

focus paper

Community engagement

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Community engagement

A community is an organized and social network of interacting individuals. Community can therefore refer to the neighboring communities and their inhabitants of the Lenzing sites, as well as a group of people with strong common interests, values and experiences within the company or along the value chain. This focus paper contains information on all aspects.

Enhancing community wellbeing

The Lenzing Group's various production sites operate in their specific environmental, social and economic localities. Lenzing businesses and their regional partners are mutually dependent, sharing opportunities as well as challenges. Community wellbeing is therefore necessary for the company's continued operations. As a good corporate citizen, the Lenzing Group promotes the beneficial development of the communities and regions where it operates. This is achieved through safe and eco-friendly operations, fair employment practices and contributions to local economic development and community life.

Promoting social wellbeing is a key cornerstone of Lenzing's "Naturally positive" sustainability strategy and more than just a question of ensuring society's acceptance of Lenzing's activities. The Lenzing Group takes its responsibility as a large industrial company and reliable corporate citizen very seriously, even outside its direct business operations. The company strives to help improve the living conditions of its neighbors. Lenzing relies on them just as much as they rely on Lenzing.

In addition to conducting safe and environmentally responsible operations with fair business practices, Lenzing provides support to numerous social and environmental protection projects, often over many years. It also promotes local activities, from educational initiatives to healthcare and infrastructure measures.

The sites have established structures regarding corporate citizenship to provide support to social and environmental protection projects as well as local activities with regards to education and health care. In 2023, the Lenzing employees responsible for community relations were defined for the individual sites to subsequently be able to establish better Group-wide networking and a corresponding exchange. This more structured approach is planned for the coming years in will further enhance the communication with the communities.

Lenzing's impact on communities

Dedicated to maintaining technological and safety standards, Lenzing prioritizes the safety and quality at its production sites to protect its employees and communities affected. Through its "Naturally Positive" sustainability strategy and engaging in social and environmental initiatives, Lenzing tries to enhance the well-being of the regions where it operates. Social sustainability issues are being recognized as increasingly important and efforts are being made to pursue a more structured approach in this area.

Despite having a positive impact on the communities around the production sites by providing stable job opportunities, the company can also have negative impacts like pollution, noise, or odor. Therefore, the company established a constant communication with the communities around the sites. There are dedicated employees to support social and environmental activities.

Lenzing also set itself a “Community engagement” target, which is to continuously support the development of local communities near Lenzing production sites and support social welfare programs to 2025 and beyond.

Channels for raising concerns

An online-based whistleblower system was introduced in 2017 and is designed so that employees, customers, suppliers, communities and other third parties can voice their concerns. This platform allows individuals to report issues such as corruption, bribery, conflicts of interests, antitrust violations, and breaches of capital market law. Known as the BKMS® whistleblower system, or “Tell us”, it is accessible on Lenzing’s website, ensuring anonymity. Upon receiving reports, a team of legal experts evaluates the incidents and forwards them to the Group Compliance Officer or the Local Compliance Officer if necessary. The anonymous reporting feature ensures that individuals can share their concerns without the fear of retaliation.

Corporate Citizenship

Lenzing is dedicated to upholding high technological and safety standards at its production facilities. However, Lenzing acknowledges that its operations and the following risks of incidents can potentially affect surrounding communities. Therefore, Lenzing takes its role as a responsible corporate citizen seriously. Lenzing tries to maintain an ongoing and open communication with local communities to inform them and listen to their concerns and ideas, aiming at cultivating constructive relationships with the communities in which the company operates.

Various production sites function within distinct ecological, social, and economic regional and global contexts and share with its regional partners interdependencies, encompassing opportunities and challenges. Fostering further societal wellbeing stands as a fundamental element of Lenzing’s “Naturally Positive” sustainability strategy.

Economic and regional significance of the Lenzing Group

On behalf of the Lenzing Group, GAW - Gesellschaft für Angewandte Wirtschaftsforschung KG has prepared a study on the "Economic and regional significance of the Lenzing Group in 2023, effects on value creation, income and employment". The following information is the executive summary, the full study can be found [here](#).

This study is an update of the study of the year 2016 as well as its former updates from February 2017, 2018, 2019, 2020 and 2023. The study covers the year 2023.

The Lenzing Group secures jobs and income in Austria...

Overall, the activities of Lenzing Group create 9,065 jobs in Austria. Besides the employees at the sites in Lenzing and Heiligenkreuz, this figure includes the indirect and induced effects as well. The company's contribution to the gross domestic product amounts to approximately EUR 888 mn (Upper Austria) and EUR 75 mn (Burgenland) respectively.

...and abroad

The calculations conclude that the global activities of the Lenzing Group create 25,282 jobs in all those countries where the Lenzing Group runs production sites (including Austria). Again, this figure comprises the direct (employees at the respective sites), the indirect and the induced effect.

Accordingly, every job directly created by the Lenzing Group at its plants creates more than two additional jobs in other business sectors.

Economic and regional economic effects of Lenzing's activities: Summary

	Additional gross domestic product	Additional income	Created employment*
Lenzing AG (Austria)	EUR 887.5 mn	EUR 551.0 mn	8,136
Heiligenkreuz (Austria)	EUR 75.0 mn	EUR 54.1 mn	929
Paskov (Czech Republic)	EUR 131.9 mn	EUR 59.5 mn	1,434
Grimsby (United Kingdom)	EUR 64.9 mn	EUR 34.0 mn	606
Purwakarta (Indonesia)	EUR 77.0 mn	EUR 60.2 mn	3,603
Nanjing (China)	EUR 142.3 mn	EUR 68.3 mn	3,456
Mobile (USA)	EUR 61.5 mn	EUR 44.9 mn	650
Prachinburi (Thailand)	EUR 45.8 mn	EUR 29.0 mn	1,300
Indianópolis (Brazil)	EUR 562.1 mn	EUR 179.8 mn	5,167

Source: GAW, 2024.

* Yearly full-time equivalents.

The effects also do include effects of the year 2023 onwards, as the activities of the Lenzing Group in 2023 do not only provoke economic effects in 2023 but in following years as well.

Revenues for the public sector

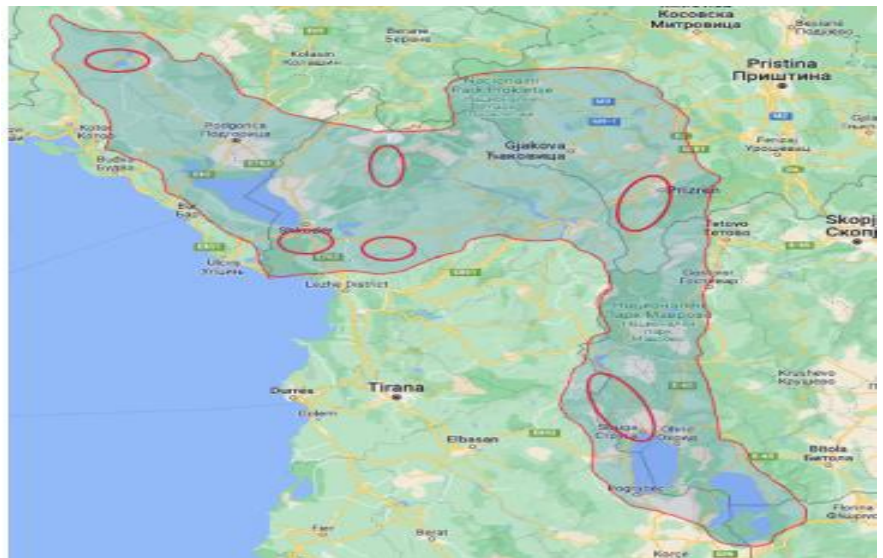
The public sector also benefits from Lenzing's business activities, from increasing local taxes to income tax receipts and social security contributions. At the two Austrian sites, taxes on wages, income and profits generated by Lenzing as well as municipal taxes totalled EUR 8.7 mn in 2023.

Conservation and reforestation of forests – global projects

The wellbeing of community members is also influenced by their environmental surroundings. Lenzing therefore supports global initiatives and biodiversity projects.

Integrated Forest Management (IFM) along the Drin River Basin

The Lenzing Group started a forest conservation project in Albania in 2019, which is scheduled to run for five years until the end of 2024. It aims to support the development of rural areas in Albania in the broader region of Shkoder (Ana e Malit) and Diber (Peshkopi) by using natural resources sustainably and fostering alternative income sources for communities. The goal is to implement conservation solutions covering 20 hectares in this area. The Albania project will continue until the end of 2024 as planned. Additionally, the scope of the project has been significantly expanded to include neighboring countries as described below:



The transboundary catchment area, which is an area of land where water collects when it rains, of the Drin River includes the countries of Albania, Kosovo, North Macedonia and Montenegro. This area consists of large forest and pasture areas, rich biodiversity ecosystems and is one of the most water-rich areas in Europe in terms of freshwater ecosystems. Over the last three decades, the forest area in the four target countries along the river basin has been heavily exploited and is under threat due to in-creased illegal logging activities and consequences of climate change like drought and forest fires.

The long-term impact is to contribute to climate change mitigation and sustainable development along the Drin River through strengthened integrated forest management (IFM). It is planned to afforest 45 ha of degraded land and restore additional 75 ha. For these 110 000 trees will be planted. Through the set measures, the living

conditions of rural communities in the target areas will be improved. The overall outcome of the project will be increased socio-economic and environmental benefits for local communities through ecosystem services.

The project applies a multi-stakeholder approach, integrating national and international experts as well as local communities, central and local authorities, and on-going initiatives. It is being implemented by the environmental NGO CNVP (Connecting Natural Values and People Foundation) with long-standing expertise in the Western Balkans. It is managed by the Austrian Development NGO ICEP (Association for Global Development) and is funded by ADA (Austrian Development Agency) and the Lenzing Group. Achievements in 2023:

- 5 ha afforested
- 10,778 trees planted
- 63 local forest workers have been employed and educated in reforestation and the use of machinery
- Kick-off conference on Integrated Forest Management with 60 participants from public administration, ministries, universities, public and private forestry companies, etc.

Congo: Innovation for people

Reducing the carbon footprint, protecting forests, and improving lives of rural communities vulnerable to the effects of the climate crisis

This pilot project managed by Caritas and sponsored by Lenzing in the Democratic Republic of Congo, Luozi region, combines both social and environmental components in a holistic approach to sustainably protect the environment, reduce CO₂ emissions, and sustainably improve the lives of vulnerable children and families in one of the poorest countries in the world. In this research project, CO₂ is to be reduced by means of innovative products, such as agricultural waste-based charcoal and energy-saving stoves. Using this alternative charcoal reduces the need for wood harvest in the forests. In addition, in-come-generating activities will provide alternatives for small-scale farmers so that they no longer have to produce and sell wooden charcoal. Ecological and smart integrated agricultural activities, such as combining agroforestry with beekeeping, will increase the income of smallholders, improve soil fertility, and reduce deforestation. Accompanying advocacy and education measures are carried out to minimize slash-and-burn agriculture and improve forest protection. This project is part of program in this region.



© Caritas Oberösterreich – Internationale Hilfe

Mai Ndombe REDD+ Project

This project is about the protection of 300,000 hectares of critical bonobo and forest elephant habitat within the world's second-largest intact rainforest and some of the most important wetlands on the planet, the Congo Basin. It reduces the principal drivers of forest and biodiversity loss and is charting a new pathway for community prosperity through comprehensive investments into surrounding local communities, which are among the most impoverished in the world. Lenzing co-financed the project with a donation of EUR 100,000 at the end of 2022, so that the project could be implemented in 2023.



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The locations of the Lenzing Group

Numbers = Nominal capacities as at December 31, 2023



* Air-dry

Communities the Lenzing Group's locations

Lenzing (Austria)

The Lenzing Group headquarters are located at the Lenzing site in Upper Austria, with an integrated cellulosic fiber plant and the Lenzing Group's innovation center. The site's biorefinery concept enables exemplary, environmentally compatible, and resource-saving production. This is one of the reasons why, for more than 80 years, Lenzing has been one of the most important employers and economic driving forces of the entire Austrian Salzkammergut region, a region which is strongly shaped by tourism. Accordingly, relationships with local political decision makers and the social and cultural scene are close and cooperative.

Lebenshilfe Oberösterreich (Upper Austrian Counselling Association)

One example is the company's more than 20-year collaboration with the Lebenshilfe Oberösterreich Association, which cares for around 1,700 people with intellectual disabilities. The background to the joint project at the Regau workshop is that the Lenzing Group has very high standards regarding the quality and cleanliness of the fibers it produces – not least, because fibers for non-woven applications are used for hygiene applications. The fibers are continuously subjected to a manual quality inspection at the workshop in Regau. Four specially trained employees check the fibers in rooms kitted out specifically for this purpose. The resulting insights help the Lenzing Group to better identify causes of contamination and identify potential for further improvement. Thanks to the extremely precise work of the Lebenshilfe employees, a thorough understanding of the type and frequency of the different forms of contamination of non-woven fibers has been maintained over the years. In addition, in 2023, Lenzing prepared the Christmas / New Year's shift packages with the support of the Lebenshilfe Association. The packages (filled with regional products) were given to all workers who were working at the Lenzing site on December 24 and 31. This practice has been in existence at the Lenzing site for many years. The work was done with a lot of joy and commitment and demonstrated once again that such cooperation is an extremely positive experience for everyone involved.

Creating living space for wild bees

Restructuring of 3.5-4 km of forest boarder to create a living space for wild bees and their monitoring.

Lenzing supported several projects outside of its value chain in 2023 for example a project in Austria for protection of wild bees. The focus of this project is planting a forest border with typical plants that can be used by wild bees as a source of food. Included are also care and maintenance of the area and public relations work to inform population. The project was planned to be completed in 2023 so that implementation can start quickly.

Purwakarta (Indonesia)

Lenzing has been operating on the Indonesian island of Java for more than three decades via its subsidiary PT. South Pacific Viscose in Purwakarta. In all these years, Lenzing has not only established itself as an important employer but has also gained societal acceptance by supporting a wide range of local social activities. Furthermore, the subsidiary was the only representative of the Purwakarta district and the textile industry to receive Corporate Social Responsibility (CSR) awards.

World Environment Day

On World Environment Day in June 2023, the Purwakarta district government awarded PT. South Pacific Viscose the title of environmentally conscious company. This award underlines the company's proactive approach to the environment, an ethos that is in line with today's corporate sustainability requirements. Amidst the formal ceremony, which was themed "Beat Plastic Pollution", PT. South Pacific Viscose played its role as a corporate steward and distributed 500 customized reusable viscose bags to the public to replace plastic bags.

Creation on sustainability



© PT. South Pacific Viscose

To bring the topic closer to the public, especially university stakeholders, PT. South Pacific Viscose collaborated with the Bandung Institute of Technology on corporate social responsibility activities at the SBM ITB in September 2023. As part of the Lenzing Group, PT. South Pacific Viscose works with a circular economy model. PT. South Pacific Viscose pays attention to the circularity of nature, by only using certified industrial wood from Brazil

(Amazonas) and ensures that no protected or endangered plants or woods are used. The use of recycled waste and eco-friendly products was also implemented during the collaboration with the community to celebrate Indonesia's National Day by making decorative cars from eco-friendly waste. This underlines PT. South Pacific Viscose commitment to sustainability.



© PT. South Pacific Viscose

Blood donation

To promote the willingness to help others, PT. South Pacific Viscose in collaboration with PMI (Indonesian Red Cross) Purwakarta organized blood donation events. These events were supported by the PT. South Pacific Viscose worker unions and open to all employees and contractors who wanted to donate blood to help others. PT. South Pacific Viscose is steadfastly committed to conducting this activity on a regular basis, scheduling it precisely once every quarter. This ensures that throughout the course of a year, the admirable cause of blood donation is championed on four distinct occasions.



© PT. South Pacific Viscose

Social Donation for villagers

More than 100 families living near the factory were provided with clean water. A water meter was installed to monitor the program and ensure that it is achieving its goals. In recognition of this support, PT. South Pacific Viscose received the "Water Sanitation Hygiene" award from the CSR Province of West Java. After the Covid-19 pandemic, the economic challenges for vulnerable groups have become even more apparent. PT South Pacific Viscose is committed to providing regular support to orphans, widows, and the elderly, as these groups are facing greater difficulties in the post-pandemic period.



© PT. South Pacific Viscose

Nanjing (China)

Lenzing operates a modern viscose fiber and modal fiber production plant at the Nanjing site that is embedded in a large industrial park. Contact with the local population is obviously different to that in Lenzing, Austria or Purwakarta, Indonesia because Lenzing Nanjing is one of many companies established in the park.

World Environment Day activity

World Environment Day is a call to Lenzing Nanjing employees to protect the planet and the world. Lenzing Nanjing invited the local government and citizens to join the company to introduce them to the Lenzing Nanjing factory, which manufactures environmentally friendly products, and highlight the company's pathways to carbon neutrality.



© Lenzing (Nanjing) Fibers Co., Ltd.

Member of Local Orphan Aid organization

Lenzing Nanjing has been a member of the local orphan aid organization since 2013. In addition to the company's financial contributions, clothing and other useful items are also donated by Lenzing Nanjing employees and then distributed to children through a trustworthy charity partner, called Amity. Each year, 10 orphans receive financial support as well as clothing and other donations.

"Excellence in carbon neutrality" award achieved



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Lenzing Nanjing achieved a regional level award in the "Excellence in Carbon Neutrality" category at the 10th Corporate Social Responsibility Award Ceremony organized by the European Union Chamber of Commerce in China. Lenzing Nanjing has established a carbon reduction strategy for the factory in 2020, and through the

implementation of various practical measures, the company has gradually achieved the vision of zero carbon emissions. In 2023, Lenzing Nanjing reached the zero carbon milestone by purchasing green electricity with I-REC certificate (renewable energy certificates). In 2023, the company purchased 141,832 MWH of green electricity, which covers the plant's entire electricity consumption and reduces carbon emissions from the plant's electricity system by approximately 80,762 tons.

Participation in municipal fire safety training

Lenzing Nanjing Fibers has been actively participating in municipal fire safety training since it was built, and regularly conducts joint training with the municipal fire department, sharing their training and combat experience and jointly improving the combat capabilities of both sides. In November 2023, the company won

first place in the individual category at the annual Liuhe District Micro Fire Station Competition, and the head of the company's safety and environmental protection department, Mr. Zhang Chuncheng, was awarded the title of "Advanced Person of the Year".

School-Enterprise Cooperation

In September 2023, a cooperative construction ceremony was held between Lenzing Nanjing and Nanjing Polytechnic Institute, which was attended by Zheng Michael, Site Director Operations Viscose Lenzing Nanjing, and Zhang Xusheng, Vice President of Nanjing Polytechnic Institute, along with other executives from both organizations. The opening of the joint base of the school and the company marks the beginning of the "Five-Year Plan", which aims to improve the knowledge structure of Lenzing Nanjing employees through continuous education and professional training to achieve the goal of a multi-talented workforce that understands the process, knows how to operate it, and is able to maintain it. At the same time, both sides will discuss deepening strategic cooperation in the integration of production and education, scientific and technological development, talent training and employment growth.



© Lenzing (Nanjing) Fibers Co., Ltd.

Mobile (USA)

Lenzing Mobile cultivates a very trusting relationship with representatives of the municipal government and the local chamber of commerce through regular meetings. The activities that are sponsored range from assistance provided to the fire brigade, healthcare facilities and educational institutions to sports activities. In addition, each quarter, employees are allowed to submit requests for contributions to be made to local associations that they are involved in. The associations may be social, athletic or academic. Lenzing thus helps to ensure that these associations receive the funds they need (e.g. to purchase equipment and uniforms).

Sponsorship of local charity runs

Lenzing Mobile employees participated in approximately 12 local charity runs in 2023. These charity events raised money to support families dealing with, for example, various types of cancer. In addition, these company-sponsored runs promote employee health and wellbeing of our employees.

Support for Bishop State Community College

Lenzing Mobile joined forces with Bishop State to utilize their state of the art training classrooms to advance the skills of our maintenance team members. One of the Bishop State classrooms is specifically dedicated to Lenzing Fibers Inc. due to our monetary contribution, but also our partnership with them to develop curriculum for this state of the art training facility.



© Lenzing Fibers Inc.

2023 Community Day

Lenzing Mobile has been supporting the Lemoyne Community Day for many years. This annual event was put on hold in 2020 – 2022 due to COVID concerns, but restarted in November, 2023 with huge success. The event is sponsored by the Lemoyne Industrial Park (LIP) and supported by companies that are located in the Axis, Alabama area which includes Lenzing Mobile. The community day is intended to inform residents about products and services that are locally made as well as to say “Thank You” for their support, involvement and cooperation to these companies.

Participation in PAKS (Police & Kids) program

In 2023, Lenzing Mobile helped to support the local PAKS Christmas toy drive. This group collected money, then bought games and toys for the police and fire department to distribute to local children in need. The PAKS organization began due to a Lemoyne Community Action Panel (LCAP) held during a Lemoyne Industrial Park. Community Day back in 2017. Its mission is to strengthen the relationship between Police and Kids.

Grimsby (United Kingdom)

Lenzing maintains regular contact with the local community at the Grimsby site as part of a local communications forum. Several charity projects were supported in 2023, which have a strong focus on community development, educational and environmental protection.

Junior girls football section – Cleethorpes Town FC sponsorship

Lenzing Fibers Grimsby continued to sponsor the Junior girls football section – Cleethorpes Town FC. The female football section continues to grow in popularity at a fast rate with new members interested in playing as part of a team. Cleethorpes Town Girls now have 14 teams and Lenzing are proud to sponsor the new Under 9's team.



© Lenzing Fibers Grimsby Ltd.

Park Care Community Project

For the second time, Lenzing Fibers Grimsby staff volunteered to work alongside the Park Care Committee Group in maintaining Grimsby Peoples Park. Lenzing Grimsby donated money to purchase a tree, perennial plants and bulbs and encouraged employees, volunteering with their family members, to work alongside the Park Care Committee Group to dig, plant and litter-pick within the park. This community project contributes to a positive impact on the environment and our community while providing a practical and educational experience for the young volunteers.

Lacey Stanford Centre & Library

Lenzing Fibers Grimsby contributed to The Lacey Stanford Centre fundraising efforts by donating prizes for their Christmas raffle. Lacey Stanford Centre and library is an intergenerational community hub that provides a place for mothers and toddlers to meet, a warm space for retirees and after school craft opportunities for children. It also serves as a vital resource for Lacey Stanford school where each year group visits every week to take out books, source information or so that the younger children are provided with story time.



© Lenzing Fibers Grimsby Ltd.

Women's Netball Grimsby District League

A local netball team were in need of sponsorship in order to continue playing in the local league. Lenzing Fibers Grimsby were keen to support this competitive local team with a sponsorship to enable them to continue to participate within division 1 of the Grimsby district league.

Rainforest Childrens Ward – Grimsby Hospital

A donation of children's chocolate selection boxes from Lenzing Fibers Grimsby was presented to the local Grimsby hospitals, Rainforest Children's Ward. The chocolate selection boxes were intended as a gift for the sick and injured children who were staying on the hospital ward during the Christmas period.



© Lenzing Fibers Grimsby Ltd.

Lisle Marsden Primary Academy

Lenzing Fibers Grimsby contributed to fundraising for school equipment by donating a prize to Lisle Marsden Primary Academy for their Christmas raffle. The equipment purchased from the donations raised directly benefits the students and contributes to their learning.

Community volunteering

Two of Lenzing Fibers Grimsby's process apprentices volunteered their time in the community during the lead up to the Christmas period by supporting two local charities, Grimsby Women's Aid and The Ark Animal Rescue Centre.



© Lenzing Fibers Grimsby Ltd.

Girlguiding – Brownies

Girlguiding offers activities for girls and young women with opportunities to explore the arts, sciences, outdoor challenges and global awareness through enriching experiences. Lenzing Fibers Grimsby donated puzzles, colouring pencils and a dozen bags to a local Brownies unit to carry their arts and crafts during an outdoor activity. Brownies is the second youngest section of Girlguiding in the United Kingdom, catering for girls aged 7–10.

Heiligenkreuz (Austria)

Lenzing Heiligenkreuz has also been and continues to be in direct and informal contact with the Heiligenkreuz municipal government. The management team has also long been involved in the Federation of Austrian Industries - Burgenland branch. Lenzing Heiligenkreuz implemented several measures with a focus on sponsoring cultural events and activities. Furthermore, the site has also supported the local fire department, community services as well as educational institutions.

Christmas donation

As in previous years, Lenzing Heiligenkreuz employees came together in 2023 to collect financial donations for a family in need who is known to Lenzing Heiligenkreuz employees. In this year, the production site made donations to a local family, who is currently fighting their way back to life after their mother suffered a serious illness with severe consequences. What makes this project special is that the support is provided exactly where it is needed. Families in need are nominated directly by Lenzing Heiligenkreuz employees. This fundraising takes place every year.

Sportpool Burgenland

Sportpool Burgenland is a local association that aims to support and promote young talents who want to gain a foothold in top-level sports. For those who participate in international competitions such as European and World Championships as well as Olympic Games, the Sportpool offers financial support. Since 2022, Lenzing Heiligenkreuz has been an official sponsor of the Sportpool, paving the way for young Burgenland athletes to develop their personal sporting skills.

Cultural centre castle Tabor

In 2022, Lenzing Heiligenkreuz established a year-round cultural partnership with the cultural centre castle Tabor in southern Burgenland. The castle is used for events throughout the year and attracts cultural enthusiasts from all over Burgenland and beyond with operettas, festivals, exhibitions and Christmas markets. With its financial support, Lenzing Heiligenkreuz helps to ensure that culture enthusiasts in southern Burgenland and neighboring regions continue to get their money's worth. This partnership supports one of the most important cultural institutions in the region in order to promote cultural and artistic engagement for the population as well as social gatherings for young and old. It also promotes young artistic talent, giving them the chance to perform on the stage of castle Tabor. Also in 2023 Lenzing supported this program as a sponsor for the "Kultursommer Jennersdorf".

Prom Sponsorings

With proms being a very special occasion to each and every young adult who is heading towards A-levels and about to graduate from school, Lenzing Heiligenkreuz is happy to support those special events as a sponsor. In 2023, Lenzing Heiligenkreuz supported a total of five proms from schools in Burgenland and Styria, all of which were attended by our employees' children.

Red Cross Burgenland

Lenzing Heiligenkreuz is especially proud to act as a supporter and sponsor for the Red Cross Burgenland, undoubtedly one of the largest and most important social institutions in Austria. In return for our support, the Red Cross placed the Lenzing logo on one of their emergency vehicles.

Volunteer Fire Brigade – Vehicle Blessing

Lenzing Heiligenkreuz regularly supports local fire brigades, since many of our employees also volunteer at various local fire brigades. Also in 2023, Lenzing Heiligenkreuz supported the fire brigade in Königsdorf/Krottendorf by sponsoring the blessing of a new fire truck.

Town municipal band Güssing

As music is one of the things that probably unites most people. Lenzing Heiligenkreuz participated in the 90th birthday celebrations of the municipal band in Güssing and provided a financial sponsorship. Lenzing Heiligenkreuz congratulated the band on their 90th birthday and wished them all the best for the next 90 years.

Paskov (Czech Republic)

Lenzing operates a state-of-the-art biorefinery at the Paskov site. The site converts the raw material wood into more than one quarter of all the dissolving pulp processed into fibers by the Lenzing Group. A large proportion of the wood used by Paskov comes from the Czech Republic. The Biocel Paskov facility has been involved in the socio-cultural life of the Moravian region for years as well as in education, sports projects, and the further development of local forestry.

Supporting neighboring towns and villages

Lenzing Biocel Paskov worked closely with villages and towns in the region in 2023. One example of the financial support provided by the business was for a 9 km run called "Paskov Nine" which was organized in Paskov. This run was primarily aimed at children and the general public.



© Lenzing Biocel Paskov a.s.

Lenzing Biocel Paskov provided financial support for an educational trip to London for children from the village of Žabeň. Due to the amount of the donation, it was possible to provide, the children with accommodation, food and transportation.



© Lenzing Biocel Paskov a.s.

In the easternmost part of the Czech Republic, under the majestic mountain Lysá hora, in Frýdek-Místek, a children's folklore festival was organized thanks to the financial support of Lenzing Biocel Paskov. Children's folklore groups from the across country and some from different parts of the world take part in this festival. It recreates the everyday life of local ordinary people in the past and presents them in a stylized form on stages to the spectators and listeners at home and abroad.



Wood festival

Lenzing Biocel Paskov also supported the wood festival in 2023. More than 2,000 visitors attended the festival. The Wood Festival is an educational event for children, parents and the public. Children test their knowledge of nature, the forest and wood as a raw material for the future at the Wood Festival. They learn more interesting facts and new knowledge through demonstrations. The aim of the Wood Festival is to get the public and especially the youngest generation interested in the forest environment and nature in general. The Wood Festival consists of several complementary basic elements. The common and unifying idea of the Wood Festival is to show wood in all its forms. To inform the public in an informative way about the forest, nature and natural materials in human life. To show the use of wood in the present, but also its history through the demonstration of old traditional crafts.



© Lenzing Biocel Paskov a.s.

“Into the woods with the forester”

Primary school children took part in the "With the forester in the forest" event. A project that presents the year-round activities of foresters in the forests. The educational program shows the diversity of the foresters' activities and introduces the children to the development of the forest from seed to full-grown tree. The program is designed to be interactive so that the children can try planting a tree themselves, work with forestry tools or calculate the volume of a harvested tree. The aim of this event is to raise public awareness of wood as a sustainable raw material and to show what can be made from wood - including textile fibers.



© Lenzing Biocel Paskov a.s.

"We are looking for the best young chemist in the Czech Republic" competition

Lenzing Biocel Paskov supported the competition "We are looking for the best young chemist in the Czech Republic", in which young chemists compete against each other and popularize chemistry not only as a science, but also as a fun factor. In the Moravian-Silesian region, 2,709 pupils from 97 elementary schools took part in the prestigious competition.

"Chemistry at the castle" campaign

In June 2023, Lenzing Biocel Paskov supported an event at the Silesian Castle in Ostrava as part of the "Chemistry and other natural sciences at the castle!" campaign. The aim of this event is to promote natural and technical sciences to primary and secondary school students, and to the public. All visitors were able to see and try out interesting experiments and become chemists or magicians themselves - at least for a while! Lenzing Biocel Paskov has been an active supporter of this event for many years.



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SOS children's villages

Also in 2023, Lenzing Biocel Paskov made a contribution to the non-profit organization SOS Children's villages, which provides social, educational and legal assistance to vulnerable children and families in the Czech Republic. Thanks to this support, the children were able to maintain their existing care and related services despite the price increases, caused by high inflation. Lenzing Biocel Paskov has been a proud supporter of this non-profit organization for several years.

ADRA – Adventist Development & Relief Agency

ADRA Czech Republic is a humanitarian and development organization that helps people in need in the Czech Republic and abroad. ADRA provides emergency aid (not only) in the event of natural disasters and improves the living conditions of people living in poverty. Lenzing Biocel Paskov has financially supported the organization's volunteer center, which helps elderly or disabled people and others.

“People in Need” – Earthquake in Turkey and Syria

At the beginning of last year, Lenzing Biocel Paskov provided emergency humanitarian aid for people affected by the catastrophic earthquakes in Turkey and Syria through the non-profit organization "People in Need". The funds were used for medical supplies.

The Leoš Janáček international music festival

The International Leoš Janáček Music Festival is considered the third most important classical music festival in the Czech Republic. It is characterized by both its scope and the number of concerts, but above all by its quality. The festival takes place in Ostrava near the production site. Thanks to the financial support of Lenzing Biocel Paskov, the festival is able to provide high-quality facilities and offer the audience a unique musical and cultural experience.

Voluntary commitments concluded with the Moravian-Silesian Region

Lenzing Biocel Paskov complied with all points of the voluntary agreement concluded with the Moravian-Silesian Region, which go beyond Czech and EU legislation. The object of the agreement was to focus on reducing the environmental impact of its own operations. Lenzing fulfilled its obligations in all points of the agreement, from the maintenance of green areas around the plant to noise and emission tests. In 2023, Lenzing Biocel Paskov supported a total of 37 projects with themes such as children and youth education, ecology, culture, sports, social and humanitarian aid with a total contribution of EUR 135,979.

Prachinburi (Thailand)

The lyocell production facility in Thailand has a nameplate capacity of 100,000 tons per year and represents an important step into a carbon-free future for Lenzing. This facility marks a significant milestone for Lenzing, as it signifies our commitment to a carbon-neutral future. Lenzing's dedication to supporting and engaging with the local communities has not only fostered acceptance of the new facility but has also nurtured strong bonds with its neighboring residents.

Donation to the Red Cross



Lenzing Thailand eagerly embraced the opportunity to make a positive impact on the environment, society and its customers with the "We Love to Share" initiative. In March 2023, Lenzing Thailand, joined forces with its dedicated employees to support the Thai Red Cross Society in Prachinburi with a generous donation of essential consumer goods.

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Labor Day activity with local social security office

Lenzing Thailand actively engages with local communities and government agencies and consistently participates in important events with these agencies. On National Labor Day, May 1, 2023, employee representatives from various departments of Lenzing Thailand participated in Lenzing's stand where they introduced Lenzing's products under the TENCEL™ brand to various government agencies.



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Blood donation

Lenzing Thailand has actively participated in blood donation drives for the second consecutive year since it became fully operational. Lenzing Thailand strongly encourages its employees to participate in this meaningful activity, responding to the Thai Red Cross Society's call for blood donations to ensure a continuous supply for patients. These events are held quarterly, and it is encouraging to see our employees eagerly participating in the blood donation campaign for the second consecutive year.



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Participation in national science week



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On the occasion of national science week in August 2023, Lenzing Thailand employees were committed to educating students about Lenzing products. It is a great opportunity to recommend our products to the young generation, who will be both users and perhaps employees in the future, how to use natural materials such as wood to produce fibers, which are the most important raw materials for the production of environmentally friendly textiles. Under the leadership of Ismail Abdullah, VP Operations Textile Division & Site Director, Thailand, Lenzing Thailand took this opportunity to donate science books to schools for further use as learning materials. This helps to ensure that the next generation will learn about, and how to use, sustainable and environmentally friendly products.

World Ozone Day Activity

On world ozone day, the Lenzing Thailand team successfully gave the kindergarten building a new coat of paint. This initiative has not only improved the appearance of the facility but has also significantly enriched the students' STEM educational experience. By making the learning environment more engaging, Lenzing



Thailand colleagues have made education more informative and enjoyable for these young people.

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Austrian National Day Reception Sponsorship

Lenzing Thailand was proud to be a sponsor of the Austrian National Day event held on October 26, 2023. During this significant event, Lenzing Thailand was actively engaged in introducing the brand, TENCEL™, and its eco-friendly products to the event's attendees, fostering awareness and appreciation for environmentally conscious products.



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Mangrove planting

Lenzing Thailand's management team and more than 60 employees came together for a day of environmental action and team building activities. The event included activities such as planting mangrove trees, collecting garbage and releasing fiddler crabs into their natural habitat at the Nature Education Center in Ban Pla Bank Pu (Bang Pu), Samutprakan Province. This initiative is in line with Lenzing's core commitment to environmental protection and extends the company's ongoing efforts to promote environmental awareness. It also serves as a catalyst for Lenzing Thailand employees to develop a strong sense of responsibility towards nature and actively participate in the conservation, restoration and sustainable management of the mangrove ecosystem.



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Indianópolis (Brazil)

The dissolving wood pulp mill named LD Celulose in Brazil is a world example when it comes to environmental standards and effluent treatment. Through its volunteer program and environmental education program, LD Celulose supports local communities in the fields of social, education, health and environment.

Socio-Environmental Education Center - CESA

In 2023, LD Celulose welcomed the community and students from public and private schools to learn about LD Celulose as part of the CESA visit program. Through CESA, the entire LD production process was presented in an educational and interactive way. Workshops were also held during the visit to address environmental awareness topics such as recycling and planting seedlings.



© LD Celulose S.A

Donations for social development institutions

As part of the social development program, LD Celulose donated basic food baskets to institutions in communities in the region, such as: Araguari, Indianópolis, Uberlândia and Estrela do Sul. The donations go to institutions that carry out social work and support the population in need, such as: APAE, nursing homes, homes for needy children and recovery centers for drug addicts.

Beekeeping program

The beekeeping program was developed in partnership with APIFAM (Association of Family Beekeepers of Brazil) and is part of LD Celulose's social investment activities. The bees are bred in the forests and produce honey, generating income and improving the quality of life of the families who work in the program, underlining the importance of multiple use of the forests. A portion of the honey produced is donated to LD Celulose employees and institutions in the communities in the catchment area.

Support for religious celebration of Romaria

The campaign to support the pilgrimage was held in August 2023. Traditionally known in the region, the festival attracts residents from neighboring towns, most of whom make their way to the city of Romaria on foot to show their faith. To support the population and ensure the safety of the pilgrims, tents were set up, water and vests were distributed to the pilgrims, and LD Celulose employees explained to the pilgrims how they can prevent forest fires.

Public management support program

In collaboration with a specialized consulting firm contracted by LD Celulose, the program aims to support the municipal public administration with methods and tools that can help municipal managers plan and execute a strategic management plan to promote the development of the municipality and thus the population. The project is being developed in collaboration with the town halls of the municipalities in LD Celulose's area of influence, Araguari and Indianópolis.

Support and promotion of socio-environmental projects

With regard to the support and promotion of social and environmental projects, the second announcement was issued in 2023, inviting NGOs to register their projects on water resources, waste, fauna and flora, ecotourism (nature and leisure) and social initiatives. The following projects were therefore developed in 2023: "Project Reflora", "Project Sowing Tomorrow" and "Project Space for Social Environments". The award-winning projects aim to improve environmental education, strengthen social institutions, conserve water resources, develop agroecology and raise awareness of the importance of the environment.

- The "Projeto Reflora" developed by the Angá Association promoted environmental education for young people in their first year of secondary school at the Arthur Bernardes School in the municipality of Araguari. The pupils took part in lectures, workshops and a photo competition with a socio-ecological theme. In addition, as part of the project, artificial perches were installed in an LD Celulose reforestation area on the banks of the Ribeirão das Araras in the municipality of Araguari.
- The "Semeando o Amanhã" project of the Seara Espírita Missionários de Alah institution promoted the knowledge and practice of environmental education among children and young people by raising awareness of the importance of environmental protection and the integration of nature and people, with the aim of preserving the balance of the planet. Workshops were held on planting seedlings and a community garden was created to supplement the diet of the facility's pupils with vegetables. The children and young people actively participated in the entire development process, from planting to harvesting.
- The "Espaço para Ambiência Sociais" project was developed to create a support space for the activities offered by APAE. APAE is a facility for children and adults with any type of physical, cognitive and/or intellectual disability in the municipality of Estrela do Sul. The space focuses on promoting improvements in the service offered, allowing the maximum potential development of users and students, in addition to promoting the strengthening of family and community ties, through welcoming and active listening, diversified leisure and employment workshops called "Environments and Experiences", which will explore the body and movement, art and expression, civic participation in social spaces, among other attributes related to the cognitive development of users and students.

Istanbul (Türkiye)

In November 2023, a group of six colleagues from the commercial office in Türkiye took part in the 45th Istanbul marathon. Their mission extended beyond the physical challenge of the marathon, as they ran to raise awareness and funds for the Seed Autism Foundation. Autism, a complex neurodevelopmental disorder, affects millions of individuals worldwide. The Seed Autism Foundation is dedicated to providing support, resources, and research funding to improve the lives of those autistic children and their families. Their initiatives include educational programs, therapies, and advocacy to enhance the quality of life for individuals on the autism spectrum. The marathon served as a platform for Lenzing Elyaf employees to show their commitment to social responsibility and make a positive impact on the community. Participation in this event not only raised awareness of the issue, but also raised funds to cover the cost of educating 15 autistic children for a year. This achievement is a testament to the generosity and compassion of our employees and the community at large.



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Communities within the Lenzing Group

In 2023 Lenzing introduced the concept of Employee Resource Groups (ERGs). ERGs are internal forums where employees have an opportunity to actively participate in topics they care about or are interested in and that support employees' beliefs, backgrounds and/or identities. They are voluntary in nature and employee-run. The purpose of these groups is to provide camaraderie and support to diverse teams and themes and to foster more inclusive work environments. Each group is focused on a particular common goal/theme e.g. gender diversity, disability, parenting, sexual identity, etc.

In 2023 two global ERGs were launched: Women@Lenzing and Multicultural@Lenzing. Each ERG has a top management sponsor and is chaired by one dedicated employee. The global Core Team of each ERG consists of 9-11 employees from different sites and offices with diverse backgrounds.

Women@Lenzing, as the first ERG of Lenzing, is working on identifying barriers for gender diversity and suggesting actions to increase the share of female employees and foster inclusion.

Multicultural@Lenzing is reflecting the internationality of our workforce and engaging in creating a welcoming culture for colleagues with a different background like other nationalities, ethnicity etc.

Communities affected by Lenzing's value chain

Lenzing's business activities are linked to the textile and nonwovens industry as well as the chemical and forestry industry. The company takes its responsibility as a large industrial company and reliable corporate citizen seriously, even outside its direct business operations.

The textile industry is widely known to have ongoing issues with human and labor rights such as: adequate wages, health & safety, collective bargaining and child labor. Lenzing is dedicated to lead by example and tries to ensure compliance with laws, human right principles, and environmental standards not only within its own operations, but also among its suppliers and supply chains. Through regular audits regarding these topics and corrective actions taken by Lenzing in case of non-compliance, Lenzing continually strives to only engage with suppliers who adhere to international and national human and labor rights.

The company has set itself the "Supplier engagement" target to engage suppliers, covering more than 80 percent of spend, to improve sustainability performance. For this, Lenzing has implemented a minimum acceptable score for the EcoVadis sustainability ratings of its suppliers; a corrective action plan is automatically demanded if a supplier drops below a minimum score in EcoVadis.

Wood is Lenzing's main input material. The FSC® certificates provide the assurance that the forest management work takes into account aspects, such as respect for the rights of indigenous people, the wellbeing of the professionals who work in the forest and local communities, the reduction of environmental impact, and the promotion of native forest conservation and restoration efforts.

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