

ESG REPORT 2024



ONLINEPRINTERS GROUP

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SUSTAINABILITY IS NOT A QUESTION OF “IF”



At Onlineprinters Group, we have been part of the European online printing industry for decades and we are proud of the journey we have taken. But success is not only about growth and numbers. It is also about responsibility. Responsibility for our employees, our suppliers, the environment, and for society.

For us, sustainability is not a question of “if,” but rather a question of “how.” It is not a trend. It is a mindset. It is about asking how we can do better every day.

Whether it is optimizing our production processes, installing solar panels, or supporting local sports clubs and educational initiatives, we are committed to making a meaningful difference.

We believe that good business goes hand in hand with good values. That is why we have created a Supplier Code of Conduct to ensure our partners share our commitment to sustainable practices. And that is why we continue to invest in ergonomic workplaces, open communication, and social engagement.

With this report, we invite you to take a closer look at how we are working to align economic success with ecological and social responsibility.

Warm regards,
Tobias Volgmann

On behalf of the Onlineprinters Group


ONLINE- PRINTERS GROUP

**Print Expertise – High Quality
Excellent Service – Fair Prices**

The Onlineprinters Group includes the companies Onlineprinters (Germany), Solopress (United Kingdom), and Scandinavian Print Group (Denmark).

Since its establishment in 2018, it has become one of the most successful players among Europe's online printing companies.

A total of 1,700 people from 55 nations work for the group's companies in Germany, the UK, Denmark, Poland, Spain, and Sweden, offering high-quality print products and services for decades.

 Countries with their own
Onlineprinters Group online shops


Scandinavian
Print Group

 solopress


onlineprinters



Onlineprinters

Since 1984, Onlineprinters has been producing a wide range of print products for customers across Europe – from business cards and flyers to brochures and large format printing (LFP) products. With a selection of over 5,000 base products, customers can configure solutions that meet their specific needs and place orders with ease. Our modern printing technology, combined with decades of experience and highly automated production processes, enables us to deliver fast, cost-effective, and sustainable products of the highest quality.



Solopress

Since 1999, Solopress has been delivering high-quality print products, becoming one of the largest and most renowned online printing companies in the United Kingdom. Its printing portfolio ranges from office supplies and promotional materials to photo gifts. Throughout the entire procurement and production process, the company places great emphasis on sustainable practices, responsibly sourced materials, and recyclable products.



Scandinavian Print Group

The Scandinavian Print Group is the largest online printing company in Scandinavia, with locations in Denmark, Sweden, Norway, and Poland. Since 1999, the Scandinavian Print Group has offered a wide range of printing services and products. By combining cutting-edge IT solutions with traditional printing methods, the group delivers cost efficient and high-quality results daily for customers across various industries. The group's most well known brand is LaserTryk.dk, which established the Scandinavian Print Group and is the leading print brand in the Scandinavian Print Group.

CERTIFICATES

Environmental and Sustainability Certifications



EcoVadis

A global sustainability rating platform that assesses companies on environmental, labour and human rights, ethics, and sustainable procurement. It's widely used in supply chain evaluations and provides a scorecard for transparency and benchmarking.



ClimatePartner

A certification that ensures a company or product has calculated its carbon footprint, taken steps to reduce emissions, and offset any remaining emissions through verified climate protection projects. It also provides a unique tracking ID for transparency.



ClimateCalc

A tool and certification system for calculating the carbon footprint of printed products. It uses real production data to provide accurate emissions figures and helps printing companies identify areas for improvement.



Nordic Swan Ecolabel

The official environmental label of the Nordic countries. It evaluates the environmental impact of a product throughout its entire life cycle—from raw materials to disposal. It sets strict requirements for chemicals, energy use, emissions, and recyclability. Certification is based on independent third-party verification and is updated regularly to reflect new environmental knowledge.



FSC® (Forest Stewardship Council)

An international non-profit organisation that promotes responsible forest management. FSC certification guarantees that wood and paper products come from forests managed with respect for people, wildlife, and the environment. It includes strict environmental, social, and economic standards.

Licens code: C010493, C163538, C194852, C168702, C106140.

ISO Management Standards

ISO 9001 (Quality Management)

The most widely used quality management standard. It ensures that organizations consistently deliver products and services that meet customer and regulatory requirements, with a strong focus on continuous improvement and customer satisfaction.

Environmental and Sustainability Certifications



PEFC (Programme for the Endorsement of Forest Certification)

The world's largest forest certification system. PEFC ensures that forests are managed sustainably and that certified wood products are traceable throughout the supply chain. It is often preferred by smaller forest owners and emphasizes local implementation.



Imprim'Vert

A French eco-label for printing companies that commit to reducing their environmental impact. Requirements include proper disposal of hazardous waste, reducing energy use, and avoiding toxic chemicals in production.



GREENGUARD- and GREENGUARD Gold

Our GREENGUARD certification ensures that large-format prints meet the industry's most stringent emission standards, contributing to a healthier indoor environment. This certification makes it possible to create safe and sustainable interior applications for sensitive spaces such as schools and hospitals, where children, patients, and the elderly spend their time.



ISO 14001 (Environmental Management)

Provides a framework for managing environmental responsibilities. It helps organizations reduce their environmental impact, comply with regulations, and improve sustainability performance through structured planning and monitoring.

ISO 50001 (Energy Management)

Helps organizations improve energy performance by establishing systems to reduce energy use, increase efficiency, and lower greenhouse gas emissions. It supports continuous improvement and cost savings.

OUR GOALS 2030

We take our responsibility for the environment and society seriously and act on it every day. That's why we have committed ourselves to continuously reduce our environmental footprint, improve social standards, and actively contribute to a sustainable future.



Mobile combustion

From 2025, we will gradually replace fossil-fueled vehicles with electric or hybrid models as needed to reduce mobile combustion emissions.

100%

electricity from renewable energy sources

By 2030 at the latest, we will cover our entire electricity consumption with renewable energies. In 2024 it was 96 %.

>95%

sustainably sourced paper

By 2030, we will ensure that more than 95 % of our paper is produced in a certified sustainable manner. In 2024, the proportion of sustainably produced paper was 93.61 %.



Employee retention

In 2024, only 8.4 % of our employees voluntarily decided to leave our group companies, compared to an industry average of 15 %. We want to improve this level even further by continuing to offer our employees an attractive long-term working environment.



Occupational safety

Our aim is to further improve the occupational safety of our employees and thus ensure a safe and healthy working environment in which no work-related accidents occur.

25 %

reduction of Scope 3 emissions

In 2022, CO₂ emissions of 86,283 tonnes were generated primarily through the purchase of paper and the transport of raw materials and goods. Our Scope 3 target is to reduce this figure by 25 % to 64,712 tCO₂e by 2030.

*This target does not account for future business growth or acquisitions, and reflects a reduction based on a comparable operational scope.

25%

Reduction of paper waste

Careful use of resources is important for climate protection. That is why our goal is to reduce our paper waste to a maximum of 25 % by 2030. In 2024, this figure was 28.28 % across the Group where 2023 was 29.25 %.



Reduction of emissions*

By 2030, we will reduce our energy requirements and emissions from operational activities by 42 % to 3,692 tCO₂e (Scope 1 + 2).

*In line with the Science Based Targets initiative (SBTi)

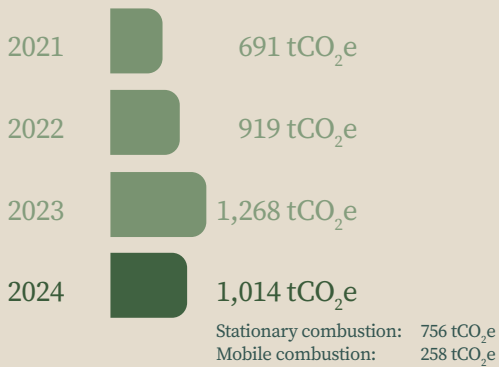
1. ENVIRONMENT

OUR ENVIRONMENTAL FOOTPRINT

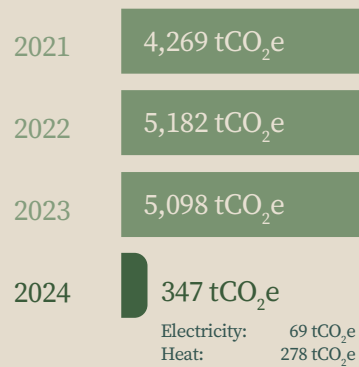
OUR EMISSIONS

Onlineprinters takes responsibility not only for the company but also for the world in which we work and live. For us, sustainable environmental management is more than just an obligation; it is a central part of our strategy for long-term success. We recognize the close link between economic stability and ecological responsibility, and we are committed to making our activities as environmentally friendly as possible.

Scope 1



Scope 2



tCO₂e = Tonnes of CO₂ equivalents

Scope 1 = Direct GHG emissions that occur from sources that are owned or controlled by the company

Scope 2 = GHG emissions from the generation of purchased electricity, heat or steam consumed

Total Emissions Scope 1 & 2 (tCO₂e)

2024	1,361
2023	6,366
2022	6,101
2021	4,960

Measures in 2024: :

- The decrease from 2023 is mainly due to a switch to renewable electricity in Poland and Spain.
- Installation of photovoltaic systems on roofs of production facilities in Germany and Denmark
- Replacement of vehicles with electric alternatives when necessary.
- Continued optimization of electricity consumption in production and replacement of conventional lighting with LED



We are committed to actively combating climate change through innovative technologies, efficient resource utilization, and the reduction of our CO₂ footprint.

This commitment includes the early identification of ecological risks and their integration into our decision-making processes. From utilizing renewable energy sources to optimizing supply chains and minimizing waste, we strive to set a positive example.

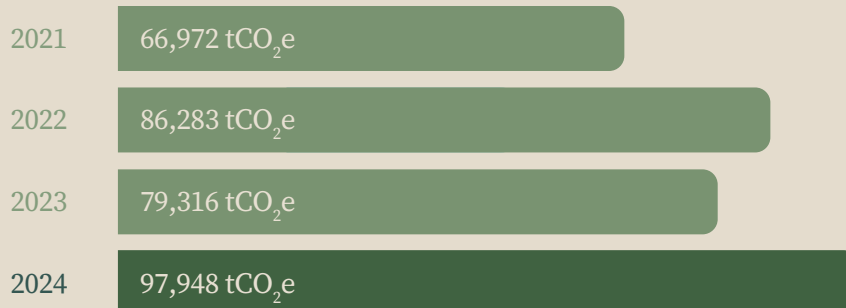
Raw Material: Paper

Scope 3 emissions within the group primarily arise from purchased goods and services such as paper, large format media, packaging, printing plates, and ink. In 2024, paper purchases are the main contributor, accounting for 56% of our CO₂ emissions. We aim to reduce this figure through increasingly resource-efficient paper usage and the adoption of new techniques.

Over 93% of the paper processed by our group companies comes from sustainable sources and is PEFC¹, FSC®², or Nordic Swan certified. Our goal is to increase this share to at least 95% by 2030.

The increase from 2023 is due to both improved data quality (from 71% in 2023 to 82% in 2024) and a higher production volume.

Scope 3

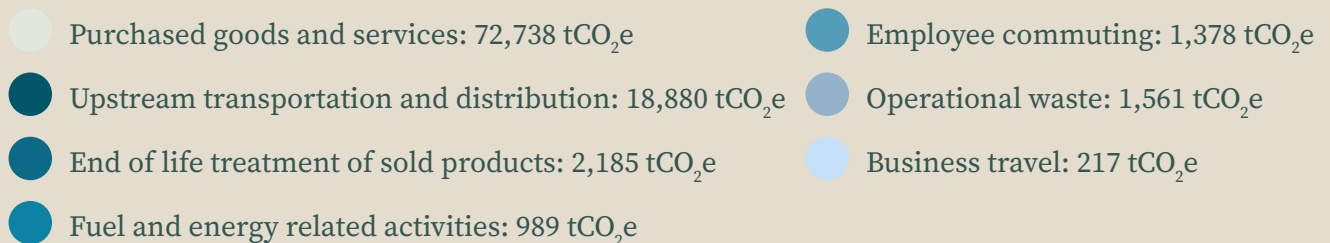
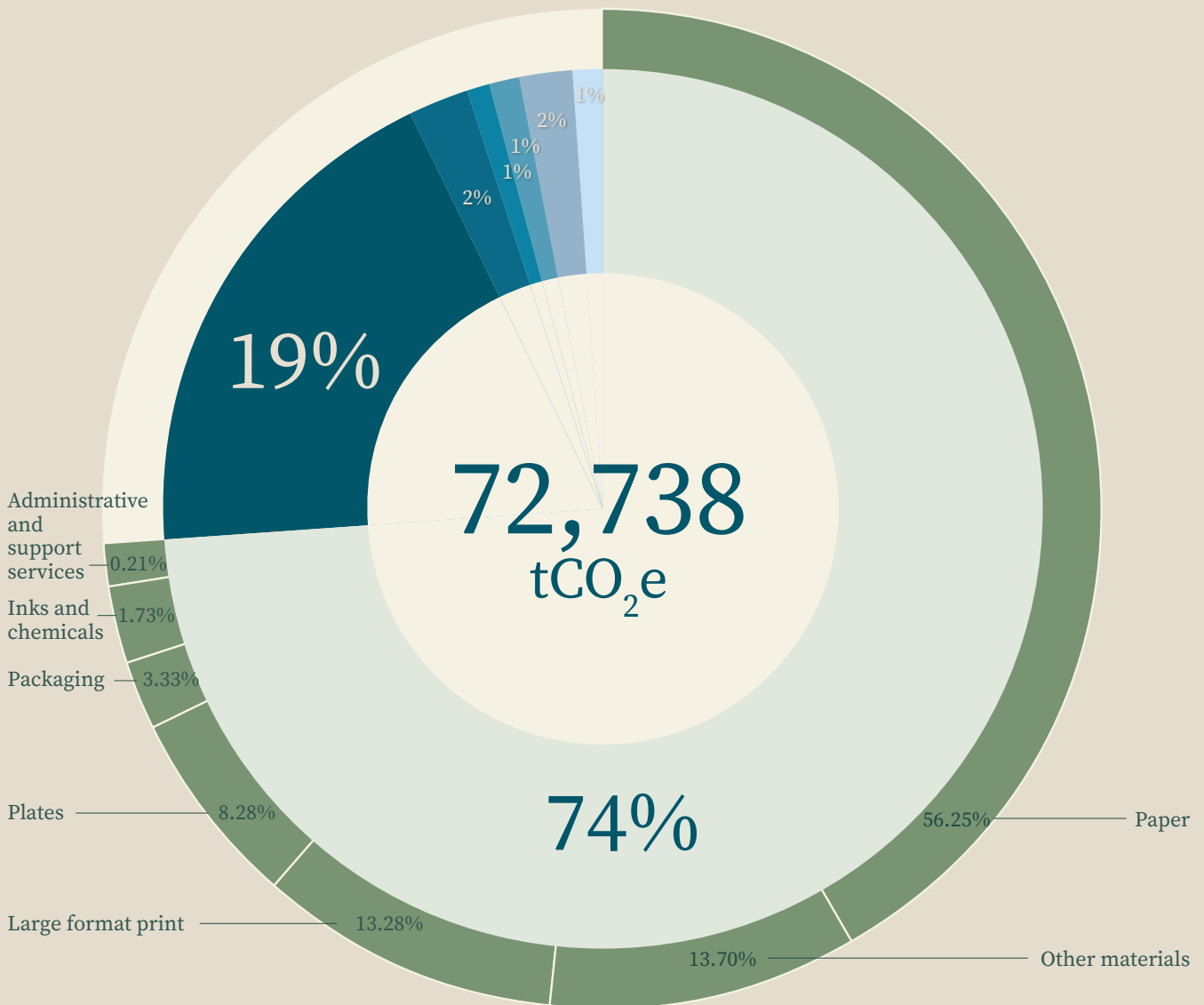


Scope 3 = Indirect GHG emissions from value chain

1 DINC-PEFC-COC-000870

2 FSC®- C010493, og C163538, og C194852 og C168702 og C106140

Breakdown of Scope 3 Emissions



ENVIRONMENTAL INITIATIVES

Thematic Overview



Energy & Climate Reduction

Transition to renewable energy (solar panels, green electricity)

Electrification of company fleet (electric/hybrid vehicles)

Continuous monitoring and reporting of energy/emissions



Resource & Material Optimization

Print-on-demand and automated nesting to minimize paper waste

Digital prepress optimization (preflight checks, soft proofing)

Use of certified/recycled materials (FSC, PEFC, Nordic Swan)



Chemical & Process Improvements

Kodak process-free plates (chemical-free plate processing)

Vegetable-based and water-based inks

Recycling rinse water & safe chemical storage



Waste Management & Circular Economy

Strict waste sorting and recycling (paper, plastics, metals, ink, electronics, food)

Collaboration with certified waste disposal partners

Maximizing recyclability in packaging/products



Employee Involvement & Training

Regular staff training in waste handling,
energy efficiency, environmental responsibility

Employee involvement in continuous
improvement



Supplier & Scope 3 Engagement

Supplier engagement for climate
commitments/emissions data

Supplier Code of Conduct

Targeted Scope 3 reduction (-25% by 2030)



Certifications & Environmental Management

ISO 14001, Nordic Swan, FSC,
PEFC certifications

Continuous improvement of
environmental management systems

Eco-Product Development & Labeling

Group-wide eco-product classification

Expansion of certified/eco-friendly
product range - 70% revenue from
certified/environmental products



3. SOCIAL

THE “WE” FACTOR

We promote inclusion, fairness and equal opportunities

In every respect, we embrace social responsibility. We collaborate with people from 55 nations across the world, enriching our company with their diversity. They are all essential to our success and part of our DNA.

For us, social sustainability means creating jobs that are not only economically viable but also humane and future-proof. It's about fostering an environment where people can grow and thrive.

From promoting equality to ensuring safe working conditions, we recognize that long-term success is only possible through mutual respect and responsible actions.

THERE FOR EACH OTHER

34%

of employees and

22%

of managers are female

Since 2021, we have more than halved the number of workplace accidents to a total of 23.

Lost Time Injury Frequency at 8.5% below the industry average of 10*

*Benchmarked against LTIF rate in printing sector in Germany, based on Eurostat 2022 data.

Flexible working time model and the option for remote work enable a good work-life balance.



at **8.4 %**

staff voluntary turnover is well below the industry average of

15 %

*Benchmarked against commercial printing industry in Germany based on 2022 BKK data.



39

Trainees 2024

We regularly employ trainees across various departments, including finance and sales. We see it as an important part of our social responsibility to help educate and develop the skilled professionals of tomorrow.

By offering trainee positions, we actively contribute to the labour market, strengthen industry competencies, and ensure that knowledge and expertise are passed on to future generations.



207

Employees who have been with the Onlineprinters Group for 10 years or more

61

Customer Net Promoter Score

Score is out of 100 in 2024.



3.1 %

Quality Service Errors

We continuously monitor and improve to minimize errors and ensure top-quality service.

CORPORATE SOCIAL RESPONSIBILITY

CSR

Bottle deposits for charity

We collect a considerable amount of money from bottle deposits, which we donate to charity.

Giveback

We donate printed materials to charitable causes free of charge. In 2024, we supported over 50 charitable organizations with more than 50,000 printed materials.

Colouring books

We use our surplus and leftover paper to print colouring books, which we donate free of charge to children's wards in hospitals and daycare centers.

Empowering Communities and Local Growth

We actively contribute to strengthening the local community by supporting both sports clubs and local businesses. In this way, we help to promote community spirit, health, and sustainable growth in the local area.

Committed staff

Our colleagues have participated in several races to raise money for charity, and provides a scorecard for transparency and benchmarking.

Commitment to the UN Global Compact

We are committed to adhering to the UN Global Compact and its ten principles on human rights, labour standards, the environment, and anti-corruption.



4. GOVERNANCE

RESPONSIBLE LEADERSHIP

SUSTAINABLE GROWTH

A strong and transparent corporate governance is the key to our long-term success. For us, governance means not only compliance with regulations but also integrity, transparency, and sustainable decision-making.

With clear structures and an open corporate culture, we ensure that we minimize risks and responsibly seize opportunities in the interest of our stakeholders. Our values and standards are the guiding principles of our work, serving as a guarantee for a successful and sustainable future.

BEHAVIOURAL GUIDELINES



Supplier Code of Conduct

The companies of the Onlineprinters Group uphold high environmental, social, and legal standards—and we expect the same from our suppliers. Our Supplier Code of Conduct defines these expectations and serves as a binding framework for all partners. We promote sustainable sourcing and responsible practices throughout the supply chain.

Code of Conduct

Our Code of Conduct is the foundation for responsible behavior across the Onlineprinters Group. It is mandatory for all employees and managers and outlines principles such as respect, equal treatment, data protection, and sustainability. The code ensures ethical conduct and compliance with applicable laws.



Whistleblower Policy

The Onlineprinters Group has implemented a whistleblower system that allows employees to report serious violations anonymously and securely. Reports are treated confidentially and may include issues such as corruption, discrimination, or breaches of environmental and safety regulations. The system guarantees that all concerns are taken seriously and addressed without fear of retaliation.

ESG Policy

Our ESG Policy reflects a strong commitment to sustainability, social responsibility, and sound corporate governance. We actively pursue climate goals, employee well-being, data protection, and ethical business practices. The ESG strategy is embedded in group leadership and supported by a dedicated ESG Management Board.



REGULATORY READINESS

GPSR – General Product Safety Regulation

The GPSR came into effect on 13 December 2024, it aims to ensure that all physical products sold to consumers in the EU are properly labelled and safe to use. If you order printed materials from us that are intended for sale or direct distribution to consumers, new requirements will apply.

These include:

- Clear identification of the product, such as a batch or serial number.
- Contact details (address and email or website) must be visible on the product and/or its packaging, depending on feasibility.
- In some cases, user instructions or safety information must be provided in the local language.
- For products sold online, certain information must be displayed on the sales platform before the purchase is completed.

We are committed to helping our customers comply with these new requirements. Our teams are ready to support you with layout adjustments, labelling, and documentation to ensure your printed products meet the GPSR standards.

EUDR – EU Deforestation Regulation

The Onlineprinters Group closely monitors the development of the EU Deforestation Regulation (EUDR), which was adopted in 2023. The regulation aims to ensure that products placed on the EU market—such as paper—do not contribute to deforestation or forest degradation. EUDR will be fully applicable from 31 December 2025, but is now expected to take effect on 31 December 2026, for large and medium-sized companies, and we are proactively preparing to meet the requirements. As a downstream operator, we will be responsible for ensuring traceability and documentation of the origin of raw materials like wood and paper. This includes submitting Due Diligence Statements (DDS) via the TRACES system.

We prioritize the use of FSC®, PEFC™ and Nordic Swan certified materials and work closely with our suppliers to ensure sustainable and responsible sourcing. We are also working on new supplier agreements and a Supplier Code of Conduct that integrates EUDR requirements. We view EUDR as a vital step toward a more transparent and accountable supply chain.



CSRD – Corporate Sustainability Reporting Directive

The Onlineprinters Group is actively preparing for the Corporate Sustainability Reporting Directive (CSRD), which will significantly expand ESG reporting requirements across the EU.

As part of our readiness efforts, we have successfully completed our Double Materiality Assessment (DMA)—a key milestone that helps us identify and prioritize the environmental and social impacts most relevant to our business and stakeholders. This assessment forms the foundation for our future sustainability disclosures.

Although the EU's Omnibus proposal may delay CSRD obligations for certain companies, we continue to align our reporting practices with the directive's intent. The proposal, adopted in early 2025, suggests that companies with fewer than 1,000 employees may be exempt from reporting until 2028, depending on final legislative approval.

Regardless of the timeline, we are committed to transparent and responsible reporting. Our future ESG governance model includes quarterly steering meetings, cross-functional collaboration, and continuous improvement of data quality and traceability. We see CSRD not just as a regulatory requirement, but as an opportunity to strengthen our sustainability strategy and stakeholder engagement.

CSDDD – Corporate Sustainability Due Diligence Directive

We are also preparing for the upcoming CSDDD, a key EU initiative aimed at promoting sustainable and responsible corporate behaviour across global value chains.

CSDDD will require companies to identify, prevent, and mitigate adverse impacts on human rights and the environment throughout their operations and supply chains. In anticipation of the directive, we have already initiated internal assessments and mapped key ESG risks, including those related to supplier practices, product portfolios, and data quality.

Recent updates to the directive propose a postponement of one year, giving companies more time to implement due diligence processes. Additionally, the scope has been refined to focus on direct suppliers, with monitoring frequency reduced from annually to every five years. For companies with fewer than 500 employees, the information required may be limited to what is already covered under CSRD voluntary reporting standards.

We view CSDDD as a strategic opportunity to strengthen our ESG governance and supplier engagement. Our ESG Management Board is actively evaluating digital platforms to support compliance, including tools for supplier mapping, risk scoring, and documentation workflows.

As with CSRD and EUDR, we are committed to integrating CSDDD requirements into our broader sustainability strategy—ensuring transparency, accountability, and long-term value creation.



2024 RECAP & 2025 OUTLOOK

Onlineprinters Group

At Onlineprinters Group, sustainability is not a question of “if,” but “how.” In 2024, we made significant progress across environmental, social, and governance dimensions, reinforcing our commitment to responsible growth.

2024 Highlights

We achieved a major milestone in reducing our operational emissions. Scope 1 and 2 emissions dropped by 77.6%, from 6,366 tCO₂e in 2023 to just 1,361 tCO₂e in 2024. This was driven by our transition to renewable electricity in Poland and Spain, the installation of photovoltaic systems in Germany and Denmark, and the replacement of diesel-powered equipment with electric alternatives.

Scope 3 emissions rose to 97,948 tCO₂e, reflecting increased procurement and transport activity. However, data quality of Scope 3 emissions improved to 82% in 2024 vs 71% in 2023.

We also made progress in resource efficiency:

- 93.6% of paper used was sustainably sourced, up from 83% in 2023.
- Paper waste was reduced to 28.3%, moving closer to our 2030 target of 25%.

On the social front, we maintained a strong and inclusive workplace:

Voluntary employee turnover dropped to 8.4%, well below the industry average of 15%. Lost Time Injury Frequency (LTIF) was reduced to 8.5, outperforming the industry benchmark of 10.

2025 Outlook

In 2025, we will continue to embed sustainability into our operations and customer experience:

We will launch an automated carbon calculator for on books in SPG, enabling transparent product-level emissions data for customers. A group-wide eco-product classification will be finalized and integrated into our reporting and platforms.

Our circular economy strategy will be expanded through smarter material use, digital prepress optimization, and ink reuse.

We will advance CSRD readiness and continue our data improvement journey.

ESG governance will be strengthened via a new target operating model, quarterly Steerco meetings, and harmonized reporting across entities.

Our 2030 targets remain ambitious:

42% reduction in Scope 1 & 2 emissions (vs. 2023)
25% reduction in Scope 3 emissions (vs. 2022)
>95% sustainably sourced paper
<25% paper waste
LTIF below 10 and voluntary turnover below 15%

We believe ESG is not only about responsibility—it's a driver of long-term value. Our strategy aligns environmental and social impact with business performance, ensuring we remain a trusted and resilient partner.

Onlineprinters Group Sustainability Team



Scandinavian Print Group

