



***BEYOND SUSTAINABILITY
REPORT 2023***



BEYOND SUSTAINABILITY REPORT 2023



INTRODUCTION

Preface	2
About this Report	3
Company Profile	4
Review of 2023	6

SUSTAINABILITY STRATEGY

Background	9
Framework	10
Governance and Roadmap	11
Action Fields	13

SOCIAL IMPACT

Our Commitment	15
Work and Health	16
People Development	18
Diversity and Inclusion	21
Community Engagement	23

ECOLOGICAL IMPACT

Our Commitment	26
Defossilization.....	27
Product Sustainability	29
Innovation	32
Milestones	34

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

Facing Global Challenges with Sustainable Solutions

Dear Readers,

The year 2023 has been a year of significant challenges for the Lohmann Group. The devastating war in Ukraine has deeply affected us all on a human level, bringing with it uncertainty in supply chains and a dramatic rise in energy prices. These challenges, following closely on the heels of the global disruptions caused by the Covid pandemic, show no signs of abating as we move into 2024. Additionally, ongoing military actions in the Gaza Strip, along with conflicts in the Middle East, continue to cast a shadow over hopes for a quick resolution.

Living in 'interesting times' – a phrase often used to describe periods of upheaval – has never been more apt. Today, we find ourselves united in purpose as we navigate an era of global transformations. Environmental concerns, social crises, and geopolitical unrest present us with unprecedented challenges. Sustainability has become one of the defining issues of our time, and as a multinational company, Lohmann is committed to taking a leading role in this global movement. We understand that corporate sustainability is crucial for ensuring a livable future for humanity and for the success of economies and societies worldwide.



From left to right: Dr. Jörg Pohlman, CEO, and Dr. Carsten Herzhoff, COO.

At Lohmann, we embrace our responsibility to not just witness change but to actively shape it. As we confront the challenges of a growing global population, climate change, and complex supply chains, we recognize that sustainable action is essential. Our approach encompasses ecological, social, and governance aspects, ensuring that we do not compromise the economic success of our over 170-year-old family business. We are proud that previous generations of Lohmann employees have always upheld a strong sense of corporate responsibility, continuously redefining and reassessing our company's role beyond market demands.

In response to these challenges, Lohmann has initiated a significant transformation. Approximately two years ago, we established a dedicated organizational function for sustainability, incorporating it as one of the three pillars of our corporate strategy, Lohmann BEYOND. Our focus extends beyond compliance with regulatory requirements and includes the ambition to excel in creating sustainable products and business models. Our aim for "sustainable, profitable growth" reflects our commitment to future generations, ensuring Lohmann remains resilient and forward-thinking.

Embedded within this strategic mandate are numerous projects and activities, detailed in this report. Nearly every employee at Lohmann is involved in initiatives directly related to sustainability, demonstrating our collective commitment to this journey. This report highlights our achievements and measurable outcomes as we progress towards becoming a more sustainable enterprise.

Indeed, we live in interesting times. Let's embrace this opportunity and shape the future of Lohmann together. We hope this report offers you both informative and inspiring insights into our sustainability journey.

Wishing you an enlightening read,

Dr. Jörg Pohlman
CEO Lohmann GmbH & Co. KG

Dr. Carsten Herzhoff
COO Lohmann GmbH & Co. KG

Neuwied, 2023.



Investments in Milestone Projects, Innovation Capability, and Competence Building – Major Steps despite the Crisis

Dear Readers,

In an era of global challenges, marked by crises, transformation, and dynamism, both worldwide and especially in Europe, Lohmann GmbH & Co. KG stands as a company that takes its social responsibility seriously and actively embraces it. At Lohmann, we are convinced that sustainable management is not only a necessity but also the key strategic mechanism to achieve a positive ecological, social, and economic impact. This approach strengthens our business model and makes it more resilient to the challenges of our times.

Although the adhesive industry often stands in the shadow of larger sectors, its importance to the economy is undisputed and indispensable. Currently faced with crises, this industry is at a crucial turning point, where pivotal decisions are being made for its future viability and sustainable development.

In recent years, we at Lohmann have set significant milestones. We have made considerable investments in more sustainable innovations, such as further investing in solvent-free production capacities and introducing the first products in this area. Furthermore, we have established structures that enhance our ability to innovate and enable us to proactively and effectively respond to the challenges of our time.

Initial contributions to the circular economy, building internal expertise in defossilization and CO₂ footprinting of our products, and forming partnerships with knowledge partners in groundbreaking projects are just a few examples of our efforts and the vitality of our sustainable vision. We continue to invest in the sustainable education of our employees, recruit new talents, and commit outside our company to sustainably shape our industry.

The continuous development of a culture of sustainable management and the diversity of our sustainable action fields lay the foundation of our endeavors. This includes tangible, overarching, and area-specific sustainability goals and measures, interdisciplinary workstreams, and the further expansion of partnerships with organizations that share our vision. I am firmly convinced that this path is the right one and that our entire organization can draw strength from it, especially in these times of crisis.

Amidst these efforts, Lohmann GmbH & Co. KG is undergoing a transformative journey in sustainability, one that challenges us to innovate and adapt in a rapidly changing economic and political landscape. This transformation is driven by our unwavering commitment to sustainable practices across every dimension of our business – ecological, social, economic, and governance. Our approach to sustainability is holistic, recognizing that it transcends simple definitions and encapsulates a broader, more complex strategy.



This report is designed to bring you closer to our comprehensive vision, delving into the strategic fields, goals, and frameworks that guide our actions. It provides an in-depth look at our social and environmental policies, engagements, and the material data and figures that underscore our progress. As we continue to evolve, we remain dedicated to enhancing and refining our approach to sustainability, striving for a future that is as resilient as it is responsible. In this concise format, we aim to showcase the outstanding work of our employees.

Katharina Candia Avendaño

Head of Sustainability

Neuwied, 2023.

CONTENT

INTRODUCTION

- Preface
- [About this Report](#)
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

CONTENT

INTRODUCTION

- Preface
- About this Report
- [Company Profile](#)
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

Lohmann: Decades of Expertise in Adhesive Bonds full of Values and Innovation

Lohmann GmbH & Co. KG is a traditional and innovative company that specializes in the development and manufacture of technical adhesive products and smart bonding solutions. With an impressive company history dating back to 1851, Lohmann has developed into one of the pioneers in adhesive tape technology and is now one of the most important suppliers of innovative adhesive solutions worldwide.



Foundation and Historical Background

Lohmann was founded in 1851 and has developed into a specialist in adhesive technology over the decades. Starting out as a family business, it has established itself as a global brand with strong roots in its 173-year history.



Headquarters and International Presence

Headquartered in Neuwied, Germany, Lohmann operates at 29 international locations and has exclusive sales partners in over 50 countries worldwide. With operations spanning across multiple continents, the company has established a network of production facilities, sales offices, and research centers around the globe.



Employees and Expertise

With around 1,700 employees worldwide, Lohmann brings considerable expertise and diversity to its working environment. Our employees play the key role in the development and implementation of innovative adhesive solutions and thus contribute significantly to our success. We therefore offer our employees a wide range of additional benefits - from a company doctor to ergonomic workstations.



Our Smart Bonding Approach

We strive not only to sell the best products, but also place particular emphasis on fulfilling individual customer requirements. Our "Smart Bonding Approach" aims to offer comprehensive solutions, from the development of the right adhesive to the efficient integration of the end product into the customer's manufacturing process.



Modern Technology for High-Tech Bonding Solutions

We also offer special services: In the Bonding Arena®, an application technology laboratory, customers can test and analyze various processes and create prototypes. The High Performance Coating Line (HPCL) enables pilot coatings in cleanroom quality and is one of the most versatile coating systems in the world. High-precision, certified bonding solutions are offered in the Die-Cutting Competence Center.



Social Responsibility

Since our founding in 1851, a key aspect of our corporate philosophy has been to assume social responsibility. Based on the pillars of sustainability, we are involved at various levels worldwide - in the form of donations, sponsorships and employee volunteering. We have formulated specific requirements for our actions and implement these on a daily basis to protect people and the environment together.



From Prototypes to Serial Production – for a Wide Range of Markets

The combination of diverse business areas such as high-tech adhesive tapes and hygiene closure systems for diapers offer crisis-security and provide a broad basis for the future.

Lohmann serves a wide range of industries, with each industry having its own specific requirements and challenges:

Automotive Industry

Flexible and robust bonding solutions are essential in the automotive industry. Lohmann's adhesive tapes offer customized solutions for various applications, from emblems and side protection strips to cable systems and seat heaters.



Construction Industry

Our double-sided adhesive tapes are an indispensable tool in the construction industry. They are used in window and door installation, building sealing, floor bonding and other applications, enabling efficient constructions and energy-efficient solutions.



Renewable Energies

In view of the growing importance of renewable energies, our bonding solutions offer remarkable increases in efficiency and performance in sustainable energy generation. The more securely and efficiently components are bonded, the more durable and economical systems are.



Medical

For over 100 years, we have been a reliable partner in the medical industry. Our product range extends from skin-friendly applications in wearables and wound care to highly precise adhesive solutions for medical diagnostics, manufactured in cleanroom facilities in Europe and the USA, with extensive in-house testing capabilities.



Home Appliances & Electronics

Our innovative adhesive products are crucial in the consumer goods and electronics industries, enhancing design and efficiency. They enable versatile applications, from membrane keypads to efficient refrigerator seals and flexible furniture design. Essentially, our tapes are multifunctional, combining bonding with conductive properties for heat dissipation and electricity conduction.



Flexographic Industry

Against the backdrop of a constantly growing packaging industry, flexographic printing has established itself as a globally successful letterpress process in recent decades. Our solutions meet the demanding requirements of printing plate assembly, particularly for label, film and individual printing tasks.



Hygiene

In the hygiene products segment, Lohmann-koester, a Lohmann subsidiary, excels as a leading manufacturer of self-adhesive closure systems for baby diapers and adult incontinence products. Specializing in adhesive tapes for various applications, the company expertly processes films, papers, nonwovens, foams, and thermoplastic elastomers.



Paper & Film Processing

Lohmann offers customized adhesive solutions for the further processing of web-shaped papers and films in various industries, such as cards and passports. These include solutions for special labels, card and passport printing or advertising material.



CONTENT

INTRODUCTION

- Preface
- About this Report
- [Company Profile](#)
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

Awards for Lohmann’s Innovative Ability and Sustainable Commitment

Despite the economic challenges in 2023, Lohmann can look back on numerous prestigious awards in the field of innovation. Not only forward-looking technologies and products were recognized, but also the company's innovative process landscape.

The awards make visible to the outside world what Lohmann is striving for in its BEYOND strategy: success in the areas of innovation, sustainability and excellence.



Lohmann among the Top 100 Innovators

Every year for over 40 years, WirtschaftsWoche has selected the 100 most innovative medium-sized companies in Germany based on their products, research and development and services. In 2023, Lohmann prevailed against 4,000 competitors and secured 16th place in the prestigious ranking.

The ranking among "Germany's most innovative medium-sized companies 2023" is confirmation of the adhesive specialists' ongoing commitment to developing innovative and sustainable solutions for the challenges of our time. The latest developments from the long-established company focus on renewable raw materials: 50% of the adhesive in the DuploCOLL ECO adhesive tape range is already biobased, with a recyclable liner.

"Being placed in the WirtschaftsWoche ranking is a great honor for us," says a delighted Dr. Carsten Herzhoff, COO of Lohmann. "It is the result of hard work and the commitment of our entire team. As a company dedicated to innovation and sustainability, we strive to inspire and drive our customers forward with outstanding products and solutions. This recognition shows us that we are on the right track."

In June, Ranga Yogeshwar congratulated Lohmann on receiving the TOP 100 seal at the German SME Summit: In the scientific selection process, Lohmann was particularly impressive in size category C (more than 200 employees) in the "Innovative processes and organization" category.

In addition to innovative, multifunctional adhesive solutions - such as thermally conductive tapes for the automotive sector, electrically conductive solutions for cell phone displays or keyboards and medical patches for measuring bodily functions - Lohmann takes advantage by applying agile methods such as the Blue Ocean strategy, which the innovation managers use to search for creative ideas or undiscovered markets. "Our recipe for success is close communication and the conviction that innovation is a dynamic process," says CEO Dr. Jörg Pohlman.



From left to right: Dr. Carsten Herzhoff, Ranga Yogeshwar and Cornelia Hoß at the German SME Summit 2023.



Awards for Lohmann's Innovative Ability and Sustainable Commitment



Winners of the Sustainable Impact Award 2023. ©Marc-Steffen Unger

Sustainable Impact Award 2023 for the Lohmann Group

Our company is also delighted to have received the Sustainable Impact Award. For the third time, WirtschaftsWoche has honored medium-sized companies for their sustainable and responsible actions towards people and the environment. Lohmann was awarded third place in the category "Impact of social commitment", a special acknowledgement of our special activities, which range from donations, memberships and sponsoring to the voluntary commitment of our employees.

Dr. Carsten Herzhoff (COO Lohmann), emphasizes his enthusiasm for the company's sustainable initiatives: "We firmly believe that holistically sustainable action is the best basis for continuously improving the quality of life of present and future generations. Since our foundation over 170 years ago, our progress and innovative ideas have been driven by a strong awareness of our social responsibility."

Double Victory at the Rhineland-Palatinate Innovation Awards for Low-CO2 and Energy-Efficient Adhesive Tape Production

This year, our company also won the prestigious Rhineland-Palatinate Innovation Award twice: in the category 'Special Award of the Minister of Economic Affairs 2023: CO₂ reduction through innovative processes and products' and 'Special Industry Award'. The family-owned company was recognized by the expert jury for two innovations: TwinMelt, an adhesive tape manufacturing system with low CO₂ consumption, and UV-LUX, the world's first UV light-curing adhesive tape.

The TwinMelt technology enables up to 66% lower energy consumption per square meter of adhesive tape, doubles the production speed and works without solvents. It is 100% powered by green electricity and forms the basis for the adhesive specialists' latest developments in the field of biobased adhesive tapes. The product-specific CO₂ footprint is significantly reduced. UV-LUX also optimizes fully automated processing: through rapid activation of the reactive adhesives used, faster curing and reduced energy consumption.



Dr. Carsten Herzhoff and Renate Fofana Accept the Rhineland-Palatinate Innovation Award 2023 in the Category "CO₂ Reduction" from Minister of Economics Daniela Schmitt. ©MWVLW-RLP / Reiner Voß

Dr. Ruben Friedland and Cornelia Hoß Accept the Innovation Award Rhineland-Palatinate 2023 in the Category "Special Award Industry" from Minister of Economics Daniela Schmitt. ©MWVLW-RLP / Reiner Voß

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- [Review of 2023](#)

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones



SUSTAINABILITY STRATEGY

***BEYOND SUSTAINABILITY
REPORT 2023***





Sustainability as an Integral Part of "Lohmann BEYOND"

The urgency of climate change and the ecological crisis represents one of the greatest challenges of our time. Human-induced climate change and the crossing of planetary boundaries threaten the achievements of biological and cultural evolution, leading to extensive negative impacts and losses for nature and humanity. Increasing extreme weather events such as heatwaves, fires, droughts, and floods present new societal challenges and underscore the need to transform economic activities into proactive actors in this transformation.

Lohmann recognizes these challenges and sees itself as an active force and responsible for managing these unprecedented business risks as well as seizing the opportunities arising from the necessity of the sustainability transformation.

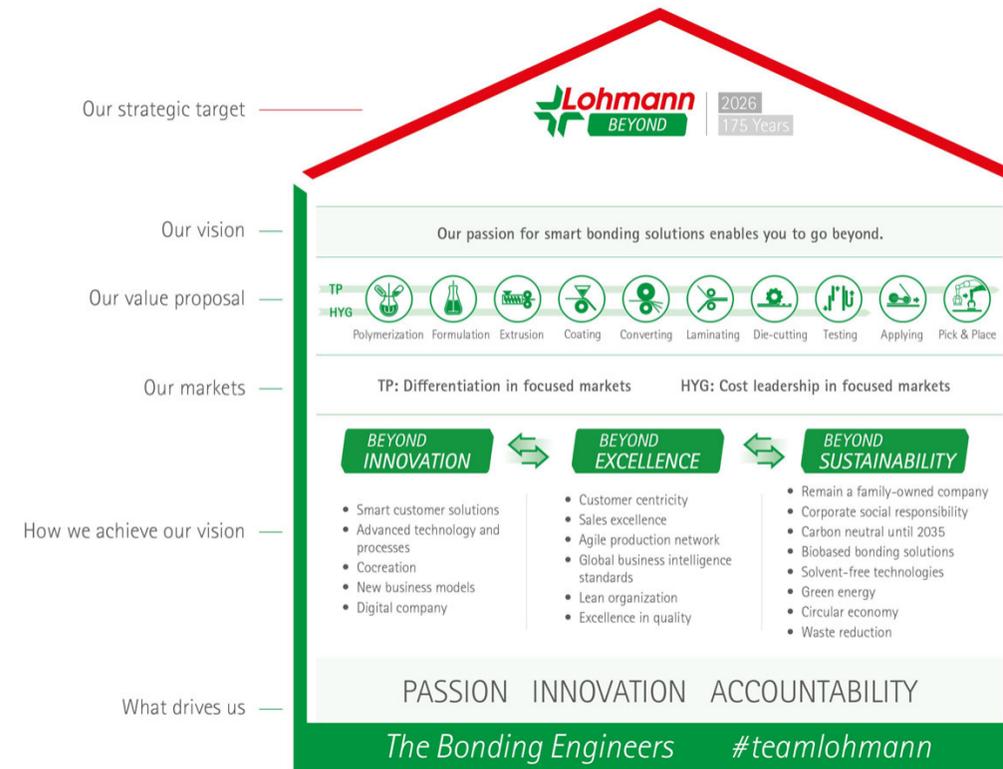
Brought to Life through Lohmann's House of Strategy

This year, Lohmann has adopted its House of Strategy (see illustration). The House of Strategy presents at a glance the key elements of our "Lohmann BEYOND" strategy. The strategy sets the direction until 2026. Parts of the House of Strategy include the overarching goal of sustainable profitable growth and our vision, "Our passion for smart bonding solutions enables us (and our customers) to go beyond."

Our vision at Lohmann is supported by three strategic pillars: "Beyond Innovation" aligns our innovations with market success and smart solutions, "Beyond Excellence" focuses on a customer-centered approach, supported by an agile production network and high-quality standards. "Beyond Sustainability" emphasizes our commitment to sustainability, with the goal of achieving carbon neutrality by 2035 and focusing on green energy, circular economy, and bio-based adhesive solutions.

Sustainability as One of the Three Central Strategic Pillars

For Lohmann, sustainability is of high strategic importance and is established as one of the three main strategic pillars alongside innovation and excellence. We are convinced that our approach to sustainability helps our company to create long-term value by integrating social and ecological aspects into strategic planning and management. Taking sustainability into account allows our company to better respond to changing conditions, minimize risks, and seize opportunities, such as resource scarcity or the growing expectations of stakeholders. Our sustainable strategy aims to strengthen our competitiveness, enhance our capacity for innovation, and support social and ecological impact both within and outside our company, thus contributing to long-term growth.



The Lohmann-Strategy House, 2023.

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

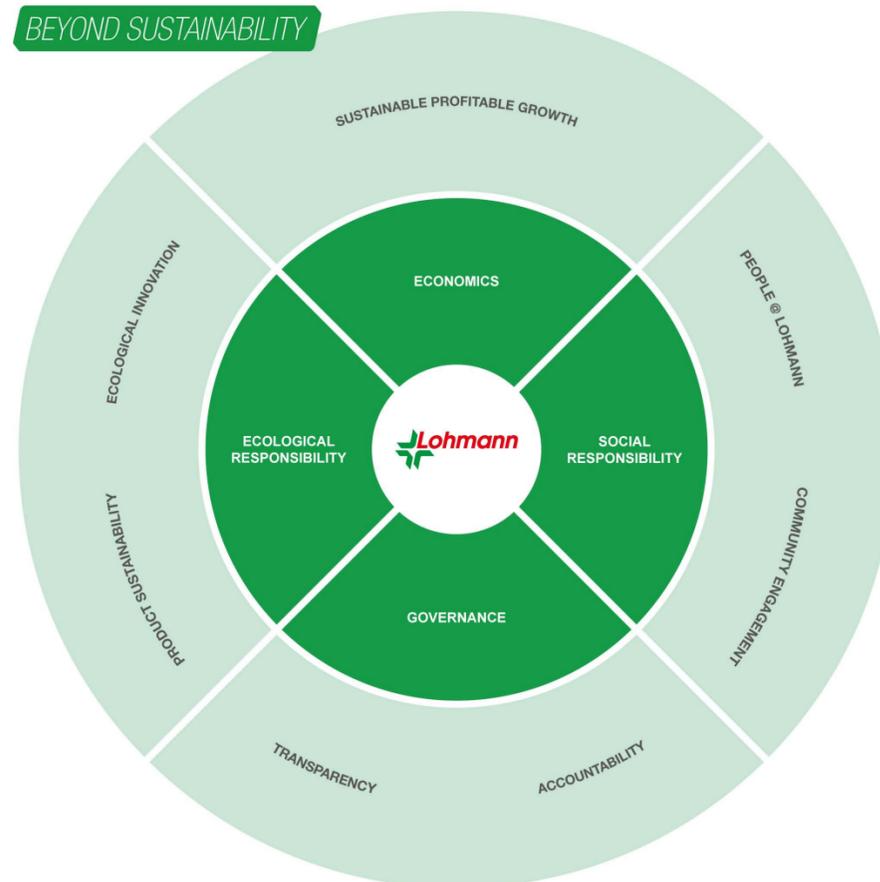
ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

BEYOND SUSTAINABILITY REPORT 2023

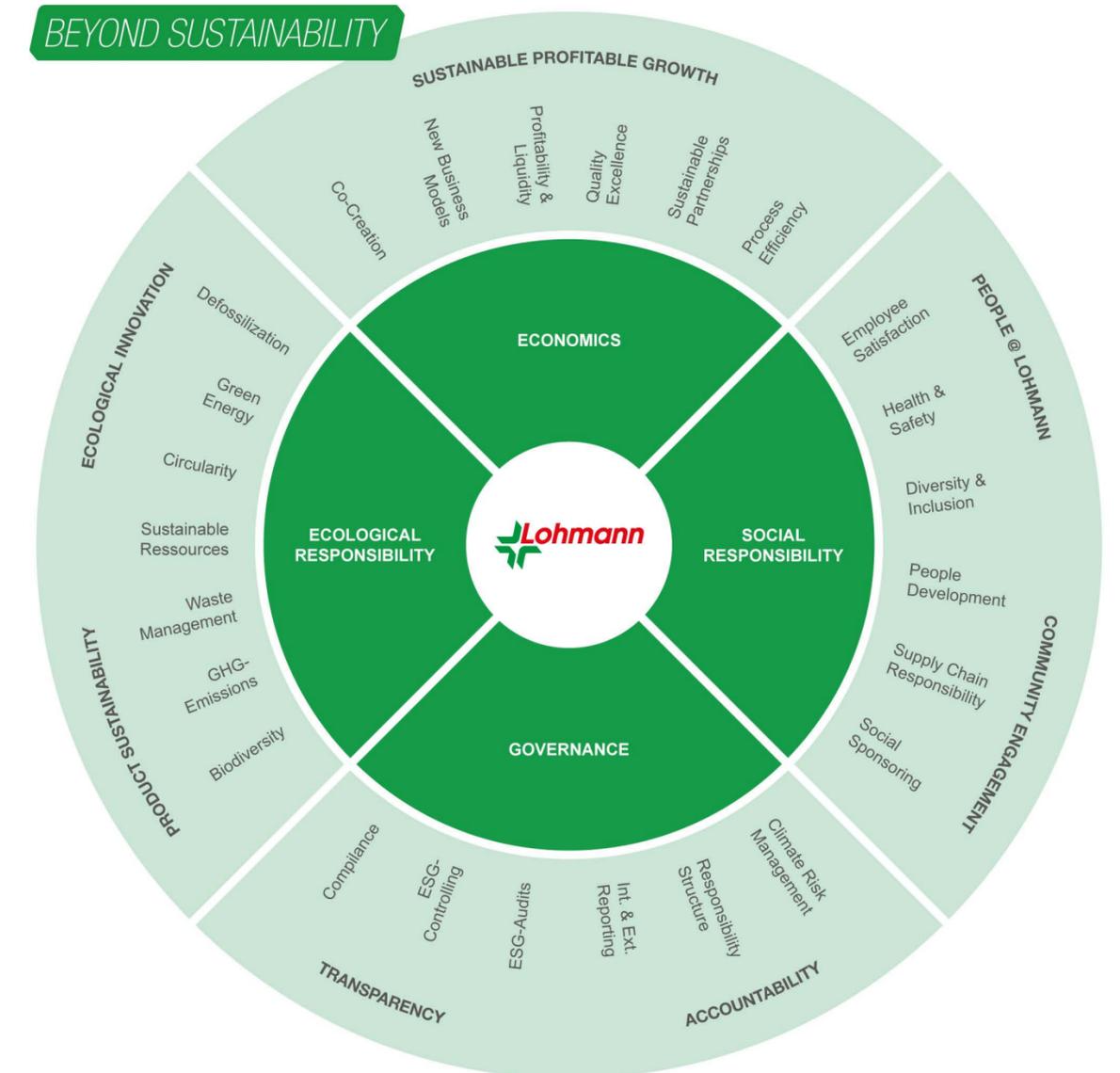
Making Sustainability Tangible for Our Organization

For our company, it is essential to pursue a holistic approach to sustainability, building on the foundations we have laid in recent years. We need to make the concept of sustainability tangible for all employees and clearly demonstrate how each department can contribute ecologically and socially. This involves empowering every area of our organization to independently develop and implement sustainable strategies and measures. To support this process, we have developed a framework that systematically illustrates Lohmann's commitment to sustainability and the specific areas we actively shape. This roadmap is intended to guide and inspire our collective journey towards a more sustainable operating model, based on the four dimensions of sustainability: EESG.



The Lohmann BEYOND Sustainability-Framework, 2023.

The detailed version of our framework breaks down our key sustainable impact areas into specific areas of action and impact, relevant to the entire organization. It guides and inspires each department and team to actively contribute to our sustainability goals by highlighting concrete measures and initiatives that clarify our path to a sustainable company.



The Lohmann BEYOND Sustainability-Framework (Extended Version), 2023.



Shaping a Sustainable Future in Adhesive Solutions



As we navigate the challenging economic landscape in the EU and Germany, our company remains steadfast in its commitment to sustainability, recognizing its critical role in our long-term strategic vision. Our goal is to further foster sustainable adhesive solutions and innovations, achieving sustainable and profitable growth while maintaining an exceptional work environment for our employees. However, we acknowledge the necessity of increased political, institutional, and industry support, as well as the active involvement of all our stakeholders, to advance the adhesive industry in these demanding times.

Commitment to Global Sustainability Goals

Our sustainability strategy is anchored in our unwavering commitment to achieving "Climate Neutrality by 2050", with many of our areas aiming for this target as early as 2035. This ambitious goal aligns with the Paris Agreement of the United Nations, to which we are dedicated. We plan to contribute directly by investing in measures like the following:

- Utilizing renewable energy sources,
- Sourcing ethically unobjectionable raw materials,
- Implementing circular economy principles,
- Optimizing recycling concepts and
- Emphasizing waste reduction.

Investments and Strategic Actions

Our journey towards these objectives will be bolstered by targeted investments towards the sustainability of our value chain, enabling us to actively shape our shared future. Recognizing the current economic challenges, we believe that such investments are more crucial than ever to drive sustainable growth and innovation in our sector.

Global Sustainability Department and Management Integration

A significant step in our strategy is the establishment of a global sustainability team, led by a Head of Sustainability who is a part of the Lohmann management team, reporting directly to the board. This structure ensures sustainability is at the forefront of our strategic decision-making process.

Sustainable Workstreams and Interdisciplinary Groups

To thoroughly evaluate and enhance our sustainability practices, we have initiated a range of sustainable workstreams and established interdisciplinary groups. These dedicated teams are tasked with a comprehensive assessment of our current sustainability footprint across all operations. Their role extends beyond evaluation, as they actively identify areas for improvement and innovation in our sustainability practices.

Engaging in R&D and Collaborative Projects

In addition to these internal efforts, we are actively involved in various research and development (R&D) projects specifically focused on sustainability. These projects are part of our commitment to sustainable advancements in our industry. We have also forged partnerships with academic chairs. These collaborations not only enhance our own knowledge and capabilities but also contribute to the broader scientific and industrial community's understanding of sustainability in our field.

Developing Sustainable Roadmaps

Armed with insights from our internal teams and external collaborations, we are focused on creating a series of sustainable roadmaps. These roadmaps are comprehensive plans that outline specific goals and measures, carefully designed to significantly enhance our ecological and environmental impact. They are not static documents but evolving guides that adapt to new discoveries and technologies in sustainability. Serving as blueprints, these roadmaps chart our course towards a more sustainable and responsible future, ensuring that we not only meet but also exceed our sustainability commitments.

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

Our Strategic and Sustainable Goals

Based on our holistic and comprehensive sustainability approach, we encompass a diverse array of goals and visions that span across various aspects of our operations, from fostering a great workplace and community engagement to advancing in defossilization and sustainable resources.

This commitment extends to enhancing product sustainability and innovation, as well as establishing collaborative partnerships. Each goal is designed not only to benefit our immediate environment but to contribute to a broader, sustainable future for all.



Employees & Community Engagement

Great Workplace

Our goal is to cultivate a safe and dynamic environment, offering exceptional working conditions and prioritizing our employees' health while investing in meaningful and fulfilling work.

Community Responsibility

We aspire to be socially responsible, dedicated to making a positive impact in our communities through active engagement and sustainable practices.

Future-Proof Learning Culture

Our goal is to actively shape a future-proof organization by fostering a learning culture focused on lifelong learning, enabling employees at Lohmann to develop skills in line with company needs, particularly in sustainable management.



Defossilization: Energy & Emissions

Climate Neutrality by 2050 & 2035

Our strategic goal is to achieve climate neutrality by 2050 and in specific areas by 2035, dedicated to transforming our operational processes and investing in sustainable innovations.

Defossilization Roadmap

We aim to execute a company-wide defossilization roadmap, incorporating diverse workstreams to systematically reduce our carbon footprint and streamline our environmental impact.

Green Energy and Efficiency Focus

Our objective is to prioritize green energy usage and enhance energy efficiency across all operations, reinforcing our commitment to sustainable energy practices and reducing environmental impact.



Sustainable Resources & Waste

Circular Economy & Resource Efficiency

We are further committed to circularity, aiming to enhance resource efficiency across our value chain. This encompasses sustainable practices of recycling, reusing, and reducing resources in all our operations.

Responsible Purchasing

We are continuously working to evolve our purchasing strategy, focusing on sustainable resources. This involves prioritizing suppliers and materials that meet high environmental and social standards.

Sustainable Waste Management

Our goal is to continuously improve our waste management with intelligent reduction, recycling, and repurposing strategies, collaborating with sustainable partners to minimize environmental impact.



Product Sustainability & Innovation

Enhanced Product Sustainability

We aim to continuously improve the environmental profile of our products, focusing on reducing harmful substances, using renewable resources, and ensuring recyclability.

Sustainable Innovations

Dedicated to advancing sustainable innovations, we aim to develop eco-friendly manufacturing techniques and enhance energy efficiency, reducing our ecological footprint.

Collaborative Partnerships

Our strategy includes engaging in industry partnerships to share knowledge, co-develop sustainable practices, and contribute to broader sustainability efforts, allowing us to learn from and contribute to a sustainable industrial transformation.



Sustainable & Profitable Growth



SOCIAL IMPACT

BEYOND SUSTAINABILITY
REPORT 2023



CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- [Our Commitment](#)
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

Taking Responsibility for Our People and Community



Beyond Sustainability: Our Social Impact

At Lohmann, we recognize that the cornerstone of our sustainability journey is our people. "People at Lohmann" are not just participants but the driving force behind our sustainable impact, inspiring and propelling us forward. As we pursue a holistic approach to sustainability, we make it a tangible concept for every team member. Each department plays a crucial role, contributing both ecologically and socially, empowering every segment of our organization to develop and implement independent sustainable strategies and measures. Our commitment to being an exceptional employer is intertwined with our dedication to sustainability, continually adapting to meet and shape our employees' evolving needs, ensuring they feel supported, valued, and integral to our mission.

This commitment extends into our social responsibilities, deeply rooted in fostering a great workplace and engaging with our community. We strive to create a safe, dynamic environment with excellent working conditions, prioritizing employee health and development. Our dedication to community responsibility sees us actively contributing through sustainable practices. Emphasizing a future-proof learning culture, we enable continuous skill development, especially in sustainable management, aligning with both employee aspirations and our company's needs.





Our Approach to Nurturing Employee Safety and Health



Institutionalized Occupation Health Management

At Lohmann, the Occupational Health Management (OHM) is an institution committed to developing workplace conditions and processes that promote health and well-being among employees. The goal is to elevate overall well-being through respectful and appreciative interaction and employee satisfaction, thereby contributing to the company's long-term success.

Occupational Medical Care

An essential part of our health management at Lohmann is the company medical team, which is always on hand to ensure the health and safety of our employees at the Neuwied site. This team offers a range of important health services, including regular medical check-ups, preventative health advice and specific services such as flu vaccinations.

Sport and Health Training in Neuwied

In Neuwied, we have established an active program to promote sport and exercise. This includes in-house sports groups in various disciplines, city cycling and participation in joint sporting activities such as company runs and soccer tournaments. We also offer regular health training sessions, including company addiction and conflict counseling as well as courses in progressive muscle relaxation and yoga.

Health Campaigns and Partner Offers

We run various health campaigns to promote health-conscious behavior. These include blood donation campaigns, health days, check-ups and fruit campaigns in the winter months. We use employee surveys to collect feedback and provide information via newsletters and the intranet. In addition, we offer discounted massages and courses in cooperation with AOK, with whom we have Silver Partner status.

As a company in the German chemical industry, we actively participate in the global "Responsible Care" initiative. This initiative represents the endeavor to continuously improve conditions for the protection of health and the environment as well as the safety of employees and the environment - regardless of legal requirements. "Responsible Care, which has been mandatory for all member companies of the German Chemical Industry Association since 1995, updates the 1986 environmental guidelines and develops them further as part of the global Responsible Care initiative for the chemical industry.

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones



CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health**
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

Robust Measures for a Secure Workplace



Due to the use of heavy machinery and hazardous substances in our daily business, occupational health and safety plays a crucial role at Lohmann. We attach the utmost importance to compliance with our health and safety guidelines. These guidelines are also incorporated into our Code of Conduct. We see it as a key responsibility of senior management to ensure that appropriate procedures and safeguards are put in place to ensure safety in the workplace. To ensure this, we follow a strict health and safety management system, which is implemented through various measures by our Safety, Health and Environment department. In addition, we have established a health and safety committee that meets quarterly.

Safety Measures at Lohmann

We systematically analyze workplace incidents to continually improve our safety measures and reduce risks. This process includes regular updates and detailed documentation of our risk assessments. Fire safety is a particular area of focus. Our specialized team, including fire protection experts, meticulously identifies and evaluates potential fire hazards, ensuring our fire safety standards are always maintained. Regular checks and audits support these efforts.

Risk Assessments and Employee Training

We conduct annual risk assessments to review our workplaces, machinery, tools, and materials, ensuring a safe and ergonomic environment. Our actions are guided by legal standards and include measures to control emissions, dust, and odors, along with other essential safety precautions. In addition, we hold regular safety training sessions and drills, including fire drills, to keep our employees informed and prepared. These sessions are an obligatory part of our commitment to maintaining a safe workplace, with online tools making the training accessible to everyone.

Certifications and Protective Equipment

To ensure the utmost health and safety standards, we are actively adhering to the ISO 45001 framework for occupational health and safety management systems. This commitment is already in practice at our Italian site, which is ISO 45001-certified. We are proud to announce that our headquarters will officially receive this certification by the beginning of 2024. In line with this commitment, we provide every employee with personal protective equipment (PPE), meticulously selected in compliance with various occupational health and safety regulations and guidelines. These include the Occupational Health and Safety Act and the Ordinance on Safety and Health Protection in the Use of Personal Protective Equipment at Work (PPE Usage Ordinance).



Empowering Our Workforce with Educational Opportunities



At Lohmann, we believe that the key to success lies in the satisfaction and continuous development of our employees. In a time of sustained transformation and increasing complexity, we place great emphasis on continuous learning and training to provide our employees with the tools and knowledge they need to develop both personally and professionally.

Extensive Training Program

Our extensive training program is an essential part of this strategy and comprises several key initiatives. We offer both internal training courses through the Lohmann Academy and external training courses worldwide. Our management training program, "Leading at Lohmann," is based on specific leadership principles and is designed to prepare our managers for the dynamic challenges of their roles. Recognizing the importance of a smooth transition into the company, we have developed a special induction program for new employees worldwide, such as the international "Fit for Lohmann" program, to ensure that new team members are fully acclimated to our values, processes, and culture.

Bonding Engineer College: A Unique Learning Experience

Adding a unique facet to our training offerings, the Bonding Engineer College stands as a testament to our commitment to technical excellence and comprehensive employee development. This in-depth internal program ensures that all our employees, regardless of their position, gain a deep understanding of pressure-sensitive adhesive technology, the technical nuances and practical applications of our products, and the vital processes of coating and converting.

Fostering Collaboration through International Knowledge Exchange

We actively promote the international exchange of knowledge in working groups across different locations and countries, further enhancing our collaborative and innovative culture. Our training and internship programs, such as the "Mittelrhein Model," which has existed since 1975, combine business studies with industrial training in a commercial profession.

Supporting Scientific Education and Innovation

Lohmann actively supports scientific education, especially in fields like chemistry and materials science. This commitment is evident through our long-standing sponsorship of projects like "Jugend forscht," funding scholarships, and engaging in initiatives at various academic institutions. We also celebrate academic excellence by offering the Best Student Award to financially assist top-performing students.

Cultivating a Culture of Feedback and Growth

Finally, our culture is one that promotes continuous feedback and growth. We encourage regular voluntary feedback discussions, performance evaluations, and the creation of development plans. This approach not only fosters personal and professional growth but also aligns individual objectives with our corporate goals, ensuring a cohesive march towards excellence.

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones



CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development**
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

The Future of Learning at Lohmann: Our Strategy



People development stands as a key factor in the growth and retention of talent within any organization. Far more than just a supplement to external recruitment, it represents a core mechanism for nurturing essential skills and competencies from within the ranks, which is crucial to maintaining a strong bond between employees and the organization. By investing in the continuous growth of its workforce, a company not only increases its own pool of internal expertise, but also creates a dynamic environment conducive to high performance and productivity.

Objectives and Tasks of People Development

The primary goal of HR development is to promote a learning culture that enriches the corporate environment through lifelong learning and provides opportunities that enable employees to develop their skills in line with the company's requirements. This promotes sustainable skills development and initiates behavioral changes that contribute directly to the achievement of the company's strategy and goals. Key competencies such as leadership, project management, market and customer orientation, technological expertise and adaptability to change are prioritized.

Application-Oriented Learning Model - The 70-20-10 Model

The *70-20-10 model* serves as a framework for the design of personnel development programs in which learning is understood as a process:

- *70 % Experiential learning:* Acquiring skills through practical challenges and solving real problems.
- *20 % Social learning:* Learning through social exchange, especially through interaction with managers and colleagues.
- *10 % Formal learning:* Structured training through courses and self-study of relevant literature.

Shared Responsibility in the Learning Process

Responsibility for the development and continuous improvement of the skills required for the current role is shared between managers and employees, fostering an environment of mutual support and continuous development. However, cross-functional advancement and career planning requires employee initiative and commitment, while the company provides support structures and growth opportunities.





Empowering our Employees in the Long Term

Integrating Sustainability Theory and Practice into Learning

Sustainable management is established as a guiding principle in people development. This means that development paths are not only geared towards economic goals, but also take social and ecological aspects into account. The development of skills for sustainable management thus becomes an integral part of all learning opportunities.

In order to realize this vision, our human resources development strategy aims to empower employees to act as pioneers of sustainable management in their respective areas. This requires a paradigm shift - away from a traditional focus on economic performance alone towards an equal consideration of social justice and environmental integrity.

The contents of the development program will include the following:

- **Strategic sustainability competence:** Sound training in sustainable management that enables every employee to understand the relationship between their actions and the overarching goals of sustainability.
- **Practical implementation skills:** Tools and methods that enable employees to implement and promote sustainable practices in their daily tasks.
- **Sustainable decision-making processes:** The development of skills for responsible decision-making that takes into account economic, social and environmental impacts.
- **Personal responsibility and innovation:** An environment that supports personal initiative and encourages every employee to develop innovative solutions that create real value for the company and society.

Conclusion

Our strategy aims to ensure that employees not only meet current business objectives, but also actively contribute to shaping a future-proof organization. This approach encourages the development of skills and behaviors that are beneficial to both the individual and the company in the long term.

Schedule

The core team of the project, consisting of members of the Human Resources Development and Sustainability departments, is ready to launch a pioneering program for holistic sustainable management, initially aimed at their managers. This initiative, based on a shared strategic mission, symbolizes a significant step towards integrating sustainability into the core of their management training. The project group plans to enhance the learning concept by the first quarter of 2024, with a strong focus on developing engaging and impactful content. After this development phase, production and content creation will begin, paving the way for the launch of the program in the second quarter of 2024.

Anna Immel
Head of People Development

Katharina Candia Avendaño
Head of Sustainability

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones



CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

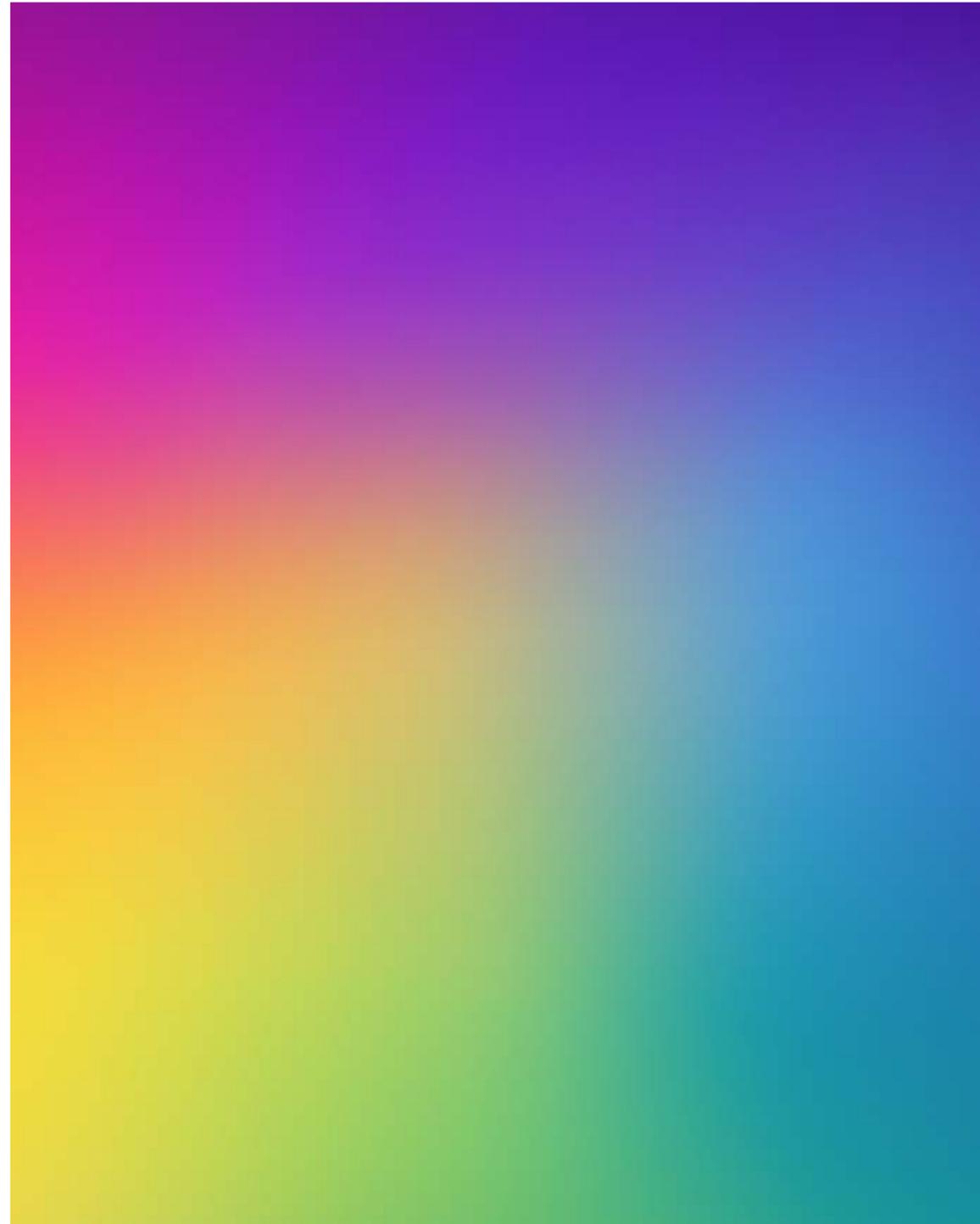
SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion**
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

Promoting the Diversity of #TeamLohmann



Preamble to Our Diversity and Inclusion Strategy

In light of the profound changes that are shaping our global economic landscape, Lohmann recognizes the need to make sustainability in all its facets an integral part of our corporate strategy. This change goes far beyond the purely environmental dimension and also encompasses social and cultural aspects that are fundamental to the resilience and future viability of our company. At the heart of this endeavor is the conviction that Diversity & Inclusion (D&I) - the diversity and inclusion of all employees - is not only an ethical imperative, but also a decisive competitive advantage.

Our strategy aims to define the importance of diversity and inclusion as part of our sustainability agenda and to formulate specific measures and initiatives to embed these values in all areas of our corporate activities. We see D&I as a strategic resource that enables us to tap into a broader range of perspectives, ideas and skills, making us more innovative, adaptable and ultimately more successful in the market.

Lohmann's approach to D&I is based on a holistic view that encompasses all levels of the organization. From recruitment and employee development to shaping our corporate culture, we see diversity and inclusion as key elements that enable us to respond effectively to the challenges and opportunities of an ever-changing global environment. Our aim is to create a working environment where everyone feels valued and where individual skills and talents are fully utilized.

Katharina Candia Avendaño
Head of Sustainability

Georg Göbl
Head of Human Resources



Diversity & Inclusion Strategy 2023-24

Measures to Promote Diversity and Inclusion at Lohmann 2024

As part of our ongoing efforts to embed the principles of Diversity and Inclusion (D&I) in our corporate culture and operations, Lohmann has initially planned two overarching strategic measures for the coming year:

1. Establishment of a Diversity & Inclusion Responsibility Structure:

Objective:

To create an effective organizational structure focused on promoting and implementing Diversity & Inclusion (D&I) within the company.

Structure and Approach:

A. Formation of a D&I Council:

- The D&I Council, comprised of executives and lead employees, is created to guide the organization's strategic direction and commitment to D&I.
- The Council is comprised of members from various departments and levels to ensure a broad perspective and representation.
- Lead responsibilities include the development, monitoring and implementation of D&I strategies, policies and initiatives.

B. Establishment of a D&I Working Group:

- Parallel to the D&I Council, an open working group will be created in which all employees can participate. This serves as a platform for the exchange of ideas, experiences and best practices.
- The working group promotes the active participation of the workforce in D&I activities and helps to raise awareness and acceptance of D&I throughout the company.
- The working group works closely with the D&I Council to incorporate feedback and suggestions from the workforce directly into strategy development.

C. Establishment of a Central D&I Contact Point:

- A central point of contact for all employees will be established to address questions, concerns and issues related to D&I.
- This point will serve as a confidential and secure point of contact for employees seeking support or wishing to raise specific D&I issues.
- The contact point is also responsible for collecting and forwarding feedback to the D&I Council and the working group.

The other measure is an anonymized data collection on employee diversity at Lohmann. This initiative aims to gain a detailed understanding of the composition of the workforce in terms of gender, age, ethnicity and other relevant criteria. The results of this survey will form the further basis for the development and implementation of targeted D&I strategies.

2. Collection and Analysis of Statistics on Employee Diversity:

Objective:

To obtain a detailed and anonymized overview of the diversity of the workforce in terms of gender, age, ethnicity and other relevant categories.

Procedure:

- *Data collection:* Conduct an anonymous survey of all employees to collect demographic data. The anonymity of the data ensures that no conclusions can be drawn about individual employees and protects the privacy of each individual.
- *Data protection:* Ensuring that data collection and processing complies with data protection regulations and that the confidentiality of employee information is maintained.
- *Analysis:* Systematic evaluation of the data collected to understand the current composition of the workforce in terms of diversity. Identification of patterns and potential areas where action is needed to promote diversity and inclusion.
- *Benchmarking:* Compare the data collected with industry standards and best practices to determine how the company compares to other organizations.
- *Objective:* Based on the results of the analysis, set specific, data-based goals for improving diversity in the company.

By implementing this initial, overarching approach, Lohmann is committing to ongoing strategy development to promote diversity and inclusion - not only as part of our responsibility as a global company, but also as an expression of our commitment to a sustainable and equitable future. We are convinced that this path will not only benefit our company, but also our employees, customers, partners and society as a whole.

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

Regional Commitment of our Employees

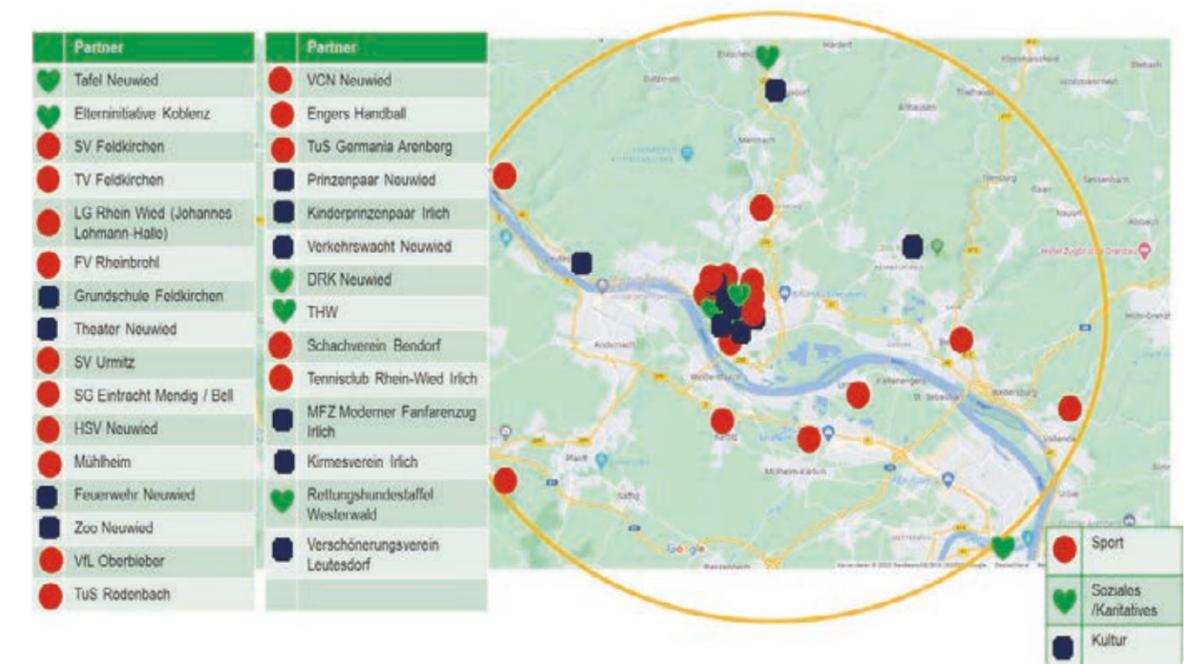


Since its foundation in 1851, Lohmann's corporate philosophy has included assuming social responsibility. Based on the four pillars of ecology, economy, governance and social responsibility, we are involved at various levels around the world - in the form of donations, sponsorships and voluntary work by our employees. We have formulated specific requirements for our actions and implement them on a daily basis to protect people and the environment. We are therefore proud to be one of the companies that consider social responsibility towards our fellow human beings and, of course, our own employees to be a cornerstone.

Social sponsoring has been in place at Lohmann since 2020. Based on the idea that our success story of more than hundred years in the region is based on innovative ideas and technological progress, we also see the assumption of social responsibility as a success factor. Every year, various partners from the fields of sport, culture and the common good are comprehensively supported.

Focus on Regional Reference

We have established a set of guidelines to facilitate effective sponsorship programs. Emphasizing our commitment to regional community engagement, which is a vital part of our company culture, these guidelines specify the criteria for eligibility for financial support. Organizations such as associations, schools, and other entities situated within a 20-kilometer radius of our company's locations are eligible for sponsorship. This applies if the application of funds adheres to our company's compliance standards, including our Code of Conduct.





Promoting Culture, Sport and Ecology through Sponsorship Projects

For years, Lohmann has supported sport in the region with specific projects. A broad diversification of activities is very important to us. We support young talent, women in various sports and sports clubs for people with disabilities. We also enable our employees to attend the match days of our partner clubs free of charge.



In the area of culture, we support institutions such as the zoo and the theater, as well as campaigns that benefit our employees and make it easier for them to participate in cultural life. For example, we raffled off tickets to the zoo and a regional rock festival and are increasingly enthusiastic about taking part in the annual city cycling event. Our local culture of support is also reflected in our cooperation with schools and educational institutions.



Lohmann seeks to help where help is particularly needed, and attaches great importance to a regional focus. This also includes the parents' initiative for children with cancer in Koblenz and local foodbanks. Through our cooperation with these organizations, we want to provide assistance to people in difficult situations and thus improve their quality of life.



In addition to promoting education and culture, environmental protection is also important to us. Our employees have participated in several activities over the past year, such as a company-wide tree planting initiative and beekeeping workshops, which led to our first employee-made honey. These workshops, supported by our donations, offer our employees opportunities to engage in environmental awareness both at work and in their personal time.



Initiated by Our Employees

Many of our campaigns are initiated by our employees. This is because our employees are active in voluntary work. They are involved in various areas such as sport, environmental protection and social issues, contributing not only their skills and experience, but also their passion and lifeblood. We are proud to have such committed and motivated employees who support our mission.



CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones





ECOLOGICAL IMPACT

***BEYOND SUSTAINABILITY
REPORT 2023***





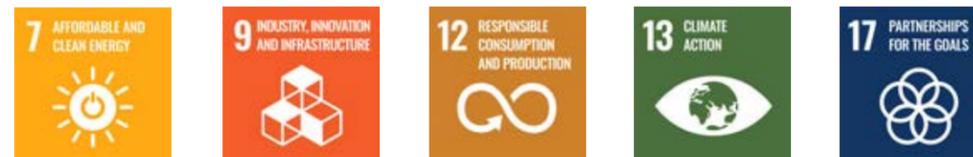
Committed to the Essential Transformations in the Adhesive Sector



Beyond Sustainability: Our Ecological Impact

In an era where environmental concerns are at the forefront of global discourse, the concept of sustainability has become crucial in shaping the practices and strategies of industries worldwide. For an international adhesives company, embracing sustainability is not just an ethical choice but a business imperative, especially when operating globally. The adhesives industry, particularly in the realm of double-sided tapes, faces unique environmental challenges. The production process, from raw material acquisition to manufacturing, involves the use of chemicals and resources that have significant environmental footprints.

In recent years, Lohmann has laid the groundwork for its environmental commitment in the key areas of Defossilization, Sustainable Resources, and Product Innovation. Our approach includes executing a defossilization roadmap to reduce emissions, prioritizing green energy, and enhancing energy efficiency across operations. We plan to further commit to the principles of a circular economy, focusing on resource efficiency and sustainable waste management. This commitment extends to responsible purchasing, ensuring our suppliers meet stringent environmental standards. Our continuous improvement in product sustainability and eco-innovation underlines our resolve to minimize our ecological footprint, while our collaborative partnerships in the industry foster a shared vision for a sustainable future.



CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization**
- Product Sustainability
- Innovation
- Milestones

Our Efforts for Defossilization



Climate change and the threat it poses were clearly addressed in the latest IPCC report recently published by the Intergovernmental Panel on Climate Change. It is clear to us that greenhouse gas emissions are clearly responsible for the warming of the climate system and that threatening climate impacts are occurring with increasing speed, intensity and frequency.

For our company, carbon footprinting is an essential method for contributing to the necessary defossilization of our industry. We use carbon footprinting to measure the greenhouse gas emissions caused directly or indirectly by our company.

Sustainable Energy Transition: Green Electricity from Hydropower

In 2023, our business unit Technical Products took a significant step towards defossilization. We are proud to announce that our entire electricity demand of our german locations is now met by 100% green electricity, generated from TÜV Süd certified hydropower. This switch is a crucial part of our efforts to reduce the environmental impact of our company and actively contribute to climate protection.

By switching to hydropower, we significantly reduce our CO₂ emissions. Hydropower is a clean, renewable source of energy that emits no greenhouse gases during operation. This measure supports our goal of achieving a carbon-neutral operation and significantly improving our CO₂ footprint.





Navigating the Defossilization and Energy Transition

Internal Know-How and Resource Development since 2022

Since 2022, we have begun to build up internal resources and capabilities in this area in a targeted manner in order to precisely record and analyze our emissions. This enables us to set specific targets for reducing our emissions and to continuously monitor our progress towards these targets.



Lohmann is able to quantify the CO₂ impact of the company and some of its products on the environment along the value chain.

This covers two main areas:

Product Carbon Footprint (PCFctg)

The Product Carbon Footprint (PCFctg) describes the emissions caused by a unit of a product (or service) within its system boundaries from the "cradle to the factory gate". This method enables us to record and analyze the specific emissions of individual products.

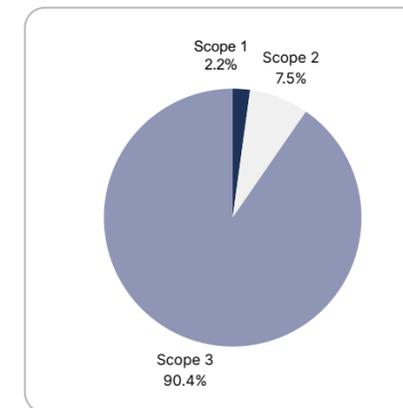
Company-Wide Carbon Footprint (CCF)

The Corporate Carbon Footprint (CCF) is a balance sheet of the emissions of a company and its supply chain over a certain period of time, usually one year. This assessment enables us to create a comprehensive picture of the overall emissions of our company and the supply chains involved.

Results of this Year's Corporate Carbon Footprint Report

The results of this year's CCF report for 2022 show a comparable carbon footprint compared to the previous year 2021 for the Lohmann Group. The results of the Technical Products (BU TP) and Hygiene (BU Hyg) business units have led to updated key figures. This is primarily due to the improved data basis, which has improved in the areas of the accuracy of allocation, the availability of primary data and the data collection methodology.

The total emissions of Lohmann GmbH & Co KG amount to 189,751 tons of CO₂ equivalent (CO₂e). As shown in the figure, 2% of the total emissions are caused by the consumption of fuels for vehicles and heating (Scope 1). Emissions from purchased energy (Scope 2) account for only 8%. The majority of emissions, at 90%, are other indirect emissions that occur along the value chains.



Outlook

Within the next year, the Lohmann Group anticipates seeing the first significant results of our defossilization journey, largely due to our strategic shift towards renewable energy initiated in 2023. This transition is expected to substantially impact the calculation of our corporate carbon footprint, marking a key milestone in our ongoing sustainability efforts.

As part of our broader defossilization roadmap, each country and division within the Group is tasked with reducing their environmental metrics. The Sustainability department will play a crucial role in supporting these regions, facilitating the achievement of Lohmann's sustainability goals and contributing to a continuous reduction in the environmental impact of our business activities.



CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

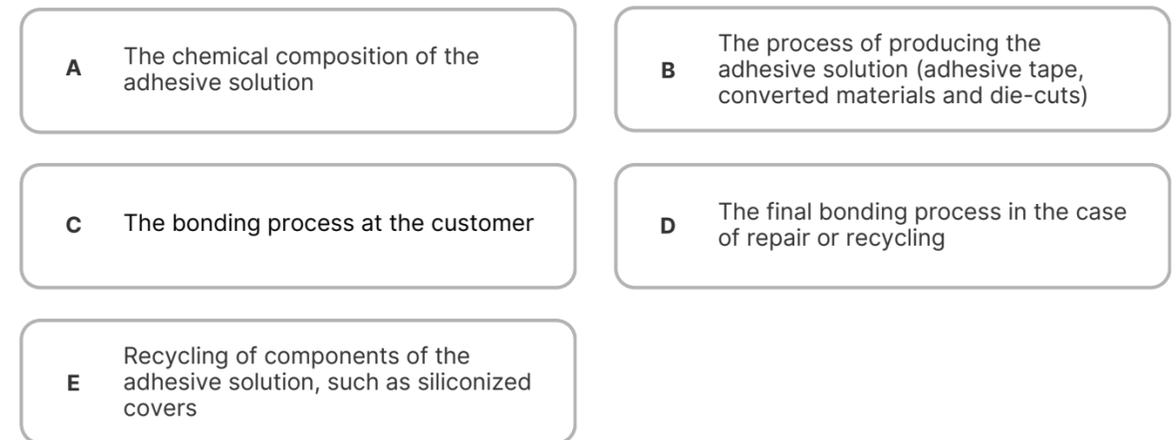
- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability**
- Innovation
- Milestones

Sustainable Development at Lohmann

When it comes to sustainable adhesive solutions, we distinguish between five different directions in which Lohmann can have a lasting influence:



Lohmann is currently carrying out projects in all five sustainable areas:

A Chemical Composition of the Adhesive Solution

Lohmann is concentrating on the development of adhesives that are more environmentally friendly. The focus here is on the reduction or elimination of solvents and the use of bio-based, renewable raw materials and the use of (partly) recycled materials such as high PCR content carrier materials. In addition, the recyclability of the materials used is optimized, which reduces the ecological impact. Research and development projects in this area aim to improve both the environmental compatibility and the performance of the adhesives.

B Production Process of the Adhesive Solution

In addition to dispensing with solvents, Lohmann is also developing innovative production methods. One example is the precise production of die-cut parts with less or no waste, which reduces the environmental impact. Another project deals with a special printing process, resulting in die-cuts without waste, leading to a significant reduction in the CO₂ footprint, especially with high production volumes.

C Bonding Process at the Customer

Lohmann's award-winning UV-LUX® technology, originally developed for the automotive sector, offers significant benefits in terms of performance and process efficiency. This technology uses UV LEDs to rapidly activate the adhesives, which is more energy efficient than conventional thermal curing processes.

D Final Bonding Process for Repair or Recycling

Lohmann pursues innovative approaches to facilitate repair and recycling processes. Under the concept of "Debonding on Demand", various methods are being developed to release adhesive bonds on demand, including both chemical and physical solutions. This project is being carried out in cooperation with universities, start-ups and other companies.

E Recycling of Adhesive Components

Our company is also active in the recycling of adhesive components. Lohmann invests in technologies and processes to recycle its own adhesive waste and reintroduce it into the production cycle. These efforts include investments in research and infrastructure to ensure the technical feasibility and efficiency of the recycling processes.



Sustainable Procurement Strategies and Measures

Procurement plays a key role in minimizing ESG risks in the supply chain and implementing our product sustainability plans. In 2023, we took various measures to make our procurement process more sustainable. Below we present how we are making our supply chain more environmentally friendly, socially responsible and ethically correct through targeted initiatives and guidelines.

Comprehensive Training for the Purchasing Department

At the beginning of 2023, our buyers underwent sustainability training with the aim of building up a sound knowledge of sustainable procurement practices. The training measures raised awareness of environmental, social and governance risks in the supply chain and taught how Lohmann can effectively integrate sustainability criteria into supplier selection and evaluation processes, thereby strengthening our company's environmental and social responsibility in the long term. With such training, we contribute to massively advancing the ecological and social impact of our solutions and products.



Implementation of a Comprehensive Supplier Code of Conduct

Lohmann's "Code of Conduct for Suppliers" is based on Lohmann's general Code of Conduct and defines minimum requirements and expectations for the ethical, moral, legally compliant and ecological behavior of suppliers of Lohmann Tape Group companies. In addition, Lohmann requires its suppliers to comply with labor standards and human rights in accordance with the OECD Guidelines for Multinational Enterprises. These standards apply to all Lohmann suppliers and subcontractors as well as all other providers of goods and services to Lohmann, regardless of the company's location.

Introduction of a Sustainability Questionnaire for Suppliers

This year, Lohmann introduced a sustainability questionnaire for suppliers to assess their sustainability practices. It is used to review environmental protection, social responsibility and economic sustainability in the supply chain and supports risk management and compliance with standards. This tool promotes awareness and the improvement of sustainability measures among suppliers and helps to build long-term business relationships with partners who share our values.

Outlook for 2024

The sustainable sourcing strategy, which our procurement department further developed in 2023, is expected to be adopted later this year. As part of the sustainability measures this year, a supply chain management tool was also scouted, which will now go live from January 2024 following successful testing. This tool, which was developed specifically for sustainable procurement, helps us to make our purchasing processes more efficient, transparent and sustainable and to align our supply chain more systematically with ESG criteria.



CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

Focused Efforts in Sustainable Resource and Waste Management



Our core business presents us with complex challenges in terms of waste management. In our industry, specific types of waste such as silicone paper and mixed plastics waste are generated, whose recycling and disposal are demanding. These materials require special recycling processes that are often only limitedly available. Moreover, the components of our products, such as the adhesives and carrier materials used, are often difficult to separate from each other, further complicating recycling. Additionally, the constant innovation in our industry leads to continuously changing material compositions, necessitating new and flexible approaches in waste management.

In this context, our commitment to the circular economy is not only an expression of our responsibility to the environment but also a strategic necessity. Efficient handling of production waste is crucial for conserving resources and ensuring the sustainability of our operational processes. Therefore, we continuously commit to developing and implementing innovative waste management strategies.

Our Commitment to Circularity

At Lohmann GmbH & Co. KG, we are committed to promoting the circular economy. Our objective is to extend the life cycle of materials and minimize waste. We achieve this through a combination of innovative recycling methods, waste prevention, and the reuse or recycling of production residues.

Measures and Strategies

- *Intelligent Resource Management:* By optimizing our production processes, we strive to reduce waste generation as much as possible. This includes precise material planning and the use of advanced technologies to minimize offcuts.
- *Recycling and Reuse:* We invest in technologies and methods that enable us to effectively recycle production waste. By reusing materials such as carrier papers and plastics, we contribute to reducing the overall volume of waste.
- *Reuse as Second-Choice Products:* Not all production residues are unusable. Some can be passed on to other organizations as second-choice products, which can be utilized in various contexts. This helps to reduce the need for new raw materials and promotes the circular economy.
- *Cooperations and Partnerships:* To achieve our waste management goals, we work closely with local recycling companies and environmental organizations. These partnerships allow us to find and implement innovative solutions for waste utilization.

Our Path to the Future

Our commitment to sustainable waste management is an essential part of our company philosophy. By continuously improving our waste management strategies and introducing new, sustainable practices, we are committed to further reducing our ecological footprint and making a positive contribution to environmental protection.



Sustainability and Innovation are Key Drivers for Lohmann



From left to right: Jonas Willmes, Cornelia Hoß and Tom Schümchen.

Sustainability and innovation are two of the main strategic pillars at Lohmann, and their crucial combination plays an essential role in our organizational strategy and long-term growth. While sustainability is about creating value by integrating social and environmental considerations alongside economic aspects in our planning and management, innovation is the key to realize these sustainable goals effectively and efficiently.

This link between sustainability and innovation is vital. Innovation drives our sustainability agenda by offering new ways to tackle environmental and social challenges. It enables us to develop products and solutions that are not only cutting-edge, but also environmentally friendly and socially responsible. For example, through innovative techniques, we can minimize waste, reduce energy consumption and develop products that have a smaller environmental footprint.

In addition, sustainability challenges often act as a catalyst for innovation in our company. They force us to think outside the box and find creative solutions that not only align with our sustainable ethos, but also keep us one step ahead in a competitive market environment. By embracing sustainability and innovation, Lohmann is better equipped to respond to changing conditions, minimize risks and seize new opportunities arising from resource scarcity or evolving societal expectations.

In summary, the intersection of sustainability and innovation at Lohmann is not just about meeting standards or taking responsibility; it is about using our innovative capacity to drive sustainable change, improve our competitiveness, increase our ability to innovate and make a significant social and environmental impact both inside and outside our organization. This synergy is fundamental to our vision of long-term growth and excellence.

Cornelia Hoß
Head of Innovation & Business Development

Katharina Candia Avendaño
Head of Sustainability



CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation**
- Milestones

Scouting for Sustainable Innovations

In our scouting activities, we as Lohmann can have a direct influence on the sustainable design of our business model when selecting and evaluating new ideas and partnerships. In the last two years in particular, the major focus of scouting on sustainability has led to great progress. We have concentrated on identifying and promoting initiatives that are in line with our company's long-term sustainability goals. Our progress is reflected in the number of initiatives assessed and the successful integration of pioneering projects into our operations, with Lohmann taking the industry lead in two cases.



Lohmann is currently involved in several active projects & workstreams, like:



LinerLoop:

A pioneering project on the market - Lohmann is the first company to transfer this initiative from the label market to the world of adhesive tapes. This has set a new standard in our ECO range. It was supported by several information bulletins, presentations and press releases.



Recycling of Mixed Plastic Waste:

This project has made great progress in recycling technology. Once again, Lohmann is the first company in the world to show that this is technically feasible. We reported on this at four international conferences in Europe and the USA and met with great interest - also from our colleagues in the market.



Adhesives with a High Organic Content:

Now part of our ECO range, this initiative continues to be supported by R&D and the wider business structure. The focus on organic content in these adhesives is a testament to our dedication towards eco-friendly solutions in our product offerings.



AFERA's Sustainability Efforts:

Our active involvement in AFERA's sustainability projects, such as the AFPS (Afera Flagship Project Sustainability), the LeJeune Sustainability Event and the Recycling of Tape Waste initiative, demonstrates our commitment to sustainability throughout the industry.



Awareness Campaigns at Conferences & Trade Fairs

Our awareness campaigns helped to educate customers and sales teams, particularly about LinerLoop. We actively presented our sustainability initiatives at key conferences in 2023 and strengthened our leadership position in this area.



Our Milestones in Sustainable Development: TwinMelt®

Since 2021, Lohmann has been taking significant steps towards sustainable bonding with its revolutionary TwinMelt® technology. This technology makes a significant contribution to reducing the CO₂ footprint. Developed on a globally unique, partially patented system in cooperation with various technology partners, TwinMelt® takes the proven high-tech adhesive tapes of our 173-year-old Neuwied-based company to a new level.

TwinMelt® is characterized by an intelligent process that enables the combination of different materials, functions and properties. New carrier materials and solvent-free acrylate and rubber systems are used here. These innovations meet individual customer requirements and are used across all industries - from automotive to graphics, home appliance & electronics and industrial to medical, and are 100% solvent-free.



Sustainability and CO₂ Reduction

TwinMelt® technology is an advanced joining technology that does not require the use of any solvents, which means that it makes no compromises in terms of environmental protection and market requirements. It contributes to the annual reduction of CO₂ emissions by up to 3,500 tons, which is comparable to the CO₂ storage of around 7,000 trees. This innovative value chain uses pioneering materials and adhesive systems, combined with energy-saving process management.

Flexibility and Precision

The technology impresses with its ability to combine different chemistries and process a wide range of materials in carrier and liner systems. It enables precise coatings of different thicknesses to be applied, both symmetrically and asymmetrically, and ensures a tight thickness tolerance through uniform basis weight application.

Innovation and Quality

By combining different adhesives and placing different materials in the adhesive layer, TwinMelt® makes it possible to create innovative product combinations that were previously difficult to implement. The technology also supports the production of breathable adhesive coatings, saves material and ensures optimized flatness through gentle material guidance. With these features, TwinMelt® technology represents a significant advance in the adhesives industry by combining high quality, environmental friendliness and innovation potential in a single process.

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones



CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

Our Milestones in Product Sustainability: Our ECO Range



With the new DuploCOLL® ECO adhesive tape portfolio, our customers can make their production process even more sustainable. It is manufactured with Lohmann’s 100 % solvent-free TwinMelt® technology which enables adhesive tape production with comparatively low energy consumption and a reduced carbon footprint. The portfolio features recyclable liner systems that can be returned to the regular circular economy.

DuploCOLL® ECO adhesive tapes contain newly developed, biobased adhesives, are solvent-free and offers the reliable performance of standard Lohmann tapes: featuring good initial adhesion, excellent cold bonding properties and good adhesion to high and low energy surfaces.

All products in the new ECO portfolio are designed both as transfer adhesive tape and as double-sided foam adhesive tape or with special paper backings.

Eco-Friendly Features and Benefits

- *Biobased Adhesives:* The DuploCOLL® ECO tapes contain a 50% biobased adhesive, ensuring a more environmentally friendly solution compared to traditional tapes.
- *Solvent-Free Production:* Manufactured using Lohmann’s TwinMelt® technology, these tapes are created with a focus on low energy consumption and reduced CO₂ emissions, aligning with modern environmental standards.
- *Recyclable Liners:* The tapes feature recyclable liner systems, contributing to the circular economy and enhancing waste management.
- *Renewable Energy Manufacturing:* The production of these tapes, particularly at the main site in Neuwied, Germany, is powered entirely by renewable energies.

Performance and Application

- *Versatile Use:* The ECO range is designed for various industries, suitable for applications in foam and felt materials, laminating products, or the production of special labels.
- *Reliable Performance:* Despite their sustainable nature, these tapes do not compromise on performance, offering good initial adhesion, excellent cold-bonding properties, and reliable adhesive strength on both high and low-energy surfaces.
- *Aging Resistance:* These tapes are highly resistant to aging and can be used on recycled substrates like cardboard or corn starch-based materials.



Our Milestones in Product Sustainability: Our Contribution to Circular Economy with LinerLoop



Lohmann, in its commitment to sustainable adhesive technologies, has introduced the LinerLoop™ initiative, a groundbreaking recycling system for paper liners in the tape industry. This initiative, in collaboration with UPM Specialty Papers and Cycle4Green, represents a significant advancement in recycling capabilities within the industry.

Challenges and Solutions in Liner Recycling

Traditionally, the recycling of paper liners in the tape industry has been challenging due to the use of siliconized release liners with darker shades. These darker liners, when mixed with the typically white or light-shaded glassine in recycling streams, contaminated the quality of recycled pulp. The low volume of darker shades also made separate recycling economically unviable. To overcome this, Lohmann introduced its biobased and solvent-free tapes, DuploCOLL® ECO, with new white paper liners, facilitating recycling with the highest possible value.

Benefits of LinerLoop™

- *Enhanced Recyclability:* The LinerLoop™ system enables the collection and repulping of white, siliconized paper liners by selected recycling companies, turning a waste product into a valuable resource.
- *Reduced Material Consumption:* This initiative significantly decreases material usage by reintroducing liners into the recycling loop.
- *Cost Savings:* Elimination of waste disposal costs translates to direct savings for the company and its customers.
- *Circular Economy Contribution:* By recycling high-quality paper products, LinerLoop™ contributes substantially to the circular economy.

Relevance in the Sector

LinerLoop™ is a pioneering solution in the tape industry, setting new sustainability standards. This system not only improves the recyclability of liner waste but also minimizes the consumption of primary resources, keeping fibers in the recycling loop for an extended period. It aligns with the broader industry's move towards more sustainable practices.



CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

CONTENT

INTRODUCTION

- Preface
- About this Report
- Company Profile
- Review of 2023

SUSTAINABILITY STRATEGY

- Background
- Framework
- Governance and Roadmap
- Action Fields

SOCIAL IMPACT

- Our Commitment
- Work and Health
- People Development
- Diversity and Inclusion
- Community Engagement

ECOLOGICAL IMPACT

- Our Commitment
- Defossilization
- Product Sustainability
- Innovation
- Milestones

Our Milestones: Going Green-Project with Partner WZL Institute



From left to right: Reinhold Domanski, Olaf Wellering, Tim Engelsmann, Henning Rudolf, Robert Römermann, Mark Gregor, Oliver Sombrey, Nadine Olbrich and Tino Meloni.

This year, another great milestone project was realized at Lohmann: the feasibility study "Going Green", which was carried out in cooperation with the WZL Institute of the RWTH Aachen University. An interdisciplinary team led by Reinhold Domanski worked for months on collecting and analyzing data, developing scenarios and finally drawing up a catalog of recommendations and actions. Despite the challenges, such as the unchangeable site conditions and the need for a holistic analysis, including infrastructure, process and production technology as well as material flow, the project was successfully implemented.

"Going Green at Neuwied": Shaping a Sustainable Future of our Sites

The "Going Green" project was launched to adapt the Neuwied (and Koblenz) site to Lohmann's sustainability vision and goals. Important topics in this context are the transition from solvent and water-based systems to processes with low or no CO₂ emissions, the increased use of dry coating and alternatives, the reduction of complexity in the value stream, and the integration of processing and logistics from Koblenz to Neuwied. Building on Lohmann's history of sustainability efforts, this initiative consolidates activities at the Neuwied site, sketching a comprehensive future vision and defining a path for emission reduction. In collaboration with WZL of RWTH Aachen, the project undertook a thorough examination of various uncertainties, leading to the definition and detailed elaboration of future scenarios for the site. One focused scenario now forms the basis for detailed planning of site-specific measures and changes, aiming to secure attractive jobs in Germany, contribute to a sustainable future, and position Lohmann for long-term success by fostering a culture of openness, responsibility, and collective effort towards the vision of a "green site" in Neuwied.

Unified Effort: Fostering Sustainability through Collaboration

The project was guided by a steering committee composed of management representatives from Production, Sales, Purchasing, and R&D. At its heart, the core team, inclusive of specialists from these areas alongside Product Management and Process Technology, operated under the leadership of WZL experts. Integral to the initiative, working groups focused on Production, Technology, Raw Materials, and Substitution, forming the core part of the work. The impressive result, which will be presented in the first quarter of 2024, is a testament to the commitment and valuable contributions of all those involved.



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