



***Panther-
Philosophy***

Panther Group

The Panther Group consists of several companies that work together under the umbrella of Panther Packaging GmbH & Co. KG.

Our locations are at strategically important points in Germany and at the same time close to the border in order to also supply our customers in neighboring countries.

With these companies, the Panther Group is one of the leading providers in the packaging market. The Panther Group offers everything from a single source, from corrugated board production to flexo postprint, flexo preprint, offset and digital printing, display, packaging and logistics.

Mission

Our products enable human beings to receive all types of goods all over the world.

Vision

In the eyes of our customers we wish with our sustainable products to be the best company in the packaging industry.

Fundamental Values

We always give of our best. In our company we work honestly, loyally and reliably with each other. Our cooperation within the Panther Group is characterized by a sense of responsibility, fairness and discipline.

In the Panther Group, nobody is disadvantaged on account of age, sex, origin, nationality or world view. We respect general human rights.

Objectives

We want to grow regardless of general economic developments. We want to make profits, because only a successful company remains equipped for the future and represents a competent partner for our customers.

Even in the face of strong competition, we will prevail – regardless of the challenges on our way.

Guiding Principles

Customer requirements determine our thoughts and actions.

We put the very highest premium on skill, performance and cooperation, which go beyond the individual company. We respect individual initiative and continued personal education.

Members of staff who live the Panther-Philosophy are our strength, because they are not only our capital, but also characterize our reputation and our performance.

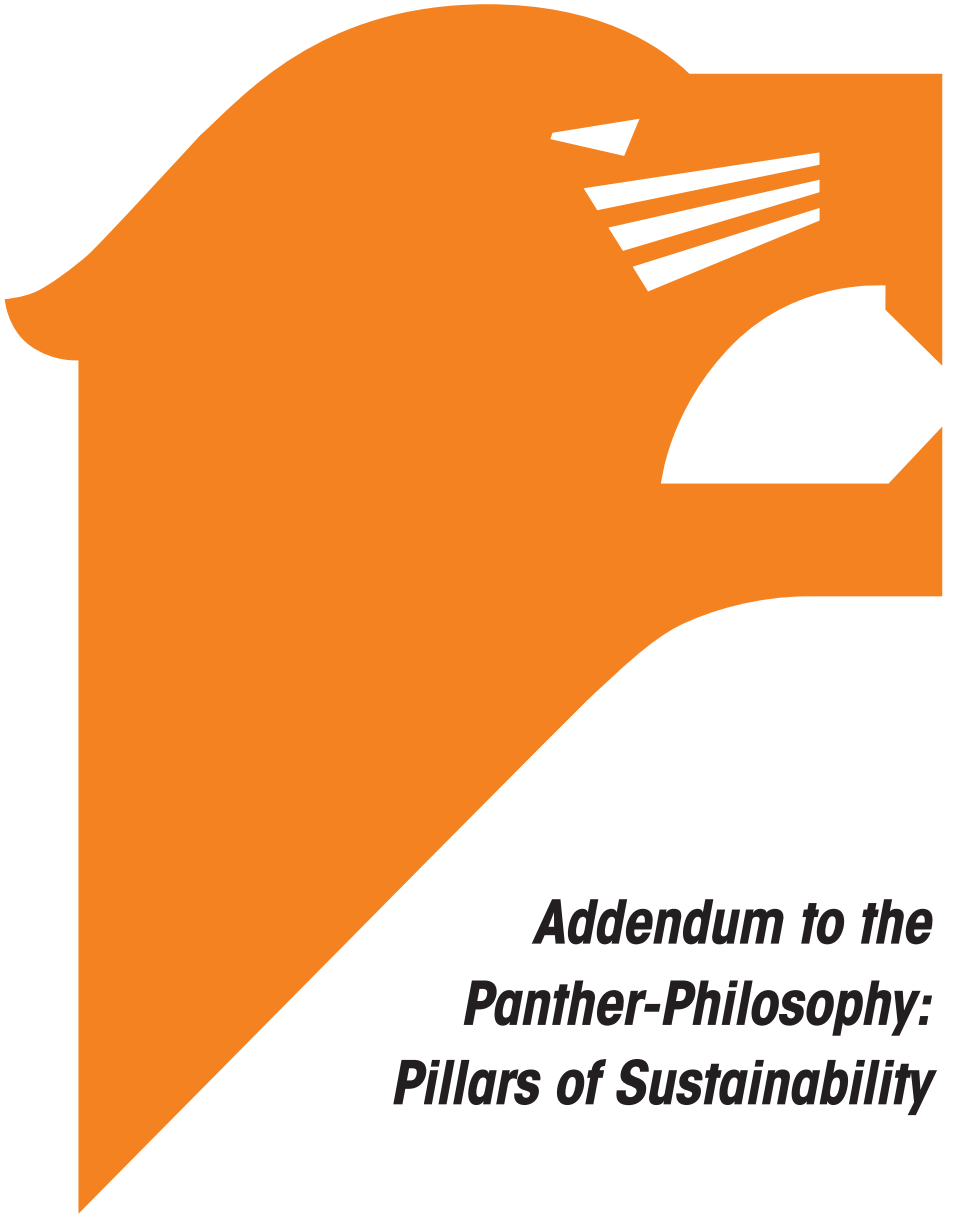
Our constant striving for improvement determines our mutual success.

We want to be a source of innovations in order to remain equipped for the future.

In order to achieve a price level, which is right for the market, we are continuously optimizing our costs.

Quality and the safety of our employees are our first priority. The skills of our staff are reflected in the quality of our products and services. That quality creates the highest satisfaction among our customers and binds them in the long term to our Group.

The environment is an asset, which is worthy of protection. Our products can be recycled and are an important part of the material cycle.



***Addendum to the
Panther-Philosophy:
Pillars of Sustainability***

Pillars of Sustainability

We have been taking responsibility as a family-run business since 1902 and placing a constant focus on sustainability for generations now.

Sustainability to us means simultaneously implementing both ecological, economic and social goals in equal parts in mutually dependability. On top of this, we continuously enhance the three pillars of sustainability in order to ensure improvements to them in the long-term.

As part of the Panther-Philosophy, the Panther Group has constantly strived to internalise and, above all, embrace the three pillars of sustainability.

With his sense of commitment, even the son of our company founder, Fritz Landmann, set up a foundation dedicated to training and further training from which we as a company group and the entire industry still benefit today and will continue to do so in the future. Our aim as well is to actively help shape and promote a sustainable future.

Ecology

Conscious use and protection of resources

- Conserve natural resources, conscious use of water, energy and finite raw materials to protect human beings and environment.
- Improvement in the ecological footprint (CO₂-reduction)

Economy

Sustainable business

- Increase in efficiency and effectiveness
- Making profit
- Long-term business security
- Creation of long-term jobs and general prosperity

Social Affairs

Fair trade

- High relevance of social engagement
- Education and regular trainings for free professional development
- Being responsible towards human beings and the environment

Environmental Sustainability

As a matter of principle, the Panther Group safeguards the conscious, efficient and effective use of natural resources in order to protect and preserve the environment.

Our environmental strategy, **Panther pro nature**, continuously guides us on the right path, on which basis we invest in all measures for sustainability. With every investment we set new standards, be it in terms of efficiency, effectiveness, environmental protection or safety. Our strategy is geared towards conserving resources and, above all, preserving the environment in the long-term, and as a result, lowering specific levels of energy consumption, reducing of raw materials and CO₂ emissions, coupled with better performance.

In the future, we will continue to extend our cost leadership by making targeted investments in efficient production facilities in order to be able to operate successfully and sustainably in the market with our customers.

At the Panther Group, we attach great importance to innovation management. To illustrate this, we already use recycled corrugated base papers with a low grammage weight to guarantee the optimum performance of our corrugated board packaging and displays with the minimum use of material, and by doing so keep our carbon footprint as small as possible.

We want to continue to reduce our CO₂ emissions in the coming years with the products in our circular economy. We are also striving to increase the use of lightweight papers and, last but not least, also reduce our energy consumption.

Economic Sustainability

The foundations of our company are based on a long-term and strategic business model, which we need to use to generate profits within the social market economy to secure our existence and growth.

The fact that our company has a stable financial structure means that we can continuously make sustainable investments. Furthermore, the taxes we pay to the state also provide support. They also help to create jobs, which in turn lead to general prosperity within the system, especially for future generations.

We take a comprehensive approach to all our business and economic decisions and incorporate aspects of all three pillars of sustainability.

Social Sustainability

For the Panther Group, taking a social approach is a matter of course and indispensable for a mutual coexistence. We augment our Panther-Philosophy with this decades-long approach by the corporate group supported by the three pillars of sustainability.

Our employees interact with each other in a helpful and respectful manner, which reflects our corporate culture. We involve the entire Panther-Team in all areas in an active way. This also promotes a feeling of togetherness. In addition, our philosophy is fully internalised and embraced.

With our environmentally friendly and recyclable products, we make a contribution to environmental protection, and as a result to society as well. Not only is corrugated board able to replace plastic in many cases, it can also be recycled, which helps us protect our environment. We also cultivate a conscious approach at all times to the use of resources.



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