



hubergroup

Sustainability Report 2023

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Introduction

.01

Foreword

by the management



Dear Ladies and Gentlemen,

We are pleased to present hubergroup's first sustainability report, covering the business year 2023 (01.01. – 31.12.2023) and highlighting significant improvements in 2024, marking an important milestone in our commitment to transparency and accountability. As a leading company in the chemicals and printing ink industries, we acknowledge our impact on the environment and society. Sustainability is deeply embedded in our corporate culture and guides our business decisions.

For the first time, this report emphasizes the Group perspective, providing a comprehensive view of our sustainability efforts across all entities. At the same time, we highlight the success of hubergroup Deutschland, which was awarded the **EcoVadis Silver Medal**, demonstrating the company's strong commitment to sustainable business practices.

In 2024, we conducted our first Double Materiality Assessment in line with the Corporate Sustainability Reporting Directive (CSRD). This assessment helped us identify key sustainability topics that impact both our business and stakeholders.

This approach, which is mandatory under the Corporate Sustainability Reporting Directive (CSRD), allows us to consider two perspectives:

On the one hand, we examine the impact of our business activities on people and the environment (inside-out perspective).

On the other hand, we analyze how sustainability aspects present risks and opportunities for our company (outside-in perspective).

By applying this dual perspective, we can not only define the scope of our sustainability reporting more precisely but also allocate our resources more efficiently and gain valuable insights for our corporate strategy.

This comprehensive assessment enables us to report more transparently, make better decisions, and concentrate our efforts on the areas of greatest significance.

We see this as an important step in continuously improving our sustainability strategy and meeting the evolving demands of our stakeholders. The data of the material topics will be reported in the upcoming sustainability report 2025 in CSRD compliance.

At hubergroup, we consider sustainability as an integral part of our business. Our goal is to develop innovative solutions that meet the needs of our customers while protecting the environment. We are committed to continuously reducing our ecological footprint while strengthening the social and economic aspects of our business activities.

Foreword

by the management

Our sustainability strategy is based on three core pillars: ecological responsibility, social responsibility, and economic performance. We rely on resource-efficient production processes and actively promote the circular economy. By investing in research and development, we continuously work on making our products even more environmentally friendly.

An example is the continuous increase of renewable raw materials in our products, which reduce environmental impact.

We have also made significant progress in reducing CO₂ emissions and improving energy efficiency at our production sites.

Looking ahead, we remain committed to further enhancing our sustainability performance. Our ambitious goals include increasing the use of recyclable materials in our products and expanding energy efficiency initiatives. We firmly believe that innovation is key to a more sustainable future, and we will continue investing in forward-thinking technologies.

At the same time, we are actively collaborating with partners across the value chain to develop new, sustainable solutions that benefit both our industry and the environment.

With this report we as hubergroup have started our journey of sustainability reporting for our whole group. We would like to

recognize everybody who has contributed to this report.

We extend our sincere gratitude to our employees, customers, and partners, whose dedication drives the success of our sustainability strategy. Together, we can shape a more sustainable future. We invite you to explore the following pages to learn more about our initiatives and achievements.



Premal Desai
President Asia und Africa & Group CFO



Taner Bicer
President Americas & Chemicals



Carsten Zölzer
President Europe & Print Solutions

General Principles Preparation

Sustainability Declaration ¹⁾

Our sustainability strategy is firmly rooted in the results of a comprehensive double materiality analysis conducted in 2024, which serves as a cornerstone for aligning with the Corporate Sustainability Reporting Directive (CSRD). This analysis has been pivotal in identifying the most significant environmental, social, and governance (ESG) issues that impact both our organization and stakeholders. Based on these insights, we have defined focus areas and formulated ambitious targets for the short (0–1 year), medium (1–5 years), and long term (5–10 years).

To ensure effective implementation, we have established a robust framework of performance indicators that facilitate continuous monitoring of progress. These indicators not only help us track success but also enable timely recalibration of projects and measures where necessary to address emerging challenges or gaps. Our efforts are guided by a commitment to transparency, accountability, and adaptability, ensuring that our sustainability goals are resilient and aligned with evolving regulatory and stakeholder expectations.

The data and insights presented in this report are based on ESG KPIs collected for the 2023 reporting period. While this report shows the materiality analysis and its findings, the next step will be to expand and refine our data collection processes to fully meet the requirements of CSRD-compliant reporting in future cycles.

1) [BP]

Integrating Sustainability into Our Core Strategy

We recognize that sustainability is not an isolated function but a vital component of our overall business strategy. Our approach emphasizes embedding sustainability into our decision-making processes, operations, and organizational culture. By doing so, we aim to drive meaningful change across our value chain, from reducing environmental impacts and enhancing social equity to promoting ethical governance practices.

A Commitment to Long-Term Impact

Our sustainability declaration goes beyond compliance. It reflects our genuine commitment to making a long-lasting positive impact. This involves not only meeting regulatory requirements but also setting higher standards for ourselves as a responsible corporate citizen. By fostering innovation, engaging with stakeholders, and integrating sustainability into every facet of our operations. Our sustainability compass relies on [The Ten Principles | UN Global Compact](#) where we are member.

Looking Ahead

Our journey towards CSRD-compliant reporting represents not just a regulatory requirement but an opportunity to further align our business strategy with the principles of sustainability. With each reporting cycle, we aim to enhance the depth, quality, and relevance of our disclosures, building a foundation for long-term resilience and success.

Relevant abbreviations

BP	Basis for the preparation
ESRS	European reporting standards
ESRS 1	European standard for sustainability reporting 1: General requirements
ESRS 2	European standard for sustainability reporting 2: General disclosures
ESRS E1	European standard for sustainability reporting E1: Climate change
ESRS E2	European standard for sustainability reporting E2: Environmental pollution
ESRS E3	European standard for sustainability reporting E3: Water and marine resources
ESRS E4	European Standard for Sustainability Reporting E4: Biodiversity and ecosystems
ESRS E5	European Standard for Sustainability Reporting E5: Resource utilization and circular economy
ESRS G1	European standard for sustainability reporting G1: Business behavior
ESRS S1	European standard for sustainability reporting S1: Own workforce
ESRS S2	European Standard for Sustainability Reporting S2: Workers in the value chain
ESRS S3	European standard for sustainability reports S3: Affected communities
ESRS S4	European standard for sustainability reporting S4: Consumers and end users
ESRS G1	European standard for sustainability reporting G1: Business behavior
GOV	Governance: The governance processes, controls and procedures used to monitor, manage and oversee impacts, risks and opportunities
SBM	Strategy: how the organization's strategy and business model interact with its material impacts, risks and opportunities, including how the organization addresses these impacts, risks and opportunities
IRO	Impact, risk and opportunity management (IRO): The process(es) with which the company: <ol style="list-style-type: none"> 1. Identifies impacts, risks and opportunities and assesses their materiality 2. Manages key sustainability issues through strategies and measures
MDR	Minimum information on policy (MDR-P) and measures (MDR-A) as well as key figures (MDR-M) and targets (MDR-T).

General information

.02

General company information 2023



One company – with family spirit

Since 1765, hubergroup has been driven by innovation. Mathias Mittermayr, a trained mason, pioneered ink production, patenting natural inks like Vienna Varnish, Prussian Blue, and Carmine Red. Based in Haidhausen, Munich, he laid the foundation for today's company.

In 1780, his son-in-law Georg Huber expanded the business, passing it to Michael Huber in 1815, who led the company to become Germany's first printing ink manufacturer. His collaboration with Alois Senefelder, the inventor of lithography, boosted its growth and international recognition.

Over generations, hubergroup expanded with new production sites and innovations. It overcame wartime disruptions, specializing in printing inks, and moved its headquarters to Kirchheim-Heimstetten in 1965.

By the 1990s and 2000s, the company grew globally, with sites in Europe, North and South America and Asia. A key milestone was the acquisition of Micro Inks Limited in 2006, securing raw material production. Innovations in low-migration, mineral oil-free and cobalt-free inks set new environmental standards.

Today, hubergroup remains a leader in printing inks and chemicals, driven by a commitment to continuous innovation and sustainability.

hubergroup is 258 years old.

Founded

1765

Countries

27

Production sites

8

Turnover 2023
(million €)

729

Ink 2023
(thousand tons)

186

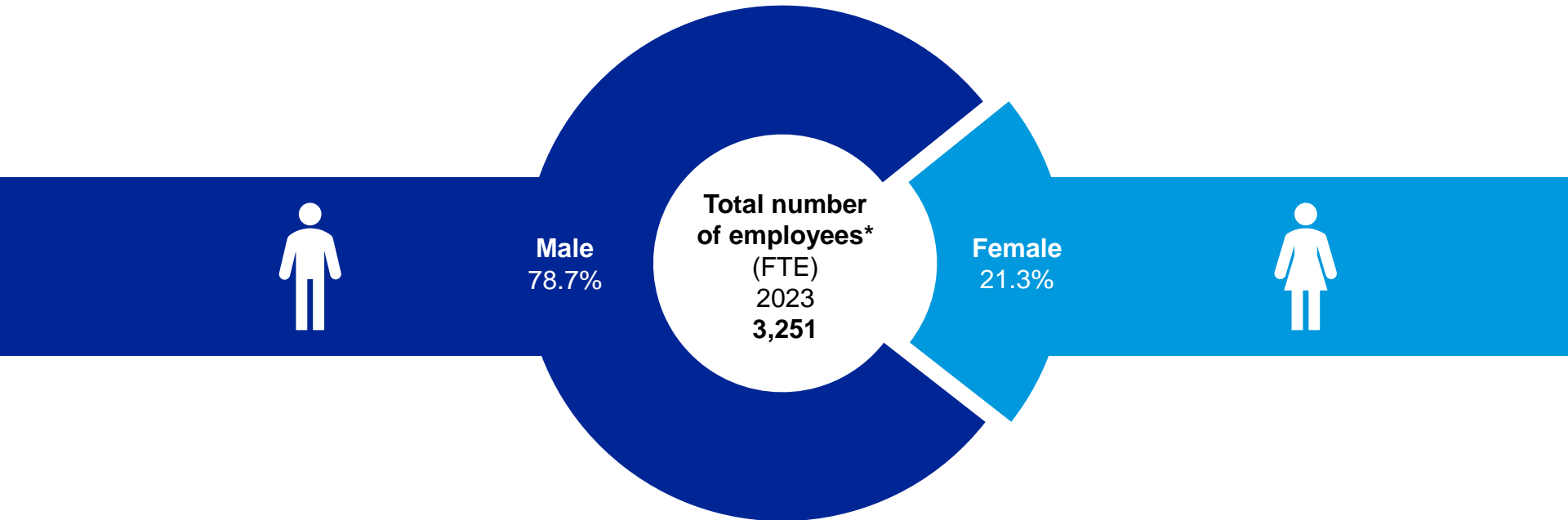
Employees
(FTE)

3,251



General company information

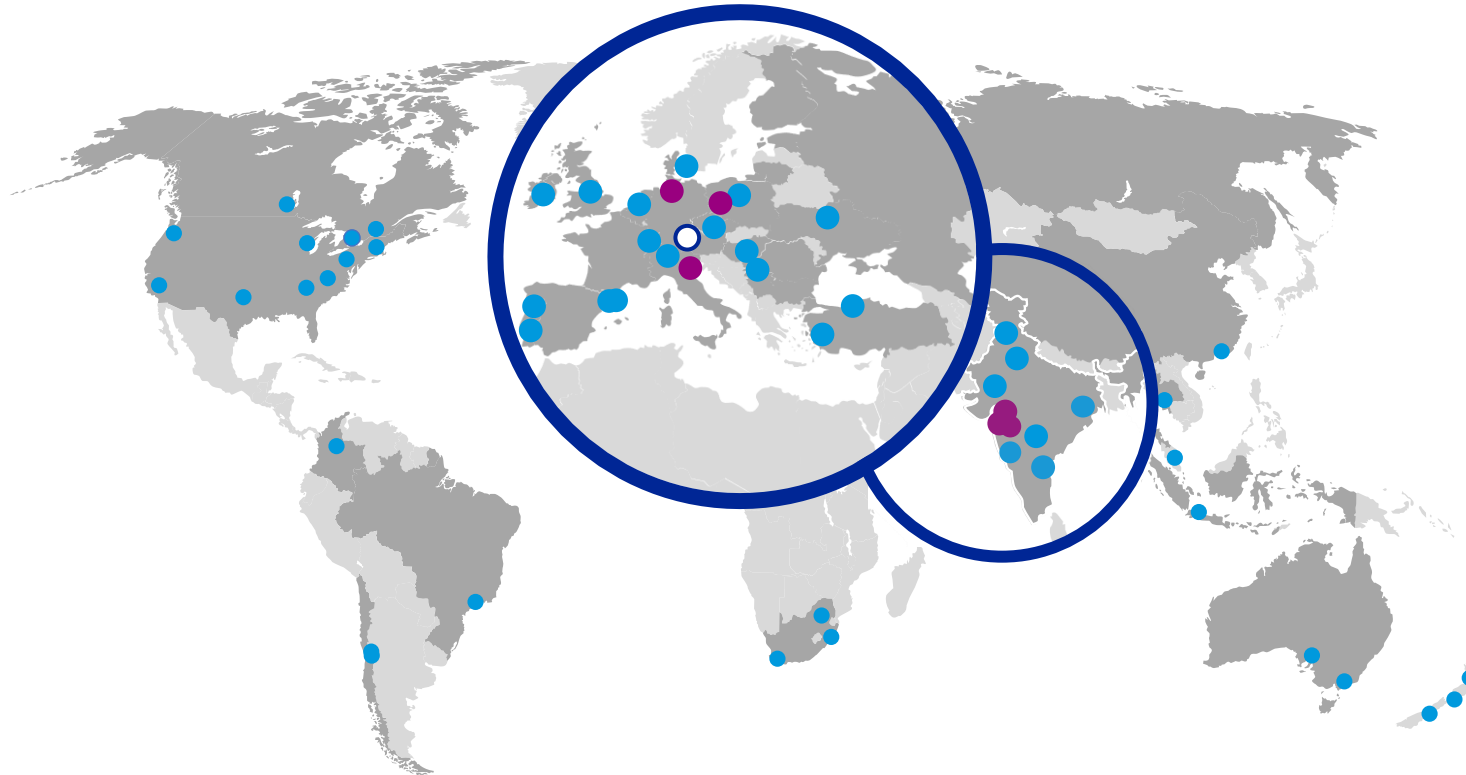
Our employees




* Including interns and apprentices, all employees with an employment contract

Our Sites

are almost everywhere



-  Head Office
-  Production Site
-  hubergroup Branch

List of all offices and legal entities
page 69f 

Our Vision

Sustainability at the hubergroup



At **hubergroup**, we envision a future where **sustainability, innovation, and responsibility** go hand in hand. As a global leader in the printing and chemical industry, we are committed to pioneering **environmentally friendly solutions**, promoting **social equity**, and ensuring **good governance** across our operations and value chain. Our vision is to drive **positive change** through:

Environmental Leadership

Reducing our carbon footprint, embracing circular economy principles, and using safe, sustainable materials in all our products.

Social Responsibility

Upholding human rights, ensuring fair wages within a living wage policy, and fostering a diverse, inclusive, and safe workplace for all.

Strong Governance

Conducting business with integrity, transparency, and compliance, while fostering trust with our stakeholders.

Through continuous **innovation, collaboration, and accountability**, we aim to create a **more sustainable and resilient industry** – delivering high-quality solutions that respect both people and the planet.

Sustainability is not just an initiative – it is our commitment to future generations.

Our Mission

Collaborative solutions, strong values,
beyond expectations

- We talk to our customers and work together to find solutions.
- Our family-like company culture is a real strength and shapes our ideas and actions.
- We contribute to the success of our customers because we achieve more than expected from a printing inks and chemicals manufacturer.



Company Values



Corporate values guide our daily actions

At hubergroup, our corporate values guide our daily actions, drive innovation, and strengthen our commitment to sustainability. These principles shape how we collaborate, develop solutions, and support our customers worldwide.

connected
courageous
curious
creative

Connected

At hubergroup, being connected means building strong relationships with customers, colleagues, and partners. We actively engage with customers, understanding their needs and providing reliable support. Collaboration across our global network leverages diversity, fostering innovative and sustainable solutions that benefit both business and the environment.

Courageous

We embrace bold thinking and responsible decisions to drive progress. With entrepreneurial courage, we push boundaries to create sustainable solutions. Our confidence in calculated risks allows us to pioneer innovations that shape the industry's future.

Curious & Creative

Creativity and curiosity drive our innovation. We welcome fresh ideas and unconventional approaches to develop sustainable solutions. Experimentation is key—we **learn from challenges, refine strategies, and open new business opportunities for a sustainable future.** These values define us, guiding our commitment to customer satisfaction, innovation, and sustainability, ensuring hubergroup remains a trusted partner in an evolving world.

Compliance Structure

The role of the administrative, management and supervisory bodies ¹⁾

The interaction between the shareholders and the top management of the hubergroup is regulated by the corporate values and embedded within the Group's governance structure.

Our corporate values guide our daily actions in all business areas and functions. They are overarching our strategic planning and significantly determine our activities in the area of innovation and sustainability.

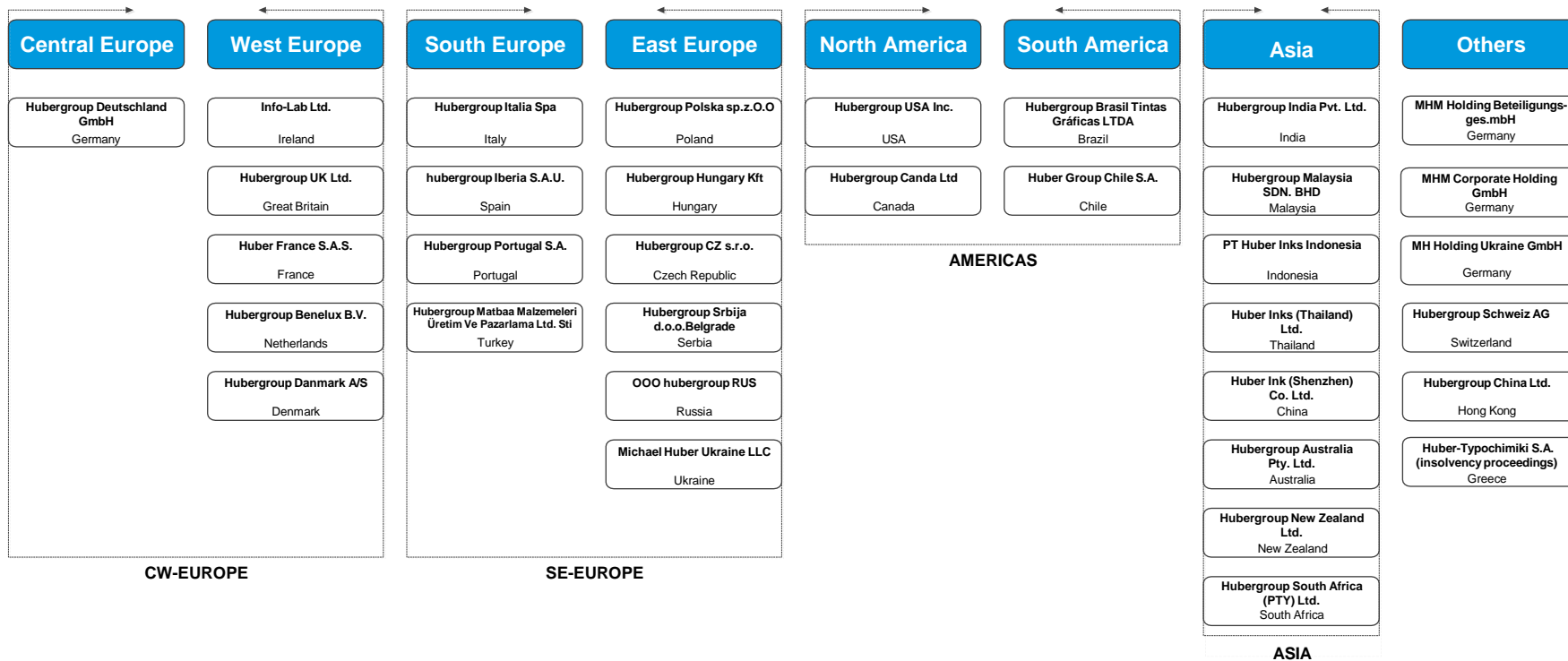
An external supervisory board supports the strategic management at shareholder level and advises the experienced and non-shareholding management. Within the group several individual companies are organized into strategic business units and a comprehensive system of authorized officers is directly linked to the management of the group's holding company.

This framework ensures compliance with legal obligations while also enabling the efficient implementation of operational initiatives.



Organizational Structure at the hubergroup¹⁾

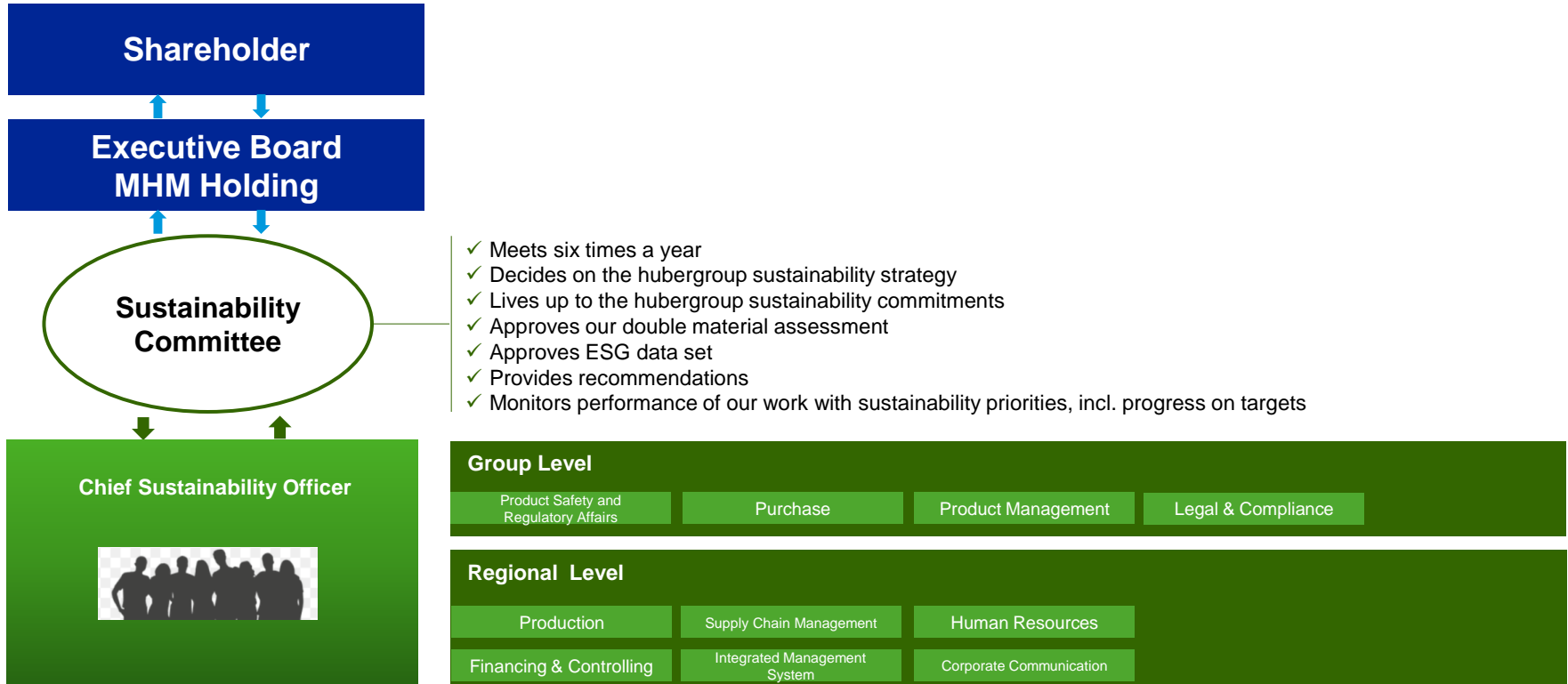
MHM Holding GmbH Germany



1) [GOV]

Compliance Structure

hubergroup's functional sustainability organization¹⁾



1) [GOV]

Risk Management

and internal controls for sustainability reporting ¹⁾

Risks related to **business development, product quality, health & safety, and environmental impacts** are regularly discussed in **hubergroup's management committees** and are subject to third-party audits. As part of the **double materiality analysis**, a comprehensive risk assessment was conducted.

A **strong focus is placed on cybersecurity**. IT security is a **key priority for hubergroup**. We systematically analyze potential risks and mitigate them with **proven technical and organizational measures**. **Regular penetration tests and technical audits** help identify vulnerabilities and assess the effectiveness of our security controls.

In the **medium term**, hubergroup aims to implement an **Information Security Management System (ISMS)** to further **structure cybersecurity efforts** and strengthen **risk management processes**. Defined **ESG targets, milestones, and KPIs** are collected **annually** to ensure continuous progress.

At hubergroup Deutschland, a risk assessment is carried out for each specialist area (e.g. chemical laboratory, production, administrative departments). This results in training priorities.



Interests and Views of stakeholders¹⁾

Extended Methodology of the Double Materiality Assessment

The assessment followed a structured and comprehensive approach integrating both **Impact Materiality (inside-out)** and **Financial Materiality (outside-in)** perspectives, ensuring a thorough evaluation of the company's sustainability priorities. This dual perspective aligns with international standards such as the **CSRD** and **ESRS**, providing a robust framework for identifying key material topics. The process was divided into the following key phases:

Preparation & Stakeholder Engagement

To ensure the assessment captured diverse perspectives, hubergroup undertook a meticulous preparation phase, emphasizing the involvement of a wide array of stakeholders. This phase aimed to build a solid foundation for evaluating material topics comprehensively.

The structured engagement process not only strengthened the credibility of the results but also provided valuable input for prioritizing sustainability topics. Through surveys, workshops, and one-on-one discussions, stakeholders were actively involved in defining what matters most to the company and its broader ecosystem. This collaborative approach laid the groundwork for a **materiality matrix** that integrates both internal and external priorities.

Internal Stakeholders

Management, sustainability teams, procurement, R&D, production, and quality assurance were engaged to provide insights into the company's operations, risks, and opportunities. Their perspectives helped identify the internal impacts of the company's activities.

External Stakeholders

Customers, suppliers, NGOs, regulatory bodies, and financial institutions were consulted to understand external expectations, potential risks, and broader industry trends affecting the company.

236
stake-
holders

A total of 236 stakeholders were carefully selected, representing a balanced mix of internal and external groups.

These were further categorized into **five stakeholder groups**, ensuring an equitable weighting of responses. The assessment spanned key operational regions, including **Germany, Poland, and India**, reflecting hubergroup's global footprint.²⁾

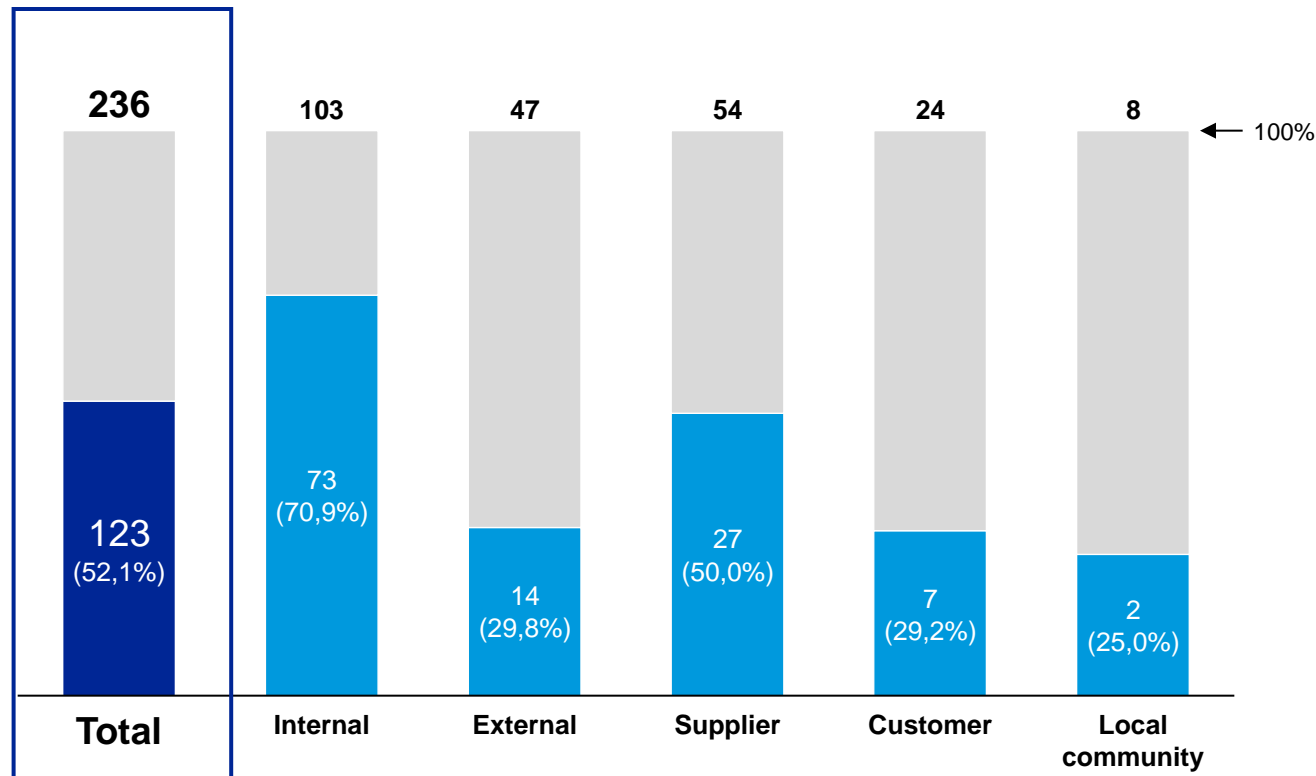
1) [SBM]; 2) excluding Italy due to lack of data

Stakeholder Survey

Response rate by stakeholder group

The overall response rate was 52.1%

This data provides a comprehensive view of the participation of all key stakeholder groups relevant to hubergroup and highlights their involvement in sustainable matters. It reflects the company's engagement across internal and external stakeholders, suppliers, customers, and the local community, which are crucial for driving sustainability initiatives.

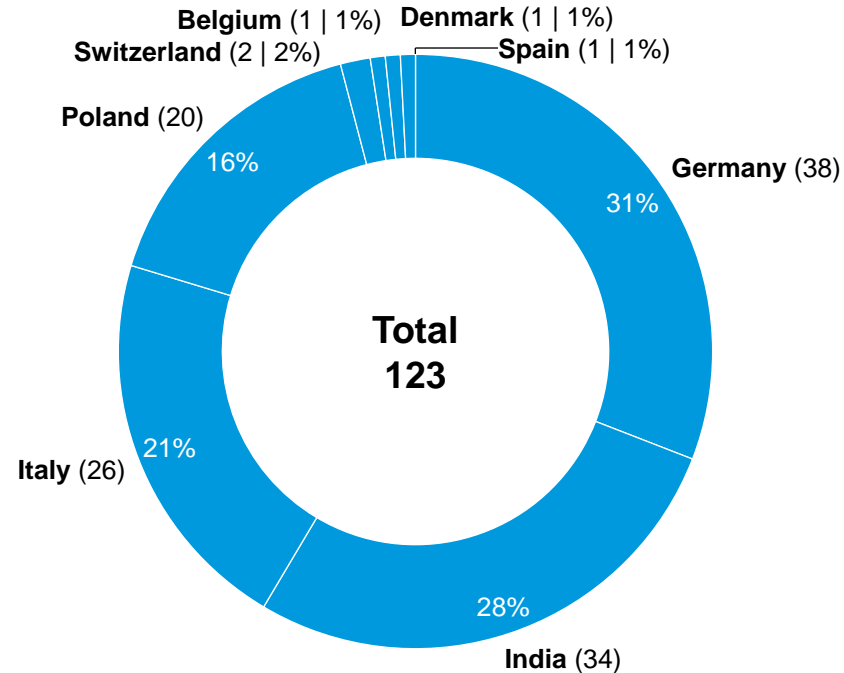


Survey Participants (123)

by region

Stakeholders were questioned all over the world and they are defined as those who can affect or are affected by the company and are split into two main groups:

- **Affected stakeholders**
Individuals or groups whose interests are impacted – positively or negatively – by the company’s activities and relationships across its value chain.
- **Users of sustainability statements:**
These include investors, lenders, credit institutions, business partners, civil society, NGOs, governments, and academics who utilize sustainability reports for decision-making.



Impacts, risks and opportunities

and their interaction with strategy and business model¹⁾

The evaluation of impacts, risks, and opportunities at hubergroup was conducted through a structured materiality assessment, which incorporated both impact materiality and financial materiality. The impact materiality analysis focused on assessing hubergroup's influence on the environment and society, taking an inside-out approach.

This involved identifying both positive and negative sustainability impacts related to hubergroup's operations, products, and its broader value chain. The evaluation was thorough, with topics rated according to their likelihood of occurrence and the feasibility of mitigating them.

Internal expert meetings and stakeholder surveys within hubergroup were critical in validating these identified material issues. In parallel, the financial materiality analysis examined the sustainability-related risks and opportunities that could affect hubergroup's financial health, including its position, performance, and cash flow.

This outside-in perspective aimed to understand the potential financial impacts stemming from environmental, social, and governance (ESG) factors. Each topic was assessed based on its likelihood of occurrence, ranging from excluded to highly probable, and the scope of its potential financial impact, categorized from insignificant to existentially threatening.

Internal expert meetings, including representatives from hubergroup's locations in Germany, Poland, and India, formed the foundation for this financial evaluation.

Stakeholder engagement was a vital component of the process. Five stakeholder groups participated in surveys to ensure a well-rounded and diverse input into the materiality assessment. To guarantee a fair and balanced representation of perspectives, responses were weighted equally across all groups. The results were integrated into a materiality matrix, visually capturing the intersection between impact materiality and financial materiality.

As a result, a draft materiality matrix was developed, combining insights from both impact and financial materiality analyses. This matrix helped prioritize the key sustainability topics based on their relevance, associated risks, and opportunities. The findings also served to establish a roadmap for implementation, detailing the necessary steps to address these material issues. This comprehensive approach adhered to the principles of double materiality, ensuring that hubergroup's impact on sustainability and the influence of sustainability factors on business performance were both thoroughly assessed.

Disclosure requirements

in the ESRS that are covered by sustainability reports¹⁾

1. Impact Materiality Analysis

The inside-out perspective assessed hubergroup's impact on environmental and social factors, considering:

- GHG emissions and climate impact
- Water and energy consumption
- Circular economy & waste management
- Human rights & working conditions
- Health & safety standards

Key steps included

- a. Expert meetings to identify ESG topics
- b. Stakeholder survey based on a curated medium list of 49 ESG topics
- c. Materiality evaluation based on likelihood, remediability, and severity
- d. Graphical representation of impact materiality in a matrix

2. Financial Materiality Analysis

The outside-in perspective examined ESG-related risks and opportunities that could affect hubergroup's financial position, performance, and cash flows.

Topics included

- Regulatory changes impacting production
- Shifts in customer demand for sustainable products
- Supply chain vulnerabilities (resource availability & pricing)
- Climate-related financial risks

The financial materiality evaluation included

- Internal expert workshops across locations
- Risk assessment based on likelihood of occurrence and financial scope (rated from 1 to 5)
- Ranking of financial material topics with a threshold score of ≥ 2.5
- Visualization of financially material topics in a matrix

3. Merging of Impact & Financial Materiality

The final step combined the impact and financial materiality assessments into a Double Materiality Matrix. This allowed hubergroup to:

- Identify and prioritize ESG topics that are both material for stakeholders and financially significant.
- Develop a sustainability strategy aligned with regulatory compliance and business objectives.
- Ensure transparency in sustainability disclosures under ESRS 2, IRO-2.

Double Materiality Analysis

27 topics defined within the process

1. Impact Materiality

● E1.2	Climate change mitigation
● E2.1	Pollution of air
● E2.2	Pollution of water
● E2.3	Pollution of soil
● E2.5	Use of substances of concern
● E2.6	Use of substances of very high concern
● E5.2	Resource outflows related to products and services
● G1.5	Supplier Relationship Management
● S1.1	Secure employment
● S1.2	Work-life balance
● S1.5	Health and safety
● S1.9	Gender equality and equal pay for work of equal value
● S1.12	Measures against violence and harassment in the workplace
● S1.14	Prohibition of Child labour
● S1.15	Prohibition of Forced labour
● S2.3	Payment of adequate Wages
● S2.14	Prohibition of Child Labor
● S2.16	Prohibition of Forced Labor
● S2.18	Ensuring access to water and sanitary facilities

2. Financial Materiality

● E3.1	Water withdrawals
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3. Double Materiality

● E1.3	Energy use & demand
● E3.2	Water consumption
● E3.2	Water use
● E5.1	Resource Inflows, including Resource use (e.g. Recycled paper flow)
● E5.3	Waste
● S1.4	Adequate wages
● S1.10	Training and skills development

ESRS topics	Overall topic
E1	Climate Change
E2	Pollution
E3	Water
E4	Biodiversity
E5	Circular Economy
G1	Business conduct
S1	Own workforce
S2	Workers in the value chain
S3	Affected Communities

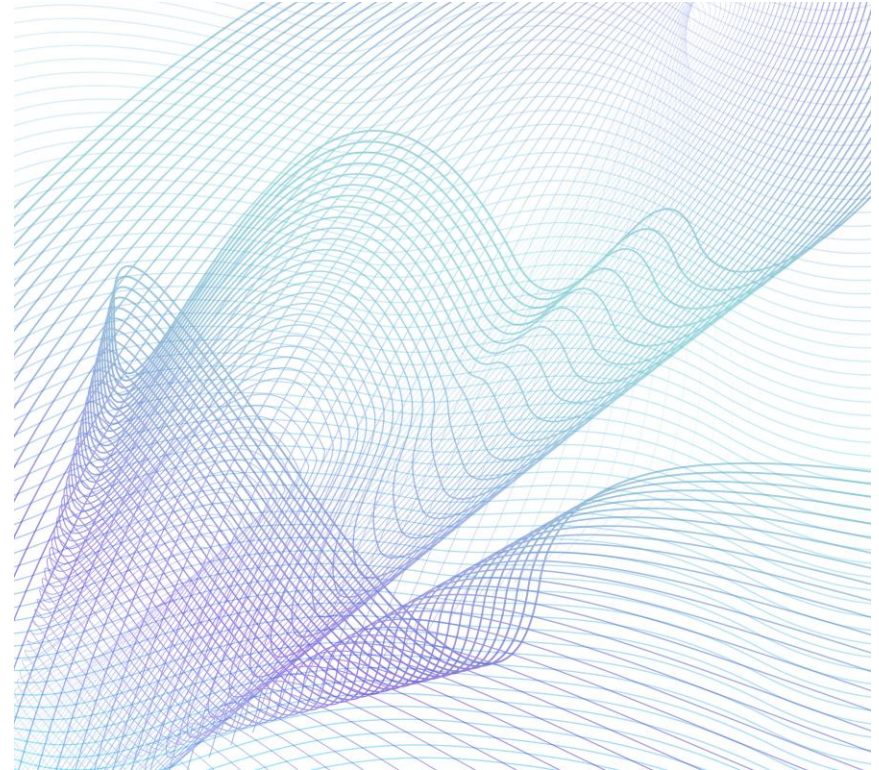
The 27 topics are categorized under Impact Materiality, Financial Materiality, and Double Materiality.

- **Impact Materiality** assesses how the company's activities affect the environment and society, focusing on issues like pollution, climate change, and workplace conditions (inside-out perspective).
- **Financial Materiality** examines how sustainability risks and opportunities, like water withdrawals and resource use, impact the company's financial performance (outside-in perspective).
- **Double Materiality** combines both views, emphasizing topics like energy use and waste that are crucial for both stakeholders and the company. This approach ensures a comprehensive sustainability strategy.

Certificates

2023

	Measures	Coverage ¹⁾
ISO 14001	✓	100%
ISO 50001	✓	75%
ISO 9001	✓	100%
ISO 45001	✓	88%
ISO 27001	✗	0%
Cradle to Cradle	✓	75%
Blue Angel	✓	12.5%






1) 100% legal entities with production sites

Code of Conduct

and other ESG policies from the hubergroup

The hubergroup's Code of Conduct summarizes
the three ESG pillars in one document

Environmental 	Social 	Governance 
<p>Health Safety and Environmental (HSE) Policy (external)¹⁾ The hubergroup Health, Safety and Environmental (HSE) Policy underscores our global commitment to sustainability, environmental stewardship, and employee well-being. Through responsible operations, product innovation, and compliance with international regulations, we aim to minimize environmental impact, promote health and safety, and contribute to a sustainable future for our industry and society.</p>	<p>Human Rights Policy (external) The human rights policy showcases an organization's ethical commitment to safeguarding human dignity and fostering fairness, which also counts for business partners. By adhering to international standards, implementing due diligence processes, and promoting transparency, organizations demonstrate respect for human rights and make a positive contribution to society.</p> <p>Living Wage Policy (external) Sets a standard for the living wage within the hubergroup and sets a framework for the living wage assessment</p> <p>Living wage does not mean minimum wage, it is defined as the following: It should cover food/rent /transportation /clothing / education/ healthcare / savings and utilities</p>	<p>Compliance Policy (external) The hubergroup is a reliable partner committed to social responsibility, guided by a global Compliance Management System and Code of Conduct promoting lawful behavior, fairness, and sustainability. It emphasizes lawful behavior, non-discrimination, fair competition, zero child labor, anti-corruption, and sustainability.</p> <p>Benefit Guideline / Policy (internal) Gives a framework how to handle gifts and invitations according to the hubergroup's requirements and the given national laws</p> <p>Whistleblowing Guideline / Policy (external) The Code of Conduct includes the handling of whistleblowing on top of the Policy</p>

The hubergroup's additional policies form the foundation for the general Code of Conduct

Information on the environment

.03

Environment

We are committed to a sustainable future

Sustainability at Our Core

At hubergroup, we take responsibility for people and the environment by balancing social, economic, and ecological needs. We focus on resource efficiency, eco-friendly printing inks, and supporting customers in their sustainability efforts. As a leader in the circular economy, we minimize waste and promote material reuse through partnerships with Cradle to Cradle, CEFLEX, INGEDE, and EPEA. Our commitment was recognized with an EcoVadis Silver Medal for hubergroup Germany, ranking us among the top 20% of over 100,000 companies.

Sustainable Production & Products

We integrate resource conservation into our operations, including a water treatment plant in India that recycles 60% of wastewater, with a goal of 100% recovery. In Germany and France, we repurpose wash water for coatings, covering 24% of our water needs. Our Cradle to Cradle Gold-level certification reflects our commitment to circularity. Our eco-friendly inks prioritize recyclability, compostability, and renewable materials, with certifications like Cradle to Cradle, OK Compost, and the Blue Angel eco-label. **Recognized with the IFCA Star Award for sustainability**, our products meet high environmental standards.

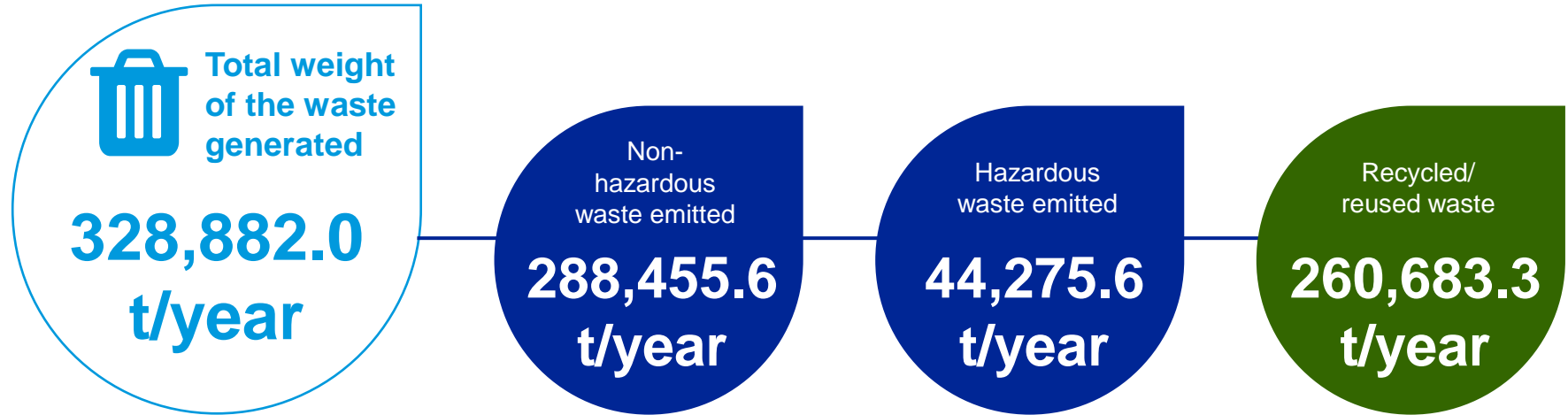
Empowering Customers for a Greener Future

Beyond sustainable products, we help customers optimize packaging, reduce environmental impact, and improve resource efficiency. By combining innovation with responsibility, hubergroup is shaping a sustainable printing industry.



Environmental KPIs 2023

Waste consumption in Ton ¹⁾



1) Excluding figures from Benelux, USA, Hungary; Turkey and Malaysia (10% FTE's), but 100% of the hubergroup's production sites are covered

Environmental KPIs 2023

Water consumption in Mega Liter ¹⁾

Total water withdrawal in

807 ML

Total amount of water consumption in

1,058.3 ML

Total amount of recycled and reused water

248.2 ML

Total water product footprint

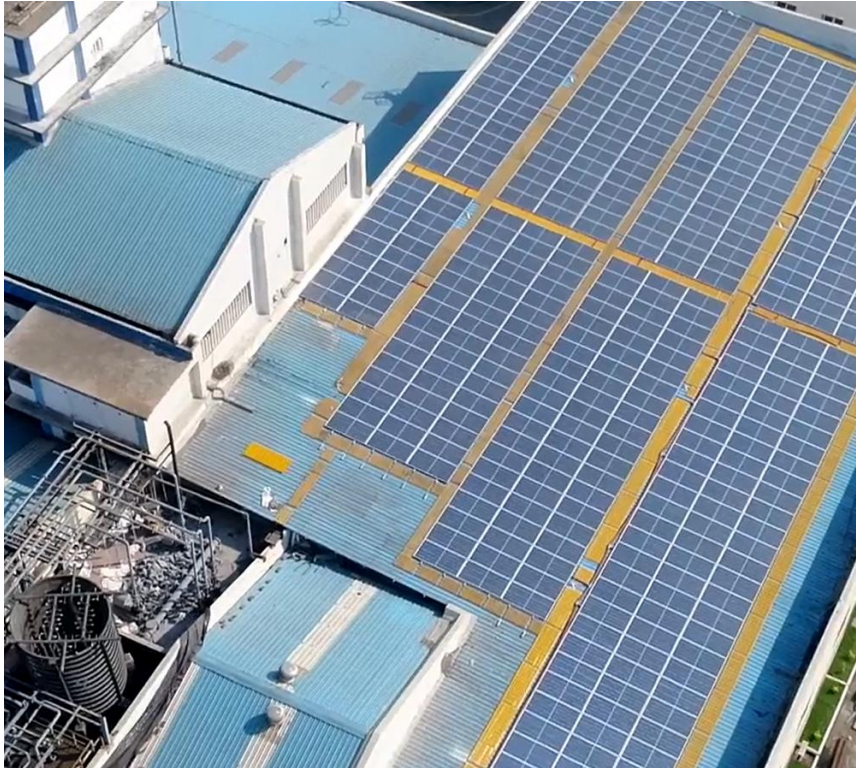
5.68 l/kg



1) Excluding figures from Benelux, USA, Hungary; Turkey and Malaysia (10% FTE´s), but 100% of the hubergroup´s production sites are covered

Environmental KPIs 2023

Electricity consumption in Gigajoules



Total fossil fuel
consumption
4,954,734

Total electricity
consumption
245,553

Total consumption
of renewable
electricity
3,962

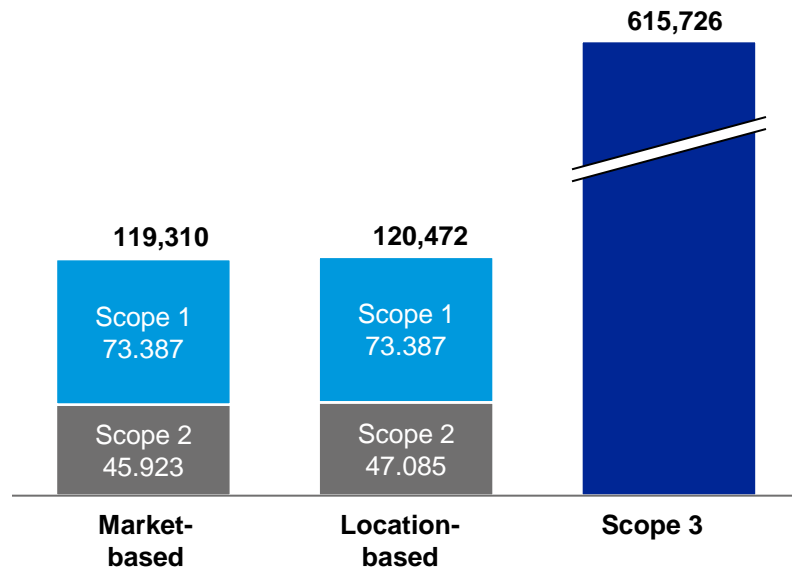
Total in-house
production of
renewable electricity
2,754

Environmental KPIs 2023

Scope emissions 1&2

Emissions in 2023

(in t CO₂e)



Explanation: What are scope emissions

This section of the sustainability report outlines the environmental key performance indicators (KPIs) related to Scope 1, Scope 2, and Scope 3 emissions for the year 2023, measured in tons of CO₂ equivalent (t CO₂e).

- Scope 1 emissions represent direct emissions from hubergroup's operations and amount in 2023 to 73,387 t CO₂e
- Scope 2 emissions, which account for indirect emissions from purchased electricity, heating, and cooling, were recorded at 45,923 t CO₂e (market-based) and 47,085 t CO₂e (location-based).
- Scope 3 emissions, encompassing indirect emissions from the entire value chain (e.g., raw materials, transportation, waste), amounted to 615,726 t CO₂e.

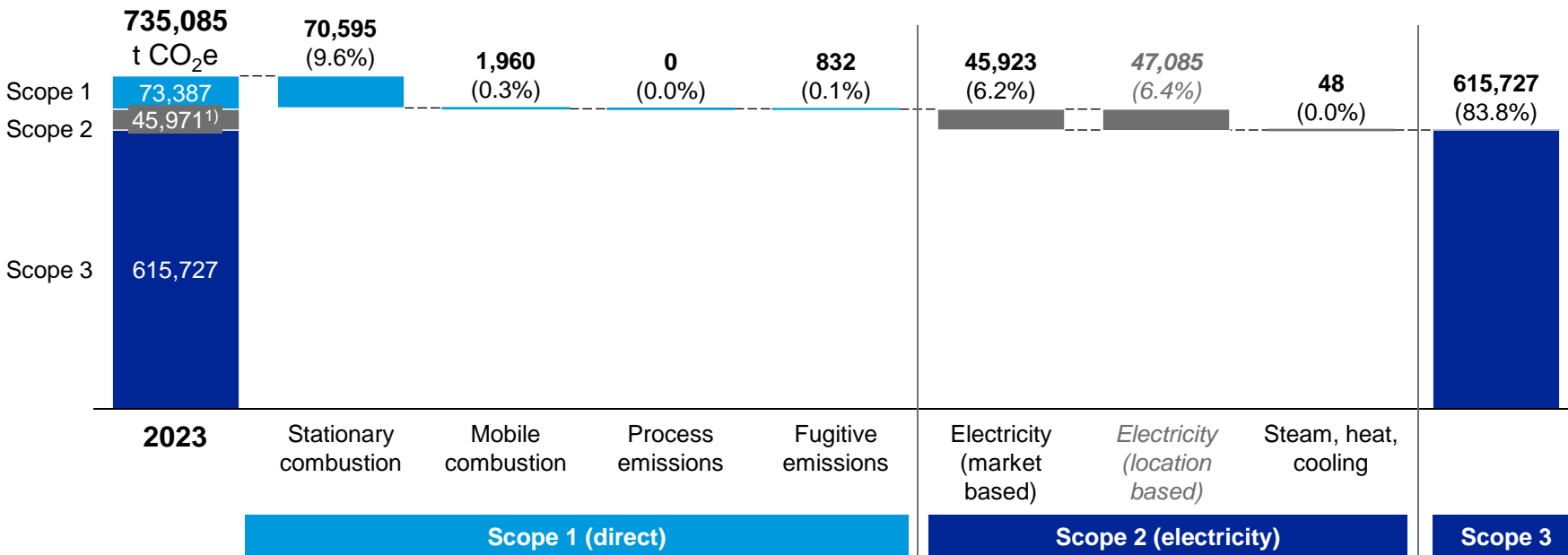
This data highlights hubergroup's comprehensive approach to measuring and managing carbon emissions across its operations and value chain. It provides a critical foundation for setting targets and implementing strategies to reduce environmental impact, reinforcing the company's commitment to sustainability.

Environmental KPIs 2023

Detailed scope emissions 1&2









Emissions in 2023








(in t CO₂e)



Environmental KPIs 2023

Detailed scope 3

	Upstream (Scope 3) in t CO2e
 Goods & Services	309,263
 Capital Goods	8,087
 Energy Supply	29,866
 Transport Upstream	7,046
 Waste	33,557
 Business Travel	1,203
 Commuting	1,384
 Leased Assets as Lessee	--
Total upstream (scope 3)	390,406

	Downstream (Scope 3) in t CO2e
 Transport Downstream	11,851
 Use of Product	--
 End-of-life of Product	1,007
 Investments	--
 Processing of Product	212,463
 Leased Assets as Lessor	--
 Franchises	--
Total downstream (scope 3)	225,321

Total scope 3 GHG emissions: 615,727

Environmental KPIs

Current actions

Ensuring Safety and Reliability at hubergroup

At hubergroup, guaranteeing **safe and reliable products** is our top priority. Our **global product safety team** ensures compliance with the **highest safety standards** by carefully monitoring all stages of the **production process**. Our **trained specialists** work with **rigorously tested raw materials**, selected based on strict criteria, to deliver **high-quality printing inks**. Additionally, we conduct **thorough customer requirement analyses** to provide the best **product recommendations**.

We strictly comply with **market regulations** such as **REACH, TSCA, CLP, and GHS**. However, we go beyond legal requirements by **implementing stricter safety standards**, including the **EuPIA exclusion policy** and our own **Good Manufacturing Practice (GMP) guidelines**, particularly for **food packaging safety**. As an **active member of industry associations**, we contribute to shaping **future safety regulations**, ensuring **greater protection for people and the environment**.



Safety, Health, and Environmental

Our commitments and objectives

At hubergroup, sustainability is central to our business strategy. Our **Safety, Health, and Environmental (SHE) Policy** ensures compliance with **global regulations** while going beyond legal requirements to promote **sustainable innovation and responsible production**.

Commitment to Safety, Health & Environment

We integrate **safety, health, and environmental considerations** into all operations. This includes:

- **Regulatory Compliance:** Meeting and exceeding standards like **REACH, TSCA, CLP, and GHS**.
- **Risk Management:** Conducting **double materiality assessments** to address climate impact, resource use, and health risks.
- **Sustainability in Products & Processes:** Increasing **eco-friendly product development**, reducing **emissions**, and promoting **circular economy practices**.

Key Environmental Objectives

- **Climate Action:** Achieving **net-zero emissions by 2050**, aligned with the **Paris Agreement**.
- **Water Conservation:** **60% wastewater reuse** in India, with a goal of **100% recovery by 2030**.
- **Circular Economy:** Increasing the use of **recycled materials to 30% by 2030** and achieving **zero waste to landfill**.
- **Biodiversity Protection:** Using **100% certified biobased raw materials** to ensure deforestation-free supply chains.

Health & Safety Priorities

- **Zero workplace fatalities** and reducing lost-time injury rates.
- **ISO 45001 certification** for all production sites by **2030**.
- **Safe chemical management**, including the **substitution of hazardous substances** and increased transparency in sourcing.

Implementation & Continuous Improvement

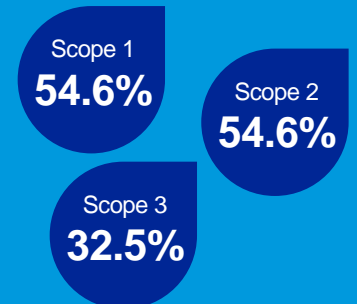
We ensure **strict compliance** through **training programs, environmental monitoring, and stakeholder engagement**. Our leadership commits to **transparent reporting** and **continuous improvement**, reinforcing hubergroup's role as a sustainability leader in the printing industry. By integrating **safety, sustainability, and innovation**, we contribute to a **greener, safer future** for both the industry and society.

Carbon Reduction Strategy

Base year 2023;
Target year 2033

Group targets leaned on SBTi

(Absolute Contraction Approach)



Strategy per location will be defined in January 2025

Other environmental actions within the hubergroup



Trigeneration plant at the hubergroup site in Bolzano Vicentino, Italy

A trigeneration unit operates on natural gas, using a motor to generate electrical energy. The substantial heat produced during this process is directly recovered within the same facility, enabling the generation of heating energy or, through an absorption system, the production of cooling power for industrial use. By integrating these energy outputs, trigeneration significantly enhances overall energy efficiency, optimizing the plant's total energy consumption.

Enhancing Energy Efficiency with Trigeneration

While our company is not inherently energy-intensive, we operate in a sector with significant electricity, heating, and cooling demands, resulting in energy costs of several million euros annually. “Our manufacturing process relies on energy-intensive equipment to grind and micronize raw materials,” explains Stefano Zuliani, Head of Operations Flexo and Gravure Europe at hubergroup. “Additionally, the machines generate heat during production, which must be dissipated using cooling energy. To align our economic and environmental objectives, we identified a trigeneration plant as the most effective solution for our production facility in Bolzano Vicentino, Italy.”

Following an energy audit by Centrica Business Solutions, the site was equipped with a 1MW trigeneration plant, which now covers 84% of our refrigeration needs, 90% of our electricity demand, and 98% of our hot water consumption. This initiative has resulted in a net annual cost saving of up to 20%. Stefano further highlights the advantages: “Our production cycles run for 16 to 24 hours a day, five days a week, making operational continuity a top priority. The new trigeneration plant ensures energy reliability by providing a dual energy source, mitigating the risk of power outages.” Beyond economic benefits, the system contributes significantly to our sustainability strategy, preventing the emission of 420 tons of CO₂ annually.

Looking ahead, the hydrogen-ready trigeneration plant positions us for the future, enabling us to integrate hydrogen technology as it becomes commercially viable to further decarbonize our operations.

Stefano concludes: “Implementing trigeneration is a major milestone, but our energy transition continues. We are committed to expanding our renewable energy use, particularly through solar power and e-mobility solutions, while continuously optimizing our processes for greater efficiency.”

Other environmental actions

within the hubergroup



**Get to know our
portfolio of bio-based
raw materials!**

Sustainable Raw Materials: Balancing Organic Quality, Mass Balancing, and Carbon Footprint

The definition of sustainable raw materials varies depending on perspective and priorities. In a recent survey, respondents were divided, with both organic materials and a strong ecological footprint emerging as key factors, each receiving 47% of the votes. This result highlights the complexity of sustainability considerations in raw material sourcing.

At our company, we recognize that sustainability is multifaceted. Our portfolio of bio-based raw materials is designed to meet these diverse criteria, ensuring a balance between environmental impact, resource efficiency, and performance. By integrating organic quality, mass balancing principles, and a reduced carbon footprint, we provide solutions that align with evolving sustainability expectations.

Our range of bio-based raw materials includes polyester acrylates, epoxy acrylates, functional resins, and UV monomers. These materials support sustainable product development, helping industries reduce their environmental footprint while maintaining high performance and quality standards.

Through continuous innovation and investment in research, we are committed to expanding our portfolio and enhancing the sustainability of our raw materials. This approach not only supports our environmental goals but also enables our customers to meet their own sustainability targets.

Other environmental actions

Water recycling at hubergroup India

hubergroup India Private Limited is committed to sustainable resource management. At its EOJ Plant in Vapi, Gujarat, the company operates since 2021 a Water Recycling Plant to reduce freshwater consumption and minimize wastewater discharge, reinforcing its dedication to sustainability.

The plant uses Ultra Filtration and Reverse Osmosis (RO) to recover water from wastewater. The reject water undergoes further treatment through an Evaporating Concentrator (VVCC), Multiple Effect Evaporator (MEE), and Agitated Thin Film Dryer (ATFD), achieving a **recycling rate of 40 to 60 percent**, depending on conditions. The target is to recycling 100% of the used freshwater till 2030.

This initiative significantly reduces the company's reliance on freshwater by reintegrating treated water into production. It also minimizes wastewater generation and ensures compliance with environmental standards. By recycling water efficiently, hubergroup India lowers its impact on external treatment facilities and supports water conservation.

Operating as a closed-loop system, the plant reduces waste while optimizing resource use. The reduction in treated wastewater discharge to the Common Effluent Treatment Plant (CETP) further underscores its efficiency.

With this advanced recycling system, hubergroup India strengthens its commitment to environmental stewardship, aligning with its sustainability goals while ensuring responsible and efficient use of natural resources.



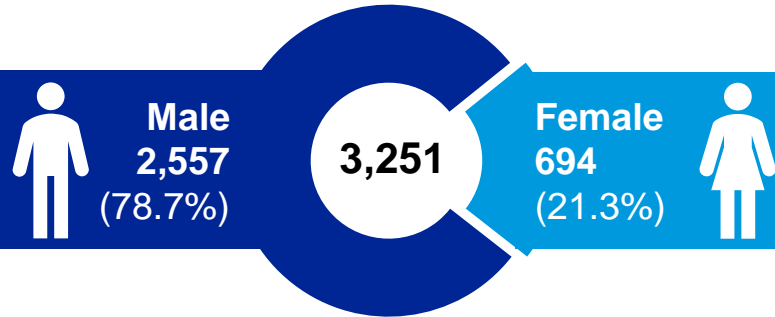
Social information

.04

Social information

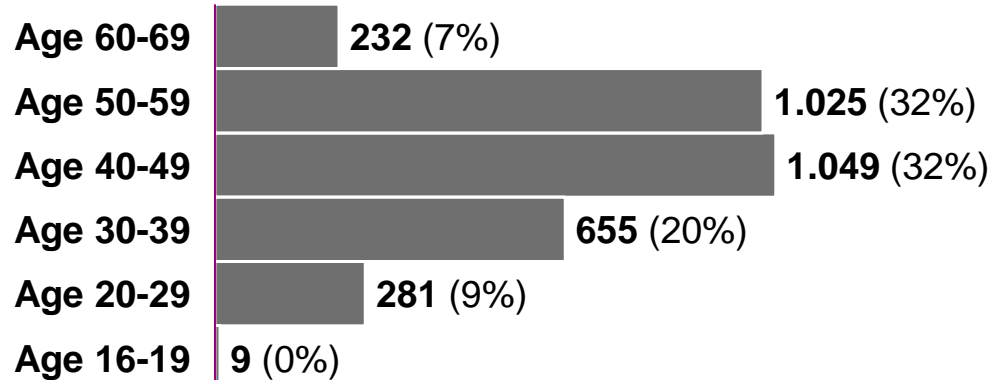
Diversity within the hubergroup

Total number of employees (FTE) 2023



At hubergroup Deutschland we have **100%** no adjusted gender pay gap due workers council.

Age distribution of all sites

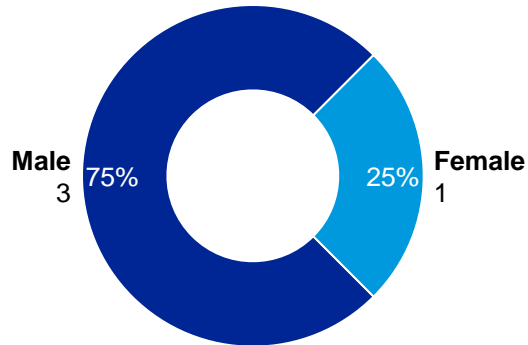


Social Information

Diversity in management teams

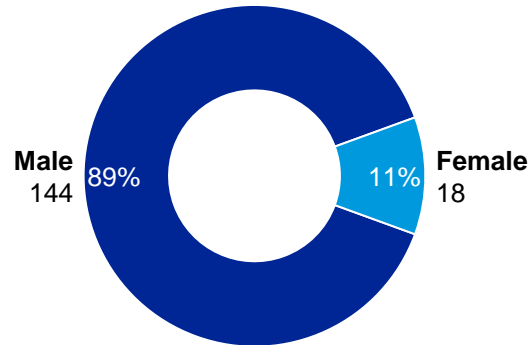
Top Management MHM Holding

Highest decision making board

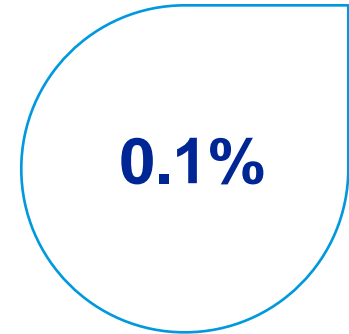


Senior management

160 positions



Disability in top & senior management



1) Excluding Benelux, USA, Hungary; Turkey and Malaysia which are presenting 10% of FTEs.

Social information

Flexible working conditions, secure employment and professional development ¹⁾

Sixty-five percent of hubergroup employees have access to flexible working conditions, including the option to work from home and flexible working hours. This approach supports a better work-life balance, enhances employee well-being, and increases productivity. By offering flexible work arrangements, hubergroup fosters a modern and inclusive work environment that meets the diverse needs of its workforce while contributing to overall job satisfaction and efficiency.

47%

of the total workforce
has received
job-related or
skills-based training/
continuing education

Hours of training
per employee in job-
related training

194.8



1) Excluding Benelux, USA, Hungary; Turkey and Malaysia which are presenting 10% of FTEs.

Social Information

Health and Safety



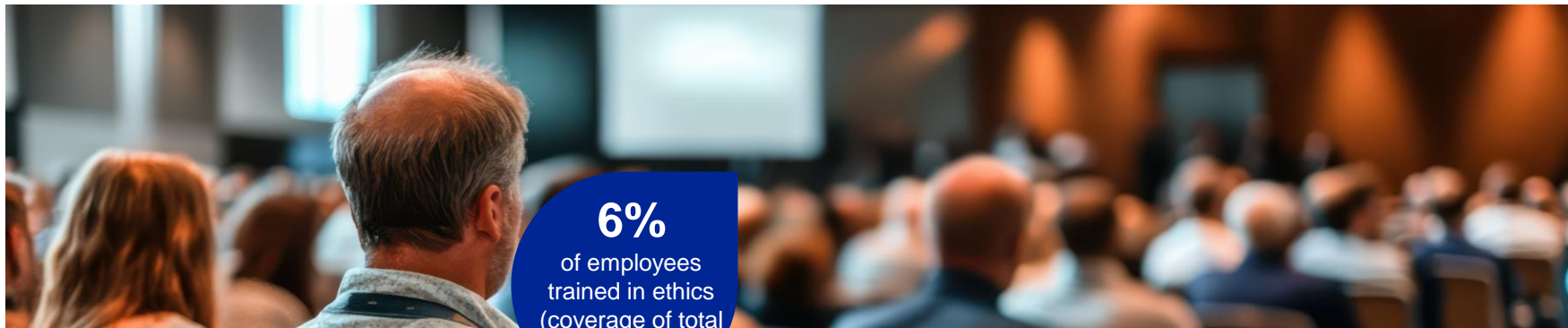
Hubergroup companies use appropriate ISO standards such as ISO 45001, ISO 9001 or other internationally applicable regulations to ensure suitable safety measures in the context of occupational health and safety management.

At hubergroup Deutschland, a risk assessment is carried out for each specialist area (e.g. chemical laboratory, production, administrative departments). This results in training priorities.

In 100% of hubergroup's locations an occupational health and safety instructions and health instructions are given to employees annually and as required, either in face-to-face training sessions or via hubergroup's own training modules. The training modules are provided with questions on the respective training sections. The module is only displayed as passed if the questions are answered correctly enough. Modules that have not been passed must be completed again. The training overviews are available for each individual employee in the training system.

Social Information

Trainings during reporting period 2023 (1/2) ¹⁾



6%

of employees
trained in ethics
(coverage of total
workforce)

Ethics/compliance trainings

(e.g. anti-corruption, bribery)

Total number of
ethics/compliance
training sessions

35

Total number
of hours spent on
ethics/compliance
topics

17.8

Ø hours
of training
per employee

0,4

Health & safety trainings

Total number of
health and safety
training sessions

3,506

Total number
of hours spent
on health and
safety trainings

32,204

Ø hours
of training
per employee

49.0

1) Excluding Benelux, USA, Hungary; Turkey and Malaysia, but 100% covered from hubergroup's production sites which covers 71% of the workforce

Social Information

Trainings during reporting period 2023 (2/2) ¹⁾



Trainings

Code of Conduct including:

- Basic behavioural requirements like human rights
- Competition and antitrust law
- Corruption/ Accelerated repayment
- Corruption, unfair granting, benefit acceptance
- Induction Company Handbook
- Acknowledgement, bullying and harassment awareness

Human Rights

Training sessions have been conducted to provide information and raise awareness about labor and human rights, including diversity, anti-discrimination, and harassment, covering 40% of the target audience.



1) Excluding Benelux, USA, Hungary; Turkey and Malaysia (10% of FTE)

Social Information 2023

Health and safety

Responsible person for health and safety in the company	
Sites, that have conducted a risk assessment of the health and safety of their employees	99%
Sites with regular health and safety audit	70%
Employees with social insurance	100%
Health promotion: Check of workplaces for compliance with (legal) ergonomic requirements	65%
Measures customers: Awareness programme and detailed information for customers about health and safety issues related to your products/services	50%
Number of reportable occupational accidents for own staff / occupational accidents with death	108 / 0
Number of days lost due to work-related injuries, deaths and illnesses	229

Fartu Davakhanu – Mobile Dental Unit



Mahavir Hospital – Hyderabad



Blood Bank



Mammography Janseva



Social Information

Local communities and enhancing education

hubergroup's commitment

Focus on education and career development as a cornerstone of its sustainability efforts, ensuring meaningful local impact.

Global Community Support



Commitment to supporting local organizations and initiatives near hubergroup sites worldwide, including sports clubs, nurseries, and educational institutions

DISHA Career Counselling Programme



Helps students understand their strengths and career options. Through **DISHA Fest**, the initiative has reached over **71,000 pupils** in recent years

Education Challenge in Rural India



Nearly 50% of 10-year-olds in rural India cannot read, and many children leave school by age 14

VIDHYA Scholarship Programme Supporting Local Communities

In line with its commitment to sustainable development, the hubergroup actively collaborates with non-profit organizations to enhance education and career opportunities in underserved regions. Through initiatives such as the VIDHYA Scholarship Program and DISHA career counselling, the company has directly impacted tens of thousands of lives, enabling access to education and empowering future generations.

Provides financially disadvantaged but academically able students the chance to pursue higher education. Benefits approximately 5,000 students annually

Other social actions 2023

within the hubergroup

Flood Donation
of hubergroup Polska



hubergroup Deutschland signs
Charter of Equality



Girls' and Boys' Day at our sites in
Kirchheim near Munich and Celle



15 anniversary hubergroup Indonesia



hubergroup Italia supports local
breast cancer prevention initiative



hubergroup New Zealand's
mentoring program



Our successful young talents

BFC Awards



Recognition for Emerging Talent at the BCF Awards

At the BCF Awards in Birmingham the British Coatings Federation annually honors outstanding young talent in the UK coatings industry.

This year, hubergroup was nominated in two categories and achieved remarkable success:

"Young
Leader of
the Year"

Our Quality Control
Team Leader was
named a finalist for the
**"Young Leader of the
Year"** award.

"Apprentice
of the Year"

Our Trainee Colour
Matcher received a
high commendation in
the **"Apprentice of
the Year"** category.

These recognitions highlight the dedication, expertise, and passion of our young professionals. hubergroup takes great pride in supporting talented employees on their professional journeys. We look forward to future achievements of our talents and will continue to provide them with the best possible support.

Human Rights at the hubergroup

At hubergroup, respecting **human rights** is a core principle of our corporate culture and business operations. Our **Human Rights Policy**, aligned with the **UN Guiding Principles on Business and Human Rights (UNGPs)** and **OECD Guidelines for Multinational Enterprises**, ensures ethical practices across our **global value chain**.

Our commitment

We are committed to **upholding human rights** in all business areas, recognizing both **positive and negative impacts**. Our policy applies to **employees, suppliers, contractors, customers, and local communities**. In cases where national law conflicts with our standards, we uphold the **higher standard**.

Key human rights priorities

- **No Child or Forced Labor:** Compliance with **ILO Conventions**, prohibiting child labor and all forms of modern slavery.
- **Freedom of Association:** Respecting the right to **collective bargaining** and fair workplace representation.
- **Fair Wages & Working Conditions:** Ensuring **living wages** ¹⁾, **work-life balance**, and **equal pay** based on ILO standards.
- **Diversity & Inclusion:** Promoting **fair treatment**, preventing **discrimination**, and fostering **inclusive workplaces**.
- **Health & Safety:** Implementing **ISO 45001-based safety measures**, ensuring a **secure and healthy work environment**.
- **Environmental Responsibility:** Reducing environmental impact in line with **REACH, TSCA, and other global standards**.

Implementation and oversight

We integrate human rights into **risk management, compliance monitoring, and training programs**. A **whistleblowing system** allows stakeholders to report violations confidentially. Regular evaluations ensure continuous **policy improvement and accountability**.

By embedding **human rights principles** into our business, hubergroup is committed to **ethical, sustainable, and responsible operations worldwide**.

1) Ensured through the average gross salary evaluation in each location, living wage policy and living wage assessment starting in 2025

Sustainable Procurement and IT Security

.05

Sustainable Procurement

REACH regulation

Percentage of suppliers
for which information on
the REACH regulation
and its evaluation is
available

100%

The hubergroup demonstrates a strong commitment to compliance with the REACH regulation, ensuring that chemical substances used within its operations meet stringent safety and environmental standards. Across its global footprint, the company adopts a robust framework for assessing raw materials, ensuring supplier compliance, and communicating with stakeholders.

In its European operations, such as Italy and Germany, dedicated departments are established to monitor REACH adherence. These teams collect and evaluate critical regulatory information using advanced chemical management software, ensuring that material safety data sheets (MSDS) are created and maintained accurately. The information is regularly updated, and compliance is verified to align with international chemical inventories.

For non-European locations, the hubergroup ensures that all imported products to Europe comply with REACH standards, either through supplier registrations or by leveraging existing product certifications. Communication to customers is streamlined through automated systems, ensuring that safety and technical data are readily available when needed.

Overall, the hubergroup integrates regulatory compliance into its sustainability strategy by fostering transparency, maintaining rigorous safety protocols, and aligning its supply chain with environmental standards. While certain steps in the process are still manual, the company's proactive approach to REACH regulation underscores its commitment to responsible chemical management and sustainable practices.

Sustainable Procurement

Risk analysis



At hubergroup, we are committed to driving sustainable procurement practices across our supply chain. Our approach integrates comprehensive risk assessments to identify and mitigate potential human rights and environmental risks. This process includes regular supplier evaluations, particularly in high-risk regions, using the hubergroup's Supplier Code of Conduct and additional screening questions. When violations are identified, we engage in direct discussions with suppliers to agree on corrective actions, including clear milestones and implementation deadlines.

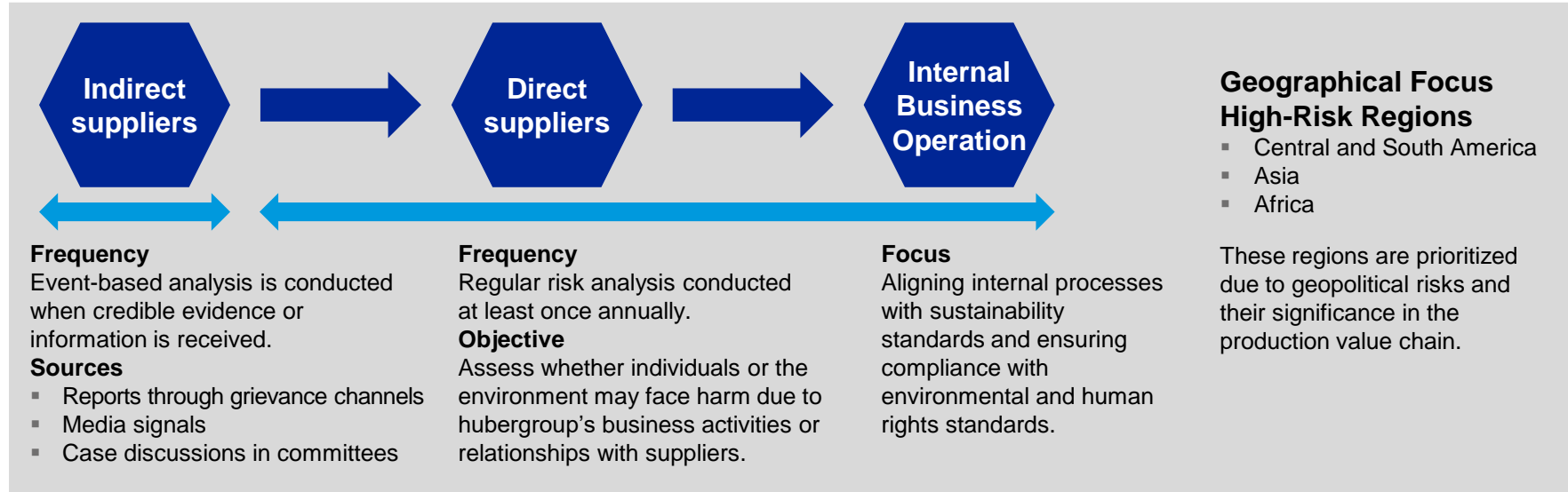
In terms of supplier selection, we now prioritize not only price, quality, and availability but also adherence to human rights, environmental protection, and sustainability standards, from resource extraction to product recycling. This is further supported by internal training for our procurement and supply chain teams, ensuring that they are equipped to assess and manage risks effectively.

Additionally, hubergroup has implemented a robust grievance mechanism, providing a clear process for reporting and addressing potential violations related to human rights or environmental impact. This mechanism is crucial in maintaining transparency and accountability, and it is communicated to all suppliers through dedicated training.

Overall, the hubergroup is committed to creating a more sustainable and responsible supply chain, ensuring that environmental and social governance considerations are deeply embedded in our procurement practices.

Sustainable Procurement

Risk analysis framework



Methodology

Tools

hubergroup Supplier Code of Conduct and an extended Questionnaire (customized to specific risk factors)

Execution

Risk assessments are conducted by the procurement team, integrating both qualitative and quantitative evaluations

IT-Security

Actions at the hubergroup 2023

Confirmed information security incidents

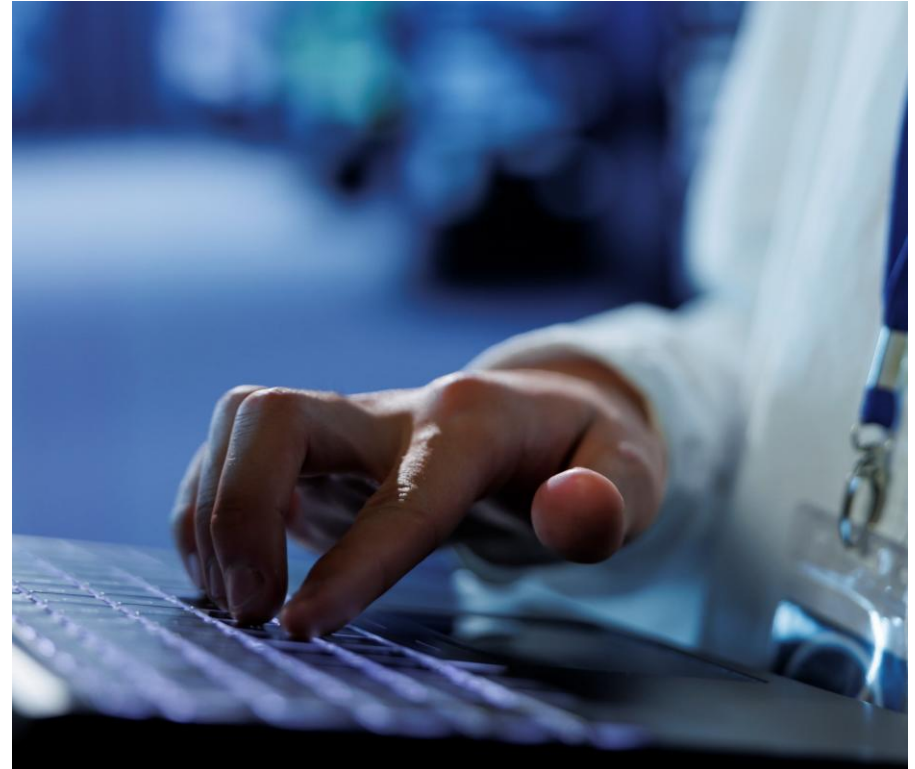
1 (Canada)

29

awareness training sessions on preventing information security violations

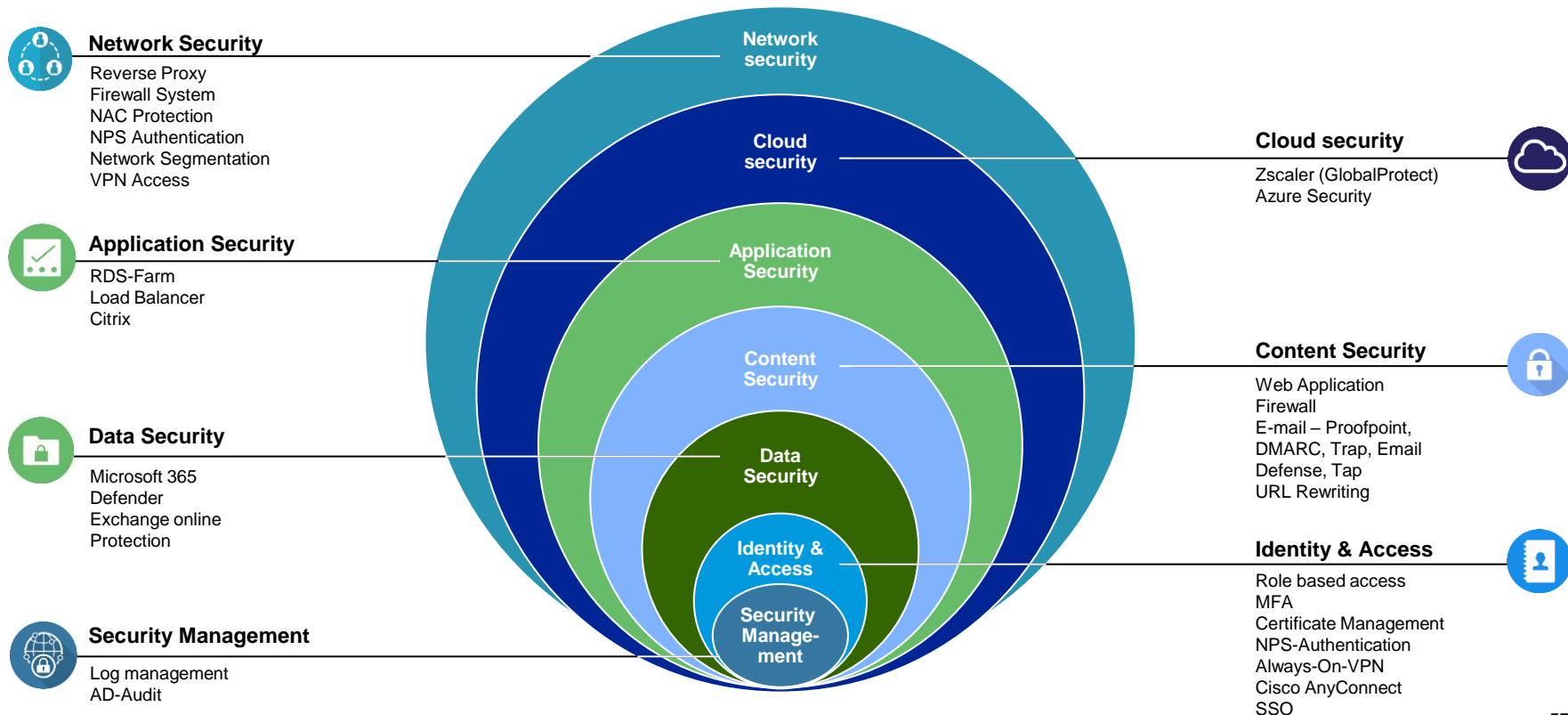
18

hours of awareness training on avoiding information security violations group wide



Cyber Security Overview

Layered representation of cyber security defence currently protecting hubergroup



Whistleblower

.06

Whistleblowing Compliance system

The hubergroup's sustainability strategy reflects its commitment to transparency, compliance, and creating a positive impact both within and outside the organization. Key procedures and initiatives underpinning this commitment ensure comprehensive support for stakeholders and adherence to international standards.

Whistleblower protection process

The hubergroup has implemented a robust whistleblower protection process, providing both internal and external stakeholders with multiple channels to report grievances. Reports are documented, validated, and addressed promptly, ensuring confidentiality and fairness. This systematic approach includes:

- Written acknowledgment of reports within seven days.
- Validation and appropriate auditing measures.
- Feedback within three months, outlining actions taken.
- Secure documentation, with records retained for three years or longer, if necessary.

This structured procedure is reinforced by regional compliance officers, guaranteeing effective oversight and fostering trust among employees and external partners.

The compliance system

is effectively communicated through various channels to ensure accessibility and awareness across the organization. It is integrated into **training sessions, employee handbooks, the hubergroup intranet portal, email communications, the company website, and other internal communication platforms.** This multi-channel approach ensures that employees can easily access compliance-related information and stay informed about policies and best practices.

Integrated Compliance Framework

Compliance at hubergroup is centrally managed and regularly monitored across all subsidiaries to align with legal and ethical standards. Regular evaluation of processes, such as whistleblower protection and community engagement, ensures the organization adapts to evolving societal and environmental challenges.

By embedding sustainability into its core operations, the hubergroup demonstrates its commitment to fostering a transparent, ethical, and inclusive ecosystem for employees, partners, and communities worldwide.

 **Confirmed
corruption
cases / 2023**

 **Reports in connection
with the whistleblower
procedure /2023**

Whistleblowing Compliance system

Reason for a whistleblower system

The code cannot cover all compliance topics. Employees should contact their line manager or a Compliance Officer if they have doubts. All inquiries will be confidential.

To maintain ethical conduct and our reputation, we encourage employees to report any potential violations confidentially. hubergroup provides several whistleblowing channels.

Compliance issues

- Compliance with laws
- No bribery and corruption
- No discrimination and harassment
- Health and safety in the workplace,
- No child labor in our location and by suppliers and customers
- Prohibition of forced labor in our location and by suppliers and customers
- Information security, data protection
- Protection of the environment
- Fair wages

- 1. Employees reporting in good faith will not face any disadvantage. Anonymous reports to Compliance are also allowed.**
- 2. hubergroup will investigate all reports and take necessary actions. Documents will remain confidential as allowed by law.**
- 3. hubergroup complies with EU Whistleblowing Directive EU 2019/1937, effective December 17, 2021.**

How to announce an incidence

- **Phone:** Available during regional office hours.
- **Fax:** Central office in Munich, fax +49 89 41 20 71 75.
- **In person:** Local compliance officers (refer to the attached list).
- **Email:** Compliance officers can be contacted by email (refer to the list).
- **Mail:** Confidential handling of reports.

Whistleblowing

Key contacts within the hubergroup

Oscar Wack
Chief Compliance Officer

MHM Holding GmbH
Sonnenallee 1
D-85551 Kirchheim-Heimstetten

Walter Lukas
**Group Compliance Officer
and Regional Compliance
Officer Europe**

MHM Holding GmbH
Sonnenallee 1
D-85551 Kirchheim-Heimstetten

Hitesh Pardeshi
**Regional Compliance Officer
Asia**

hubergroup India Private Limited
Plot No.808/E, Phase – II, G.I.D.C.
Vapi 396 195. Gujarat India

**B M S Venkat Subrahmanian /
Robert Zahara**
**Regional Compliance Officer
Americas**

hubergroup USA Inc.
4500 Western Avenue
Lisle, IL 60532

Conclusion and Outlook

.07

Next report

Moving forward with our sustainability reporting



With this report we as hubergroup have started our journey of sustainability reporting for our whole group. We would like to thank everybody who has contributed to this report.

Our next report for the business year 2024 will be in full compliance with CSRD – ESRS requirements and will show our improvements against the targets we have set.



hubergroup

Sustainability Report

GRI Table of Contents

.08

GRI / CSRD – ESRS

Statement of use and table of content

MHM Holding GmbH – hubergroup has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023 and important matters up until September 30, 2024 with reference to the GRI Standards.

GRI 1:	Foundation 2021	CSRD-ESRS	Page Numbers
GRI 2-1:	General Disclosures 2021-Organisation Profile	ESRS-2 (GOV)	9-18
GRI 2-2:	Entities covered in the organization's sustainability reporting	ESRS-2	69-70
GRI 2-3:	Reporting period, frequency and contact point	ESRS-2	4-5; 67
GRI 2-6:	Activities, value chain and other business relationships	ESRS-2	9-14
GRI 2-7:	Employees	ESRS-S1	10; 41-42
GRI 2-8:	Non-managerial employees	ESRS-S1	0
GRI 2-9:	Governance structure and composition	ESRS-2 (GOV)	15-17
GRI 2-22:	Declaration of application of the sustainable development strategy	ESRS-1 (BP)	6
GRI 3-1:	Material Topics	ESRS-2	24
GRI 3-2:	List of material topics	ESRS-2	24
GRI 3-3:	Management of material impacts	ESRS-2	22

Contact

.09

Contact

For question to the report and monitoring system please contact:

Central Mailbox
Sustainability@hubergroup.com



Annex

hubergroup 

.10

Our sites are almost everywhere

Company Name	Location	Comment
hubergroup Deutschland GmbH	Celle Kirchheim	Production Site
hubergroup Italia S.p.A.	Bolzano Vicentino Settimo Milanese	Production Site
hubergroup Ireland Ltd.	Annacotty Co. Limerick	
hubergroup Polska sp.z.O.O	Breslau	Production Site
hubergroup UK Ltd.	Nottingham	
hubergroup France S.A.S.	Mommenheim	
hubergroup Iberia S.A.U.	Castellbisbal Gava	
hubergroup Portugal S.A.	Aldeia de Paio Pires	
hubergroup Hungary Kft	Biatorbágy	KPI data not included ¹⁾
hubergroup Benelux B.V.	Almere	KPI data not included ¹⁾
hubergroup CZ s.r.o.	Vestec Brno	
Michael Huber Ukraine LLC	Kiev	
hubergroup Danmark A/S	Albertslund	
hubergroup Srbija d.o.o.	Beograd	
HUBERGROUP MATBAA	Izmir Istanbul	KPI data not included ¹⁾ KPI data not included ¹⁾
hubergroup USA Inc.	Illinois (Offset) Illinois (Flexo) Greensboro NC Marietta GA Chino CA	KPI data not included ¹⁾ KPI data not included ¹⁾ KPI data not included ¹⁾ KPI data not included ¹⁾ KPI data not included ¹⁾
hubergroup Canada Ltd.	Mississauga	
Hubergroup Brasil Tintas Graficas Ltda.	Matriz Gecko Tres Rios	
Huber Chile S.A.	Santiago de Chile	

1) Only employee data

Node - Description	Entity list - Description	
Hubergroup India Pvt. Ltd.	EOU Silvassa Morkhal Daman Vapi-1 Turbhe Office Andheri Office Noida Office Noida Depot Ahmedabad Office Ahmedabad Depot Kolkata Office Chennai Office Chennai Warehouse Hyderabad Office Bengaluru Office	Production Site Production Site Production Site Production Site Production Site
hubergroup Malaysia SDN. BHD	Shah Alam	KPI data not included ¹⁾
PT Huber Inks Indonesia	Jatake, Jatiuwung, Tangerang, Banten	
Huber Inks (Thailand) Ltd.	Samutsakhon Province	
Huber Ink (Shenzhen) Co. Ltd.	Shenzhen	
hubergroup Australia Pty Ltd.	Melbourne Sydney	
hubergroup New Zealand Ltd.	Auckland Wellington Christchurch	
hubergroup South Africa (PTY) Ltd.	Johannesburg Cape town Durban	

Our sites

FTEs

Company Name	Location	FTE
hubergroup Deutschland GmbH	Celle Kirchheim	519
hubergroup Italia S.p.A.	Bolzano Vicentino Settimo Milanese	159
hubergroup Ireland Ltd.	Annacotty Co. Limerick	21
hubergroup Polska sp.z.O.O	Breslau	104
hubergroup UK Ltd.	Nottingham	57
hubergroup France S.A.S.	Mommenheim	34
hubergroup Iberia S.A.U.	Castellbisbal Gava	29
hubergroup Portugal S.A.	Aldeia de Paio Pires	9
hubergroup Hungary Kft	Biatorbágy	20 (KPI data not included) ¹⁾
hubergroup Benelux B.V.	Almere	18 (KPI data not included) ¹⁾
hubergroup CZ s.r.o.	Vestec Brno	16
Michael Huber Ukraine LLC	Kiev	40
hubergroup Danmark A/S	Albertslund	6
hubergroup Srbija d.o.o.	Beograd	4
HUBERGROUP MATBAA	Izmir Istanbul	53 (KPI data not included) ¹⁾
hubergroup USA Inc.	Illinois (Offset) Illinois (Flexo) Greensboro NC Marietta GA Chino CA	221 (KPI data not included) ¹⁾
hubergroup Canada Ltd.	Mississauga	63
Hubergroup Brasil Tintas Graficas Ltda.	Matriz Gecko Tres Rios	98
Huber Chile S.A.	Santiago de Chile	37

Node - Description	Entity list - Description	FTE
Hubergroup India Pvt. Ltd.	EOU Silvassa Morkhal Daman Vapi-1 Turbhe Office Andheri Office Noida Office Noida Depot Ahmedabad Office Ahmedabad Depot Kolkata Office Chennai Office Chennai Warehouse Hyderabad Office Bengaluru Office	1538
hubergroup Malaysia SDN. BHD	Shah Alam	26 (KPI data not included) ¹⁾
PT Huber Inks Indonesia	Jatake, Jatiuwung, Tangerang, Banten	32
Huber Inks (Thailand) Ltd.	Samutsakhon Province	10
Huber Ink (Shenzhen) Co. Ltd.	Shenzhen	26
hubergroup Australia Pty Ltd.	Melbourne Sydney	38
hubergroup New Zealand Ltd.	Auckland Wellington Christchurch	25
hubergroup South Africa (PTY) Ltd.	Johannesburg Cape town Durban	48

1) Only employee data