



Where  
**COURAGE**  
meets  
future!

Highlights  
Annual and  
Sustainability  
Report **2025**

greiner 



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Where  
**COURAGE**  
meets  
future!

**With conviction, responsibility, and capacity for innovation, we at Greiner focus on what matters most: our values. They are our compass in a changing world – and at the same time what drives us to actively shape the future. Because living by values creates perspectives. Together, with courage and vision, we are shaping a future that creates meaning – for people, society, and the environment.**



(from left to right)  
Hannes Moser, Chief Financial Officer  
Saori Dubourg, Chief Executive Officer  
Marcus Morawietz, Chief Operating Officer

# How Greiner is actively shaping the future

Global framework conditions are changing rapidly – economically, geopolitically, and technologically. In this environment, clear priorities, forward-looking decisions, and consistent action are required to secure long-term future viability. The Executive Board of Greiner AG discusses which tracks must be laid today – and why courage, responsibility, and clarity are central prerequisites for long-term future viability.

# Interview with the Executive Board

**2025 was a demanding year, both geopolitically and economically. How do you look back on this year?**

**Saori Dubourg (CEO):** 2025 was marked by profound economic and geopolitical changes. Global supply chains are being realigned, while geopolitical tensions influence trade, investments, and strategic partnerships. In this environment, the future does not happen on its own – it is the result of preparation, proactive action, and the targeted assumption of responsibility.

**How did the Greiner Group develop economically in this environment?**

**Saori Dubourg:** At the group level, we succeeded in keeping revenue largely stable in a very challenging environment. This is also a result of our resilient portfolio: positive developments in individual business areas were largely able to compensate for declines in other areas. One example is our Greiner Packaging division, which was able to significantly expand its customer segment in the USA and specifically win new customers.

At the same time, we reviewed our cost structures over the past year, prioritized resources more consistently, and managed investments in a very targeted manner. Our focus is on future markets where we see sustainable growth potential.

**Hannes Moser (CFO):** From a financial perspective, 2025 was a year of clear priorities and disciplined management. The focus was on a robust cost base that keeps us capable of acting even in a demanding environment.

Our financial stability creates the foundation for continuing to invest in a targeted manner. In the 2025 financial year, we invested approximately EUR 106.2 million group-wide – with a clear focus on selected production sites, operational efficiency gains, and strategic topics of the future. We are consistently continuing to invest in Europe while simultaneously expanding our international presence.

**Which central strategic decisions and structural developments particularly shaped the year?**

**Saori Dubourg:** 2025 was characterized by the consistent structural further development of the Greiner Group. In the Greiner Packaging, Greiner Bio-One, and NEVEON divisions, the implementation of strategic priorities was specifically driven forward and organizationally sharpened.

**“The future is born where clarity of thought, consistency of action, and the willingness to do the right thing come together.”**

”



**Saori Dubourg**  
Chief Executive Officer Greiner AG

In the process, business models were further developed and regulatory requirements successfully addressed. At the same time, NEVEON implemented targeted adjustments to strengthen competitiveness.

A forward-looking decision was also made to manage Greiner Mediscan as an independent division in the future. This business has developed very positively in recent years and is of high strategic importance. Decisions like these create clarity and form the basis for sustainable growth.

Overall, we are consistently driving the transformation of the Greiner Group forward – with clear responsibilities and concrete implementation plans in all divisions.

**Mr. Moser, what does transformation mean in such an environment from a CFO perspective?**

**Hannes Moser:** Transformation means further developing a company so that it remains capable of performing and investing in the long term, even under changed market conditions. To achieve this, it is not enough to think only in the short term. The key is to align structures, processes, and priorities at an early stage so that sustainable competitiveness is created.

In 2025, we established important prerequisites for this: initiating measures to increase efficiency and productivity, aligning resources more consistently with strategic areas of action, and laying the foundation for more focused management. Implementation will also occupy us intensively in the current year.

From a CFO perspective, transformation becomes effective when it combines financial discipline with entrepreneurial foresight – that is, strengthening the cost base while simultaneously creating scope for investments.

### Mr. Morawietz, you took over the role of COO in 2025. Which priorities are you setting?

**Marcus Morawietz (COO):** A central focus of my work is the consistent further development of our performance along the entire value chain. Operational excellence and commercial excellence play a decisive role here. We are working to harmonize processes more strongly, leverage existing best practices group-wide, and reduce complexity where it does not create value.

For me, it was important at the beginning to develop a deep understanding of our business models, sites, processes, and competencies. Greiner is an international company with different market logics and success factors – that is exactly where great opportunities lie, but also complexity.

At the same time, we are investing specifically in automation, digitalization, and the further development of our production sites to sustainably strengthen efficiency, quality, and competitiveness. The following applies: operational excellence and health & safety go hand in hand. In 2025, we successfully implemented a central initiative in this area – others will follow in 2026. Health & safety is our highest priority at all sites.

### What role does innovation currently play in the development of the group?

**Marcus Morawietz:** Real innovation arises where technological competence, a deep understanding of the customer, and market proximity come together. At Greiner Packaging, we see a strong momentum in solutions that combine functionality and capacity for innovation. The fact that such approaches also receive international awards confirms our strategic focus. Greiner Bio-One drives innovation particularly in the fields of diagnostics and research and stands for high technological precision and quality. At NEVEON, we established the structural prerequisites in 2025 to drive innovation more purposefully – for example, with an international R&D hub in Poland and a Data Science & Simulation Center in Linz. This allows us to develop new materials and applications significantly faster.

### What role does sustainability play in Greiner's competitiveness – and how do you specifically manage this topic?

**Saori Dubourg:** Sustainability is an integral part of Greiner's competitiveness and firmly anchored in our business model. The decisive factor is not taking individual measures, but the consistent integration of environmental and social responsibility into our decisions – in investments, innovations, and along the entire value chain.

At the same time, we are consistently driving the measurability of our progress forward, thereby creating a clear basis for management and further development. An important milestone in 2025 was the renewed Platinum rating in the EcoVadis assessment, which places Greiner among the top one percent of companies evaluated worldwide. In addition, we were able to increase the share of renewable electricity group-wide from 62 percent in the previous year to 70 percent.

Despite this progress, we are aware that there is still a long way to go – and we are continuing to drive our sustainability agenda forward.

### Greiner has also evolved organizationally in recent years. What role do leadership and team composition play in the group's future viability?

**Saori Dubourg:** In an international company like Greiner, leadership is a key factor in ensuring future viability. Especially in an environment that is becoming increasingly complex, it is essential to bring together different perspectives and strengthen cooperation across sites, divisions, and functions to develop viable solutions together.

**“Ensuring stability while simultaneously enabling targeted change – that is the core of our financial management.”**

”



**Hannes Moser**  
Chief Financial Officer Greiner AG

A central lever for this is the targeted development of our leadership teams. Important personnel decisions were made at the group and division levels last year – for example, with Marcus Morawietz joining the Executive Board of Greiner AG, as well as Sebastian Heiner at Greiner Bio-One and Bernhard Achleitner at Greiner Mediscan. These team compositions combine experience, new perspectives, and clear responsibility for the group's further development.

Today, Greiner is an international company with 10,242 employees worldwide. This diversity of skills and experience is a great strength – if we succeed in pooling them and aligning them well. Strong teams are a central prerequisite for this.

At the same time, we promote the further development of our employees at all levels to sustainably strengthen competencies and further develop the organization as a whole.

### What role does functional efficiency play in the management and further development of Greiner?

**Hannes Moser:** In an increasingly complex environment, it is not enough to optimize on a selective basis. The key is to coordinate functions, processes, and management logic so that they are permanently effective and scalable.

Functional efficiency creates transparency, reduces complexity, and increases the quality and speed of decisions – thereby strengthening the foundation for sustainable competitiveness.

### The global economy is increasingly being shaped by geopolitical tensions and regional trade conflicts. What is the significance of Greiner's international positioning in this environment?

**Saori Dubourg:** Our international presence is one of our great strengths. Today, Greiner is represented by more than 110 sites in over 30 countries and is active in various industries – from packaging and medical technology to foam solutions.

This diversified positioning strengthens our ability to identify risks at an early stage and manage them in a targeted manner. Especially in an environment increasingly shaped by regional trade structures, it is becoming more and more important for internationally active companies to set up resilient and balanced value chains. At the same time, this presence opens up new growth opportunities for us. Our aim is to combine global strength with regional proximity – that is, to be capable of acting worldwide while remaining close to our markets and customers.

**“Performance arises when we consistently further develop functional excellence along the entire value chain.”**

”



**Marcus Morawietz**  
Chief Operating Officer Greiner AG

### Your outlook for the coming year?

**Saori Dubourg:** Following the structural and financial measures of recent years, we are entering the new financial year with a significantly more robust cost base. This provides the foundation for continuing to invest very deliberately – particularly in productivity, process quality, technology, and our international and regional production networks. To further strengthen our resilience, we will specifically further develop our portfolio and consistently align it with future viability.

**Hannes Moser:** For the coming year, it is crucial to further strengthen functional efficiency and financial discipline. Clear structures, reliable processes, and transparent management are the foundation for well-founded decisions. A solid financial base remains crucial in this regard to remain capable of acting and to be able to invest in a targeted manner, even in a demanding environment. Our focus is on deploying resources specifically where they create the greatest added value.

**Marcus Morawietz:** Operationally and commercially, we will consistently focus on excellence – from procurement and production to market cultivation. At the same time, the aim is to connect our international production and innovation sites even more closely in order to share competencies more quickly and better leverage synergies within the group. Digitalization is a key lever in this process.



(from top left to right)  
Dominik Greiner  
Barbara Mechtler-Habig  
Peter Greiner  
Christoph Greiner (seated)

# Where generations meet the future

From the perspective of the owning family, Greiner stands for continuity, clear values, and responsible development. The Family Council views the company's present and future from a multigenerational perspective – with the goal of permanently combining economic strength with a values-based mindset.

# Foreword by the Family Council

Greiner is a fifth-generation family business. This heritage continues to shape our view of the company today. As the Family Council, we bear responsibility not only for the current financial year but for the development of a company that we intend to pass on to future generations – economically successful, values-based, and future-proof.

Change has never been the exception at Greiner; it is part of its DNA. Since its founding in 1868, the company has continuously evolved and adapted to new framework conditions. This ability to innovate without losing sight of its own roots is a key reason for Greiner's stability and strength over generations.

For us, therefore, stability does not mean stagnation. It arises from clear values, responsible action, and the willingness to shape necessary changes with moderation and foresight. This mindset takes on particular significance in times of geopolitical tension and economic uncertainty.

As the owning family, it is important to us that Greiner be led by individuals who understand responsibility not merely as a task, but as a mindset. We are experiencing a leadership that thinks of economic performance, sustainable action, and cultural development collectively – thereby placing the long-term development of the company at the center.

The Family Council closely monitors the development of the Greiner Group and maintains continuous dialogue with the Executive Board and the Supervisory Board. Our contribution lies not in operational management, but in securing a multigenerational perspective. This also includes personal dialogue with the company, for example through regular site visits and exchange within the owning family.

In this context, our values are more than just a frame of reference. They link heritage and the future. They provide direction – today and tomorrow. And they remind us that entrepreneurial success is not measurable by figures alone, but by the way responsibility is lived across generations.

Dominik Greiner

Barbara Mechtler-Habig

Peter Greiner

Christoph Greiner



# Company & Development

**Greiner is a family-owned company with a long tradition, a global player, and a hidden champion in the plastics and foam industry. Especially in times of change, we take a firm stance. With clear values as our compass, we look boldly ahead, make conscious decisions, and invest in the future even under challenging conditions. Because we do not think in quarters, but in generations – and create perspectives and values that last.**



Read the full report:  
[greiner.com/report/2025](https://greiner.com/report/2025)

# Highlights '25

Marcus Morawietz becomes new COO of the Greiner Group



Detailed discussions on pre-analytics: launch of the Greiner Bio-One Talks podcast



Opening of the NEVEON R&D Hub in Poland and Austria



Greiner Packaging wins two Green Packaging Star Awards for sustainable innovations



Platinum status in the EcoVadis sustainability rating for the Greiner Group for the second time in a row

Decision made to reorganize Greiner Mediscan as an independent division



# Greiner at a glance

## Anchored in Europe, at home in the world

Greiner is a leading global supplier of plastic and foam solutions based in Kremsmünster (Austria). Under the umbrella of Greiner AG, we unite four operating divisions (Greiner Packaging, Greiner Bio-One, NEVEON, and Greiner Mediscan<sup>1</sup>), which develop and market innovative solutions for numerous industries and sectors. The majority of our customers are in the packaging, furniture, and sports industries, as well as the medical technology and life science sectors. Especially in times of change, we take a firm stance. Our values are our compass – they provide orientation, create trust, and drive us to actively shape the future. With responsibility, capacity for innovation, and courage, we make conscious decisions and invest in the future even under challenging conditions. As a fifth-generation non-listed family business, we do not think in quarters, but in generations, creating perspectives and values that last for people, society, and the environment.

<sup>1</sup> On January 1, 2026, Greiner Mediscan, previously a subsidiary of Greiner Bio-One International GmbH, was placed directly under the umbrella of Greiner AG as an independent division, thus forming the fourth division of the Greiner Group. This reorganization has no impact on reporting for the 2025 financial year.



**1,942**  
**million**  
in revenue [EUR]



A long-standing family-owned  
company and global player  
with clear sustainability goals:  
[greiner.com](https://www.greiner.com)



at **105**  
locations

in **28**  
countries

### Metrics overview

	2024	2025
Revenue	1,991	1,942
Cashflow	192	167
Investments	129	106
Employees	10,318	10,242
Revenue per employee	0.19	0.19

**10,242**  
employees  
[headcount]

Employee headcount (not including leased personnel) and calculation as of December 31, not including employees of the divested business units; ACTUAL figures in EUR million

As of the reporting year, the number of countries and sites is determined based on fully and at-equity consolidated sites according to the system definition. This results in deviations from the prior-year count.



# Development of the group

**In 2025, the economic environment remained challenging – shaped by geopolitical tensions, volatile framework conditions, as well as cautious demand and investment restraint in key markets. In this environment, Greiner stands for stability, customer proximity, and innovation – and is consistently further developing its organization and structures.**



Read the full report:  
[greiner.com/report/2025](https://greiner.com/report/2025)

## Our financial performance

Despite the extremely demanding economic environment, we demonstrated our resilience in the 2025 financial year: After revenue of EUR 1,991 million in 2024, we achieved total revenue of EUR 1,942 million in 2025. Revenue was thus marginally below the previous year value. Our broad diversification had a stabilizing effect, with the growth of Greiner Packaging in particular being able to compensate for declining revenue in other divisions.

Innovation and new technologies are essential to us, which is why we continue to invest even in challenging times. Investments amounted to EUR 106.2 million in 2025. EUR 28.2 million was invested in the modernization and expansion of machinery and equipment, and EUR 3.3 million was invested in digitalization. We invested the largest sums in Europe (85 percent), followed by North America (10 percent), Asia (3 percent), and South America (2 percent).

The financial year was characterized by clear strategic priorities. We consistently aligned our actions with financial performance, circularity, people, and globalization. Measures to strengthen commercial and operational excellence, investments in efficiency and new business models, as well as targeted steps to further develop our organization shaped this course. Key future-oriented topics such as sustainability, safety, digitalization, and leadership also remained in focus. With the appointment of Marcus Morawietz as COO as well as the new division CEOs Henning Frings at NEVEON and Sebastian Heiner at Greiner Bio-One, we filled key leadership positions. Furthermore, Greiner Mediscan has been an independent division of Greiner AG since January 2026, led by Bernhard Achleitner.

Against this backdrop, we are resolutely driving forward the ongoing development of the Greiner Group. We do not view transformation as an end in itself, but as a deliberate response to a dynamic environment – supported by clear values, entrepreneurial responsibility, and a long-term perspective.

### Focus on health & safety

Every Greiner employee should return home healthy at the end of a working day. Our aim is to continuously improve our health & safety culture so that safe behavior is a matter of course. The number of health initiatives implemented in 2025 rose to 512 and has more than doubled compared to the 2022 reporting period. With the “Protect your Hands” campaign, we draw attention to potential sources of danger, and with the Health & Safety Awards, we focus on best practices. In addition to production, the topic is also firmly anchored in administrative areas and is part of our holistic understanding of responsible working.

## Renewed recognition for sustainability efforts

EcoVadis, a world-leading provider of corporate sustainability ratings, again awarded the Greiner Group its highest “Platinum” rating. As a result, Greiner once again ranks among the top one percent of all companies evaluated worldwide. Even if this rating reflects Greiner’s continuous improvement, we are aware that we must progress further with regard to the sustainable transformation.

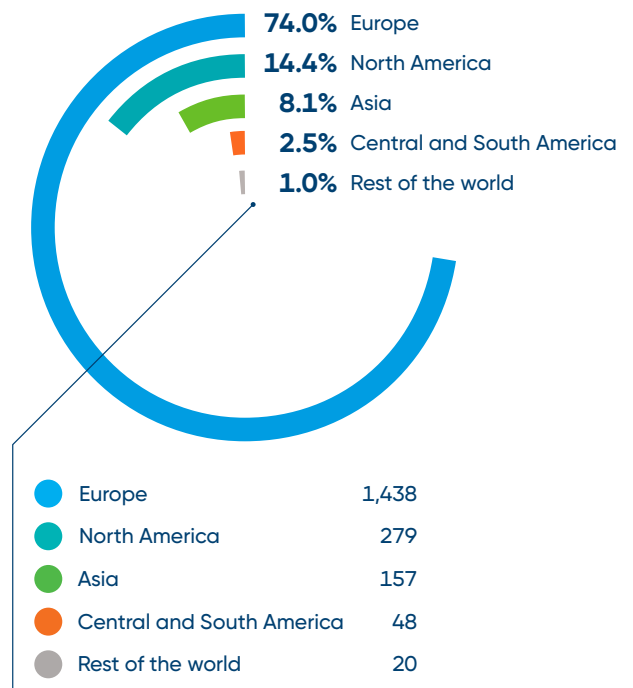
## Digital transformation program ONE!

The digital transformation program ONE! was launched in 2022 with the aim of strengthening the Greiner Group’s competitiveness by switching to the common ERP system SAP S/4HANA. In 2025, the program reached further important milestones – including the go-live of the new global process for managing our master data across the entire corporate group. This results in efficient data management and, at the same time, a clear segregation of duties.

## Artificial intelligence for unlocking potential

We see artificial intelligence (AI) as an opportunity to support our employees in unfolding their full potential. More than 600 employees are already using Microsoft Copilot to handle tasks more efficiently and explore new creative paths. AI supports us in knowledge management, documentation, and data-based planning. Internally developed applications as well as cooperation with external partners enable innovative solutions – such as the automated analysis of orders at Greiner Bio-One.

## Revenue by region



Share of revenue 2025 in percent (rounded),  
ACTUAL in EUR million



# Do the innovation

Greiner Packaging boasts more than 60 years of experience in developing and manufacturing stable plastic packaging and technical parts. It uses a host of production, decoration, and barrier technologies. The company serves its customers through its two business units – Packaging and Assistec.



Read the full chapter  
in the report:  
[greiner.com/report/2025/gpi](https://greiner.com/report/2025/gpi)

# Greiner Packaging



For over 60 years, Greiner Packaging has been producing sturdy plastic packaging and technical parts. The division develops and markets highly functional packaging solutions with excellent design. Greiner Packaging is represented on the market by its two business units, Packaging and Assistec.

The **Packaging** business unit produces packaging for the food sector, including milk and dairy products, salads, ready meals, spreads, and pet food. In the non-food sector, it provides solutions for products such as detergents, medical devices, and cosmetics. The portfolio also includes reusable and multi-use products, including baby and drinking bottles, meal boxes, as well as reusable lids and drinking cups for events.

**Assistec** produces technical plastic parts and system assemblies for a wide range of industries, from DIY power tools and heating and cooling devices to specialized automotive components. With comprehensive technological expertise and value-added manufacturing services, the business unit supports its customers as a long-term partner and helps them achieve the desired product performance through precisely coordinated processes.

**“With a customer focus, capacity for innovation, and sustainability, we set new standards in 2025, drove the circular economy forward, and shaped long-term success.”**



**Beatrix Praeceptor**  
CEO Greiner Packaging International GmbH

<b>Headquarters</b>	Sattledt, Austria
<b>Revenue</b> (change compared to the previous year)	EUR 902 million (+ 3.0%)
<b>Employees</b>	4,879
<b>Sites</b>	30
<b>Countries</b>	15
<b>Business Units</b>	→ Packaging → Assistec
<b>Core technologies</b>	→ Extrusion blow molding → Injection molding → Injection stretch blow molding → Extrusion → Deep drawing → Assembling

## News from the 2025 financial year

The 2025 financial year was predominantly positive for Greiner Packaging, driven by innovation and customer projects as well as a strong market position. Its sustainable orientation was confirmed by the WorldStar Award for the home-compostable coffee capsule, as well as the Green Packaging Star Awards for CUBO and the Click-In sealing lid. During the year, cooperation with Orthomol was expanded and additional production capacities were created. At the US site in Pittston, products in K3® cups achieved significant market success in the premium segment. With Future Packaging Day in November, Greiner Packaging also provided a professional impulse regarding key trends in the packaging industry. The cost base was strengthened through further automation.

The Packaging business unit was able to significantly increase revenue due to higher volumes. Global diversification remained a central topic. For Assistec, 2025 was characterized by challenging market conditions and the further development of the business model. The strategy was revised and the orientation of the production sites was sharpened. A tense market situation and a fire in the warehouse of the Mexican plant influenced the course of business, but the impact was offset operationally. The consistently implemented measures and targeted strategic further development create the basis to leverage growth potential and sustainably strengthen the market position of both business units.

# Products & highlights



## Greiner Packaging enters into partnership with SampApp

Millions of tons of waste are generated in Indonesia every year, much of which is not disposed of properly. To combat this problem, Greiner Packaging launched a partnership in 2025 with the Indonesian non-profit organization VEL, which established the environmental education app SampApp there. It shows Indonesians how to avoid waste and how to separate and dispose of it correctly, and is also used as an interactive learning aid in accompanying school workshops. More than 20,000 people already use the app. A survey of some users shows measurable effects: Many separate their waste more regularly (+ 24 percent), use collection points more often (+ 18 percent), and throw away trash carelessly 6 percent less often. The results indicate that the app tangibly promotes environmental awareness and sustainable action in everyday life.

Further information on our partnerships can be found on our website at [www.greiner-gpi.com](http://www.greiner-gpi.com).



Further information on these products can be found on our website at [www.greiner-gpi.com](http://www.greiner-gpi.com).



## Love at first click: two new sealing lids

With the Click In and Click On sealing lids, Greiner Packaging is launching two innovative solutions designed for the requirements of environmentally conscious manufacturers and modern consumers. Sealing lids are based on a two-component principle: cup and lid. This eliminates the need for an additional third component, such as an aluminum seal. This mono-material solution increases recyclability, reduces CO<sub>2</sub> emissions along the entire value chain, and allows for convenient reclosing.

Click In features an innovative click mechanism with audible and tactile feedback and was awarded the 2025 Green Packaging Star Award in the “Solutions for Food Protection” category. Click On offers a secure closure for all cups of the same size.

## Squarely thought, sustainably made: the CUBO

Sometimes it's the small changes that make the biggest difference. So why not rethink packaging – not round, but square? The CUBO from Greiner Packaging breaks with old patterns and relies on a square shape that looks modern and offers many practical advantages. Clever design can do much more than just look good: It can make processes more efficient, as the square shape simplifies transport, storage, and shelf organization, saves resources, and presents products perfectly. Up to 35 percent more cups<sup>1</sup> fit on a pallet, making storage space leaner, transport more efficient, and CO<sub>2</sub> emissions lower. For this combination of environmental and logistical advantages, CUBO was awarded the Green Packaging Star Award in 2025.



<sup>1</sup> Comparison with a round cup, diameter 95 mm, 400 ml filling volume

Further information on this product can be found on our website at [www.greiner-gpi.com](http://www.greiner-gpi.com).



## Recertification of the further developed CO<sub>2</sub>e calculation tool

An improved CO<sub>2</sub>e calculation tool makes the environmental assessment of packaging more transparent and accurate. It determines the carbon footprint from raw material extraction to the factory (“cradle-to-gate”) and is in use at almost all production sites, helping customers receive reliable data faster. In June 2025, the tool was recertified by TÜV Austria according to ISO 14067:2018, confirming its reliability and scientific methodology. New functions facilitate data collection and improve the comparability of different materials. This allows customers to assess emissions along the supply chain, reduce them in a targeted manner, and make more sustainable decisions. The certification underscores Greiner Packaging’s commitment to sustainability and climate change mitigation.

Further information on our sustainability initiatives can be found on our website at [www.greiner-gpi.com](http://www.greiner-gpi.com).





# Making a difference

For more than 60 years, Greiner Bio-One has been developing and marketing solutions and high-quality plastic products for the medical technology and laboratory sectors. The products are used in clinical diagnostics as well as in life science and drug discovery research.



Read the full chapter  
in the report:  
[greiner.com/report/2025/gbo](https://greiner.com/report/2025/gbo)

Greiner Bio-One markets its broad product portfolio in more than 100 countries worldwide, supporting scientists and medical personnel in their daily work of providing patient care. Greiner Bio-One operates in the market through the following two business units:

**Preanalytics** develops and manufactures systems for taking blood and urine samples from people and animals. It also provides digital systems for preanalytics. The innovative product solutions from Preanalytics significantly improve the efficiency and safety of daily routine tasks in a hospital, laboratory, or clinical setting.

The **BioScience** business unit is a strong technology partner for universities and research institutes as well as for the diagnostic, pharmaceutical, and biotechnological industries. BioScience focuses on developing and producing laboratory equipment, such as containers for cultivating and analyzing cell cultures, as well as microplates used for high-throughput screening in biochemical, genetic, and pharmacological tests.

**“In 2025, we laid the groundwork in various areas to continue so we can remain a reliable partner to our customers in the future.”**

”



**Sebastian Heiner**  
CEO Greiner Bio-One International GmbH

<b>Headquarters</b>	Kremsmünster, Austria
<b>Revenue<sup>1</sup></b> (change compared to the previous year)	EUR 637 million (- 4.3%)
<b>Employees<sup>1</sup></b>	2,651
<b>Sites<sup>1</sup></b>	28
<b>Countries<sup>1</sup></b>	19
<b>Business Units</b>	→ Preanalytics → BioScience

#### Core technologies

- Highly automated assembly
- Injection molding
- Extrusion
- Surface coating
- Software development

<sup>1</sup> Greiner Bio-One International GmbH until the reporting date of Dec. 31, 2025, incl. Greiner Mediscan, which has been an independent division of Greiner AG since Jan. 1, 2026

As an Original Equipment Manufacturer (OEM), Greiner Bio-One is also a strong partner for industrial customers in the pharmaceutical industry, biotechnology, diagnostics, and medical technology and handles customer-specific design developments and manufacturing processes.

## News from the 2025 financial year

Greiner Bio-One International GmbH looks back on a year characterized by significant progress and strategic structural changes: The company strengthened its role within the international network and supported the global business units with central services and a clear strategic orientation. Despite challenging market conditions – such as higher costs, more volatile exchange rates, and changing framework conditions in the USA – key future-oriented measures were pushed forward.

In Preanalytics, regulatory delays led to temporary restrictions, but the successful Medical Device Regulation (MDR) recertification in October 2025 secured long-term marketability. In this context, Greiner Bio-One is already focusing on the regulatory requirements of the IVDR (In Vitro Diagnostic Regulation) to continue offering the highest quality and safety standards in the future. Competitive intensity and regional peculiarities required additional adjustments, while at BioScience, structural improvements contributed to a noticeably stronger production performance. Greiner Mediscan developed particularly dynamically and strengthened its role as a stable growth driver with its new sterilization plant. Greiner Mediscan has been an independent division of Greiner AG since January 1, 2026.

# Products & highlights



## Greiner Bio-One Talks

“Greiner Bio-One Talks,” a podcast dedicated to in-depth discussions on preanalytics, was launched at the beginning of February 2025. The podcast is hosted by Ana-Maria Šimundić, Director of Global Medical & Clinical Affairs at Greiner Bio-One. With her many years of experience and her broad network, she invites high-profile opinion leaders from the field of preanalytics for discussion. The format covers the latest trends, challenges, and innovations in the field of preanalytical processes. It is aimed at clinical laboratory managers and healthcare decision-makers who want to stay up to date in a rapidly evolving field.

All our podcast episodes  
can be found on our  
website [www.gbo.com](http://www.gbo.com).



Further information on this product  
can be found on our website  
[www.gbo.com](http://www.gbo.com).



## ThinCert® 96 Well HTS Insert: High throughput made easy

ThinCert® 96 Well HTS Insert is the new, optimized cell culture format for all scientists who want to analyze tissue models (for example, endothelia and epithelia) for transport studies and co-cultures in high throughput.

The automation-friendly 96-well format, combined with high membrane permeability and excellent transparency, makes the microplate a unique solution for applications with high diffusion requirements and microscopic evaluation.

## VACUETTE® EVOPROTECT: A whole new dimension in blood collection

EVOPROTECT is the next evolutionary stage in blood collection. The semi-automatic click mechanism protects users from the risk of a needle stick injury and facilitates their daily work. Because every needle stick injury is one too many. The VACUETTE® EVOPROTECT safety blood collection set is characterized by particularly convenient and intuitive handling. It consists of a winged needle, which was specially developed for one-handed use.

The risk of needle stick injuries is minimized by activating the safety mechanism while the needle is still in the vein.



Further information on this product  
can be found on our website  
at [www.gbo.com](http://www.gbo.com).



## 384 Well SCREENSTAR Microplate

The new generation of the 384 Well SCREENSTAR microplate was specially developed for high-resolution microscopy. A decisive advantage of the plate is the small distance between the bottom of the well and the edge of the microplate, which enables microscopy in the peripheral areas of the microplate even with a short working distance. Due to its planarity, the plate minimizes autofocus time, thereby enabling fast and efficient microscopy. Furthermore, the SCREENSTAR microplate combines the best of two worlds: the glass-like optical properties of the material and the special surface treatment offer ideal conditions for cell-based assays.

Further information on this product  
can be found on our website  
[www.gbo.com](http://www.gbo.com).





# Services in perfection

Greiner Mediscan is among the world's leading suppliers and service providers in the field of sterilization. With Europe's largest facility for electron beam, X-ray, and gamma technologies, the company offers regulated sterilization and material enhancement solutions for numerous industries.



Read the full chapter  
in the report:  
[greiner.com/report/2025/mediscan](https://greiner.com/report/2025/mediscan)

# Greiner Mediscan



**Headquarters**

Kremsmünster,  
Austria

**Core technologies**

- E-beam technology
- X-ray technology
- Gamma technology

As of January 1, 2026, Greiner Mediscan, previously a subsidiary of Greiner Bio-One International GmbH, was placed directly under the umbrella of Greiner AG as an independent division, thus forming the fourth division of the Greiner Group. Greiner Mediscan is a certified specialist in radiation-based sterilization and material enhancement and operates Europe's largest sterilization plant with electron beam, X-ray, and gamma technologies.

The Greiner Mediscan division serves sectors such as medical devices, pharmaceuticals, food packaging, the automotive industry, and electronics, combining strict compliance with legal regulations with advanced technology and expertise. Beyond sterilization, ionizing radiation is used to improve material properties, including durability, abrasion resistance, temperature resistance, and, as a result, extended component service life.

**"As the fourth division, we at Greiner Mediscan are providing clear strategic impetus to further drive international development – supported by technological excellence, the capacity for innovation of our employees, and a consistent customer focus."**



**Bernhard Achleitner**  
CEO Mediscan GmbH & CoKG

## Outlook

Based on the new organizational structure, Greiner Mediscan aims to further develop and scale its technological expertise in a targeted manner and to leverage it more extensively internationally. The focus is on tapping into additional markets and further expanding existing customer relationships in regulated and technology-driven industries.

The site expansion in Kremsmünster completed in 2024, involving an investment of EUR 22 million, significantly increased capacities and created a resilient foundation for further growth. Greiner Mediscan is thus well positioned to efficiently serve increasing demand and flexibly cover future market requirements.

Positioning it as an independent division under the umbrella of Greiner AG creates the strategic framework for bringing together know-how, capacity for innovation, and international presence even more effectively. Existing structures, teams, and operational processes remain unchanged and ensure continuity, while the division's growth potential can be utilized even better in the future.



More information at  
[greiner-mediscan.com](https://greiner-mediscan.com)





# The Future of Foam

**NEVEON is a leading integrated company for polyurethane flexible, and composite foams. The core business consists of the production of around 300 different standard and specialty foams and their processing into semi-finished or finished products. NEVEON operates with two business units in the three strategic market segments Living & Care, Mobility, and Specialties.**



Read the full chapter  
in the report:  
[greiner.com/report/2025/neveon](https://greiner.com/report/2025/neveon)

As an integrated company for flexible polyurethane and composite foams, NEVEON produces various standard and special foams and processes them into semi-finished or finished products. NEVEON serves three strategic market segments – Living & Care, Mobility, and Specialties – through two business units (Living & Care and Mobility & Specialties).

For the **Living & Care** market segment, NEVEON produces and processes comfort foam materials for optimal sleeping and living comfort. NEVEON markets its products via two product lines: .bedding (e.g., mattresses, toppers, pillows) and .upholstery (e.g., furniture structures).

In the **Mobility** market segment, NEVEON is a reliable partner for comfort and technical foams for passenger transportation. NEVEON markets its products via the product lines: .automotive (e.g., light foam absorbers, seat covers, and headliners) and .aviation (e.g., seat cushions, seat covers, special products).

For the **Specialties** market segment, NEVEON produces foam materials and hybrid materials for a wide range of product and industrial applications. NEVEON markets its products via seven product lines: .insulation (e.g., hot water tank insulation),

**“What drives us is to improve the lives of the people who come into contact with our products. That is why we work every day to get a little bit better, always with the needs of our customers and consumers in mind.”**

”



**Henning Frings**  
CEO NEVEON Holding GmbH

<b>Headquarters</b>	Vienna, Austria
<b>Revenue</b> (change compared to the previous year)	EUR 408 million (-10.4%)
<b>Employees</b>	2,415
<b>Sites</b>	34
<b>Countries</b>	8
<b>Business Units</b>	<ul style="list-style-type: none"> <li>→ Living &amp; Care</li> <li>→ Mobility &amp; Specialties</li> </ul>

#### Core technologies

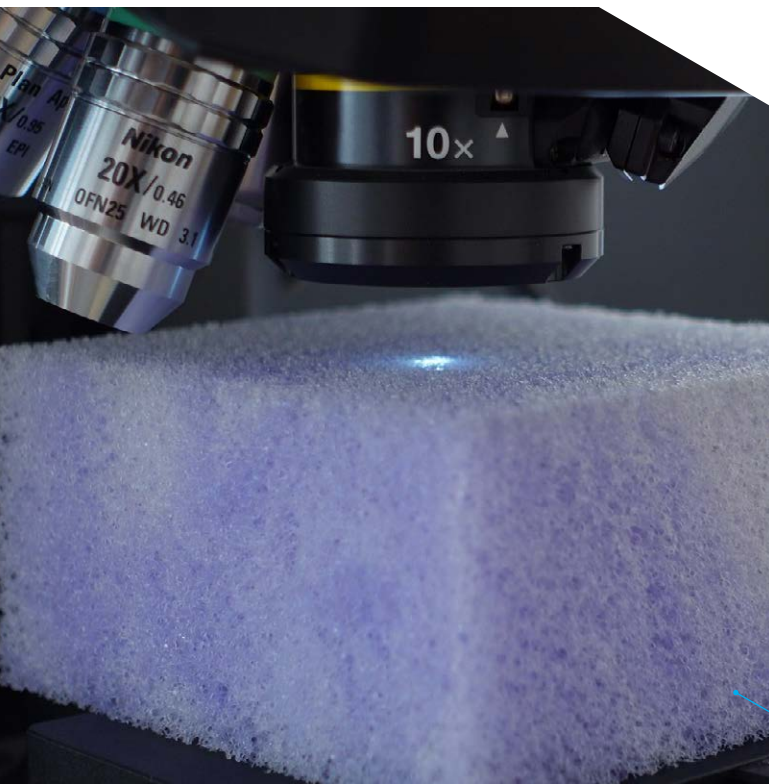
- Block, molded, and composite foam production
- Assembly (including gluing, laminating, impregnating, flocking, and thermoforming)
- Converting (i.e., cutting, reticulation, shaping, milling, rotary and flatbed cutting)

.acoustics (e.g., industrial acoustics), .construction (e.g., impact sound insulation), .filtration & .sealing (e.g., filter foams for liquids and gases), .consumables (e.g., discs and rollers for surface treatment), .packaging (e.g., reusable and single-use packaging), and .sports (e.g., sports flooring).

#### News from the 2025 financial year

Against the background of demanding market conditions in central core markets and an overall challenging 2025 financial year, transformation was at the forefront in all business areas. Central was the implementation of the closure of the German sites Ebersbach and Burkhardtsdorf, whose production volumes were relocated to other plants in the NEVEON network. NEVEON thus consistently implemented structural adjustments to strengthen competitiveness. An important milestone was the opening of the NEVEON R&D hub with a pilot plant and analytics lab in Zgierz (Poland), as well as the Data Science Center and the Prototyping Center in Linz (Austria). As a result, NEVEON has state-of-the-art research and development infrastructure for the development of innovative and future-proof solutions. Despite the challenging environment, positive developments were achieved in individual segments, including growth in industrial acoustics, significant growth in the sports segment, and a positive development in the heating sector. In addition, Henning Frings took over the division leadership from Jürgen Kleinrath.

# Products & highlights



## Where ideas meet expertise: Our international R&D hub is shaping the future of foam innovation

We are convinced: those who rethink foam materials today can make life better tomorrow. And that is exactly what we do with technological excellence, creative solutions, and the courage to cross boundaries. At our international NEVEON R&D hub in Poland and Austria, creative ideas meet expertise and drive. In interdisciplinary teams, we passionately develop solutions that can sustainably change the market and our future. In Poland, raw materials are tested and materials are perfected; in Linz, we use the power of digitalization and simulation to optimize materials even before production. For better products. For our customers. For a sustainable future.

We rethink foam materials and create innovations for a better life. New: our international R&D hub.



foam.classic Xdry offers versatile advantages through its special properties and is the guarantee for hygienic comfort.



## Strong in the wet: foam.classic Xdry is the guarantee for hygienic comfort

foam.classic Xdry is the specialist for moisture. The specially developed, reticulated foam material with an open-cell structure allows unimpeded fluid flow and protects against mold. Perfect for outdoor furniture, boat building, wellness, and technology. It dries up to three times faster than conventional foam, is anti-microbial, odor-free, and durable. Available in various degrees of hardness and OEKO-TEX certified. Ideal for all areas with high moisture exposure.

## Maximum energy efficiency meets full recyclability

With our siro.tank.TI.N-M insulation, we focus on sustainable energy savings with a simultaneous focus on the circular economy. The innovative system reliably enables a significant reduction in heat loss from hot water tanks and heating systems. New: All materials used can be completely separated from each other and recycled. This makes the insulation a pioneer for resource-conserving solutions and supports sustainable material use. Installation is simple and the quality is maintained over the entire service life. This is how we combine efficient energy saving with a responsible approach to raw materials.



One-stop-shop supplier for heating, boiler, and heat pump insulation.



## .aira Cushions: Enjoy comfort, close the loop

Made from high-quality foam materials and covered with leather, fabric, or artificial leather, we offer tailor-made seat cushions, backrests, and headrests for the aviation sector. Our airta products stand for first-class comfort and low weight. New: After their time on an aircraft, the cushions get a second life – for example, as elastic sports flooring or high-quality rebound foams. The recycling concept makes it possible to specifically collect, separate, and further process the materials at the end of the product life cycle. Valuable resources thus remain in the cycle and waste is avoided. The seat cushions meet the highest safety standards and make an active contribution to the future viability of aviation.

Intelligent comfort ready for take-off. We supply innovative and sustainable .airta products for the world's major airlines.





# Sustainability

**A sustainable future requires courage and responsibility – especially in challenging times. We do not lose sight of our targets: from climate change mitigation and renewable energy to circular solutions and the promotion of employees, equal opportunities, and sustainable supply chains. For a tomorrow that we shape together.**



Read the full chapter in the report:  
[greiner.com/report/2025/sustainability](https://greiner.com/report/2025/sustainability)

# Sustainability strategy Blue Plan

## Build a climate-resilient future

We are driving ambitious climate action.

## Create a circular business

We aim to shape a circular future with our partners.

## Empower people

Together, we empower people for personal growth and business success.

- 2030** 60% reduction in absolute Scope 1 emissions (base year 2021)
- 2030** 60% reduction in absolute Scope 2 emissions (base year 2021)
- 2030** 25% reduction in absolute Scope 3 emissions (base year 2021) (fuel- and energy-related activities (3.3), upstream and downstream transportation and distribution (3.4 and 3.9))

- 2030** 50% women outside of production
- 2030** 40% women in leadership positions
- 2030** 90% Inclusive Culture Index
- 2030** Fewer than 3.1 serious workplace accidents per 1 million working hours

- 2027** 80% of Scope 3.1 emissions (purchased goods and services) are covered by suppliers with science-based targets
- 2030** 25% reduction in absolute Scope 3.12 emissions (base year 2021) (end-of-life treatment of sold products)
- 2030** 99% of suppliers (> EUR 500,000) have achieved the EcoVadis minimum score
- 2030** 0 t of landfilled waste worldwide
- 2030** 75% of waste recycled

# Overview of 2025 sustainability performance

Inactive target  
Actual values  
Target value

		2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
EMISSIONS	60 % reduction in absolute Scope 1 and Scope 2 emissions by 2030 (base year 2021)		-36 %	-33 %	-39 %	-51 %					-60 %
	25 % reduction in absolute Scope 3 emissions by 2030 (Base year 2021) (Fuel- and energy-related activities (3.3), upstream and downstream transportation and distribution (3.4 and 3.9), end-of-life treatment of sold products (3.12))		-14 %	-22 %	-14 %	-13 %					-25 %
	<b>Greiner Packaging:</b> 7.5 % improvement in energy intensity by 2030 <sup>1</sup> (base year 2021)				✓	✓					+7.5 %
	<b>NEVEON:</b> 15 % improvement in energy intensity by 2030 <sup>2</sup> (base year 2021)				✓	✓					+15 %
	<b>Greiner Bio-One:</b> 10 % improvement in energy intensity by 2030 <sup>3</sup> (base year 2018)				✓	✓					+10 %
	Share of renewable electricity		36 %	59 %	50 %	62 %	70 %				
CLIMATE	MANAGEMENT SYSTEMS				50 %	54 %					
	Share of production and processing sites with certified environmental and energy management systems (ISO 14001 and/or ISO 50001)				50 %	54 %					

<sup>1</sup> Electricity consumption (kWh)/volume of finished products (kg) – presentation relates to the achievement of internal annual target values. <sup>2</sup> Energy consumption (GJ)/gross profit (EUR) – presentation relates to the achievement of internal annual target values. <sup>3</sup> Electricity and gas consumption (kWh)/plastics used (kg) – presentation relates to the achievement of internal annual target values.

Inactive target  
Actual values  
Target value

		2021	2022	2023	2024	2025	2026	2027	2028	2029	2030		
CIRCULAR ECONOMY	MATERIALS	80% of Scope 3.1 emissions (purchased goods and services) covered by suppliers with science-based targets by 2027 (base year 2021)			8%	10%	3%		80%				
		Share of recycled or reused components, products, and materials <sup>4</sup>					3%						
		Share of sustainably procured biological materials used <sup>4</sup>					10%						
	WASTE	0t of landfilled waste in Europe by 2025	1,751	1,743	874	620	557 (Target: 0t)						
		0t of landfilled waste worldwide by 2030	3,004	3,317	2,330	2,481	2,131					0	
		75% of waste recycled by 2030	44%	42%	42%	46%	45% (Target: 50%)					75%	
	SUPPLIERS	99% of suppliers (> EUR 500,000) achieve the minimum EcoVadis score by 2030		10%	36%	41%	49%					99%	
	PEOPLE	HEALTH & SAFETY	Reduction in the accident frequency rate: fewer than 3.1 major accidents per 1 million hours worked by 2030	10.67	9.34	7.53	5.98	5.91					<3.1
			80% of employees covered by ISO 45001 by 2030			24%	30%	40%					80%
DIVERSITY & INCLUSION		40% women in management positions by 2030	27%	26%	28%	28%	28%					40%	
		50% women outside of production by 2030	43%	44%	44%	45%	45%					50%	
		90% Inclusive Culture Index by 2030					76%					90%	
TRAINING & EDUCATION	Average annual training hours per employee	11	15	16	15	17							

<sup>4</sup> This metric includes raw materials and supplies, chemicals, packaging, and scrap, and relates to the volumes consumed in the reporting year (including packaging). For 2025, due to a lack of complete data availability, reporting for NEVEON focuses on the essential key materials (chemicals and water) for which quantitative information is available.



# Environment

**Climate change is one of the greatest challenges of our time. For us, it is clear: a climate-resilient future is born where courage meets responsibility. That is why we make our contribution and work on circular solutions as well as on the reduction of our emissions – with attitude, continuity, and clear targets.**



Read the full chapter in the report:  
[greiner.com/report/2025/environment](https://greiner.com/report/2025/environment)

# Shaping a climate-resilient future

As a manufacturing company in the field of plastic and foam processing, we cause significant greenhouse gas (GHG) emissions – especially through purchased materials and the end-of-life treatment of products. In 2025, our emissions amounted to 2.06 million tons of CO<sub>2</sub> equivalents, which corresponds approximately to the average annual emissions of 298,305 Europeans.

## Assessment of climate risks

An important milestone in 2025 was the collection and analysis of climate risks based on different climate scenarios. In doing so, we analyzed physical and transition climate risks. Acute and chronic climate hazards were collected and assessed at the site level using a wealth of scientific data and statistics. Overall, we conducted the climate risk analysis for 97 Greiner sites regarding eight different climate hazards (cold, drought, extreme weather, fire, flooding, heat, precipitation, temperature). It showed that the frequency and extent of physical climate risks will increase in the coming years. The evaluation of transition risks was conducted at the division and group levels. The identified risks include, among others, rising taxes, stricter regulations on greenhouse gas emissions, and rising energy costs.

## Measures in the Greiner Group

We have taken a wide variety of measures in the area of decarbonization. We worked on continuously improving our monitoring and raising awareness. In addition, we were able to further optimize our energy efficiency and increase the share of renewable electricity.

Management systems provide an ideal framework for managing and optimizing operational processes. We therefore rely on certified management systems for quality, the environment, and energy (ISO 9001, ISO 14001, and ISO 50001) and anchor them at the site level where appropriate. Since 2022, our sustainability efforts have also been published on the CDP platform and are accessible to investors, customers, and other registered companies. In the climate category, we received a B rating in 2025.

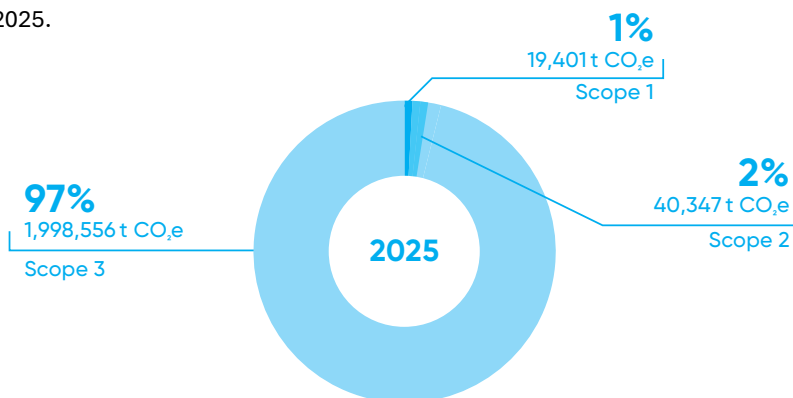
## Scope 1, 2 & 3 emissions [% and t CO<sub>2</sub>e]

## Climate risk analysis

In 2025, we completed the collection and analysis of climate risks. This risk analysis included both physical and transition climate risks.

## Targets and metrics

As part of our sustainability strategy, we pursue clearly defined targets for the reduction of greenhouse gas emissions. Our climate protection targets were reviewed and approved by the Science Based Targets initiative in 2023. Specifically, we commit to reducing our absolute Scope 1 and Scope 2 emissions by 60 percent by 2030, based on the 2021 base year. In 2025, the reduction in Scope 1 and Scope 2 emissions was 51 percent compared to the 2021 base year. In addition, selected absolute Scope 3 emissions are to be reduced by 25 percent by 2030, based on the 2021 base year. This includes greenhouse gas emissions from the upstream and downstream value chain in categories 3.3 fuel- and energy-related activities, 3.4 upstream transportation and distribution, 3.9 downstream transportation and distribution, and 3.12 end-of-life treatment of sold products. In 2025, the reduction in the selected Scope 3 emissions was 13 percent compared to the 2021 base year. Furthermore, 80 percent of suppliers, measured by greenhouse gas emissions from Scope 3.1, are also intended to have science-based targets by 2027. In 2025, three percent of suppliers (measured by emissions from purchased goods and services) submitted their commitment to complying with science-based targets. In 2025, 46 percent of production and processing sites also had an environmental management system in accordance with ISO 14001 and 22 percent had an energy management system in accordance with ISO 50001.



# Driving renewable energy forward

As an industrial company, we bear a special responsibility: We require a lot of energy and can therefore also achieve a great deal in this area. We consistently focus on energy efficiency and the transition to electricity from renewable sources. In 2025, we were able to increase our purchase of renewable electricity and implement further energy efficiency measures.

## Centralized energy procurement

With our energy procurement policy, we aim to increase the share of renewable energies group-wide and reduce the climate impact of our energy supply. The policy applies globally to all Greiner sites and takes different market conditions and consumption volumes into account. We pay special attention to regions with high energy consumption. The policy covers all operational activities within the organization as well as relevant upstream areas of the value chain – from contract drafting and price management to reporting and the implementation of sustainability measures.

**“Energy markets are more volatile than ever. For Greiner, this means actively managing risks, procuring energy in a structured manner, and driving the transformation forward. This is how we ensure price stability and can reduce our Scope 2 emissions.”**

”



**Dominik Schickmair**  
Global Category Manager Energy  
Greiner AG

## Share of renewable electricity in total electricity consumption [%]

	2023	2024	2025
Greiner Packaging	59	69	78
Greiner Bio-One	32	48	47
NEVEON	22	18	46
<b>Greiner total</b>	<b>50</b>	<b>62</b>	<b>70</b>

Responsibility for implementation lies with the central procurement function, in particular with the Global Category Manager, in close cooperation with local units. We rely on various procurement models, clear decision-making channels, and structured reporting.

## Measures in the Greiner Group

Reducing energy intensity is desirable for both economic and environmental reasons. We have implemented many energy-saving measures worldwide – from improved building insulation and optimized heat recovery systems to more efficient motors and production processes. In addition, a new PV system was installed at the site in Americana (Brazil). Through bundled and unbundled guarantees of origin and long-term supply contracts, we were able to further increase our share of renewable electricity as a Group in 2025.

## Targets and metrics

Our central goal is to continuously reduce our emissions. As a group, we were able to save a total of around 5,739 megawatt hours of energy in 2025, thereby avoiding 290 tons of CO<sub>2</sub> equivalents. Around 80 percent of the measures were attributable to the reduction of electricity consumption, with the remainder relating to heating, cooling, and steam, as well as fuels.

We increased the share of renewable electricity group-wide to 70 percent in 2025, up from 62 percent in 2024. To make energy efficiency measurable, our divisions defined their own specific metrics and target pathways through 2030 – adapted to their production processes. In 2025, Greiner Packaging, NEVEON, and Greiner Bio-One reached their energy intensity targets.

# Realizing the circular economy

To establish a circular economy, all stakeholders along the value chain must work together. The responsible use of resources, the selection of circular materials, and the sustainable design of products are fundamental prerequisites for a more sustainable way of doing business. To make circularity possible, we always consider the entire life cycle of our products.

## Circularity and quality of our products

Product design, particularly the application of ecodesign principles, is a key lever for us in the successful implementation of the circular economy. In this context, criteria such as recyclability, durability, and repairability are already taken into account during the design process. Naturally, product quality and safety are the focus when developing our products. Strict legal requirements apply to medical devices and food packaging in particular to ensure safe use. For us, the consistent focus on product safety and quality is not just a regulatory obligation, but a central element of our corporate strategy and thus firmly integrated into our management systems and decision-making processes.

## Measures in the Greiner Group

In the reporting year, we took targeted measures to increase material efficiency and drive the circular economy forward at Greiner. With the rPP4Food initiative, Greiner Packaging implemented a project to establish a scalable and economical supply of food-grade, mechanically recycled polypropylene (rPP). At the same time, the division focused on packaging optimization through weight reduction, optimized material distribution, and innovations such as sealing lid systems or K3®/K3® r100 snack cups with automatic separation of the cardboard wrap and cup for better sorting. With the Rack-Back initiative in Hungary, Greiner Bio-One strengthened the circular economy in the laboratory sector through the take-back, reuse, and recycling of pipette tip racks. With the LOOP-it joint venture, NEVEON advanced the development of a mattress recycling infrastructure in Austria.

## Targets and metrics

As part of our Blue Plan sustainability strategy, we have set ourselves the goal of working together with our partners on a circular future. In addition to the consistent application of ecodesign criteria, we want to increase our use of recycled and bio-based materials. This is a topic that affects the entire value chain – from material availability and processability to the legal framework for use and market demand. In 2025, the share of sustainably procured bio-based materials used was ten percent.<sup>1</sup> The share of recycled or reused components, products, and materials was three percent. The recyclable share in our

**“For Greiner, the circular economy starts with design. With design for recycling and sustainable product design, we are laying the foundation today for keeping resources in the loop, reducing emissions, and designing products responsibly throughout their entire life cycle.”**

”



**Anita Gruber**

Global Senior Expert Circular Economy  
Greiner Packaging

products was 38 percent.<sup>1</sup> This refers to the portion that is technically suitable for recovery through established industrial recycling processes after use. By 2030, we aim to stop landfilling waste worldwide and to achieve a 75 percent recycling rate for our waste. In 2025, we had 2,131 tons of waste landfilled worldwide, and the share of recycled waste was 45 percent.

<sup>1</sup> This metric includes raw materials and supplies, chemicals, packaging, and scrap, and relates to the volumes consumed in the reporting year (including packaging). For 2025, due to incomplete data availability, reporting for NEVEON focuses on the essential key materials (chemicals and water) for which quantitative information is available.



# Social

A successful future is born where people can grow. At Greiner, we focus on a work environment that combines health and safety, equal opportunities, and personal growth. With an open ear, clear values, and targeted measures, we promote the development of all employees.



Read the full chapter in the report:  
[greiner.com/report/2025/social](https://greiner.com/report/2025/social)

# Empowering employees

As a family-owned company with a history of over 155 years, Greiner is committed to a culture of appreciation, openness, and reliability. We want to encourage our more than 10,000 employees to act independently and on their own initiative, promote cooperation, and create space for participation and personal development.

## People & Culture strategy as a foundation

Our group-wide people & culture strategy is the answer to the requirements of the working world of tomorrow. The strategy addresses nine key trends – including digitalization, demographic change, the shortage of skilled labor, and the increasing importance of equal opportunities and an inclusive culture. The goal is to promote an attractive and inclusive work environment, respect human rights and individual needs, and simultaneously leverage synergies within the Greiner Group. An important basis for implementing the People & Culture strategy is the digital HR information system Greiner SuccessFactors – the Greiner-specific implementation of SAP SuccessFactors, which has been in use group-wide since 2023.

## Measures in the Greiner Group

A special milestone in the reporting year was the group-wide employee engagement survey, in which 65 percent of all employees participated. Based on the results, follow-up activities will be derived in 2026 to further improve working conditions and the work environment where potential was identified. In 2025, we also introduced the “Greiner Atmospherometer” as a new instrument to better capture employee sentiment and engagement. With this tool, all employees worldwide can vote daily and view the results transparently.

## Social commitment

Social responsibility does not end at our factory gates: We are actively engaged in society and support numerous non-profit initiatives and projects at global and local levels. In the reporting period, 146 projects were supported worldwide.

**“For us, a strong corporate culture begins with active listening. The feedback of our employees helps us to further develop and to shape an environment in which motivation and performance can grow. Often, small steps make a big difference.”**

”



**Linda Ferstl**  
HR Generalist  
NEVEON

In 2025, the group-wide human rights policy was also adopted and published. In doing so, we expressly commit to protecting and promoting the human rights and labor rights of all stakeholders – both within our own workforce and along the entire value chain.

## Targets and metrics

We want to empower our employees for personal development and entrepreneurial success. In 2025, 64 percent of Greiner employees worked in production and 34 percent in administration – the remaining two percent are apprentices. Most of our employees work in Austria (2,035 people), followed by the Czech Republic (1,473) and Poland (1,242).

# Promoting occupational health and safety

The health of our employees is our top priority. Occupational health and safety are therefore topics to which we pay a great deal of attention. We are working intensively, among other things, on reducing work-related accidents – because every Greiner employee should return home healthy at the end of a working day.

## Global health & safety roadmap

In 2025, we developed a “Global Health & Safety Roadmap 2030,” which relies on a multi-year, systematic approach to occupational health and safety through 2030. The focus was on the development and launch of the roadmap, the harmonization of standards, and the preparation for the global rollout of the roadmap measures starting in 2026. The group-wide health & safety reporting was already launched in 2023 and 2024. Important elements in the areas of occupational health and safety include the introduction of human-centric training approaches for managers and employees, a standardized audit

and monitoring system, the further development of digital tools, and the strengthening of the internal health & safety community.

## Managing occupational health and safety

Our fundamental requirements for the occupational health and safety system are defined in our health and safety policy. It defines the responsibilities of managers and actively involves all employees in the design of safe and healthy workplaces. Responsibility for the implementation of the policy lies with the Health & Safety managers of the respective business areas. The policy is based on internationally recognized management systems for occupational safety, such as the ISO 45001 standard.

The occupational health and safety management system according to ISO 45001 creates a uniform framework to systematically record, assess, and minimize work-related risks. This ensures that health and safety are managed according to comparable requirements in all divisions and at all sites.



**Better safe than sorry!**

**Protect your hands!**

Almost half of all accidents at Greiner involve injuries to fingers and hands. Make a difference!

### “Protect your hands” campaign: Let’s protect our most valuable tools!

Our group-wide internal campaign “Protect your hands” helps to strengthen awareness of hand and finger protection. Our hands are indispensable tools in our daily work. This initiative serves the continuous development of the safety culture. With local actions, training, and strong communication, the campaign sets a clear signal for prevention.

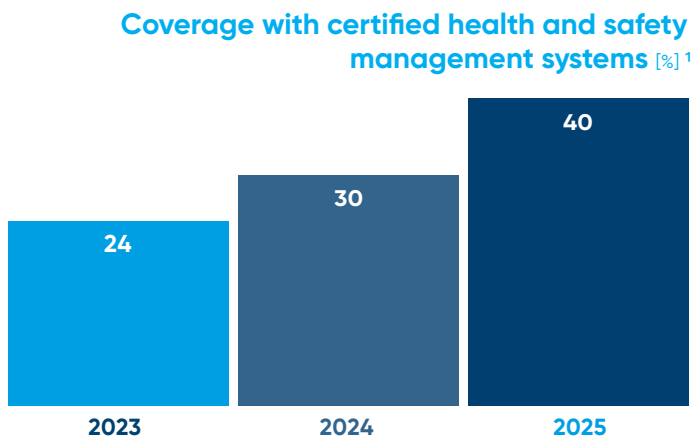
greiner.health.  
safety.environment 

## Measures in the Greiner Group

Occupational health and safety is a topic that requires the commitment of everyone in the company. In 2025, we once again integrated health & safety targets into the personal target agreements of all employees worldwide. We introduced this practice in 2024, which significantly strengthened the visibility of the topic. Occupational health and safety is thus part of every standardized performance review.

We also follow the approach that every production site – depending on its size – implements a defined number of health initiatives annually. These include activities in the areas of physical activity, nutrition, mental health, prevention, and awareness-raising. Examples include company-sponsored health checkups, support for physical fitness through voluntary offers, or the provision of vaccinations for employees. Our sites design their initiatives independently within the framework of local possibilities. We introduced this approach as part of the Blue Plan sustainability strategy in 2018 and have continuously pursued it ever since.

In addition to the aforementioned global health & safety roadmap, there are group-wide as well as division- and site-specific initiatives for the continuous further development of our safety culture. A visible measure in 2025 was the group-wide “Protect your hands” campaign, which was rolled out in all divisions and strengthens awareness of hand and finger protection – as almost half of all occupational accidents at Greiner involve the hands. In 2025, awards were presented for the first time to sites that achieved outstanding performance in the area



<sup>1</sup> Share of employees covered by a health and safety management system

# 512

health initiatives implemented

of occupational safety. The awards in the categories “Safety Champion Small Sites”, “Safety Champion Large Sites”, “Safety Rising Star”, and “Safety Genius” recognize successes achieved and are intended to simultaneously promote group-wide exchange and the implementation of best practices.

## Targets and metrics

By 2030, we want to significantly reduce accident frequency and achieve a Lost Time Accident Frequency Rate (LTAFR) of below 3.1. During the reporting period, 349 minor and 110 major reportable work-related accidents were recorded in our own workforce – i.e., among our employees and non-employees.

For major accidents (more than eight hours of lost time), this resulted in an LTAFR of 5.91 – this corresponds to 5.91 major work-related accidents per one million hours worked. Compared to the 2024 LTAFR of 5.98 major work-related accidents per one million hours worked, this represents a slight reduction and thus a positive development.

In the reporting year, 512 health initiatives were implemented at our production sites group-wide. The number of implemented initiatives is thus continuously increasing and has more than doubled compared to the 2022 reporting period (245 initiatives).

We also want to increase the coverage of the occupational health and safety management system according to ISO 45001 group-wide. In 2025, we were at 40 percent (around 10 percent higher than in the previous year); by 2030, 80 percent of employees are to be covered by such a management system.

# Focus on further education and training

Targeted training and education programs strengthen our competitiveness and innovative strength in the long term. They prepare employees for new challenges, increase job satisfaction, and enable more efficient work, which reduces stress and workload.

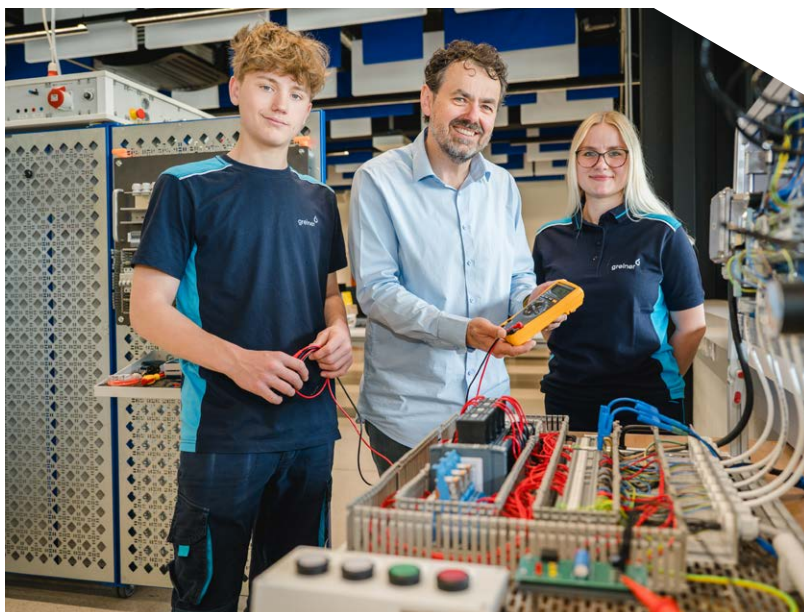
## Apprenticeships at Greiner

Every year, we give many young people the opportunity to start a successful career through an apprenticeship. In our training, we place value not only on teaching professional fundamentals, but also on fostering individual strengths and interests. Greiner offers apprenticeships in the following professions: plastics technology, plastics processing technology, mechatronics, process technology, electrical engineering, metal technology, IT technology, and industrial clerk.

## Measures in the Greiner Group

In the area of further training, we make use of digital formats, among other things. Since 2024, we have been managing our internal learning opportunities via the learning management system (LMS) in Greiner SuccessFactors. The digitalization and standardization of learning platforms allow for more targeted planning and improved evaluation of training measures. With the Greiner Academy, we have an internal further training facility that was founded as early as 2000 to promote the further development of employees.

To identify and specifically promote talent at Greiner, we took a decisive step with the Competence Center Talent Management



# 17 hrs

average training hours per employee

established in 2025. Among other things, a group-wide talent management framework was established and targeted offerings for managers were developed. The development of managers is a central part of the People & Culture strategy and contributes to employee motivation and retention.

## Metrics

For us as a group, it is important to strengthen the personal and entrepreneurial development of our employees. On average, our employees completed 17 hours of training and education per person. Both women and men required an average of 17 hours.

## Greiner training center

Greiner trains apprentices in the areas of plastics technology, plastics processing technology, mechatronics, process technology, electrical engineering, metal technology, IT technology, and industrial clerk.

# Creating equal opportunities

All employees at Greiner should have the same opportunities to develop and unfold their potential – regardless of personal characteristics such as gender, age, background, social status, sexual orientation, religion, or disability. Equal opportunity is essential for a strong corporate culture.

## Promoting gender equality

We are strongly committed to gender equality. In 2025, the Female Leadership Working Group was established to increase the proportion of women in leadership positions at sites where female representation is comparatively low. The Female Leadership Working Group is an initiative that arose from the Advisory Board for Diversity, Fairness & Inclusion introduced in 2024. The cross-divisional and cross-country team develops local strategies and measures that serve as best practices for other sites. In the reporting year, we addressed the gender pay gap.

**“A respectful workplace is a place where everyone can thrive and feel empowered to make decisions. We create it together by listening with intention, showing genuine understanding for one another, and celebrating the differences that make each of us unique.”**



**Erika Tyrone**  
Human Resources Business Partner  
Greiner Bio-One

Measured for the first time, the gender pay gap – the difference between the average earnings of women and men, expressed as a percentage of average male earnings – was 15.74 percent during the reporting period. Based on this, we will develop concrete measures starting in 2026.

## Measures in the Greiner Group

Our global training program for equal opportunities and inclusive culture was launched in 2024 and continued in 2025. The goal is a strengthened corporate culture based on fair, inclusive, and respectful interaction. Furthermore, managers and employees worldwide are to be empowered to actively counteract discrimination. The training program includes classroom workshops for top management and senior leadership, three e-learning modules, and a train-the-trainer program (“Respectful Workplace”), the pilot rollout of which began at eight sites in 2025. The train-the-trainer program already reached over 600 employees in the first year – primarily from production. In 2026, the training program will be implemented at further sites. The online training was completed by around 3,500 employees in the reporting period. Our internal network greiner.for.all promotes dialogue on diversity topics. The inclusion of people with disabilities is a strategic priority in the area of equal opportunities. In the reporting year, we agreed on a structured inclusion approach that identifies barriers, strengthens internal skills, and increases visibility. Implementation will begin gradually starting in 2026.

## Targets and metrics

As part of our sustainability strategy, we pursue the goal of increasing the proportion of women in leadership positions. In 2025, the share of women in leadership roles stood at 28 percent. The share of women in top management (highest leadership level) was around 29 percent. We have also set the goal of employing 50 percent women outside of production by 2030. In 2025, the share was 45 percent. In the reporting year, 176 diversity initiatives were implemented group-wide. The number of initiatives implemented has thus increased further compared to the previous year (155 initiatives). In 2025, a total of 152 people at Greiner disclosed that they had a disability. In the reporting year, we also measured the degree of inclusion in the corporate culture for the first time. In 2025, we have an Inclusive Culture Index of 76 percent – the goal is to reach 90 percent by 2030.



# Governance

**A responsible future requires clear values and consistent action. We rely on high standards that go beyond legal requirements. Together with our stakeholders, we always view responsibility along the entire value chain.**



Read the full chapter  
in the report:  
[greiner.com/report/2025/governance](https://greiner.com/report/2025/governance)

# Corporate culture & compliance

As a company with a global presence, we operate in different legal and cultural environments. Our managers and employees are in contact with suppliers, customers, and other business partners from all over the world. Every day, they make decisions that have an impact on both Greiner and internal and external stakeholders. These decisions must be made in accordance with applicable laws, taking into account customary market practices and based on ethical principles.

## Acting according to clear values

Greiner is a corporate group guided by clear value concepts. Mindsets and patterns of action arise from values and norms – in short, the corporate culture. This shapes how people interact with one another. In a comprehensive value-finding process involving employees, the Greiner Group defined the four values of openness, appreciation, reliability, and the pursuit of excellence as guiding principles.

Clear guidelines for responsible entrepreneurial action in compliance with national and international standards are defined in the globally valid Greiner Code of Conduct. In 2025, we revised our two previous codes of conduct – one for employees and one for business partners and suppliers – and combined them into a single code. High compliance standards, integrity, and adherence to ethical principles form the basis of our business relationships. To communicate relevant requirements specifically to those employees active in compliance-sensitive areas, we rely on targeted online training and classroom courses. Our compliance management system (CMS) is certified according to ISO 37301 as well as ISO 37001 and includes all companies in the corporate group.



## Whistleblowing & anti-corruption

As a central whistleblower platform, the publicly accessible whistleblowing platform [tell-greiner.com](https://tell-greiner.com) enables employees, customers, suppliers, and business partners to report violations of the Greiner Code of Conduct as well as relevant laws and regulations. This is done in absolute confidence and – at the discretion of the reporting person – anonymously. Every report is taken seriously, and whistleblowers are protected at all times. We do not tolerate any business actions, transactions, or activities that violate applicable guidelines and standards related to anti-corruption.



## New Greiner Code of Conduct

The new Greiner Code of Conduct is valid worldwide, publicly available, and defines clear guidelines for responsible entrepreneurial action.

Instead of two previous codes of conduct – one for employees and one for business partners and suppliers – we have had a single, common code since 2025.

# Strengthening sustainable supply chains

Our responsibility does not end at our company gates. By implementing our sourcing requirements and core values with our relevant stakeholders over the long term, we can contribute to improving working conditions and environmental performance as well as the resilience of supply chains. With our policies and frameworks, we want to ensure that our values and principles also take effect with suppliers, business partners, and workers in the value chain.

## Clear policies and principles

The new Greiner Code of Conduct supports all employees in their daily work decisions. It sets the expectation for business partners that they share our values and act according to the same principles as we do. In addition, our group-wide sustainable procurement policy defines the core values, principles, and standards for responsible procurement. It summarizes requirements that apply to suppliers and business partners and promotes environmental, social, and ethical standards. Our human rights policy, introduced in 2025, describes our commitment to respecting international human rights standards and defines how we organize and ensure responsible action within the company.

## Measures in the Greiner Group

A systematic process for selecting and evaluating suppliers, combined with a foundation of trust, is essential for sustainable supply chain management. In this way, risks can be specifically minimized and long-term business relationships strengthened. We use the EcoVadis platform to check the sustainability performance of our strategic suppliers. EcoVadis is an internationally recognized provider of sustainability ratings that evaluates more than 150,000 companies worldwide. In addition to assessing

# 49%

of our suppliers (> EUR 500,000)  
with an EcoVadis rating

our strategic suppliers, we as a group are also evaluated by EcoVadis ourselves. In 2025, we once again achieved Platinum status, placing us among the top one percent of all evaluated companies worldwide.

## Targets and metrics

We set clear targets for our supply chains: by 2030, 99 percent of our strategic suppliers (>EUR 500,000) are to have an EcoVadis rating. In 2025, 49 percent of the reviewed suppliers (those with spending exceeding EUR 500,000) had a valid EcoVadis scorecard. This corresponds to an increase of eight percentage points compared to the previous year. Furthermore, in the reporting year, 74 percent of our suppliers (based on purchasing volume) signed the Greiner Code of Conduct or an equivalent code of conduct.



## Greiner Group secures another EcoVadis Platinum rating

As in the previous year, we achieved a Platinum rating from EcoVadis in 2025. This means the Greiner Group once again ranks among the top one percent of all evaluated companies worldwide. Compared to 2024, we further improved our score.

# Where **COURAGE** meets future!

The courage to change is part of our DNA. Since 1868, Greiner has reinvented itself time and again – from a general store to cork processing, plastic technology, and sterilization.

Our history clearly shows: It takes people who shape things instead of waiting. Because the future does not happen by chance, but through courageous decisions and consistent action.

**We are where attitude meets the future.**

Learn more about Greiner:



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