-related regulatory requirements at the EU level – especially those related to green claims, i.e. avoiding misleading environmental statements, and the resulting transparency requirements – at an early stage into its sustainability strategy, reporting and the relevant internal processes.

Efficient resource utilisation, a circular economy and climate protection remain central guidelines for investment decisions and operational plans. Likewise, social responsibility, high standards of occupational safety and a value-based corporate culture remain the foundation of our business activities.



Site on the River Salzach: Proximity to this river makes responsible management of water and its protection particularly important.



7 Policies related to the material issues

- Corporate strategy
- Corporate policy
- Code of conduct
- Code of conduct for suppliers
- ISO 9001
- ISO 14001
- ISO 50001
- ISO 45001
- ISCC, SURE
- PEFC
- Wood purchasing policy
- Environmental Management Act (UMG)
- EMAS certification
- HR strategy
- Employment contracts
- IT policies
- Works agreements
- Safety data sheets
- Product data sheets
- Anti-discrimination policy
- Anti-corruption policy
- Whistleblowing policy
- Anti-trust policy
- Data protection policy
- Policy on compliance with foreign trade laws
- Compliance policy
- Policy on the use of artificial intelligence
- Technical policies

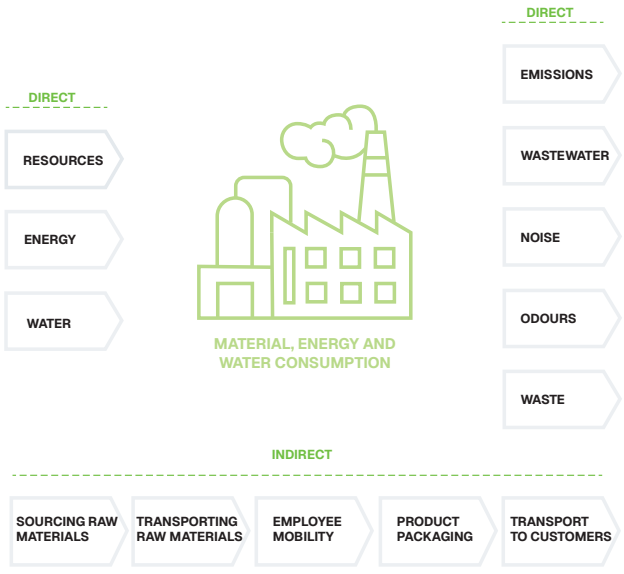
Other legal and public authority regulations

8 Environmental aspects and their significance for AustroCel

A company's environmental performance is largely determined on the basis of environmental aspects attributable to daily operational processes and their interaction with the environment. These aspects can be divided into **direct** and **indirect** environmental impacts:

- **Direct environmental impacts:** These are aspects the environmental impact of which can be directly controlled and influenced by the organisation.
- **Indirect environmental impacts:** These are attributable to the interaction with external parties, such as customers, suppliers or service providers, and cannot be fully controlled by the company.

The relevant environmental aspects are identified and evaluated on the basis of the existing environmental register and the materiality analysis carried out. These environmental aspects are continuously reviewed and revised as necessary. A rating scale of A (high), B (medium) and C (low) is used to assess the environmental impact and then determine the need for measures in the short, medium or long term. Measures with regard to the environmental programme are determined on the basis of this evaluation.



Direct environmental impacts	Description
Waste	Non-hazardous and hazardous waste that is recycled, incinerated or disposed of in a landfill site
Wastewater	Wastewater emissions (BOD5, COD, phosphorus, nitrogen, solids) which are discharged into the outlet channel after treatment
Energy	Energy consumption (both fossil and renewable) and plant efficiency
Noise	Noise emissions from plant operations and noise levels in the immediate vicinity.
Emissions	Airborne emissions related to energy systems (SO_2, CO_2, NOx, dust, CO) and abnormal events related to pulp production
Odours	Development of odours caused by air pollutants or the wastewater treatment plant
Water	Sourcing fresh water from wells Water consumption due to the water evaporation and storage in the product



Chemical processes related to a circular economy are monitored and further developed in the laboratory.

9 Environmental Programme 2026

	Goals	Measures
Air / GHG	Determining Scope 3 emissions and defining medium/long-term GHG reduction targets	The further development and validation of CO_2 footprint calculations. Defining reduction targets and related measures
	Making material use of biogenic CO_2 as a substitute for fossil CO_2 in other industries	Continuing with the project to make material use of biogenic CO_2 flows with a focus on implementing the e-methanol project. This project is currently being planned and is aimed at enabling the use of biogenic CO_2 in by-products associated with bioethanol and biogas production
	Mobility	Exchanging a wood loader at the wood yard for a more fuel-efficient model
Wastewater	Reducing COD emissions by around 5 % in 2026	Commissioning a pilot plant for COD reductions in 2026
Water	Identifying and evaluating steps to reduce the consumption of water	An updated and more detailed water balance analysis by the end of 2026 as well as regular updates and a more detailed steam and energy balance analysis in order to identify potential optimisations in 2027
Waste / resources	Increasing the material recovery of by-products Further reducing the amount of waste disposed of externally by 20 % in 2026/27	Further developing the company's recycling strategy for waste, with a focus on assessing whether the coarse ash from the biomass CHP plant can achieve end-of-waste status.
Resources	Reducing the use of chemicals in production processes	Planning and initiating the implementation of a project to optimise the process temperature by means of steam mixers to reduce the use of sodium hydroxide in 2027 (savings of around 130 metric ton of NaOH per year)
	Reducing wear and tear and maintenance work by avoiding foreign matter (e.g. metal, stones, etc.) in the biomass CHP plant, optimising the use of fuel	A project to install a foreign matter separator is being implemented and is due to be commissioned in 2026
Energy / water	Optimal use of excess steam to improve the performance of the CHP plant and decrease the use of natural gas	A preliminary project for a hot water storage tank to reduce fossil CO_2 emissions by around 30 % and water consumption by around 10 % per year.
	Energy savings in pulp production Planned reductions in the use of steam (approx. one metric ton per hour)	A preliminary project to reduce process steam by relying on waste heat.
Energy	Validation of the energy and water savings associated with pulp production	Conversion of the chemical scrubber from a hydraulic to an electrical motor to increase energy efficiency
Biodiversity	Maintaining and encouraging biodiversity at the company site	Regular inspections of the biotope areas to check their environmental status (at least three times per year). Tending and expanding the planted areas to encourage pollinating insects (such as bees). Installing and mounting insect hotels on the plant site in 2026
	Climate-sensitive replanting on the site, including near the wood yard due to ash dieback	Continuing with the climate-sensitive replanting and care of appropriate plant species on the site in 2026/27



Aerobic microorganisms sustainably break down wastewater after production and contribute to the circular economy at the site by means of sludge and energy recovery.

9.1 Status of target achievement and measures related to the Environmental Programme 2025

	Goals	Measures	Status
Air / GHG	Definition of medium/long-term GHG Reduction goals	Capturing key data	Further developing the GHG balance analysis (Scopes 1 - 3) based on a new calculation tool from 2026
	Mobility	Expanding the e-vehicle fleet	Six electric cars and a new, more fuel-efficient loader were purchased in 2025
	Material recovery of biogenic CO_2 to replace fossil-based CO_2 in other industries	Continuing the project concerning the material use of CO_2	Evaluation and planning of possibly implementing the e-methanol project
Air / water	Reducing diffuse SO_2 emissions	Creating a new SO_2 supply facility	Currently being implemented (construction phase), completion scheduled in 2026
	Reducing the concentration of SO_2 in the FGD plant	Achieving technical optimisations by using various extraction systems and seals	Technical implementation completed. Compared to 2022/23, the concentration of SO_2 in 2024/25 improved by around 50 %
Waste	Reducing the amount of waste disposed of externally by 50 %	Increasing the utilisation of declassified waste as a product: Waste upcycling of the fly and bottom ash from the CHP plant	Reducing the volume of waste in 2025 by 40 % compared to 2024
Wastewater	Guaranteeing compliance with the permitted limits associated with the production of high-grade chemical pulp	The technical implementation of a demonstration plant for reducing COD	Technical implementation initiated in 2025; demonstration plant due to be completed and commissioned in 2026
Water	The definition of water-saving steps	Implementing a site-wide water balance analysis and determining potential optimisations	The water balance analysis prepared in 2025 is to be further developed based on a more detailed analysis of individual water flows in 2026
Resources	Initiating a life cycle analysis for pulp	Defining scope and project partners	New prioritisation in 2025 due to data evaluation using a third-party tool
	Making progressive use of the lignin fraction by producing an industrial quantity of 700 metric tons of hydrogel granulate	Completing and commissioning an industrial-scale production plant	This plant was commissioned and pilot operations began in 2025
	Increasing the utilisation of by-products	Ongoing R&D project to increase the yield of bioethanol production by > 10 %	Collaboration project with the Vienna University of Technology to research and further develop biotechnological processes (2025 - 2029)
Energy / resources	Reducing waste materials from pulp production	Continuing the focus project to develop a new monitoring system for timely quality assurance	Project launched in 2025 and monitoring system scheduled for completion by the end of 2026
	Resource and energy savings related to pulp production. Planned savings of around 13,000 metric tons of steam and approx. 55,000 m^3 of water per year	Substitution of fresh water with a filtered-water circuit at the washing unit	Project planning and installation phase started in 2025; continuation and commissioning in 2026
	Reducing waste materials from pulp production	Establishment of a further pulp storage tower	Completion and commissioning in 2025 Potential savings of around 3,600 metric tons of steam
Energy	Increasing energy efficiency in the area of steam production	Continuing the project to reduce the use of high-pressure steam for soot blowing	This project was implemented at the end of 2025. Savings of 200 metric tons of CO_2 and generation of an additional 900 MWh of power per year
	Increasing energy efficiency in the area of steam production	Use of waste heat from the raw condensate tank of the cooking plant to provide district heating	Implemented in March 2025; forecast annual savings of around 4,000 MWh of energy, 300 metric tons of CO_2 and 10,000 m^3 of water
Biodiversity	Climate-sensitive replanting in the area of the wood yard	Implementing the 3-step planting plan (2024 - 2026)	Successful replanting of around 15 trees in 2025 Continuing with the planting of bushes in 2026/27
Purchasing	Definition of the procurement sustainability strategy based on the company's SDGs	Analysis of the company's SDGs and definition of steps for sustainable procurement	Preparation of a roadmap in 2025, continuation and implementation in 2026 - 2028

10 Index

The following index provides an overview of all the standards and indicators defined by the VSME Comprehensive Module taken into account in this report. In addition, this section also contains references to sections from the ESRS legislation and GRI framework. At a glance, it highlights which section of the report addresses which requirement and consequently makes it easy to navigate and make comparisons with the underlying frameworks.

No.	Nomenclature as per VSME/ESRS/GRI	Section in report
VSME B1	Basis for preparation	Basis for preparing the sustainability statement
VSME C1	Strategy: Business Model and Sustainability – Related Initiatives	Basis for preparing the sustainability statement
VSME B2/ C2	Practices, policies and future initiatives for transitioning towards a more sustainable economy	Practices, strategies and future initiatives for a transition to more sustainable business
GRI 2-4	Restatements of information	Restatements of information
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Establishing sustainability within management and the organisation
GRI 2-13	Activities, value chain and other business relationships	
GRI 2-14	Delegation of responsibility for managing impacts	
GRI 2-23	Policy commitments	Integrity, compliance and responsible management
GRI 2-26	Mechanisms for seeking advice and raising concerns	
GRI 2-27	Compliance with laws and regulations	
VSME C6	Additional own workforce information - Human rights policies and processes	
GRI 2-29	Approach to stakeholder engagement	Approach to stakeholder engagement
ESRS	Description of the processes to identify and assess material impacts, risks and opportunities	Description of the procedure for identifying and assessing material impacts, risks and opportunities
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Material impacts, risks and opportunities and their interaction with strategy and the business model

Environment

No.	Nomenclature as per VSME/ESRS/GRI	Section in report
VSME C4	Climate risks	Climate risks
VSME B3/C3	Energy and greenhouse gas emissions, GHG reduction targets and climate transition	Energy and greenhouse gas emissions
VSME B4	Pollution of air, water and soil	Airborne, water and soil emissions
VSME B5	Biodiversity	Biodiversity; EMAS environmental core indicators
VSME B6	Water	Water
VSME B7	Resource use, circular economy and waste management	Resource use, circular economy and waste management; EMAS environmental core indicators

Social

No.	Nomenclature as per VSME/ESRS/GRI	Section in report
VSME B8/C5	Workforce – General characteristics Additional (general) workforce characteristics	Own workforce
VSME B9	Workforce – Health and safety	Occupational health and safety
VSME B10	Workforce – Remuneration, collective bargaining and training	Own workforce statistics
VSME C7	Severe negative human rights incidents	Own workforce statistics
ESRS S1-12	Persons with disabilities	Own workforce statistics
ESRS S1-13	Training and skills development metrics	Own workforce statistics
ESRS S4	Consumers and end users	Consumers and end users

Governance

No.	Nomenclature as per VSME/ESRS/GRI	Section in report
VSME B11	Convictions and fines for corruption and bribery	Convictions and fines for corruption and bribery, including statistics
VSME C8	Revenues from certain sectors and exclusion from EU reference benchmarks	Revenues from certain sectors and exclusion from EU reference benchmarks
VSME C9	Gender diversity ratio in the governance body	Gender diversity at management level
ESRS G1	Business conduct	Supplier management – sustainable procurement

11 Corporate policy of AustroCel Hallein

The corporate policy of AustroCel Hallein GmbH is based on the **purpose**, the **vision**, the **corporate values** and the **strategic approaches** as the core element of the **corporate strategy**.

This is how the Executive Board, together with the leadership team, lays down the principles for defining and pursuing the **corporate goals**. **Strategic focus areas and priorities** are defined for each area, along with milestones.

The principles of our policy are aligned with the **strategic approaches** and the interests of our stakeholders:

Safety interests

- **Safety is the top priority in everything we do and we are fully committed to it.**
  It is part of the way we do business.
- We ensure a healthy and stable working environment as the basis for sustainable economic success.
- Our priority here is therefore that employees work and act in a safety-conscious manner.
- We offer our employees safe workplaces. We aim to avoid accidents and injuries and minimise the impact of hazardous chemicals.
- We actively encourage our employees to report dangerous situations and acts and to initiate appropriate improvements.
- We work together with our employees to implement improvements, investing in machinery and their technical safety as well as in the training and education of the individuals operating these machines.
- We do our utmost to fulfil all legal requirements and are committed to compliance at all levels. Independent organisational units have been created to this end to support us in implementing the requirements stipulated by law.
- The key here is to establish and assign responsibilities, as well as develop a safety-oriented culture.

Profitability through bioperformance

- The innovative concept of the integrated biorefinery both safeguards and boosts AustroCel's profitability.
- We harness our local raw material, wood, down to the last fibre and always use it where the highest degree of added value can be achieved with it.
- We, as a company, are resilient to crises and fit for the future thanks to our diverse product portfolio, which is adapted to the needs of the market on an ongoing basis.

This allows us in particular to satisfy

Customer interests

- We regard long-term customer relationships, high levels of customer satisfaction and expanding business relationships as the keys to our success.
- We work together with customers to develop and implement ongoing improvements and to introduce new developments to meet the required needs.
- We take customer requirements and expectations into account by means of ongoing improvements to innovation, expertise and quality.
- We are diversifying together with customers in the various areas of the company, increasingly developing speciality products and other products for customer and market needs from our by-products as per our zero-waste approach.
- We rely on our innovative strength to offer our customers sustainable and top-quality products and services.
- We carry out regular customer surveys, integrate feedback into our organisation and listen.
- We are a preferred market player that builds bridges between traditional industry partners and the requirements of the future by forming numerous collaborations and partnerships.

Shareholder interests

- We safeguard the forecast success of the company by acting safely, sustainably and with commercial prudence.
- We are able to keep increasing our profitability by setting ourselves ambitious targets.
- We strive for long-term and sustainable growth and a steady rise in company value and earnings power for our shareholders.

Innovation for sustainability

- The integrated biorefinery concept is inherently sustainable, decisively shaping AustroCel's future direction.
- Innovations, as well as research and development projects, are always evaluated in terms of their effect on sustainability: environmentally, for the surrounding area, socially, for our employees and the region, and economically, for our customers and the long-term stability of the company.
- We set the gold standard for biorefineries with focused innovations, new technologies and targeted investments. To achieve this, we nurture a sustainable culture of innovation and make innovative products ready for the market.

Our environmental interests

- We attach significant importance to protecting the environment. We avoid environmental impacts and constantly improve our environmental performance.
- We attach considerable importance to selecting our suppliers on the basis of their environmental performance, particularly that of wood suppliers.

The careful use of resources:

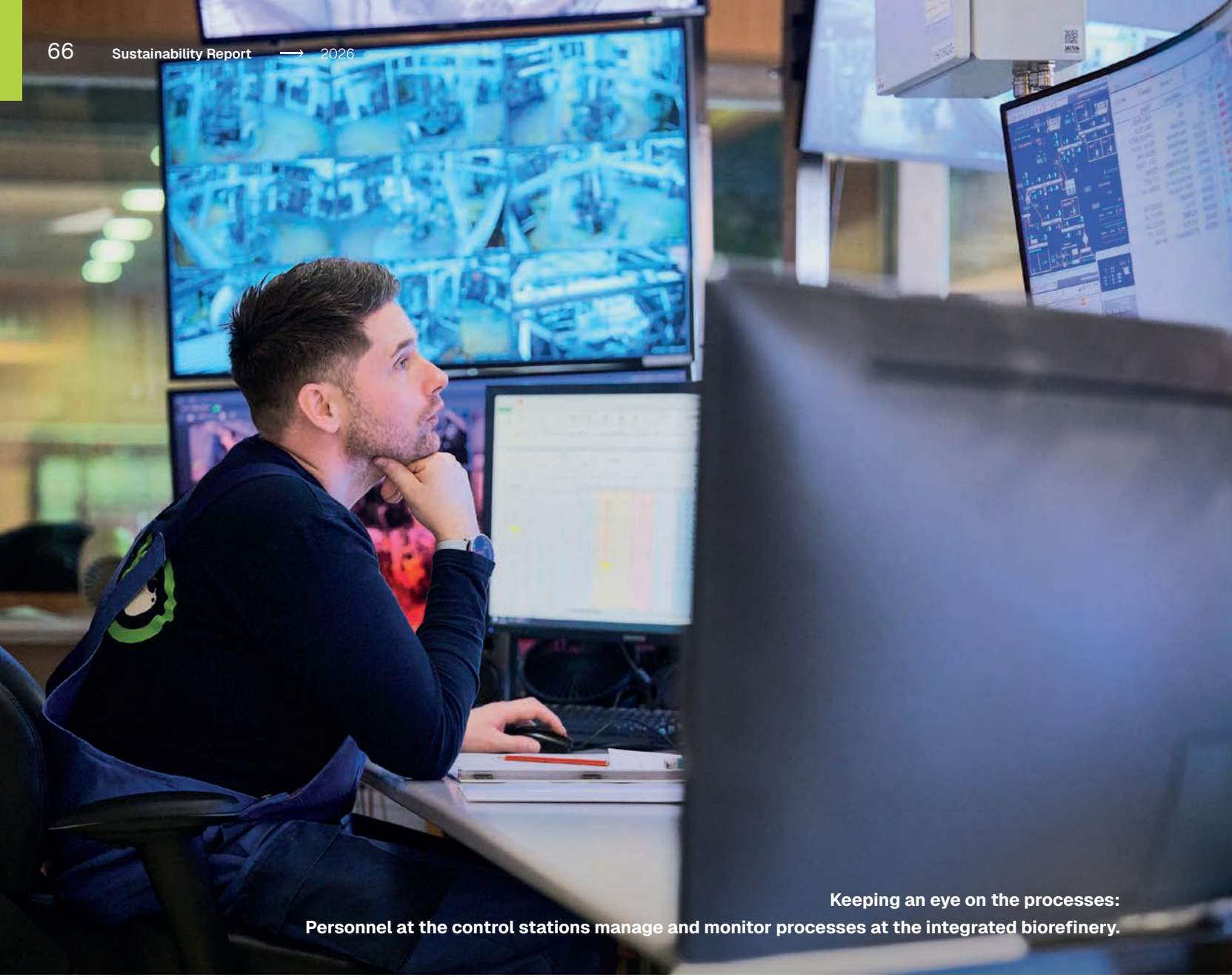
- We extract CO_2-neutral valuable materials and energy products from nature and promote the use of closed cycles.
- We embody the circular economy, modernise our facilities on an ongoing basis and ensure they meet the highest standards of safety.
- We optimise the cascade-based usage of wood as a resource and recover recyclable materials that contribute to the profitability of our company.
- We focus on streamlining the use of resources in our work to avoid losses and optimise consumption.
- Particular focus is placed on energy and water resources. We strive to clearly demonstrate reduced consumption and the optimised use of resources, developing KPIs that facilitate transparent comparisons.
- We rely on innovation and technological optimisations to constantly improve the efficiency of our systems and machinery.

Promoting a culture of togetherness and living competence

- We create a culture of change thanks to a spirit of innovation and an openness to change.
- We inspire individuals to take responsibility and to go the extra mile. We are prepared to take big steps.
- We act courageously, make confident decisions and break new ground – with foresight and an awareness of our limits. We are not discouraged by setbacks as we know what we are capable of.
- We strengthen our pioneering spirit, are highly dynamic, and at the same time promote openness and diversity.
- We can achieve a lot with a shared sense of trust and enthusiasm, thereby shaping our future together.
- We communicate in a clear and open way, thereby creating the necessary level of transparency and trust at every level.

Workforce interests

- We focus squarely on people, showing appreciation and care while developing and guiding them to success.
- We promote knowledge and demonstrate expertise. This means we do everything we can to continuously develop the skills of our employees and to ensure the transfer of knowledge within the company. In doing so, we learn to focus and not get lost in the multitude of issues.
- We train and motivate our employees to perform their tasks safely and to be aware of environmental impacts.



Keeping an eye on the processes:
Personnel at the control stations manage and monitor processes at the integrated biorefinery.

Interests of other partners

- We keep track of the context in which the company operates to identify the issues which the company can have a meaningful impact on.
- In accordance with established standards, we inform our suppliers, public authorities, local residents and the interested public about important developments at the company in a timely manner and according to their needs.
- We optimise existing rules and instructions and, through the independent monitoring of their implementation, ensure that all relevant, mandatory obligations are adhered to for our stakeholders and partners.

Wolfram Kalt
CEO AustroCel Hallein

Thomas Primetzhofer
COO AustroCel Hallein

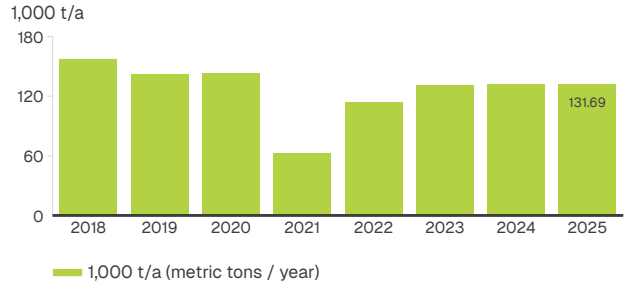
Bernhard Krill
CFO AustroCel Hallein

12 EMAS core indicators

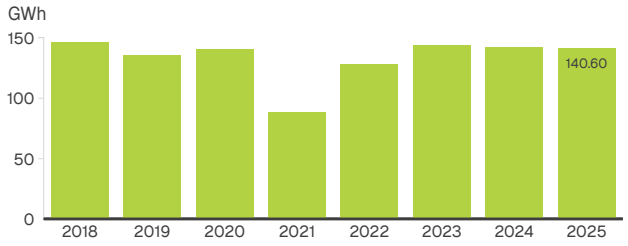
(01.01. - 31.12.2025)

12.1 Efficiency – energy & materials

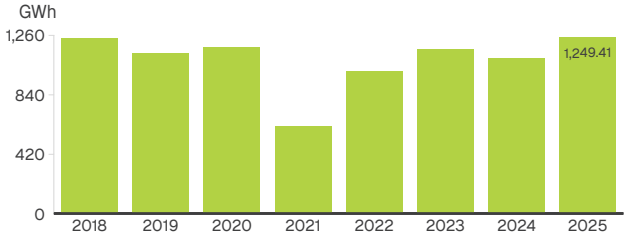
Pulp production



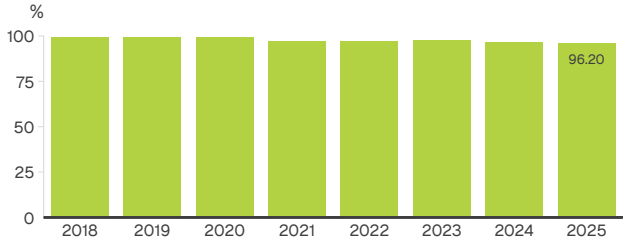
Power consumption



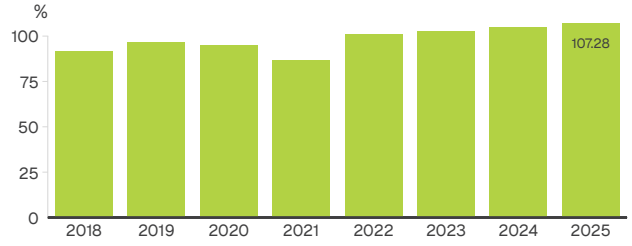
Fuel consumption



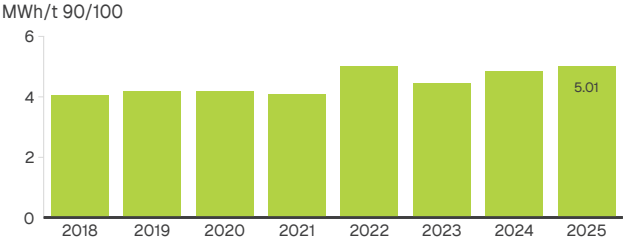
Renewable energy



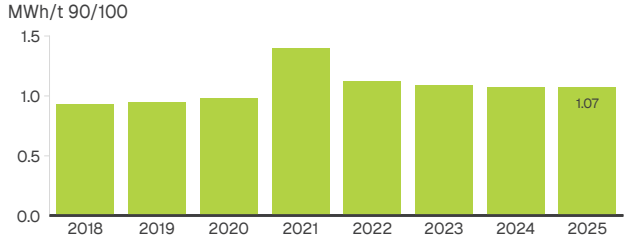
Energy index (Basis 2013 = 100 %)



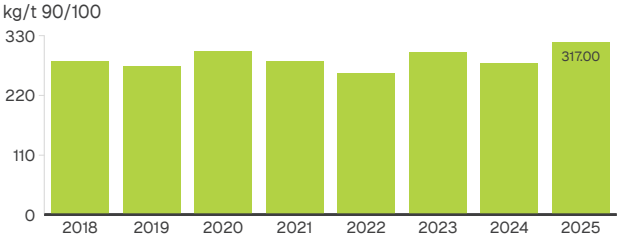
Specific heat consumption in pulp production



Specific power consumption

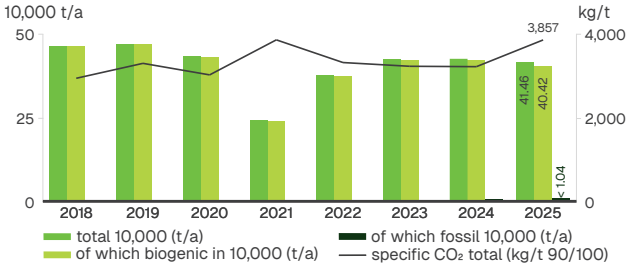


Specific consumption of chemicals and auxiliary materials

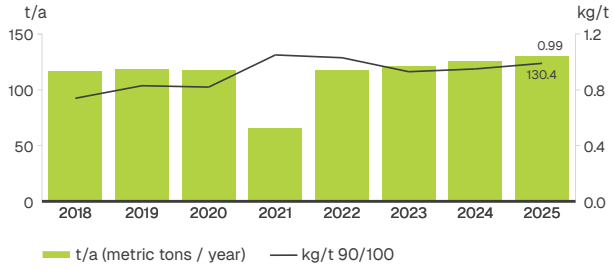


12.2 Airborne emissions*

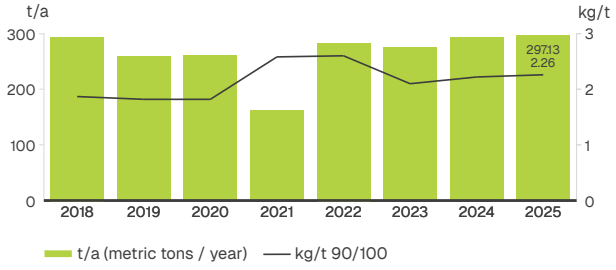
Carbon dioxide (CO_2)



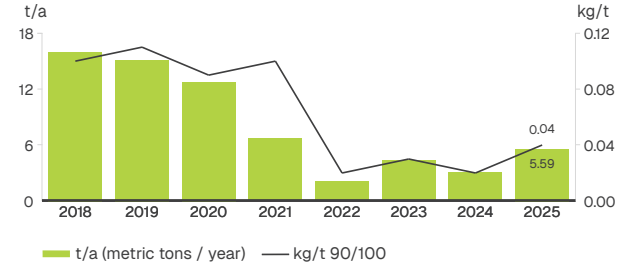
Sulphur dioxide (SO_2)



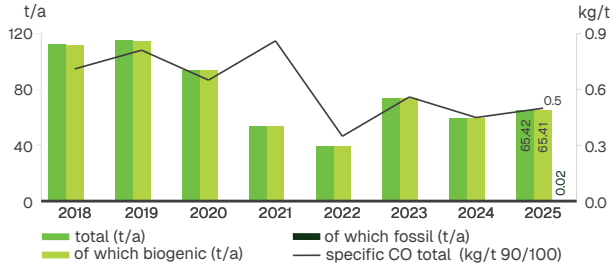
Nitrogen oxides (NO_x)



Dust



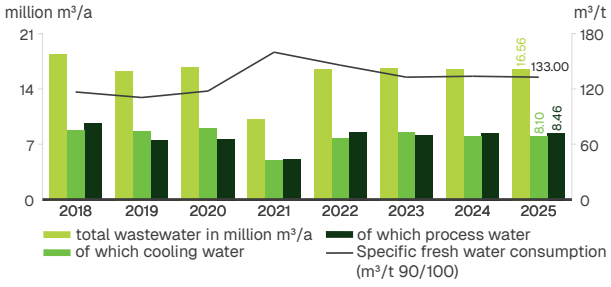
Carbon monoxide (CO)



*incl. sulphur incineration

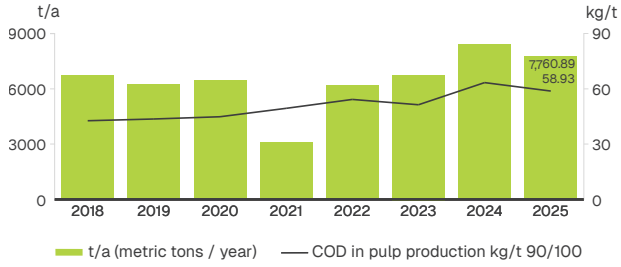
12.3 Water usage

Water utilisation*

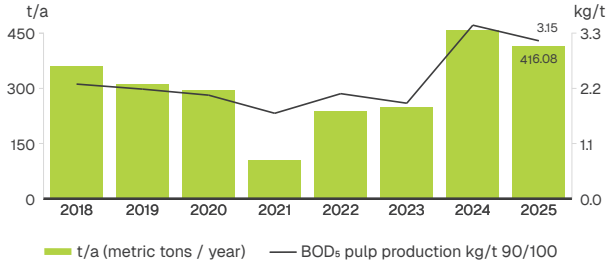


* Prior year data have been restated to reflect a revised perspective.

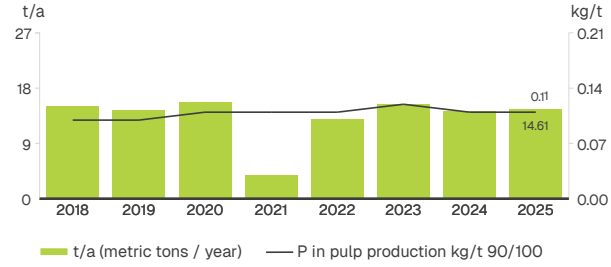
Chemical oxygen demand (COD)



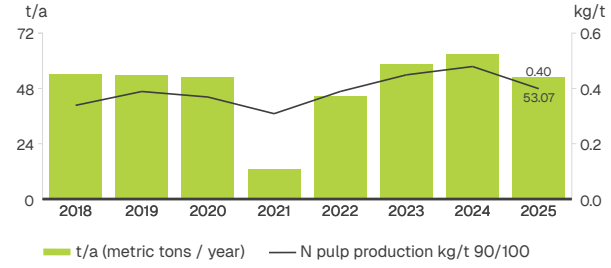
Biochemical oxygen demand (BOD_5)



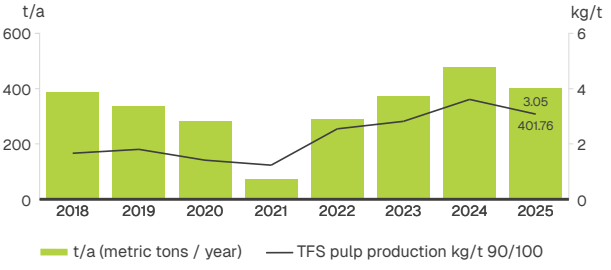
Total phosphorus (P)



Total nitrogen (N)



Total suspended solids (TSS)



12.4 Best available techniques (BAT)

BAT comparison			
	Unit	2025 figure	BAT[1] / AEV[2]
Wastewater			
Wastewater flow volume	m³/t	64.3	40-60
COD [3]	kg/t	58.9	40-70
BOD [4]	kg/t	3.2	3.0
Total suspended solids (TSS)	kg/t	3.1	3.75
TNb [5]	kg/t	0.4	0.75
TP [6]	mg/l	0.9	2
Recovery boiler			
Dust	mg/Nm³ (5 % O_2)	4.6	5-20
SO_2 [7]	mg/Nm³ (5 % O_2)	67	50-250
NO_x [8]	mg/Nm³ (5 % O_2)	226	100-270
Pulp processing operations	h/a	237	240

The BAT concept was developed by the OECD in 2010 and has been implemented in many countries around the world including in the EU. The aim is to minimise and better control emissions into the air, water and soil.

[1] Best available technique
[2] Wastewater Emissions Ordinance
[3] Chemical oxygen demand
[4] Biological oxygen demand
[5] Total nitrogen bound
[6] Total phosphorus
[7] Sulphur dioxide
[8] Nitrogen oxides

BAT comparison – technologies*	
BAT	**implementation**
Wastewater	
Combined anaerobic/aerobic treatment	Biogenic fractions in wastewater are converted into biogas by anaerobic microorganisms and then used to generate energy
Screening of the unwashed pulp in a closed cycle and highly efficient brown stock washing	The brown pulp is separated from the remaining components of the brown liquor. The filtrate is collected and continuously fed to the evaporation plant (EP)
TCF – totally chlorine-free	The company switched to chlorine-free bleaching in 1994 by means of its Environmental Protection Project 2
Stripping and recovery from the condensates of the EP	The first EP condensate stripping system was constructed during the Environmental Protection Project 2 in 1994
Reduction of sulphurous and odorous emissions	
Combustion in a recovery boiler	Odour-relevant by-products are incinerated in the recovery boiler
Energy consumption and energy efficiency	
High dry matter content due to effective pressing or drying	Pulp can be dried to form wet pulp (45 % dry matter) and dry pulp (85 percent dry matter)
Closing water cycles, including those in the bleaching plant	Cycles are closed, excess wastewater is cleaned and fed into the outlet channel

*Extract from implemented technologies in the BAT Directive



High-precision work at the biorefinery:
Removing residues associated with brown liquor incineration.

12.5 Valuable materials instead of waste

AustroCel is forging ahead with its strategy of waste avoidance and promotes a sustainable circular economy. Significant progress has been made by successfully declassifying the ash from the biomass CHP system, turning it into a valuable product that has a variety of uses, including in the cement industry. This has enabled us to significantly reduce the amount of waste produced – in 2025 we recorded a 40 percent year-on-year reduction in waste disposed of externally.

Int. waste class	Type of waste	Austrian waste catalogue no. Austrian Standard (ÖNORM) S 2100	2024 Quantity (t/year)	2024/25 Change (t/year)	2025 Quantity (t/year)	2025 type of use
C1	Recovered paper, cardboard, husks	18718	51	3	**54**	Recycling
D1	Recovery Boiler 5 – fly ash	31307	0	3.5	**3.5**	Energy recovery
D2	Fluidised bed boiler ash and ash from the biomass CHP system	31306	1,716	-1,716	**0**	Recycling
E1, E3	FGD gypsum, sludge and deposits	31315, 31438	148	-8	**140**	Landfill
F	Metal and cable waste	35103, 35202, 35304, 35314, 35310, 35331	363	-83	**280**	Recycling
G1/ G2/H	Waste requiring mandatory consignment note	35205, 35339, 54102 54702, 17207, 52725, 54930, 55374, 55502, 59803, 59305 31437-44 54408 Total	78	-1	**19** **28** **15** **15** **77**	Recycling Energy recovery Landfill Other recovery
I1	Other industrial waste	12501, 91101, 91401, 91107, 57502, 55509, 91501	121	-5	**116**	Energy recovery
I2	Building rubble and excavated soil	31409, 31410, 31427.31483	359	171	**530**	Recycling
I4	Residual and waste wood	17201, 17202-4, 31306-70	28	31	**58**	Recycling
K2	Other sludges	94702, 94803, 94704, 95101	161	397	**558**	Energy recovery
Total*			3,025	-1,208	**1,817**	
Total* (excluding building rubble and excavated soil)			2,666	-1,379	**1,287**	

Residual materials incinerated in the on-site biomass CHP plant			2024 Quantity (t/year)	2024/25 Change (t/year)	2025 Quantity (t/year)	2025 type of use
B1/B2	Knotter pulp, bleached rejects and A3 pulp	18101	5,263	-1,103	**4,160**	Energy recovery
K1	Sludge from wastewater treatment plant	94803	15,459	-717	**14,739**	Energy recovery
Total, internal*			**20,719**	**-1,820**	**18,899**	
Total waste*			**23,732**	**-3,017**	**20,716**	

*Rounding of figures taken into account

12.6 Operational environmental performance 2025

Input

Starting materials and excipients

Incoming wood for production	**BDT**	**300,732**
… of which with a PEFC claim	%	98
Energy wood, incoming	**BDT**	**41,317**
… of which SURE-compliant	%	100
Pulp production		
Production wood chips	BDT	314,732
Bleaching chem. (NaOH, MgO, H_2O_2 …)	t/a	29,736
Pitch control agents	t/a	226
Auxiliary chemicals	t/a	919
Decomposition chemicals (MgO, S)	t/a	5,913
Packaging materials	t/a	414
Wastewater treatment		
Neutralisation agents, Nutrients, excipients, chemicals	t/a	3,118

Operating materials

Lubricants, grease and oils	l/a	21,284
Diesel fuel	l/a	287,881

Energy

Power, total*	MWh	140,632
… of which sourced externally	MWh	1,176
Steam	MWh	1,163,803
Thick liquor (energy and chemical recovery)	MWh	857,333
Natural gas energy, total	MWh	47,538
Biomass from rough wood chips, knotter pulp and rejects	MWh	256,609
Sludge	MWh	8,412
Biogas from anaerobic plant	MWh	79,516

Water, air

From on-site well	million m³	17.5
Potable water, Hallein municipality	m³	19,793
Pressurised air	million m³	22.2

*Made up of in-house power generation and purchased power

Key performance indicators

Hallein site

Factory site		
Area	m²	≈ 336,678
of which near-natural	m²	≈ 67,258
Biotope	m²	≈ 55,482
Roof area	m²	≈ 64,340
Tracks	m	≈ 5,215
Roadways	m	≈ 2,700

Total revenues *(UGB)*	€m	155
Export revenues	€m	130
… Share of revenues exported	%	84

Environmental management / certifications

ISO 45001 (2020)
ISO 9001 (1993), ISO 14001 (1999), EMAS (2002),
PEFC (2005), ISO 50001 (2014), B Corp (2021), EcoVadis Gold Medal (2023), ISCC (2021), SURE (2023)

Headcount, total	n	347
… of whom apprentices/ trainees	n	20
Pulp production	t/a	131,691

Processes / plant

Plant supplies and disposal
… Generation of power, steam and district heating
… Wastewater treatment, biogas
… Fresh water withdrawals

… Disposal of waste materials
… Biology
… Ethanol production
… manufacture of hydrogel

Pulp production
… Wood processing and storage
… Digester and bleaching plant
… Recording / grading
… Pulp drying

Administration and non-core facilities
… Company fire brigade, workshops, well, sporting facility, biotope

Investments, total	**T€**	**18,514**
… of which relevant to the environment	T€	≈ 11,703
… Share	%	≈ 63

Output

Products

Pulp sold	t/a	125,351
Thick liquor (export)	t/a	416
Bioethanol	m³/a	18,532
Austrolit F&K	t/a	2,798
Hydrogel	t/a	88

Energy

Power sold to SAG	MWh	71,564
District heating	MWh	114,053

Wastewater

Wastewater flow volume	m³/d	45,365
… of which process effluent	m³/d	23,199
… of which cooling water	m³/d	22,166
pH		8.12
Temperature	°C	33.36
Solids	t/d	1.25
BOD_5	t/d	1.21
COD	t/d	22.33
AOX	kg/d	1.50
Phosphorus, total	kg/d	41.91
Nitrogen, total	kg/d	155.43

Airborne emissions

Sulphur dioxide, total (SO_2)		130.4
Nitrogen oxides (NO_x)	t/a	297.1
Dust	t/a	5.6
Carbon dioxide, total (CO_2)**	t/a	414,586
… of which fossil-based (CO_2)**	t/a	10,373
Carbon monoxide, total (CO)	t/a	65.42
… of which fossil-based (CO)	t/a	0.02

Waste and residual materials (ext.)

Ash (from fluidised bed boiler and recovery boiler)	t/a	3.5
Waste wood	t/a	58
FGD gypsum	t/a	140
Other sludges	t/a	558
Recovered paper, cardboard, husks	t/a	54
Waste metal, old cables	t/a	280
Residual and bulky waste	t/a	116
Building rubble and excavated soil	t/a	530
Hazardous waste, mineral oil and workshop waste	t/a	77
Total waste, external	t/a	1,817

**Statement pursuant to Section 9 of the Austrian Emissions Certificate Act (EZG)

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Environmental Verifier's Declaration on Verification and Validation Activities

Peter Kroiß, with EMAS environmental verifier registration number AT-V-0008, accredited or licensed for the scope 17.11 (NACE Code) declares to have verified whether the site(s) or the whole organisation as indicated in the environmental statement with registration number AT-000446 meet all requirements of Regulation (EC) No 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS).,

By signing this declaration, I declare that:

- he verification and validation has been carried out in full compliance with the requirements of Regulation (EC) No 1221/2009,
- the outcome of the verification and validation confirms that there is no evidence of non-compliance with applicable legal requirements relating to the environment,
- the data and information of the environmental statement of the organisation reflect a reliable, credible and correct image of all the organisation's activities, within the scope mentioned in the environment statement.

This document is not equivalent to EMAS registration. EMAS registration can only be granted by a Competent Body under Regulation (EC) No 1221/2009. This document shall not be used as a stand-alone piece of public communication.

AT-V-0008
Bad Aussee, 11.08.2026

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Head Environmental Auditor

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